



## NDBA Ag Credit Conference

**October 2-3, 2025**  
In-Person and Virtual Options

**Conference Location:**  
Radisson Hotel | Bismarck ND



Also in this issue:  
2025 NDBA

## Regional Member Meetings

**How  
Can I?**

Unlock Potential  
& Possibility

# The Bank Performance Report: Quarter 2 Report Available



The **Bank Performance Report** is a state-specific quarterly reporting service that ranks key indicators of banking performance. Utilizing data from the quarterly FFIEC Call Reports, the BPR ranks overall bank performance across eight different categories – Net Interest, Non-Interest Income, Non-Interest Expense, Efficiency, NPA's/Equity & Reserve, Asset Quality Index, Return on Assets and Return on Equity.

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The BPR serves multiple uses, including Strategic Profit Planning, Setting Performance Incentives/Goals, Board Reporting, Competition Analysis, Trends in the Market, to name a few.

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For modification or cancellations, send email to [info@bankperformancereport.com](mailto:info@bankperformancereport.com).

## Upcoming NDBA Events

SEPTEMBER 2025						
S	M	T	W	T	F	S
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28	29	30				

OCTOBER 2025						
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DECEMBER 2025						
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FEBRUARY 2026						
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MAY 2026						
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31						

### September 2025

- 8-11 **Regional Member Meetings**  
Grand Forks, Fargo, Bismarck and Bottineau
- 24 **Large Bank CRA Peer Group Virtual Meeting**
- Sep 30 - **Effective Leadership Seminar**. Bismarck
- Oct 1

### October 2025

- 2-3 **Ag Credit Conference** - Radisson Hotel, Bismarck
- 7 **Bank Security Seminar** - Holiday Inn, Bismarck
- 8 **Bank Security Seminar** - Holiday Inn, Fargo
- 20 **NDBA Fraud Forum** - Bank of North Dakota
- 20-21 **NDBA Peer Group Consortium**  
ND Heritage Center & National Energy Center of Excellence
- 20-23 **Compliance School** - Bismarck & Virtual
- 27 **IRA Essentials** - Delta Hotel by Marriott, Fargo
- 28 **Advanced IRAs** - Delta Hotel by Marriott, Fargo
- 29 **IRA Essentials** - Courtyard by Marriott, Bismarck
- 30 **Advanced IRAs** - Courtyard by Marriott, Bismarck
- 31 **HSA Workshop** - Courtyard by Marriott, Bismarck

### February 2026

- 13-14 **Bank Management Conference** - Scottsdale, AZ
- 25 **Breaking into Banking 101:**  
Fundamentals of Commercial Lending

### March 2026

- 9-11 **ABA Washington Summit** - Washington DC
- 25 **Breaking into Banking 201:**  
Analyzing Repayment Sources

### April 2026

- 27-29 **Tri-State Trust Conference** - Holiday Inn, Fargo



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## Mission Statement

Extraordinary Leadership for North Dakota Banks



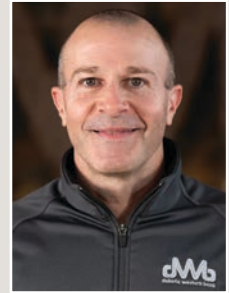
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## NDBA STAFF

**Rick Clayburgh**  
President and CEO  
rick@ndba.com

**Lisa Dolajak**  
Communications and  
Marketing Coordinator  
lisa@ndba.com

**Tara McFadden**  
SVP of Strategic Partnerships  
tara@ndba.com

**Jackie Bauer**  
Business and Database  
Coordinator  
jackie@ndba.com

**Jolene German**  
Administrative Assistant  
jolene@ndba.com

**NDBA GENERAL  
COUNSEL**

**Angi Day**  
Benefits Coordinator  
angi@ndba.com

**Dorothy Lick**  
SVP of Education  
dorothy@ndba.com

**Tracy Kennedy**  
tracy@ndba.com





# BANKING ARTICLES



## Switch To Electronic Payments Before Looming Paper Check Phaseout

The federal government will stop issuing paper checks for most payments on Sept. 30, so individuals who receive a federal benefit check should make sure they have switched to electronic payments by then, the Treasury Department said.

President Trump signed an executive order in March directing the Treasury Department to phase out paper checks for disbursements by the end of September. In a statement reminding people about the deadline, the Treasury Department said no action is required for most Americans as they already receive federal benefit payments electronically.

However, if individuals still receive a paper check for any federal benefit, they should enroll in direct deposit either by contacting the agency in charge of the payment or enrolling online at GoDirect.gov, according to the Treasury Department. They can also call the Electronic Payment Solution Center at 800-967-6857, Monday-Friday, 9 a.m.-7 p.m. ET. Finally, individuals receiving federal benefits can sign up for a Direct Express Debit Mastercard, which is a Treasury-sponsored debit card where they can receive monthly payments electronically.

The Treasury Department also warned Americans to watch out for government impersonation scams. “Before responding to a request, check it out and verify it by contacting the agency using a website or phone number you know is real,” it said. “If you’re unsure, ask a trusted source, like your bank, a friend or family member for help.”

**Read more:** <https://home.treasury.gov/news/press-releases/sb0223>

## FDIC Needs to Improve Third-Party Service Provider Exam Program

The FDIC has not established performance goals and metrics to measure the effectiveness of its program to assess the risk management practices of third-party firms that provide services

to banks, according to a recent report by the FDIC Office of Inspector General.

The OIG evaluated the FDIC’s Significant Service Provider Examination Program and concluded that while the agency has taken steps to establish goals and metrics for it, “they were not measurable or directly linked to program success factors.”

“As a result, we were unable to conclude on the program’s effectiveness in evaluating the risk exposure and risk management performance of SSPs and determining the degree of supervisory attention needed to ensure weaknesses are addressed and risks are properly managed,” the OIG said.

The OIG recommended that the FDIC complete efforts to develop and implement program-level goals and metrics for both the regional and significant SPP examination programs. The FDIC concurred with the recommendation and plans to complete corrective actions by March 31, 2026.

**Read more:** <https://www.fdicig.gov/reports-publications/audits-and-evaluations/significant-service-provider-examination-program>

## Financial Institutions Main Target for Phishing

Financial institutions are “top targets” for phishing attacks, accounting for more than half of all phishing attacks globally, according to a new report by the U.K. cybersecurity consulting firm Red Sift.

Many banks remain vulnerable to phishing attacks due to weak domain-based message authentication, reporting and conformance, or DMARC, enforcement, according to the report. To study the issue, the firm examined DMARC data from 510 of the largest U.S. banks. It found that only 42% of banks enforce “p=reject” policy, in which unauthenticated emails are automatically rejected. Only about 19% of banks enforced “p=quarantine,” in which questionable emails are quarantined



The firm said phishing continues to surge, with the international Anti-Phishing Working Group recording 989,123 attacks in the fourth quarter of 2024, the highest quarterly volume ever. “Generative AI has only sharpened the threat: polished, typo-free messages generated by large language models erase the telltale signs consumers were trained to spot,” according to the report.

**Read more:** <https://blog.redsift.com/research/more-than-50-of-us-banks-remain-vulnerable-to-phishing-attacks/>

## CFPB to Repropose Rules on Small Business Lending, Data Sharing

The CFPB plans to propose rulemaking on small business lending data collection and consumer data sharing before the end of the year, according to the recently released agency rule list for spring.

Earlier this year, the CFPB announced it would revisit two Biden-era rules implementing Sections 1071 and 1033 of the Dodd-Frank Act, which concern small business data lending collection and data sharing, respectively. Both had been challenged in federal court, and the CFPB agreed to repropose both rules to resolve the lawsuits.

The agency rule list shows the CFPB is seeking to issue notices of proposed rulemaking on 1071 in October and 1033 in December. It is also considering a host of other rule changes, including rescinding a Biden-era rule to create a registry of nonbanks a nonbank registry and considering a possible rule “to clarify” statutory language with respect to unfair, deceptive, or abusive acts and practices.

## NDBA Joins Request to Close Loopholes in Stablecoin Law

NDBA joined the ABA and the other 51 bankers associations in urging lawmakers to use upcoming market structure legislation to close several legal loopholes created by the recently enacted GENIUS Act.

The GENIUS Act, which created a regulatory framework for payment stablecoin issuers, was signed into law in July. In a joint letter to Senate committee leaders, the associations recommended three fixes that could be incorporated in a market structure bill.

“The decisions made in this space will shape the future of our financial system — its structure, efficiency and fairness — for decades to come,” they said.

The recommendations are:

- Strengthen the GENIUS Act’s prohibition on interest payments for payment stablecoins by extending it to

brokers, dealers, exchanges and affiliates of payment stablecoin issuers.

- Repeal Section 16(d) of the GENIUS Act to restore state authority over out-of-state-chartered financial institutions. Section 16(d) allows any state-chartered uninsured depository institution with a stablecoin subsidiary to perform traditional money transmission and custody activities nationwide through that subsidiary. “States have both the constitutional authority and practical responsibility to license and supervise financial institutions that serve their residents,” the associations said.
- Close loopholes in the prohibition on nonfinancial companies being payment stablecoin issuers by removing all approval pathways and prohibiting both public and private nonfinancial entities.

“By closing regulatory gaps, preserving the dual banking system and upholding the longstanding separation between banking and commerce, Congress can foster responsible innovation while protecting consumers, preserving access to credit and promoting economic stability,” the associations said.

**Read more:** <https://www.aba.com/-/media/documents/letters-to-congress-and-regulators/jointstateltrgenius20250812.pdf?rev=a60dfce3676094c5bb71215ac78a7be2c>

## Federal Court Strikes Down Reg II Interchange Fee Standard

A North Dakota federal court has invalidated Regulation II’s standard for setting debit interchange fees, finding that it permitted interchange fees at levels higher than federal statute allows and violated congressional intent. However, the court temporarily stayed its action pending an anticipated appeal by the Federal Reserve.

A group of North Dakota retailer trade associations and truck stop Corner Post sued the Fed in 2021 on the grounds that, in Reg II, the Fed exceeded its statutory authority to set interchange fees that are “reasonable and proportional to the cost incurred by the issuer with respect to the transaction.”

In his ruling, U.S. District Court Judge Daniel Traynor sided with the plaintiffs, finding that the Dodd-Frank Act’s Durbin Amendment “clearly prohibits” the consideration of any costs except for incremental authorization, clearance or settlement (ACS) costs in setting fees.

Still, while ruling against the Fed, Traynor criticized the Durbin Amendment as confusing and not particularly well written.

“When one wonders if studying grammar and English’s oddities is worthwhile, this case answers with a resounding ‘yes,’” he wrote. “It exemplifies how precise grammar and syntax might have avoided over a decade of legal battles.”

Traynor vacated Reg II but temporarily stayed the decision to give the Fed time to appeal his decision and “to prevent interchange transaction fees from becoming a completely unregulated market.”

## FTC Warns Consumers About Social Media Check Fraud Scam

The Federal Trade Commission is warning consumers that social media posts sharing an alleged checking account “hack” is actually a scam that could lead to financial and legal trouble.

According to an FTC consumer alert, the social media scam involves telling consumers to write a check for more money than they have, depositing it into a different account than their own, and then withdrawing the money before the bad check is fully processed.

“What the video or post might not tell you is that could leave you on the hook for paying back all the money, kicked out of your bank, and in serious legal trouble for bank fraud,” according to the alert.

The FTC advises consumers to research scams and fraud online to see what other people are saying about the social media post. It also encourages consumers to first consider the trustworthiness of the source and to compare advice from a variety of well-known sources.

**Read more:** <https://consumer.ftc.gov/consumer-alerts/2025/08/social-media-trend-thats-actually-bank-fraud>

## Scammers Increasingly Targeting Retirees

The Federal Trade Commission has seen a recent surge in reports of scammers pretending to be banks and other trusted institutions to target retirees’ life savings, according to a new report by the agency.

The FTC said the scams sometimes involve victims receiving fake warnings of suspicious account activity or unauthorized purchases. They also involve fake government representatives claiming that a victim’s Social Security number is linked to a crime, or fake security alerts on computers and other devices. From 2020 to 2024, the number of reports from older adults who lost \$10,000 or more to such scams increased more than fourfold. When older adults reported losing more than \$100,000, the number of reports increased nearly sevenfold, and the combined reported losses went up eightfold.

“In another layer of irony, these scammers often pretend to be the FTC, the nation’s consumer protection agency, sometimes impersonating real staff. Reports show these scammers have told people to transfer money out of their accounts, deposit cash into Bitcoin ATMs, and even hand off stacks of cash or gold to couriers – all things the real FTC will never do,” the agency said.

The FTC advised consumers never to transfer or send money to anyone in response to an unexpected call or message. It also advised consumers to hang up and verify an alert with a phone number or website they know is real, and to explore their call block options.

**Read more:** <https://www.ftc.gov/news-events/data-visualizations/data-spotlight/2025/08/false-alarm-real-scam-how-scammers-are-stealing-older-adults-life-savings>

## Small Business Optimism Rises in July

The NFIB Small Business Optimism Index rose 1.7 points in July to 100.3, slightly above the 52-year average of 98, according to the National Federation of Independent Business. At the same time, the Uncertainty Index increased by eight points to 97. Twenty-one percent of small-business owners reported labor quality as their single most important problem, up five points from June and ranking as the top problem.

The net percent of owners expecting better business conditions rose 14 points from June to a net 36%, seasonally adjusted, according to NFIB. Sixteen percent reported that it is a good time to expand their businesses.

**Read more:** <https://www.nfib.com/news/press-release/new-nfib-survey-small-business-optimism-rises/>

## President Directs Banking Agencies to Investigate, Fix Rules That Contribute to Debanking

President Trump has issued an executive order directing federal agencies to investigate whether banks and credit unions denied services to customers because of their political beliefs or because they were engaged in certain business activities, such as cryptocurrency.

In addition, the order directs agencies to rescind rules and regulations that caused financial institutions to deny services to categories of customers, in particular rules related to reputational risk.

The order directs agencies to investigate financial institutions for possible violations of the Equal Credit Opportunity Act, antitrust statutes or consumer protection laws, and to take disciplinary action if necessary, according to the White House. It accuses some financial institutions of participating in government-directed surveillance programs targeting the political right. It also accuses bank regulators of using “supervisory scrutiny and other influence over regulated banks to direct or otherwise encourage politicized or unlawful debanking activities.”

**Read more:** <https://www.whitehouse.gov/fact-sheets/2025/08/fact-sheet-president-donald-j-trump-guarantees-fair-banking-for-all-americans/>

## Trump To Nominate Miran for Fed Board Seat

President Trump said he will nominate Stephen Miran, current chair of the president's Council of Economic Advisers, to the Federal Reserve Board of Governors.

Miran will replace outgoing governor Adriana Kugler, who resigned from her seat August 8. Former President Biden nominated Kugler in 2023 to fill an unexpired term on the board ending next year, but she is returning to Georgetown University as a professor. Miran will serve out Kugler's current term, which ends Jan. 31, 2026.

## Trump Directs Agencies to Explore Opening 401(K) Plans to Crypto, Alternative Assets

President Trump has issued an executive order directing the Secretary of Labor Lori Chavez-DeRemer to explore allowing the use of cryptocurrency and other alternative assets in 401(k) plans.

According to the White House, the order directs the secretary to reexamine the Department of Labor's guidance on a fiduciary's duties regarding alternative asset investments in ERISA-governed 401(k) and other defined-contribution plans. (The department recently revised its 2022 guidance on the availability of cryptocurrency investments in 401(k) plans.) The order also directs the secretary to consult with the Treasury Secretary Scott Bessent, the Securities and Exchange Commission, and other federal regulators to determine whether "parallel regulatory changes" should be made to implement the order.

Finally, the order directs the SEC to facilitate access to alternative assets for participant-directed defined-contribution retirement savings plans by revising applicable regulations and guidance.

**Read more:** <https://www.whitehouse.gov/fact-sheets/2025/08/fact-sheet-president-donald-j-trump-democratizes-access-to-alternative-assets-for-401k-investors/>

## Labor Department Rescinds Guidance on Alternative Assets In 401(k) Plans

The Labor Department has rescinded a 2021 supplemental statement that discouraged fiduciaries from considering alternative assets in 401(k) retirement plan investment menus.

President Trump issued an executive order directing Secretary of Labor Lori Chavez-DeRemer to explore allowing the use of cryptocurrency and other alternative assets in 401(k) plans. In a statement, the department said the 2021 statement was

a departure from previous norms, "which dictate a neutral, principled-based approach to fiduciary investment decisions, consistent with the requirements of [the] Employee Retirement Income Security Act."

"When evaluating any particular investment type, a plan fiduciary's decision should consider all relevant facts and circumstances and will necessarily be context specific," the Labor Department said. "The department should not single out particular investments or investment strategies for additional or special scrutiny."

**Read more:** <https://www.dol.gov/node/180332>

## CFPB Considers Raising Regulatory Thresholds for Certain Nonbanks

The CFPB is seeking public input on whether it should raise the thresholds for determining which nonbank service providers fall under its supervisory authority, saying the current thresholds may not justify the compliance burdens on the entities covered.

In four advanced notices of proposed rulemaking to be published tomorrow, the CFPB is seeking comment on rewriting the larger participant rules for nonbanks providing services in the international money transfer, debt collection, consumer reporting and automobile financing markets. Nonbanks below the size specified in the rules are not subject to CFPB examinations.

"The bureau is concerned that the benefits of the current threshold may not justify the compliance burdens for many of the entities that are currently considered larger participants in this market, and that the current threshold may be diverting limited bureau resources to determine who among the universe of providers may be subject to the bureau's supervisory authority and whether these providers should be examined in a particular year," the CFPB said in each of the filings.

The CFPB is currently not seeking to revise a final rule adopted last year to regulate large nonbank firms that provide digital payments services, including peer-to-peer payments and mobile wallets. The bureau limited the scope of the rule so it only applies to providers that conduct more than 50 million transactions annually, and it excludes services for cryptocurrency and other digital assets.

## FDIC Offers Tips on Financial Disaster Preparedness

In the August edition of the FDIC's Consumer News, the agency offers financial-related suggestions to incorporate in disaster preparedness plans.

**Read more:** [https://www.fdic.gov/consumer-resource-center/2025-08/preparing-your-finances-unanticipated-disaster?utm\\_medium=email](https://www.fdic.gov/consumer-resource-center/2025-08/preparing-your-finances-unanticipated-disaster?utm_medium=email)





## Senate Passes Bill to Curb Abusive 'Trigger Leads' - Headed to the President

The Senate passed legislation prohibiting credit reporting firms from selling mortgage applicant information to lenders who then barrage those same consumers with unwanted solicitations.

The bipartisan Homebuyers Privacy Protection Act (H.R. 2808) amends the Fair Credit Reporting Act to eliminate abusive mortgage "trigger leads," only allowing contact information to be sold to third parties under limited circumstances. The House passed the bill in June, meaning it next heads to President Trump for his signature into law.

## FinCEN Issues List of Red Flags for Possible Crypto ATM Scams

The Financial Crimes Enforcement Network has issued a notice urging financial institutions to be vigilant in identifying and reporting suspicious activity involving convertible virtual currency kiosks, also known as crypto ATMs.

According to the notice, the FBI's Internet Crime Complaint Center received more than 10,956 complaints involving CVC kiosks in 2024, with reported victim losses of approximately \$246.7 million. The figures represent a 99% increase in the number of complaints and a 31% increase in reported victim losses from the previous year.

This notice describes illicit finance typologies associated with CVC kiosks, provides red flag indicators to assist with identifying and reporting related suspicious activity, and reminds financial institutions of their reporting requirements under the Bank Secrecy Act.

Examples of red flags include cash deposits just beneath the currency transaction report or CVC kiosk daily limit by either using multiple machines or multiple accounts, and multiple customer accounts or transactions linked to the same phone number or CVC wallet address.

In related news, AARP recently reported that, so far this year, at least 20 states, including North Dakota, have adopted or are considering new laws and regulations on crypto ATMs to curb abuse by scammers.

**Read more:** <https://www.fincen.gov/sites/default/files/shared/FinCEN-Notice-CVCKIOSK.pdf>

## FDIC Clarifies Use of Pre-Populated Fields for Customer Identification Requirements

The requirement that banks collect identifying information "from the customer" under the Customer Identification Program rule does not preclude the use of pre-populated information, the FDIC said.

In a financial institution letter, the FDIC said it is updating its supervisory approach regarding the use of pre-populated information to fulfill CIP requirements. One example is opening of an account electronically where fields in a digital form are automatically pre-populated, or "pre-filled," with a customer's identifying information.

"Under the FDIC's interpretation, a financial institution could use information from current or prior accounts or relationships involving the bank or its agents, or other sources, such as parent organizations, affiliates, vendors and other third parties to pre-fill information that is reviewed and submitted by the customer," the agency said. "The FDIC considers such information from the customer for purposes of the CIP rule."

FDIC examiners will consider the pre-filled information as from the customer if the customer has opportunity and the ability to review, correct, update and confirm the accuracy of the information, and if the institution's processes for opening an account that involves pre-populated information allows it to form a reasonable belief as to the identity of its customer and are based on the institution's assessment of the relevant risks, including the risk of fraudulent account opening or takeover.

**Read more:** <https://www.fdic.gov/news/financial-institution-letters/2025/fdic-supervisory-approach-regarding-use-pre-populated>

## Senate Banking Committee Advances Bill to Accelerate Housing Construction

The Senate Banking Committee has unanimously voted to advance bipartisan legislation to boost housing supply by removing regulatory barriers to building homes, expanding rental assistance and allocating funds for infrastructure that supports new housing.

The ROAD to Housing Act of 2025, sponsored by committee Chairman Tim Scott (R-S.C.) and Ranking Member Elizabeth Warren (D-Mass.), incorporates legislation from members across the committee, according to a joint statement. The 315-page bill includes language to reward communities that build more housing supply, ease environmental review of new construction,

rethink regulations to hamper additional lending for small-dollar mortgages, and expand tenant assistance and protections.

“This is a collaborative effort that includes the work of my colleagues across the committee, and I look forward to advancing these solutions to the full Senate,” Scott said.

“With this historic bipartisan bill, we are taking a critical first step to bring down families’ number one monthly expense—housing costs,” Warren added.

Among its many provisions, the proposed bill would:

- Increase the Public Welfare Investment cap for the Office of the Comptroller of the Currency and the Federal Reserve from 15% to 20%, which would enhance banks’ capacity to make investments in affordable housing.
- Allow the Department of Housing and Urban Development to give more weight to grant applicants that are located in, or primarily serve, designated opportunity zones to support housing preservation and construction.
- Require the Federal Housing Administration to assess barriers to FHA-insured lending for modular housing and direct the HUD secretary to modify the financing draw schedule to encourage modular housing construction.
- Direct HUD to develop best practice frameworks for zoning and land-use policies.
- Require the Consumer Financial Protection Bureau to issue a report to Congress studying the effect of various factors of loan originator compensation on the availability of small-dollar mortgage loans and assess the barriers they pose to the availability of such mortgages.
- Require the CFPB and Federal Housing Finance Agency to evaluate the effects of existing regulations that limit the points and fees that lenders can charge on qualified mortgage loans, which vary by loan limit. Based on such evaluation, the CFPB would be directed to make any necessary regulatory changes to points and fees to help encourage additional lending for small-dollar mortgages.
- Permanently authorize the Community Development Block Grant–Disaster Recovery and establish the Office of Disaster Management and Resiliency within HUD to administer the program.

**Read more:** [https://www.banking.senate.gov/imo/media/doc/road\\_to\\_housing\\_act\\_of\\_2025\\_section\\_by\\_section.pdf](https://www.banking.senate.gov/imo/media/doc/road_to_housing_act_of_2025_section_by_section.pdf)

## NDBA Joins Letter to Seek Federal Study on Credit Unions’ Tax Status

The Treasury Department should conduct a study of the \$2.37 trillion credit union system to determine whether its current activities align with its longstanding tax-exempt status, 52 state bankers associations, including NDBA, said in a joint letter to the department.

Credit unions have become increasingly complex since the passage of the Federal Credit Union Act in 1934, which exempts the institutions from many taxes as long as they serve individuals of modest means. However, their recent activities call into question whether they should still qualify for that tax exemption, with 450 credit unions now holding more than \$1 billion in assets, the associations said. Last year, credit unions announced 22 bank acquisitions totaling nearly \$12 billion in assets, and one federal credit union bought the multimillion-dollar naming rights to the Washington Commanders’ NFL stadium.

“Seemingly at odds with their mission and structure, these credit unions acquire commercial banks, offer nationwide membership and sponsor professional sports teams,” they said. “They even draw tax-exempt income from business entities for IT, insurance and other services. Their growth suggests that they are operating like banks without the same requirements, including federal corporate income tax obligations.”

Along with a study on their tax-exempt status, the Treasury Department should provide recommendations about whether Congress should introduce legislation that would require all credit unions to pay federal income tax and compel federal credit unions to pay unrelated business income tax like other nonprofits, the associations said.

**Read more:** <https://www.aba.com/-/media/documents/letters-to-congress-and-regulators/jointltrkies20250729.pdf>

## More Than 59 Million People Covered by Health Savings Accounts In 2024

Health savings accounts helped cover health care expenses for more than 59.3 million Americans in 2024, according to a new survey by Devenir and the American Bankers Association’s HSA Council.

The survey found there were 39.3 million HSAs by the end of last year. Millennial account holders accounted for a significant segment of HSA growth, with approximately 30% of HSAs held by individuals in their 30s.

At the same time, account holders ages 55 and older had accumulated over \$63 billion in their accounts at the end of

2024, a 21% increase from the previous year. The average HSA balance for the age group reached \$6,564.

HSAs also exhibited broad socioeconomic adoption, with 64% of health savings account holders living in zip codes with median household incomes of less than \$100,000.

“Devenir’s 2024 findings show that health savings account adoption remains strong, especially for working Americans with nearly seven out of 10 households that use HSAs to pay for current and future healthcare expenses earning less than \$100,000 per year,” said Kevin McKechnie, executive director of the HSA Council. “Our hope is that Congress will allow older Americans on Medicare, veterans and other populations access to the only health insurance product that helps you save for retirement while taking care of you as you work. Almost 60 million Americans use HSAs now and we believe that number will only continue to grow in the years ahead.”

**Read more:** <https://www.devenir.com/2024-devenir-hsa-council-demographic-survey-findings/>

## FHFA Proposes to Repeal Fair Lending Rule

The Federal Housing Finance Agency is proposing to repeal a 2024 final rule that codified many of its existing practices and programs regarding fair housing and fair lending oversight of

its regulated entities: Fannie Mae, Freddie Mac and the Federal Home Loan Banks.

In a notice published in the Federal Register, FHFA said it was seeking public comment on repealing the Fair Lending, Fair Housing, and Equitable Housing Finance Plans regulation. The agency cited President Trump’s executive order in February directing federal agencies to repeal “unnecessary” regulations as a reason for walking back the final rule.

Among other things, the 2024 rule made changes to Fannie’s and Freddie’s Equitable Housing Finance Plans to promote greater accountability; added oversight of unfair or deceptive acts or practices to FHFA’s fair housing and fair lending oversight programs; required additional certification of compliance by all the entities; and established more precise standards related to fair housing, fair lending and equitable housing principles for the entities’ boards. The rule also created a new requirement for FHLBs to annually report on any actions they voluntarily take to address barriers to sustainable housing opportunities for underserved communities.

Comments on the proposed repeal must be submitted to FHFA by Sept. 26.

**Read more:** <https://www.federalregister.gov/documents/2025/07/28/2025-14183/fair-lending-fair-housing-and-equitable-housing-finance-plans>





# JOIN THE STATEWIDE MONEY PERSONALITY CHALLENGE

**Your bank can participate in our statewide Money Personality Challenge this October!**

Join the thousands who have already taken this research-based, five-minute quiz and started exploring the site.

**We want your help to encourage:**

- Your bank employees to take the challenge and have fun comparing their traits! They can post on LinkedIn or Facebook so your bank shows its support for financial literacy.
- Your customers to take the challenge and explore the Smart With My Money site.
- Your business clients to take on the challenge with their staff. Consider running a contest to see who can achieve the highest percentage of staff members taking the challenge and reward the winners with a plate of cookies!
- Your local Chamber or EDC office to implement communitywide.



Get involved: Take the Money Personality Challenge and nominate others!

[bnd.nd.gov/challenge](https://bnd.nd.gov/challenge)

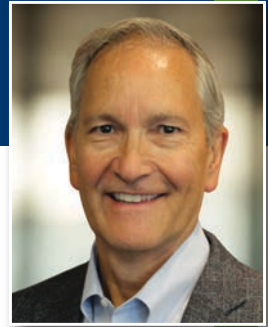
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# From the CORNER CHAIR

Bernie Sinner | NDBA CHAIR | BankNorth, Casselton



August always seems to come... and go faster than we expect. One minute it's late-night baseball games and small-town street dances; the next, the smell of grain harvest fills the air. For me, this time of year has always been a reminder of two things: the value of preparation and the excitement of possibility.

As your new chair, I've spent my first month listening, learning, and being continually reminded of the talent and passion that exists across our membership. Just like students heading into a new school year, we as bankers have an opportunity to approach the months ahead with curiosity, a readiness to learn, and a willingness to stretch ourselves beyond the familiar. All of this deepens our engagement with our work, our communities, and our industry.

## Opportunities to Learn and Lead This Fall

NDBA has a full slate of events and resources to help you do just that:

- **Regional Member Meetings – September 8-11**

Make plans to attend and bring your team along. Our featured speaker, Joe Fingerhut, will challenge us with ***How Can I Unlock Potential & Possibility***. You'll leave with tools and ideas you can put into action immediately. See page 20 for more information about these meetings.

- **NDBankPAC**

BankPAC forms will land in your inbox very soon. By making a contribution, your dollars will have a statewide impact on the election of candidates who support the banking industry. And when we give together through NDBankPAC, we have a much stronger impact than if we gave individually.

- **Fall Educational Opportunities**

The fall schedule is packed with training and development sessions – each designed to help you sharpen your skills and strengthen your team. See page 16 for a schedule.

## Transitions and Gratitude

This month, we welcome **Tara McFadden** as NDBA's new SVP of Strategic Partnerships. Tara brings a wealth of experience and energy, and I know she'll be a tremendous resource for our members. She follows **Ann Reich**, who is retiring after an exceptional career in this role. Ann's commitment, professionalism, and tireless work behind the scenes have strengthened our association and contributed to the success of our members. Ann, on behalf of the entire NDBA family, thank you for everything you've done.

As we step into this new season, whether you measure it by the school calendar, the fiscal calendar, or just by the leaves starting to turn, let's commit to learning, connecting, and leading together. I look forward to seeing many of you at the Regional Meetings in September.

Warm regards,

Bernie Sinner

# NDBA Welcomes Tara McFadden as New SVP of Strategic Partnerships



NDBA is pleased to announce that **Tara McFadden** has accepted the opportunity to join the NDBA team as Senior Vice President of Strategic Partnerships. Many NDBA members will be familiar with Tara as she has served on the NDBA Board, participated in peer groups, and attended the ABA Washington Summit. Her first day was August 18.

## **A proven community-bank champion**

With more than 25 years of deep-rooted experience in community banking and leadership, Tara brings a practical, member-first perspective to the role. She is known for building trusted relationships, aligning teams around shared goals, and moving projects forward with clarity and momentum.

"Tara is an excellent addition to our staff," says Rick Clayburgh, NDBA President and CEO. "She knows how to forge trusted partnerships and successfully lead initiatives, which is instrumental in overseeing NDBA Services, facilitating NDBA's peer groups, and listening to and meeting bankers' needs."

## **Focused on partnerships that deliver results**

As SVP of Strategic Partnerships, Tara will guide NDBA's efforts to connect banks with high-value solutions and providers through NDBA Services, and she will help shape programs that address members' real-world challenges. That includes:

- Strengthening peer networks so bankers can exchange ideas and best practices in a rapidly changing environment.
- Evaluating and curating vendor relationships that deliver measurable benefits.
- Creating new pathways for engagement.

"I am especially drawn to NDBA's reputation for thoughtful leadership and forward-thinking banking

solutions," Tara says. "The financial industry – and the opportunity to build strong, lasting partnerships – has always been a passion of mine. I've been fortunate to grow my career at Choice Financial Group and am incredibly grateful for their support as I take this step forward and embrace new opportunities with NDBA."

## **Grounded in compliance, tuned to strategy**

Tara recently served as Compliance Director for Choice Financial Group, where she aligned compliance initiatives with business objectives while developing strong relationships across the industry. That mix of operational understanding and strategic outlook uniquely positions her to help member banks navigate today's environment while keeping an eye on innovation, efficiency, and customer impact.

## **A thoughtful transition**

Tara will succeed Ann Reich, who is retiring after nearly 30 years of dedicated service to NDBA. Ann's steady leadership, institutional knowledge, and commitment to members have shaped many of the association's most valued programs.

"While it is bittersweet to leave this position and place that I have enjoyed immensely, I am honored Tara is taking my place," Ann says. "I know she will love working at NDBA and with North Dakota bankers as much as I have, and she will make a significant impact. At the core of Tara's success is a steadfast commitment to integrity and transformation."

Ann will officially retire the end of October.

Rick adds, "We are grateful for Ann's service to North Dakota's banking community. Her legacy is one of excellence and care for our members, and we're excited to build on that foundation with Tara's leadership."





**Rob Nichols**  
President and CEO  
American Bankers Association  
[nichols@aba.com](mailto:nichols@aba.com)



**WASHINGTON UPDATE**



## Shaping the Future of Stablecoins

Earlier this summer, President Trump signed into law the Genius Act, a long-awaited bill that will kickstart the development of a new regulatory framework for stablecoins in the U.S.

Stablecoins like Tether, Circle and others currently have a market cap of about US \$275 billion—a relatively small fraction of the total money supply in the U.S. Nonetheless, interest in stablecoins has grown rapidly in recent months.

In simplest terms, stablecoins are digital assets that are designed to maintain a stable value over time, and that are pegged to a reference asset like the U.S. dollar on a one-to-one basis. They can function as both a store of value and a means of payment, and there are several potential use cases that are starting to emerge, from cross-border payments to integration into smart contracts.

ABA has been closely following the conversations around the future of stablecoins, and we were engaged on behalf of our members as lawmakers debated and refined the Genius Act prior to its passage. Our input, which included feedback from bankers and our state association alliance partners, helped shape a better legislative outcome for the banking industry, though as with most pieces of legislation there remain areas we'd like to see improved.

Among our top priorities was ensuring that banks are not disintermediated by stablecoins issuers incentivizing customers to hold their money in the form of stablecoins instead of bank deposits. We also advocated for a framework that would ensure that America's banks have the freedom to participate in the stablecoin ecosystem if they choose.

With the Genius Act now law, bank and credit union subsidiaries, along with national trusts and nonbanks can apply to become stablecoin issuers, but lawmakers

included a key exclusion for non-financial public companies to maintain an important firewall between banking and commerce—a principle ABA has long supported.

The law also includes several key prohibitions applied to payment stablecoin issuers that ABA supports, including those preventing pledging of stablecoin reserves; paying interest or yield to holders of payment stablecoins; and the misrepresentation of insured status of payment stablecoins, among other things. As I write this, we are actively engaged on the Hill trying to strengthen some of these provisions through separate but related digital asset legislation focused on market structure.

The Genius Act places rulemaking authority in the hands of the banking agencies, which means that banker engagement will continue to be critical in the months ahead as these rules are crafted, as more than a dozen rulemakings are expected related to this new law. ABA is continuing to engage through its Digital Assets Working Group—a banker driven advisory panel that convenes ABA members from across the country, led by our Office of Innovation. We have also made a comprehensive suite of resources—including a full summary of the Genius Act and associated rulemakings—available for our members at [aba.com/stablecoin](https://aba.com/stablecoin). More than 2,100 bankers participated in a recent ABA webinar on the topic.

As we work to shape the future of stablecoin regulation, ABA remains committed to helping banks responsibly meet customer demand for digital assets, including stablecoins and other cryptocurrencies, while mitigating the risks that these emerging products and technologies may pose to consumers and the broader financial system. Our goal will always be a fair and level playing field on which banks and other financial service providers can compete.

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# PROFESSIONAL TRAINING



North Dakota Bankers Association

## Education Events

For more information regarding these educational opportunities, visit [www.ndba.com](http://www.ndba.com) or contact Dorothy Lick, SVP of Education, North Dakota Bankers Association, 701.223.5303.

EVENT	DATE	LOCATION	WHO SHOULD ATTEND?
<b>Regional Member Meetings</b>	September 8-11	Grand Forks, Fargo, Bismarck, Bottineau	All NDDBA Members!
<b>Effective Leadership Seminar</b>	September 30 - October 1	Holiday Inn, Bismarck	Individuals in leadership roles who want to increase their effectiveness – executives, managers at all levels, project managers, team leaders and supervisors – will reap many benefits from this presentation.
<b>Ag Credit Conference</b>	October 2-3	Radisson Hotel, Bismarck	Both entry-level and experienced ag lenders will gain valuable information.
<b>Bank Security Seminar</b>	October 7 October 8	Holiday Inn Bismarck Holiday Inn Fargo	Security officers/ directors, operations managers, auditors, HR directors, legal staff, loan officers, disaster recovery managers, collection staff and fraud investigators are invited.
<b>NDDBA Peer Group Consortium</b>	October 20 October 21	Reception - ND Heritage Center Consortium - ND Nat'l Energy Center of Excellence	Those involved in individual peer groups (Audit, HR, Compliance, Fraud, IT, ERM, Communications/ Marketing, Front-Line Operations, Collateral Valuation) are encouraged to attend.
<b>NDDBA Compliance School</b>	October 20-23	National Energy Center of Excellence, Bismarck and Virtual Options	Compliance officers, internal audit staff and any employee who assists with compliance management.
<b>IRA Essentials</b>	October 27 October 29	Delta Hotel, Fargo Courtyard, Bismarck	IRA Essentials gives attendees a solid foundation of IRA knowledge. This is a beginner's session; no previous IRA knowledge is assumed.
<b>Advanced IRAs</b>	October 28 October 30	Delta Hotel, Fargo Courtyard, Bismarck	This is an advanced session; previous IRA knowledge is assumed.
<b>HSA Workshop</b>	October 31	Courtyard by Marriott, Bismarck	This is a beginner's session; no previous HSA knowledge is assumed.
<b>NDDBA Bank Management Conference</b>	February 13-14, 2026	Fairmont Scottsdale Princess, Scottsdale AZ	Presidents, CEOs, senior management and directors.



# ONLINE EDUCATION



## Upcoming Bank Webinars

EVENT	DATE
The Secrets to Regulatory Capital Reporting in Schedule RC-R - 2 Part Series with Workshop	8/22/2025
Alert! Fend Off Fentanyl Act: First Three Special Measures	8/25/2025
Branch Manager and Head Teller Training - 2 Part Series- Part 1	8/25/2025
Community Bank HMDA Workshop	8/26/2025
BSA/AML Summer Update	8/26/2025
2025 Community Reinvestment Act (CRA) Regulations All-Day Streaming	8/27/2025
[Free Webinar] Today's Edge in ALM Hedging: A Beginners Guide to Modern Risk Management	8/27/2025
Branch Manager and Head Teller Training - 2 Part Series- Part 1	8/27/2025
Mortgage Servicing Compliance Requirements and Updates - 2 Part Series- Part 1	8/28/2025
Bank Accounting: Boot Camp on the Basics - 5 Part Series- Part 1	8/28/2025
Vendor Management: Agencies Raising Expectations, Plus Recent Developments	9/2/2025

EVENT	DATE
Mortgage Servicing Compliance Requirements and Updates - 2 Part Series- Part 2	9/3/2025
What to Do When a Customer Dies	9/3/2025
Bank Accounting: Boot Camp on the Basics - 5 Part Series- Part 2	9/4/2025
ACH Rules Update: Navigating Nacha's New Rules	9/5/2025
CRE Appraisals: Regulations and the Review Process	9/8/2025
Online Account Opening	9/9/2025
Banking Military Personnel: Understanding the Requirements of SCRA & MLA	9/10/2025
FCRA Compliance: e-OSCAR and Metro2	9/10/2025
2025 Call Report Preparation: 2 Day Streaming- Part 1	9/11/2025
Loan Documentation 101: 2 Part Series- Part 1	9/11/2025
Bank Accounting: Boot Camp on the Basics - 5 Part Series- Part 3	9/11/2025

NDBA offers convenient bank training and access to timely topics through a variety of webinars.

For more information, [click here](#).



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Meetings**

**How  
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**Unlock Potential  
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**SEPTEMBER 8**

.....

**Grand Forks**

UND Gorecki Alumni Center

Northeast Region



**SEPTEMBER 9**

.....

**Fargo**

Holiday Inn

Southeast Region



**SEPTEMBER 10**

.....

**Bismarck**

Sixteen03 Main Events

Southwest Region



**SEPTEMBER 11**

.....

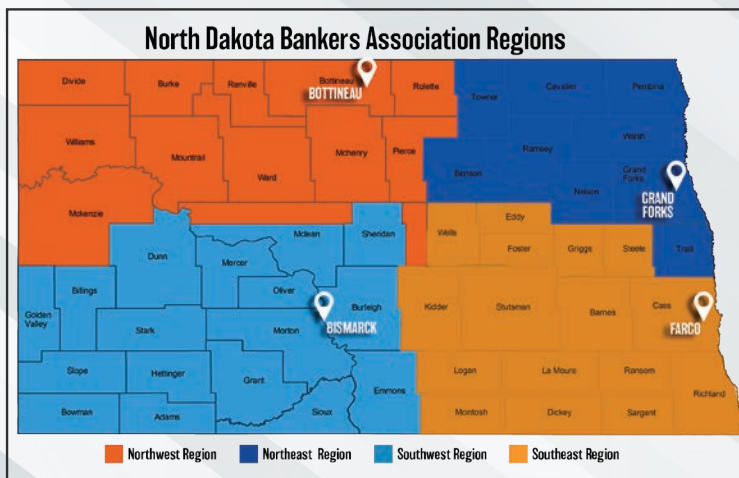
**Bottineau**

Annie's House

Northwest Region

# What to Expect at an NDBA Regional Member Meeting...

- Enjoy conversation with bank colleagues and business partners
- Be entertained and inspired
- Learn more about NDBA
- Celebrate bankers receiving service awards
- Have a fun team night out



**Monday, September 8**

**Grand Forks**

UND Gorecki Alumni Center  
3501 University Ave  
Northeast Region

**Tuesday, September 9**

**Fargo**

Holiday Inn  
3803 13th Ave S  
Southeast Region

**Wednesday, September 10**

**Bismarck**

Sixteen03 Main Events  
1603 E Main Ave  
Southwest Region

**Thursday, September 11**

**Bottineau**

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## You'll Hear From...

**AND...**

## These Regional Hosts



**Rick Clayburgh**

President & CEO  
North Dakota  
Bankers Association  
Bismarck



**Randy Knudsvig**

Northeast Host  
Market President/Sr Lender  
First State Bank  
Thompson



**Tory Hart**

Southeast Host  
Market President  
Bank Forward  
Jamestown



**LaDawn Schmitt**

Southwest Host  
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## **BANK CYBERSECURITY SCHOOL October 13 - 17, 2025**

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# HSA & IRA Seminars

Fall 2025

## IRA Fundamentals

October 27 | Delta Hotel by Marriott, Fargo

October 29 | Courtyard by Marriott, Bismarck

## Advanced IRAs

October 28 | Delta Hotel by Marriott, Fargo

October 30 | Courtyard by Marriott, Bismarck

## HSA Frontline Fundamentals

October 31 | Courtyard by Marriott, Bismarck

Register now at [www.ndba.com](http://www.ndba.com).

### About the instructor:

Heidi LeMieur, vice president of compliance and training for Superior IRA & HSA.



### For more information:

Contact Dorothy Lick  
SVP of Education  
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Registration and schedule  
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**October 2-3, 2025**

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### Ag Tour

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Keynote Speaker



**Ed Elfmann**

American Bankers Association



**Sarah Heinrich**

Growing Harvest Ag Network



**Jason Henderson**

Iowa State University



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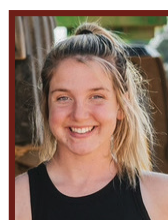
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**IRA Essentials – October 27, Fargo**  
**Advanced IRAs – October 28, Fargo**

**IRA Essentials – October 29, Bismarck**  
**Advanced IRAs – October 30, Bismarck**  
**HSA Workshop – October 31, Bismarck**



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**Heidi LeMieur, CISP**  
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# Susan Wolla

The Bank of Tioga  
Tioga



AUGUST 2025

**BANKER**  
YOU SHOULD KNOW



This month's Banker You Should Know spotlight is on Susan Wolla, vice president of consumer banking at The Bank of Tioga. Susan was nominated by Savanna Hendrickson, president of The Bank of Tioga, who shared:

"A lifelong resident of Tioga, Susan is deeply embedded in the Tioga community and shows the utmost compassion and care for her community members and bank clients."

**How long have you worked in the banking industry and what inspired you to pursue and career in banking?**

**Susan:** 40 years in September. I was seeking a career that offered both long-term stability and meaningful professional growth. The Bank of Tioga was a perfect place to build a future - not just for myself but for the community I care about.

"I have always enjoyed helping people and working at the bank has allowed me to do just that. Whether it's offering financial guidance supporting local businesses or simply being a reliable source."

**What's one accomplishment in your career that you're especially proud of?**

**Susan:** I'm proud of my career progression from the frontline of banking to now my VP-officer-level role

Susan went on to say, "Starting at the ground level gave me a deep understanding of customer needs, operational challenges, and the importance of service excellence in building lasting relationships with customers."

**How have you seen the banking industry change during your career?**

**Susan:** I have seen banking transform from a paper-driven relationship-based business into a fast-paced, technology-driven industry while still holding onto the importance of trust and personal connection.

"I've learned to adapt by embracing new tools and staying curious and never losing sight of what matters most: trust, service, and meaningful relationships."



Susan went on to say, "Technology may have transformed how we deliver banking, but the heart of it remains the same."

### Who has been your role model or mentor in your life or career?

**Susan:** Judy Odegaard is my mentor.

"Her encouragement helped me find my voice, trust my instincts, and embrace the responsibility of my role."

### What impact do you hope to make in your organization or community?

**Susan:** To lead with excellence and kindness, creating an environment where people feel valued, supported, and empowered to do their best work.

Susan is very involved in the Tioga community through Community Lunches and going into the school as a part of the bank's financial literacy program.

### What do you enjoy doing outside of work?

**Susan:** I'm all about spending time with the people who matter most – my family and friends

Susan and her husband, Jay, have three daughters and eight grandchildren that all live in the Tioga area. Susan said, "I am a homebody. I find joy in the simple routines of home life – having grandchildren over, doing laundry, watering plants, organizing drawers, or just watching the sunset from my patio."

### How do you define success?

**Susan:** Living with purpose, love, and authenticity – cultivating meaningful relationships, nurturing your well-being, and staying true to your values.

She added, "The courage comes after the first step, not before. I've learned that growth happens when you lean into discomfort and believe in your ability to figure things out along the way."

**Susan and Judy Odegaard receiving 30 year service awards at NDBA Group Meetings**



**Susan and Jay with their grandchildren**

### Advice You'll Never Forget:

**Handle the Hard Well.**

### If you could go back and give your younger self one piece of advice, what would it be?

**Susan:** Don't wait to feel ready – just start.

She added, "The courage comes after the first step, not before. I've learned that growth happens when you lean into discomfort and believe in your ability to figure things out along the way."

**Susan Wolla is definitely a banker you should know!**



**Susan and The Bank of Tioga group serving food at one of many community events**



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**September 30-  
October 1, 2025**

Holiday Inn  
Bismarck ND

## Schedule

**September 30**  
8:00 am – 5:00 pm

**October 1**  
8:00 am – noon

Continental breakfast  
provided both days.  
Lunch provided Tuesday.

## Registration

**\$875 per person**  
After September 15 add \$50.

**\$825 per person**  
for DSB Students and Grads  
After September 15 add \$50.

Program will be limited  
to **28 participants**.

## Hotel

**Holiday Inn**  
3903 State St.,  
Bismarck, ND

**NDBA Block:** \$129  
Reserve by September 1

**Call:** 701.214.9421  
Ask for ND Bankers

**Reservation Link:**  
[tinyurl.com/yc3sd9f9](https://tinyurl.com/yc3sd9f9)



**ONLY  
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LEFT!**

To register:  
Visit [ndba.com](http://ndba.com)

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understand the demands on today's work force.**

# Effective Leadership

**Leaders need practical tools that work.**

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**Directing | Coaching | Supporting | Delegating**

This proven, practical leadership model will help ensure high performance of your team to fulfill the goals of the organization and contribute toward the growth of individuals. This training seminar will help you:

- **Recognize** your leadership style and your employees' competence and commitment levels to determine how to build motivation, confidence and productivity;
- **Improve** communication to promote high performance;
- **Achieve** greater employee productivity by infusing energy, self-reliance and drive;
- **Create** a collaborative, enthusiastic work environment;
- **Increase** effectiveness in setting goals, providing clear direction, listening, observing, monitoring & giving feedback;
- **Retain & develop** your most talented employees by being more responsive to their development needs.



### AUGUST 2025 EDITION



Wellness goes beyond physical health. It encompasses mental clarity, emotional resilience and a sense of balance in daily life.

## Taking Care of Yourself During National Wellness Month

National Wellness Month, recognized annually in August, is meant to encourage people to prioritize self-care, build healthy routines and support their physical, mental and emotional well-being.

When we invest in our well-being, we're better equipped to handle stress, maintain relationships and perform at our best— both personally and professionally. This month is an opportunity to slow down and focus on the following key well-being components:

- **Movement**—You don't need a gym membership to stay active. Stretch in the morning, take the stairs or go for a walk during lunch. Movement boosts mood and energy.
- **Nutrition**—Fuel your body with whole foods, stay hydrated and avoid skipping meals. Even small changes, such as swapping soda for water, can make a big difference.
- **Mindfulness**—This skill involves focusing on being present. Try meditation apps, journaling or simply taking a few deep breaths during stressful moments.
- **Self-care**—It's important to take time each day to do something just for you. Whether it's reading, listening to music or having a cup of tea, self-care helps you recharge.
- **Stress management**—Identify your stress triggers and create healthy coping strategies. These could include setting boundaries, unplugging from screens or talking to a friend.

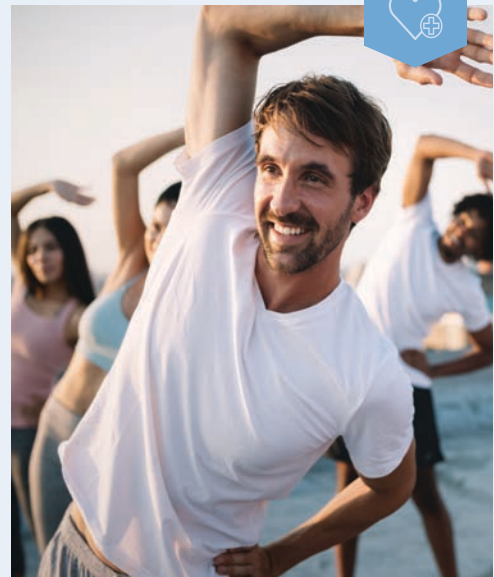
You can start taking small steps now to prioritize both your body and mind. Over time, these habits build a foundation for a healthier, more balanced you. If you're struggling with any aspect of your wellness, seek help from health care professionals, including therapists, counselors or wellness coaches. They can provide tailored guidance and support for your personal needs.

## Understanding Your Cortisol Levels

Cortisol levels continue to trend on social media as people want to understand energy levels, manage stress and boost their overall well-being. So, what exactly is cortisol? It's your body's primary stress hormone, helping regulate various functions, such as metabolism, blood sugar, blood pressure, immune response and energy. While it's normal for cortisol to fluctuate throughout the day (usually going up in the morning and slowly down during the day), consistently high or low levels can cause health issues. Ideal cortisol levels fall within a specific range that varies slightly based on the time of day and the type of test used.

To get a better understanding of your cortisol levels, seek the advice of a medical professional who can administer a cortisol test that measures the cortisol in your blood, urine or saliva. Standard blood panels generally don't test for cortisol levels. Cortisol testing is usually ordered separately by a physician to learn more about your health conditions.

Understanding how cortisol works can help you stay aware of potential symptoms that could indicate an imbalance. Talk to your doctor to learn more.



### AUGUST 2025 EDITION

## Medications That Make It Hard to Handle the Heat

Commonly prescribed medications can impact people more in the heat, causing dehydration or sun sensitivity or limiting the body's ability to regulate body temperature. As such, these medications have heat intolerance, photosensitivity or similar documented side effects:

- Antibiotics and nonsteroidal anti-inflammatory drugs like ibuprofen may make you more sensitive to sun exposure, resulting in severe sunburn or rashes.
- Antidepressants can cause excessive sweating, dehydration and UV light sensitivity. They could also decrease sweat production, preventing the body from cooling down.
- Antihistamines can make your body produce less sweat, making it difficult to regulate body temperature in hot weather.
- Blood pressure medications can increase sweat production and dehydration. Sun exposure can cause a blood pressure dip, too.
- Decongestants like pseudoephedrine can decrease the blood flow to the skin, making it more difficult to sweat and regulate.
- Stimulants can increase your metabolic rate, impairing the body's ability to cool down.

Keep in mind that the heat can also degrade certain medications like insulin, inhalers and EpiPens.



The first sign of heat intolerance is feeling hot or uncomfortable. You may also experience headaches, dizziness, cramps, nausea or vomiting, weakness or flushed skin. If you experience heat-related symptoms, go inside immediately and try to cool down. In addition to monitoring for symptoms, it's important to stay hydrated, limit your exposure to direct sunlight and wear protective clothing.

If you have questions about your medications or potential side effects, talk to your doctor. Also, don't discontinue taking any prescribed medications without talking to them first.

## MONTHLY RECIPE

### CUCUMBER SALAD WITH TOMATOES

Makes: 4 servings



#### INGREDIENTS

- 2 cups cucumber (diced)
- 1 cup tomato (seeded and diced)
- ¼ cup sweet onion (chopped)
- 2 cups couscous (cooked)
- 2 tsp. dill weed (chopped)
- ½ cup low-fat Italian salad dressing

#### PREPARATIONS

1. Toss together the cucumbers, tomatoes, onions, couscous, dill and salad dressing.
2. Chill for 1 hour.
3. Serve.

#### NUTRITIONAL INFORMATION

(per serving)

Total calories: 137

Total fat: 2 g

Protein: 4 g

Sodium: 252 mg

Carbohydrate: 25 g

Dietary fiber: 2 g

Saturated fat: 0 g

Total sugars: 5 g

Source: MyPlate



ND



## September 2025 Webinars

Embrace your emotional health with a live webinar led by Learn to Live's clinical team.

**Flourishing Through Life Transitions:** Change happens. We may or may not expect it. We may or may not like it. Either way, it can leave us feeling uncertain and overwhelmed. Whether you're adjusting to an empty nest, grieving a loss, adapting to a job promotion, or stepping into a new life chapter - you're not alone in your feelings of uncertainty. In this webinar, the Learn to Live clinical team will provide powerful CBT tools to help you move through life transitions with more clarity and self-compassion.

[Friday, September 5<sup>th</sup>: 12-12:30pm CST/1-1:30pm EST](#)

[Wednesday, September 17<sup>th</sup>: 2-2:30pm CST/3-3:30pm EST](#)

**Raising Future Ready Kids 3: Empowering Parents in a Social Media World:** Do you ever feel like you're sailing on stormy seas when it comes to your kids and social media? In a world where our kids are getting more depressed, more anxious and more isolated, there's a clear link, and parents may be the key to turning the ship around. In this webinar, the Learn to Live clinical team will share common challenges parents face today and offer simple, research-backed tips to help you set healthy tech limits—while still giving your child room to explore.

[Tuesday, September 9<sup>th</sup>: 12-12:30pm CST/1-1:30pm EST](#)

**Squirrels and Shiny Objects: Addressing Problems with Focus and ADHD:** Do you find it hard to pay attention, stay organized, or avoid distractions? Whether or not you have ADHD, these problems can make daily life tough. But there is good news. Cognitive Behavioral Therapy (CBT) can help. Join this conversation with the Learn to Live clinical team as we explore how CBT can help those living with lack of focus and productivity challenges.

[Thursday, September 18<sup>th</sup>: 10:30-11am CST/11:30am-12pm EST](#)

**Promoting More Helpful Self-talk: Advanced Strategies to Address The Core of Your Thinking:** Our self-talk influences our emotions and impacts our overall well-being. Join us for an enlightening webinar that delves into transforming the core beliefs that silently drive our self-talk. In this interactive session, you'll learn advanced strategies to shift the core beliefs underlying our negative self-talk to feel more capable, valuable, and confident.

[Friday, September 26<sup>th</sup>: 11-11:30am CST/12-12:30pm EST](#)

### To Register:

Click the link for the webinar of your choice and use the access code **BLUEND**. Upon registering, you will receive a confirmation email from Zoom.

If you cannot attend a live session, you can still register to receive a link to the recording.



Monthly wellness materials are part of a comprehensive health and wellness platform, BlueElements.



Blue Cross Blue Shield of North Dakota is an independent licensee of the Blue Cross Blue Shield Association.

Learn to Live, Inc. is an independent company offering online tools and programs for behavioral health support on behalf of BCBSND.

BND-24-0709480 • 8-25





# The Three Ws of Investigating Phishing Emails

## WHO?

- Do I know the sender?
- Is this someone I usually communicate with?
- Is the email sent to an unusual group of people?
- Is the email spelled correctly? Look for even the smallest typo.
- Does the email address match the email in the signature?

## WHAT?

- What action does the sender want you to take?
- Does the email contain bad grammar, odd styling, or typos?
- Is the email written in a style consistent with the sender?
- Is the action something you'd expect from the sender?
- Is it an urgent request? This is a big red flag!

- Why do they want you to click on a link, download an attachment, or send information?
- Are they presenting a sense of urgency?
- What is the consequence they are threatening if you do not act? Is it something you would expect?
- Have they presented an unusual situation? Is it something you would expect?

## WHY?

**If ANY of these questions point to a suspected phishing email what do you do?**

- Report the email as phishing or mark it as "Junk."
- Call the sender directly to verify, do not email.
- Do not take action until you verify it is not phishing!



# NDBA Peer Group Consortium

## October 20-21, 2025 | Bismarck, ND



**Monday, October 20**

**1:00 - 4:30 pm | NDBA Fraud Forum**

*Bank of North Dakota*

**5:30 - 7:30 pm | Welcome Reception**

*Laughing Sun Brewing Co.*



**Tuesday, October 21 | 8:30 am - 4:00 pm**

*National Energy Center of Excellence | Bismarck State College Campus*

On Tuesday, these peer groups will meet at the National Energy Center of Excellence, Bismarck State College: Audit, Chief Financial Officer, Collateral Valuation, Communication and Marketing, Compliance, Enterprise Risk Management, Front Line Operations, Human Resources, and Information Technology.

**There is no cost to attend. Registration will be available soon!**

*Generous sponsors support*



## Bank Security Seminar

**October 7 – Holiday Inn, Bismarck**

**October 8 – Holiday Inn, Fargo**

**Time: 8:30 am - 4:00 pm**

BLUE-U training focuses on people and the Life-or-Death Gap™. If you are going to assign the responsibility of keeping people secure, it's critical those trained be highly skilled in security and true leaders. Learn how to create a culture that supports employee and customer security!



**Joe Hileman** is co-founder and training specialist with Blue-U Defense. Retired after 20+ years in law enforcement, Joe served as assistant team commander of a regional special response SWAT team and as a police detective and has extensive experience in drug investigations and undercover operations and as a field training officer and threat assessment specialist.

Prior to his career in law enforcement, Hileman served as security supervisor at the corporate management level of a Fortune 500 company.

### Bank Security Seminar Curriculum Includes:

- The Robbery Experience
- Active Shooter vs. Armed Robbery
- Drugs in the Workplace/ Home
- Security Assessments
- Recognize signs of violence and learn how to de-escalate
- Develop practical policies and procedures.
- Effectively test your security.

Enhance your organization's security with training that's practical and addresses what works for real people under highly chaotic and potentially dangerous circumstances.

**To register:  
visit [ndba.com](http://ndba.com)**

# 2025 Succession Planning Online Workshop Series

Presented by: Marci Malzahn, President & Founder, Malzahn Strategic

## ■ Two-Part Series – Zoom Webinars

Nov. 3 & Nov. 17 • 10 AM – NOON CT

## ■ Key Takeaways

- Build a comprehensive succession plan for your bank.
- Identify talent gaps and future leadership needs.
- Create personalized development plans for your successors.
- Leverage AI tools to future-proof your team.

## ■ About the Speaker: Marci Malzahn

With 23+ years in banking and experience as EVP/CFO/COO of a community bank she co-founded, Marci brings unmatched expertise in talent and risk management. She's an award-winning author, international speaker, and president of Malzahn Strategic.

## ■ Registration: \$600/organization

Includes both sessions, materials, planning resources, and a 20-minute consultation.  
Recording available for all registrants.



To register: [click here](#)



**September 25, 2025**  
**Bloomington, MN**

## REGISTER TODAY!

Early Bird Registration: \$325 | SBA Partners: \$149

The SBA loan programs should be a key part of every lender's strategy. They are a proven tool for attracting new customers with competitive loans for business expansion and working capital needs.

Don't miss this full day of premier education sessions designed specifically to help you optimize your organization's participation in SBA's lending programs and build your network of SBA program and industry experts.

The lodging block at Doubletree by Hilton Bloomington closes on **September 10**.

For more information and to register, [Click here](#).



## BUSINESS PARTNER FEATURE

# Is Public Finance Entering an Era of Adversity?

**Dana Sparkman**

Executive Vice President/Municipal Analyst  
The Baker Group



The preceding five years have been characterized by a period of strength in municipal credit as government finances flourished amid extraordinary federal stimulus and favorable economic conditions. Yet many changes loom on the horizon, which could threaten the financial stability of state and local governments.

### Federal Policies

The Trump administration hit the ground running with tariffs, immigration enforcement, talks of dismantling the Department of Education (DOE) and the Federal Emergency Management Agency (FEMA), and a new tax and spending bill —the One Big Beautiful Bill Act (OBBBA). Moody's sees Medicaid, disaster aid, and federal grant changes as the policies that may have the most severe credit impact to municipalities.

- Medicaid
  - The OBBBA shifts more Medicaid costs to states while also limiting state revenue from healthcare provider taxes, which is credit negative for states.
  - Medicaid changes are expected to reduce insurance saturation and provider reimbursement rates, which will be negative for healthcare providers, particularly rural healthcare entities who typically have a high proportion of Medicaid patients.
- Disaster Aid
  - The price tag associated with cleaning and rebuilding after a natural disaster can be enormous. Reduced federal funding for disaster aid creates urgency for states and localities prone to extreme weather to plan for alternative funding in the aftermath of natural disasters and to implement mitigating systems pre-disaster. Going forward, issuers hit by natural disasters will face greater uncertainty and possibly much greater burden.
- Federal Grants
  - Issuers reliant on federal grants and reimbursements may face funding cuts and budget pressure. Higher education and healthcare issuers are notable examples, but all sectors could be impacted.
- Other
  - Tariffs could increase expenses and pressure revenues for state and local governments, especially those with an economic concentration in trade related activities.
  - Immigration enforcement may increase labor expenses, slow economic growth, and cause enrollment declines. Labor-intensive sectors such as healthcare are particularly vulnerable to workforce shortages.

- Changes at the DOE may disrupt grants and loans in the higher education sector.
- Federal workforce and office space reductions could impact local governments in areas where those employees and offices are located, as well as bonds backed by federal leases.

## Revenue Pressure

The overarching theme of recent federal policies is to push costs downstream to state and local governments while certain changes may lower revenues. At the same time, state and local revenues may be pressured by the end of pandemic-era federal stimulus, state and local tax cuts, and possibly an economic downturn.

Since the COVID-19 pandemic began, major federal stimulus bills totaling more than \$5 trillion have bolstered the economy. To put that amount into perspective, total state and local tax revenue was just over \$2 trillion in 2024. As a result, many municipalities have experienced tremendous growth in their rainy-day funds, which has led to significant political pressure to cut taxes. Some states have already enacted tax cuts, and some seek additional tax reform. Reigning in property taxes, the primary funding source for most local governments, is a popular topic right now as valuations and property tax bills have skyrocketed. K-12 schools are vulnerable to changes in property tax law as property taxes are about 80% of local funding for schools, on average. Further, states may receive lower income taxes due to formulas using federal taxable income, absent legislation to alter state income tax formulas.

The combination of lower taxes and the end of federal stimulus will likely stress budgets for many state and local governments, particularly those who were relying on the stimulus to fund recurring expenses. A decline in economic activity will exacerbate this effect as a recession would likely depress state sales and income tax revenue,

which may lead to cuts in state support for local governments as well.

## Infrastructure Needs

The OBBBA thankfully preserved the municipal bond tax exemption, which is positive for municipal credit quality and will help to reduce financing costs. However, long-term debt is likely to increase as capital projects delayed due to elevated interest rates cannot be put off indefinitely, and construction costs have soared in recent years. Fewer federal grants are expected to offset these costs.

## Securities to Watch

In light of expected deterioration in revenues, growing expenses, and further uncertainty surrounding federal aid and policies going forward, investors should analyze their holdings to identify bonds that may be adversely impacted by these changes. Fortunately, the recent period of strength resulted in many municipalities being in a good position to withstand these changes, but the rapidly changing landscape may lead to idiosyncratic impairment. Issuers who have thin reserves and a reliance on federal funding may be vulnerable, and issuers in disaster-prone areas face greater uncertainty in the long-term. Healthcare, K-12 schools, and higher education sectors face significant headwinds and should be cautiously evaluated.

Dana Sparkman, CFA, is Executive Vice President/ Municipal Analyst in The Baker Group's Financial Strategies Group. She manages a municipal credit database that covers more than 150,000 municipal bonds, providing clients with specific credit metrics essential in assessing municipal credit. Dana earned a bachelor's degree in finance from the University of Central Oklahoma as well as the Chartered Financial Analyst designation.



The  
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Education is the foundation of performance for investment portfolio managers. This is the reason The Baker Group has presented hundreds of seminars and conferences across the country over the last forty-five years. We continue to bring that history of educational experience to a bond school designed specifically for new portfolio managers and those who need to learn the fundamentals of fixed income investing. The Baker Bond School will give attendees the knowledge to better understand the various types of securities available, how to analyze them effectively, and how to use that knowledge to build and manage a high-performance investment portfolio within the framework of the entire balance sheet.

## WHAT YOU WILL LEARN

- Fundamentals of bonds, bond types, and the role of the investment portfolio
- Introduction to bond analytics
- Characteristics of high-performing portfolios
- Introductions to the following investment sectors:
  - Treasuries, Agencies, and CDs
  - Municipal Bonds
  - Mortgage-Backed Securities and Collateralized Mortgage Obligations
  - Commercial Mortgage-Backed Securities
  - Small Business Administration Securities
- Mortgage prepayment analysis
- Regulatory expectations for the investment portfolio
- Portfolio cash flow strategies
- How to develop a written investment strategy
- How to analyze bond offerings

## WHO SHOULD ATTEND

This school is designed for CEOs, CFOs, and those new to their roles in managing or working with the investment portfolio. Directors and new members of the investment and asset/liability management committees will also benefit from the Baker Bond School.



**September 18-19, 2025**



## SCHOOL LOCATION

**Lively Hotel on Oak**  
Oklahoma City, OK  
Cost: \$595



## BOND SCHOOL SCHEDULE

### Thursday, September 18, 2025

Breakfast, Program, Lunch, Program, Adjourn, Dinner

### Friday, September 19, 2025

Breakfast, Program, Concludes at Noon

## ACCOMMODATIONS

A block of rooms is available at the Lively Hotel on Oak. Identify yourself as a Baker Bond School attendee when calling 405.849.4777 to make online hotel reservations. The special room rate will be available until the room block is sold out. Hotel price: \$179 + tax.

For your convenience, register for the school online at [GoBaker.com/bond-school/](https://www.GoBaker.com/bond-school/). Call Skoshi Heron at 888.990.0010 or scan QR code for more information.



**11 hours of CPE credits will be earned for your attendance.**



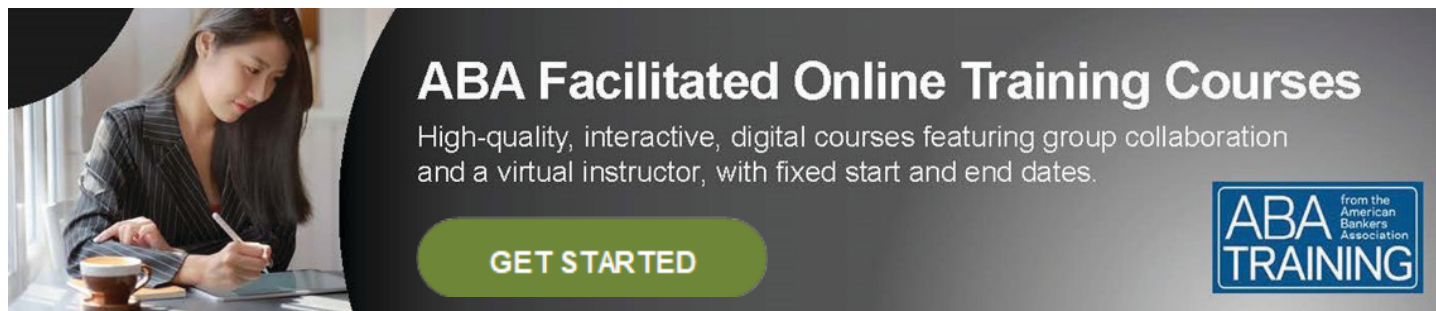
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- Peer interaction in the learning community with the instructor and other students keeps you actively engaged and motivated
- Experienced industry professionals provide frequent feedback and context to your learning
- Convenient weekly schedule with no required meeting times means you decide when to work on course assignments

### Analyzing Bank Performance | [click here](#)

September 8, 2025 – October 24, 2025

Member Price: \$1,050 (with text)

An overview of tools and techniques to analyze and improve a bank's financial performance. Participants observe the effects of certain kinds of risk on a bank's financial track record, and the correlation between risk optimization and superior financial performance.

### The Banking Industry | [click here](#)

September 1, 2025 – September 25, 2025

Member Price: \$255 (readings included)

The Banking Industry is an essential introduction to the business of banking. The course covers the evolution of banking since the 2008 financial crisis, the role of banks in the U.S. economy, and the environment in which banks operate and compete. It provides a look into various banking career tracks to inspire, prepare and motivate new bankers. The course also covers innovations in financial products.

### Introduction to Agricultural Lending | [click here](#)

September 22, 2025 – November 14, 2025

Member Price: \$575 (readings included)

A review of the fundamental skills needed to begin to undertake credit analysis, loan structuring and monitoring for agricultural customers. The course also provides guidance on dealing with problem loans. This course was developed in conjunction with the Schools of Banking, Inc., a jointly-owned subsidiary of the Kansas and Nebraska Bankers Associations.

### Legal Foundations in Banking | [click here](#)

September 8, 2025 – November 7, 2025

Member Price: \$810 (with text)

Presents the underlying legal structure for conducting the business of banking. This course covers key legal requirements affecting banks and bankers, as well as core language that must be understood to be effective. It provides the critical legal knowledge that every banker should know.



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Number



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with Call Analytics



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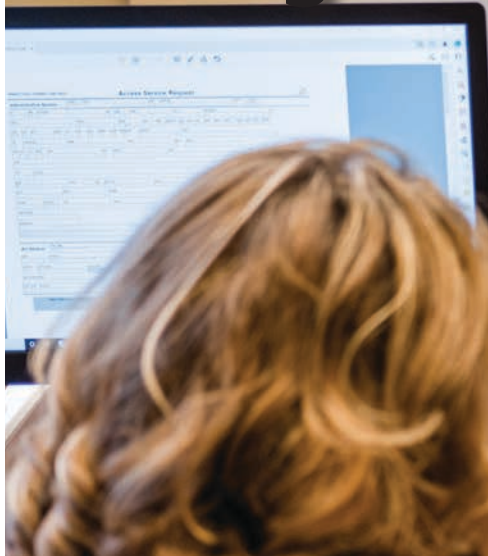


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**PGA National Resort**  
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OCTOBER 6-7

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## BUSINESS PARTNER FEATURE

# Choosing a Deposit Network and Maximizing its Value for Your Bank

**Steve Kinner**  
Senior Managing Director  
IntraFi



In a market where deposit competition is fierce and industry turmoil has placed an increased emphasis on safety, one of the best ways to proactively reassure your most-valued customers could be joining a reciprocal deposit network.

Per IntraFi's quarterly survey of bank executives, as of Q2 2024, 90% of institutions reported that deposit competition had worsened or stayed the same compared to 2023, with most expecting this trend to continue into 2025. Given this competition, access to millions of dollars of aggregate FDIC insurance across network banks in a reciprocal deposit network can be a valuable tool to any bank.

### **What do bank customers say about reciprocal deposit networks?**

Reciprocal deposits (i.e., deposits a bank receives through a deposit network in return for placing a matching amount of deposits at other network banks in increments under the FDIC insurance limit of \$250,000) can delight large depositors and bankers alike.

Cindy Thomas, a depositor who handles millions of dollars flowing through a property management company in Silver Spring, Maryland, found significant value in the

reciprocal deposit products offered by her bank.

"[My bank] does all the work for me," Thomas said. "I'm getting a good rate of return, and it is so easy for me. I can see all the details in one place. I would think that anyone who is doing my type of job would want to use these products."

Erik Burgdorf, the business manager at Immanuel Lutheran, a 175-year-old church and school in St. Charles, Missouri, also uses products available via a deposit network.

"When we looked at this product, we said yes, absolutely, this is something we need to jump on. It was a no brainer," Burgdorf said. "With the [deposit network] product, our funds are protected, we earn a competitive rate, and it does not cost us the significant time and effort required if we were to do this ourselves."

### **What to look for in a deposit network?**

Not every deposit network is created equal. Consider these questions before signing up:

- Does the provider compete with banks for deposits? Some networks may double-dip and pursue depositors, creating a potential conflict of interest.
- Does the provider offer multiple deposit product options for placement of funds?

The more options, the more flexibility your bank can offer.

- Does the provider ever have possession of customer funds? Preferred networks will use highly reputable, established banks for settlement, keeping your depositor's funds at arm's length.
- Is the bank allowed to set the interest rate? A network that lets your bank set the interest rate enables you to control your profit margin and create customized offerings to retain valued depositors.
- Does the provider have relationships with many banks? Larger networks typically mean higher deposit balances can be placed, providing more flexibility for your bank.

With the right reciprocal deposit network, your bank can build stronger customer relationships, fund more loans, and seamlessly manage its liquidity.

Steve Kinner is the Senior Managing Director, Customer & Trade Relations at IntraFi. He has more than 27 years of banking industry experience. Formerly, Mr. Kinner was IntraFi's Senior Managing Director responsible for directing sales and Senior Vice President of Sales and Marketing at Federal Home Loan Bank of Des Moines. Prior to that, Mr. Kinner was the President, Financial Services Division at Oswald Financial, LLC. Earlier in his career, he was Managing Director / Senior Vice President, Asset Management at KeyCorp.

Mr. Kinner earned an MBA from Baldwin Wallace College and a BS from the University of Wyoming. Mr. Kinner joined IntraFi in 2002.

#### About IntraFi

IntraFi® is a trusted partner chosen by more than 3,000 financial institutions nationwide. IntraFi's network—the largest of its kind—brings scale, giving each participant access to tens of billions of dollars in funding, the highest per-depositor and per-bank capacity, and the peace of mind of being able to make large-dollar placements. Contact IntraFi at (866) 776-6426 or [contactus@intrafi.com](mailto:contactus@intrafi.com) to find out how your bank can join our network of financial institutions and benefit from The Power of Many®.



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## Build loyal, less-rate-sensitive relationships now

While safety is top-of-mind, let your customers know that their large-dollar deposits can be eligible for FDIC protection with ICS®, or IntraFi Cash Service®, and CDARS®. Solidify high-value relationships today by offering secure solutions that provide access to millions in aggregate FDIC insurance across network banks, working directly with just one bank – your bank.

Safety and convenience for your customers, plus increased cross-selling opportunities and franchise value for your bank.

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Contact your Managing Director  
**Brad Cole** at (866) 776-6426,  
x3392, or [bcole@intrafi.com](mailto:bcole@intrafi.com)

IntraFi is not an FDIC-insured bank, and deposit insurance covers the failure of an insured bank. A list identifying IntraFi network banks appears at <https://www.intrafi.com/network-banks>. Certain conditions must be satisfied for “pass-through” FDIC deposit insurance coverage to apply.

Deposit placement through an IntraFi service is subject to the terms, conditions, and disclosures in applicable agreements. Deposits that are placed through an IntraFi service at FDIC-insured banks in IntraFi’s network are eligible for FDIC deposit insurance coverage at the network banks. The depositor may exclude banks from eligibility to receive its funds. Although deposits are placed in increments that do not exceed the FDIC standard maximum deposit insurance amount (“SMDIA”) at any one bank, a depositor’s balances at the institution that places deposits may exceed the SMDIA before settlement for deposits or after settlement for withdrawals or be uninsured (if the placing institution is not an insured bank). The depositor must make any necessary arrangements to protect such balances consistent with applicable law and must determine whether placement through an IntraFi service satisfies any restrictions on its deposits. To meet the conditions for pass-through FDIC deposit insurance, deposit accounts at FDIC-insured banks in IntraFi’s network that hold deposits placed using an IntraFi service are titled, and deposit account records are maintained, in accordance with FDIC regulations for pass-through coverage.



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## BUSINESS PARTNER FEATURE

# Fraud's New Frontier: Can Regulators Keep Up with the Fraud Frenzy?

**Carol Ann Warren**

Assistant Vice President Associate General Counsel  
Compliance Alliance



Payments fraud is escalating at an alarming pace – affecting consumers, businesses, and financial institutions across every payment channel. While there's no single definition, this RFI defines payments fraud broadly as the use of deception or manipulation to make or receive payments for personal gain – including scams, which now account for a growing share of reported losses. Between 2020 and 2024, non-card payments fraud losses surged by 271%, and Suspicious Activity Reports for check, ACH, and wire fraud rose nearly 500%. Check fraud, in particular, has reemerged as a major threat – even as check usage declines – due to the vulnerability of paper checks to theft, alteration, and misuse of sensitive information.

Addressing payments fraud is complex: it often spans multiple rails, institutions, and regulatory jurisdictions. That's why the Federal Reserve, FDIC, and OCC are now seeking stakeholder input on whether – and how – they should take additional coordinated action to mitigate fraud risks, enhance industry collaboration, and support safer payment ecosystems.

On June 16, the OCC, the FDIC, and the FRB issued a Request for Information (RFI) - one in which the agencies collectively asked the public to weigh in on how they (individually or collectively) could help turn the tide on fraud involving checks, ACH, wire, and instant payments.

While the RFI seeks comments on payments fraud generally and floats several possible options (viz., new interagency guidance, expanded education efforts, centralized fraud data collection, changes to Reserve Bank procedures, and even tweaks to Reg CC – including revisiting the “reasonable cause to doubt collectability” exception and check hold timelines) – it also specifically seeks public feedback on five potential areas “for improvement and collaboration that could help mitigate risk of payments fraud.”

**First**, the Agencies look to external collaboration efforts. Collaboration is critical to meaningfully addressing payments fraud, which is increasingly complex, cross-channel, and fast-moving. The Federal Reserve, FDIC, and OCC are well-positioned to convene and lead coordinated efforts that foster consistency, improve data quality, and enhance fraud response. These collaborative efforts relate to education, regulation, data collection, and Federal Reserve tools and services.

As part of collaboration, the RFI seeks comments on education related to payments fraud. Education is critical to mitigating and preventing fraud. The Agencies argue that current resources fall short and tend to be passive, reactive, and fragmented. They hope to receive comments on how to enhance consumer, business, and industry education on payments fraud.

**Next**, the RFI seeks comments on the “Reasonable Cause to Doubt Collectability” exception under Regulation CC. The concern is that the current framework is outdated, lacks clarity on supporting evidence, and creates customer confusion and frustration. Therefore, the RFI examines how regulation and supervision can help mitigate the harms from payments fraud, including opportunities the Board may have related to check processing and modernization.

With payments fraud, there are many different avenues to collect and report data, but very few are centralized and timely enough to effectively mitigate fraud. In order to prevent fraud, the Agencies must define fraud. As part of the RFI, the Agencies propose adopting a clearer definition of fraud terminology to be used across financial institutions. The RFI suggests a more centralized, real-time fraud intelligence hub to reduce fragmentation across fraud databases and platforms. The goal is to centralize, standardize, and modernize data collection and information sharing.

**Lastly**, the Agencies seek to modernize the Federal Reserve Bank’s role in payments fraud mitigation. This may be achieved by expanding fraud reporting

requirements across payment rails, establishing uniform fraud mitigation benchmarks, and providing feedback loops and system-level insights to financial institutions. The Federal Reserve is uniquely positioned to enhance collective industry defenses by implementing consistent standards and improving visibility across payment channels.

The alarming surge in payments fraud necessitates unified action by the Agencies. While there have been some state-level efforts to thwart payments fraud, this is the first true effort by the Federal financial agencies in recent years to work toward the modernization of strategies to combat the ever-growing fraud problem. This RFI represents a crucial step toward the unified goal of mitigating and preventing payments fraud through modernization and centralization.

Financial institutions are welcome to submit comments. Comments are due 90 days after the RFI is published in the Federal Register.







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# BANK

## HAPPENINGS



### Bismarck

**Alison Okerlund** joined **Bank of North Dakota** as the new loan quality control specialist. Alison comes to BND from Starion Bank where she was a commercial loan servicer III. She has a bachelor's in communications from St. Cloud State University.



Alison Okerlund

**Hayden Bauer** joined **Bank of North Dakota** in the new facility services III position. Hayden comes to BND from Electric Systems Inc. where he was an electrician. He has an associate's degree in electrical transmission systems technology from Bismarck State College.



Hayden Bauer

**Alyssa Grant** and **Erin Horn** were recently promoted at **Bank of North Dakota**. Alyssa accepted the loan operations specialist I position and has been assisting operations as a temp since April 2025. Erin has been promoted to public information specialist II effective. Erin has been with BND since October 2024.



Alyssa Grant



Erin Horn

**Truman Lund** and **Cindy Lund** retired from Bank of North Dakota. Truman retired in June after 15 years of dedicated service. He operated as the facilities manager. Cindy retired in June after 43 years of dedicated service. During that time, Cindy worked in the residential real estate department as a program housing specialist, a collections office in special assets and business banking associate in lending.



Truman Lund

### Dickinson

**Bravera Insurance** has earned the 2025 Best Practices Agency status, joining an elite group of independent insurance agencies from across the United States.



Cindy Lund

The Best Practices Agency designation is awarded to participants in the Best Practices Study, which analyzes and documents the business practices of the highest-performing insurance agencies in the industry.

This year, 1,146 independent agencies throughout the U.S. were nominated to compete for this coveted designation and only 348 agencies scored high enough to qualify as a Best Practices Agency.

The Bravera Insurance agency was founded in 1998 and offers insurance products from a number of highly rated companies. With offices across North Dakota, Bravera provides coverage for personal, business, farm, and ranch needs.



# associate HAPPENINGS

## Bismarck

**Terri Mollman-Larson** has been selected as **North Dakota Housing Finance Agency's (NDHFA)** new homeownership division director. An NDHFA employee for eight years, Mollman-Larson previously served as the agency's servicing coordinator, managing the staff that supports the agency's more than 13,000 borrowers.



Terri Mollman-Larson

Mollman-Larson replaces Brandon Dettlaff, who was appointed NDHFA executive director by the North Dakota Industrial Commission in June.

## Bismarck

**Dakota Carrier Network (DCN)** recently hired **Cole Hardy** as the new systems administrator based at DCN's Bismarck facility. Hardy earned an A.S. in computer science and cybersecurity from Bismarck State College and a B.S. in computer science from the University of North Dakota.

**Landyn Meidinger**, who started the summer as an intern, has shifted employment status to a full-time employee with **DCN** in the role of application analyst. He earned an A.A.S. in cybersecurity and networking from Bismarck State College and is in DCN's Bismarck Network Operations Center.



Landyn Meidinger

**Eric Palm** has been hired at **DCN** as a sales support representative in the Fargo office. In this role he provides support for the sales team in Fargo and Bismarck. Palm has previous experience as an inside sales specialist for a building products company as well as a marketing assistant at a technology company. He earned a bachelor's degree in marketing from North Dakota State University.



Eric Palm

## Bismarck

**Jesse Heck** has been named the Chief Operating Officer at **Dakota Carrier Network (DCN)**.

Heck has been at DCN for 25 years. He joined the team in 2000 as a network technician. He also served as a network provisioner prior to moving into a leadership role in 2011 when he was named Director of Operations.

"Jesse has been integral to the growth of DCN," says Seth Arndorfer, CEO of DCN. "His career has evolved through the technical side of the company, and he knows DCN's network and technology inside and out. He's successful as a leader because he has walked in those shoes and understands the challenges his team faces. This promotion is a natural next step for him and DCN is fortunate to have Jesse on our team."



Jesse Heck

Heck earned a Bachelor of Science in biology from the University of Mary.

## Bloomington, MN

**United Bankers' Bank (UBB)**, the nation's first bankers' bank, is excited to announce its newest partnership with Metriciti to offer a commercial lending platform designed for streamlined and efficient loan administration and underwriting.

Metriciti, developed by ChoiceOne Bank and DPT Solutions, is a cloud-based commercial lending platform that supports the entire lead-to-loan process. It integrates seamlessly with Microsoft 365 and other third-party applications and is customizable to meet the modern and ongoing demands of community banks. The platform not only enhances efficiency through seamless integration but also features advanced financial spreading, flexible underwriting, robust security measures, and a mobile app for tablets and smartphones.

## Fargo

**Dakota Business Lending (DBL)**, is proud to announce their expansion into South Dakota. As a long-standing Certified Development Corporation (CDC) and Community Development Financial Institution (CDFI), DBL specializes in long-term, fixed-rate financing for commercial real estate and equipment through the SBA 504 program, along with their flexible Direct Business Loan program designed to help businesses start, grow, and expand.

This growth marks an exciting next chapter for DBL, whose footprint now spans North Dakota, South Dakota, Minnesota, and Montana. Leading this expansion is Jason Gerdes, Business Development and Commercial Loan Officer, who is based full-time in South Dakota and will serve as the primary contact for SBA 504 lending across the state. Gerdes is supported by Ann Peterson (VP / Loan Operations) and Shelby Kraemer (Underwriter), both of whom live in South Dakota and bring strong ties and insight into the market. Emily Schroeder, DBL's Community Lending Director, will assist the SD team with any projects requiring financing beyond the SBA 504 program, offering tailored, flexible solutions to help fill capital gaps for businesses of all sizes and stages.

# CLASSIFIEDS



To place an ad, email information to [ndba@ndba.com](mailto:ndba@ndba.com).

The cost is \$25 to run in two consecutive issues of the Bulletin and be posted on NDBA's website for 6 weeks.

## Loan Officer Medina ND



Dakota Heritage Bank has an opening for a Loan Officer in their Medina location. Responsibilities would include managing an existing loan portfolio, develop and maintain strong customer relationships, evaluate requests for approval, review loan documentation while ensuring loans meet established lending policies and requirements and comply with applicable laws/regulations. Additional job duties would include retaining and expanding customer relationships and promote the bank to the public through community involvement. A Bachelor's degree in business, finance, accounting or the equivalent in work experience; a minimum of three to five years lending experience preferred.

Please send resume and cover letter to Dakota Heritage Bank, Attn: Gerald Horner, PO Box 308, Medina, ND 58467. Phone 701-486-3384. [ghorner@dhb.bank](mailto:ghorner@dhb.bank)

Dakota Heritage Bank is an EEO employer. All qualified applicants will be considered for employment without regard to race, religion, color, sex, national origin, age, disability, veteran status, or any other characteristic protected by local, state and federal law.

Member FDIC

## Marketing Project Manager Mandan ND



**Full job description and to apply: [click here](#).**

Are you a customer-focused, disciplined, and ethical individual with a passion for inspiring others? If so, we want you on our team at Starion Bank!

### Why Starion Bank?

#### Key Responsibilities:

- Manage the day-to-day operations of the marketing function of the bank to include supervising Marketing staff
- Managing marketing projects and analyzing effectiveness. Own the end-to-end delivery of marketing projects from intake and planning through execution and post-launch evaluation Track the effectiveness of marketing and customer experience projects using KPIs, timelines, budgets and team feedback.
- Cross-functional collaboration. Act as a connector – ensuring clear communication and expectations across departments.
- Customer-centered campaigns. Help translate strategic ideas into tangible actions that connect with customers and solve for their needs.
- Process Optimization. Build smarter workflows and repeatable systems for how projects are scoped, prioritized, and delivered.

#### Qualifications:

- Demonstrated experience in marketing, project management, customer experience, digital or creative environments, along with solid leadership skills are required.
- Must have a strong knowledge of Google Analytics, Google Tag manager and web analytics tools.
- Proven track record of managing multiple complex projects at once, familiarity with marketing solutions, reports and platforms
- Strong written and verbal communication skills
- Prefer experience in banking, fintech or a regulated industry

#### What We Offer:

- Competitive Salary: Your hard work deserves great pay!
- Comprehensive Benefits: Including health, life, dental, vision, and a health savings account.
- Retirement Planning: 401K and profit-sharing options.
- Incentives: Annual Incentive Compensation Program available for all benefit eligible employees
- Work-Life Balance: Paid vacation and holidays.

Join a team recognized as the "Best of the Best" by Independent Bankers magazine and one of the "50 Best Places to Work" by Prairie Business magazine!

If you're ready to take the next step in your career and be part of a community-focused bank, apply today at [www.starionbank.com/careers](http://www.starionbank.com/careers).

*Starion is an Equal Opportunity Employer of women, minorities, protected veterans and individuals with disabilities.*

## Fraud Analyst ND or WI Locations



### Full job description and to apply: [click here.](#)

Are you a customer-focused, disciplined, and ethical individual with a passion for inspiring others? If so, we want you on our team at Starion Bank!

**Why Starion Bank?** As a growing community bank, we pride ourselves on local leadership, personalized service, and deep community loyalty. We're not just a bank; we're a place where you can thrive both professionally and personally.

### Key Responsibilities:

- Identify and monitor fraudulent and suspicious activities bank-wide
- Monitor systems, accounts and financial transactions
- Handle escalated fraud claims and lost/stolen reports
- Ensure effective internal controls and reporting
- Partner with stakeholders such as bank executives, management, employees, customers, law enforcement, regulatory agencies

### Qualifications:

- Demonstrated experience with fraud functions of a bank
- A minimum of one to three years of banking experience, fraud experience, or similar experience
- A college degree

### What We Offer:

- Competitive Salary: Your hard work deserves great pay!
- Comprehensive Benefits: Including health, life, dental, vision, and a health savings account.
- Retirement Planning: 401K and profit-sharing options.
- Incentives: Annual Incentive Compensation Program available for all benefit eligible employees
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## Human Resources Generalist Bismarck ND



Bravera is hiring for a Human Resources Generalist in Bismarck, ND. The primary purpose of this position is to provide assistance to Human Resource team members with day to day staffing and tasks such as recruiting, onboarding, terminations, etc. Will assist with HR projects as time allows.

### Primary Duties and Responsibilities:

1. Provide staffing support to the HR Officers including posting jobs, conducting employment screenings, scheduling / coordinating interviews, completing employment references, assisting with employee onboarding, providing assistance with job fairs and other recruiting activities and events, etc.
2. Responsible for completing checklists for staffing changes: recruiting, onboarding, organization transfers, terminations, and others.
3. Coordinate monthly HR Team meetings including scheduling meetings, recording minutes and action items, etc.
4. Update HR procedures and forms, as requested.
5. Manage HR budget reports – HR GLs, employee events, wellness budget, etc.
6. Provide internal audit assistance including FDICIA, retirement plan, Business Continuity Plan administration and testing, self-audits including I-9, beneficiary forms, confidentiality forms, etc.
7. Manage Years of Service awards and tracking for Bravera, NDBA, ICBND, etc.
8. Update organization charts.
9. Coordinate Wellness Committee.
10. Assist Payroll & Benefits Specialist with UKG updates, timesheet review and overdue timesheets, mailing pay statements, Synergy filing, benefit enrollment forms, etc.
11. Assist Training Coordinator with training events details such as reserving meeting rooms, ordering meals, reserving motel rooms for participants, printing agendas and name tents, and other training event details, as requested.
12. Provide monthly reporting such as FTE calculations, gathering statistics for quarterly and annual HR report, UKG reports, etc.
13. Assist with Intranet postings, surveys, and management of intranet content. May include managing surveys from other sources.
14. Assist with newsletter including gathering story information, photos, and details from employees, etc.

### Qualifications

1. Education: Bachelor's degree in Human Resources, Business, or other related area
2. Experience: 1-3 years' experience in HR or related field
3. Skills/ certifications: HR Certification preferred

Acceptable combination of education and experience

Apply at [bravera.bank/careers](http://bravera.bank/careers)



### Compliance Specialist ND or WI Locations



#### Full job description and to apply: [click here](#).

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**Why Starion Bank?** As a growing community bank, we pride ourselves on local leadership, personalized service, and deep community loyalty. We're not just a bank; we're a place where you can thrive both professionally and personally.

**Locations:** This position can be filled in any of our North Dakota or Wisconsin branches. This position may be eligible for a hybrid work schedule. Required to be in office a minimum of one day a month, but business needs will dictate the schedule.

#### Key Responsibilities:

- Conduct timely and quality audits
- Research, analyze and understand new regulations or enhancements to current regulations and be able to clearly summarize and communicate compliance regulations to stakeholders
- Write and present compliance audit information clearly and concisely to stakeholders, including Management Team and Audit Committee
- Facilitating external audits and regulatory examinations
- Provide administrative support to the Compliance team by scheduling, coordinating and taking minutes for applicable committee meetings, follow-up on audits and participate in various projects.

#### Qualifications:

- Demonstrated experience in banking or regulatory and compliance experience, typically acquired through three years of experience
- Excellent organizational and multitasking skills
- Strong communication and interpersonal abilities

#### What We Offer:

- Competitive Salary: Your hard work deserves great pay!
- Comprehensive Benefits: Including health, life, dental, vision, and a health savings account.
- Retirement Planning: 401K and profit-sharing options.
- Incentives: Annual Incentive Compensation Program available for all benefit eligible employees
- Work-Life Balance: Paid vacation and holidays.

#### Recognized Excellence:

Join a team recognized as the "Best of the Best" by Independent Bankers magazine and one of the "50 Best Places to Work" by Prairie Business magazine!

If you're ready to take the next step in your career and be part of a community-focused bank, apply today at [www.starionbank.com/careers](http://www.starionbank.com/careers).

*Starion is an Equal Opportunity Employer of women, minorities, protected veterans and individuals with disabilities.*

### Ag/Business Banker Rugby ND and Parshall or New Town ND



#### About Us

At Cornerstone Bank, we do more than banking – we build relationships, embrace bold ideas, and empower our people. We value positivity, teamwork, continuous learning and the freedom to make smart decisions. We're driven by innovation, honesty, and a deep respect for our customers' time and trust.

#### What You'll Do

Cornerstone Bank is looking for an Ag/Business Banker to join our professional team in Rugby and our team in Parshall/New Town. These are TWO open positions in two locations. These candidates will use a customer-focused needs based approach to educate clients about banking options and is responsible for soliciting and/or developing and maintaining profitable account relationships primarily with ag producers and agri-business customers, along with business customers. This position is also responsible for the overall success and growth of assigned sales territory and cross selling bank products and services. Agribusiness experience and/or agri-sales experience required.

#### What We're Looking For

- Excellent verbal and written communication skills
- Ability to read, interpret, and analyze procedures, legal documents, and financial reports with the highest degree of complexity
- Ability to effectively present complex information and respond to questions from Managers, Employees, and/or Customers

#### Background & Experience

A Bachelor's degree in Business, Finance, Accounting, or Agriculture-related field and 5 years of banking or sales experience, or an equivalent combination of education and experience sufficient to successfully perform the essential duties of the job.

#### Why Join Us

- People-first culture with real responsibility
- An innovative approach to banking
- Development opportunities for continual growth
- Competitive Pay and a Comprehensive Benefits Program
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#### Ready to make a difference?

Apply now and bring your best to Cornerstone Bank. [www.cornerstone.bank/careers](http://www.cornerstone.bank/careers).

Pre-employment background and credit screening are required for this position.

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# Flooding **Outside** Special Flood Hazard Areas



*Seeing is believing. A visual representation of a building location in relation to the **Special Flood Hazard Area (SFHA)** can be a valuable aid in conveying the need for flood insurance, when structure(s) are within the **SFHA**, or to help borrowers make an informed decision when the structure(s) are outside the **SFHA**.*

## **Risk Factor**

It's estimated that approximately **40%\*** of all properties not located within a **SFHA** will flood at some point. So with this in mind, one can see why it would be important to understand how close all structures on a property lie in relation to the *nearest SFHA*. In many of these instances a standard Flood Hazard Determination Form for a property does not give enough detail to the borrower or lender, and may leave them unaware of the potential risk of flooding the property faces.



## **Quick & Accurate**

By utilizing an **aerial Map Copy**, the lender can see the distance to the next hazardous zone from any structure on the property. Due to the nature of the risk, it's important that lenders review accurate and easy-to-read maps. A **clear Map Copy** provides beneficial information regarding *nearby SFHAs* that may not directly affect the primary structure or structures.



*The benefits to ordering an easy-to-read **aerial Map Copy** along with your flood zone determination extend beyond just being able to see the multiple structures on a property and can significantly reduce the risk for the borrower and lender. If you are not using a vendor who can provide you with an **aerial Map Copy** along with your flood zone determination, reach out to **DataVerify Flood Services**. We can provide the digital lift that lenders and borrowers need to work through all the uncertainties surrounding **SFHAs**.*



Contact your Flood Services experts today at  
**800-841-0662** or [learnmore@dataverifyflood.com](mailto:learnmore@dataverifyflood.com).

\*<https://www.floodsmart.gov/flood-insurance/why>







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## NDBA ENDORSED BUSINESS PARTNERS

NDBA is pleased to partner with companies involved in the banking industry. Endorsed business partners are approved by the NDBA Services Board based on the caliber of a company and its products and services.

### Win for North Dakota Banks

- Use the buying power of North Dakota banks working together through the association
- Build long-lasting relationships with companies that have a record of success
- Learn from industry experts that support, speak, and exhibit at NDBA events

#### Allied Solutions

[www.alliedsolutions.net](http://www.alliedsolutions.net)

Fargo ND

Contact: Steve Owens, Client Development Manager

Phone: 612-845-4282

[stephen.owens@alliedsolutions.net](mailto:stephen.owens@alliedsolutions.net)



**Allied Solutions**

#### IntraFi

[www.intrafi.com](http://www.intrafi.com)

Arlington VA

Contact: Bradley Cole, Managing Director, Northern Plains

Phone: 703-292-3392

[bcole@intrafi.com](mailto:bcole@intrafi.com)



**IntraFi**

#### Arctic Wolf

[www.arcticwolf.com](http://www.arcticwolf.com)

Eden Prairie MI

Contact: Logan McAlpin, Sr. Account Representative

Phone: 612-304-0875

[logan.mcalpin@arcticwolf.com](mailto:logan.mcalpin@arcticwolf.com)



#### Midwest Bankers Insurance Services

[www.mbisllc.com](http://www.mbisllc.com)

Eden Prairie MN

Contact: Adam Dawson, Regional Sales Manager

Phone: 952-261-8978

[adamd@mbisllc.com](mailto:adamd@mbisllc.com)



#### The Baker Group

[www.gobaker.com](http://www.gobaker.com)

Oklahoma City OK

Contact: Jantz Kinzer, Managing Director

Phone: 405-415-7255

[jantz@gobaker.com](mailto:jantz@gobaker.com)



#### ODP Business Solutions

[www.odpbusiness.com](http://www.odpbusiness.com)

Austin TX

Contact: Kimberly Gilbert, Senior Inside Sales Representative

Phone: 855-337-6811 (12815)

[kimberly.gilbert@officedepot.com](mailto:kimberly.gilbert@officedepot.com)



#### BHG Financial Institutional Network

[bhginstitutionalnetwork.com/ND](http://bhginstitutionalnetwork.com/ND)

Davie FL

Contact: Keith Gruebele, EVP/Institutional Relationships

Phone: 954-263-6399

[kgruebele@bhg-inc.com](mailto:kgruebele@bhg-inc.com)



#### SBS Cybersecurity

[www.sbscyber.com](http://www.sbscyber.com)

Madison SD

Contact: Cole Kratovil, Account Executive

Phone: 605-923-8722

[cole.kratovil@sbscyber.com](mailto:cole.kratovil@sbscyber.com)



#### Compliance Alliance

[www.compliancealliance.org](http://www.compliancealliance.org)

Austin TX

Contact: Brittney Stacey, Director of Membership Development

Phone: 833-683-0701

[brittney@compliancealliance.org](mailto:brittney@compliancealliance.org)



#### Superior IRA & HSA

[www.superiorira.com](http://www.superiorira.com)

Perham, MN

Contact: Jason Bain, SVP - Sales

Phone: 218-330-5099

[jason.bain@superiorira.com](mailto:jason.bain@superiorira.com)



#### DataVerify Flood Services

[www.flood.dataverify.com](http://www.flood.dataverify.com)

Norwalk OH

Contact: Teri Sizemore, National Sales Executive

Phone: 419-660-8589

[teri.sizemore@dataverifyflood.com](mailto:teri.sizemore@dataverifyflood.com)





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**Jeff Otteson**  
Vice President of Sales  
jeffo@mbisllc.com | 608.217.5219



**Adam Dawson**  
Regional Sales Manager  
adamd@mbisllc.com | 952.261.8978

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