

# Gearing Up *for Fall Events*

**Learning. Leadership. Connections.**



## REGIONAL MEMBER MEETINGS

**SEPTEMBER 14-17**

GRAND FORKS • FARGO  
WASHBURN • MINOT



## AG CREDIT CONFERENCE

**OCTOBER 1-2**  
FARGO



## PEER GROUP CONSORTIUM

**OCTOBER 13-14**  
BISMARCK



**Stronger Banks. Stronger Communities.**



# Banking on COMMUNITY

CELEBRATING THE WAYS NDDBA  
MEMBER BANKS MAKE A  
**DIFFERENCE**



## Events at a Glance

### QUESTIONS?

Dorothy Lick, SVP of Education  
701.223.5303. or [dorothy@nddba.com](mailto:dorothy@nddba.com)

JULY 2026

19-31 Graduate School of Banking at Colorado Boulder CO  
26-Aug 6 Graduate School of Banking Madison WI

AUGUST 2026

18-20 Fraud Academy Virtual

SEPTEMBER 2026

14-17 Regional Member Meetings Grand Forks, Fargo, Washburn & Minot  
21-25 GSB Financial Managers School Madison WI

OCTOBER 2026

1-2 Ag Credit Conference Hilton Garden Inn, Fargo  
6-7 Security Seminar Holiday Inn, Bismarck & Holiday Inn, Fargo  
12-16 GSB Bank Cybersecurity School Madison WI  
13 Fraud Peer Group Candlewood Suites, Bismarck  
13 Peer Group Consortium Welcome Reception ND Gateway to Science Center, Bismarck  
14 Peer Group Consortium National Energy Center of Excellence, Bismarck  
26-27 IRA Fundamentals & Advanced IRAs Courtyard by Marriott, Bismarck  
28-29 IRA Fundamentals & Advanced IRAs Holiday Inn, Fargo  
30 HSA Workshop Holiday Inn, Fargo

FEBRUARY 2027

24 Breaking into Banking 101 Virtual

MARCH 2027

8-10 ABA Washington Summit Washington DC  
24 Breaking into Banking 201 Virtual



# CONTENTS



## FEATURES

- 12 Regional Member Meetings Featured Speaker
- 16 Leading the Way: Introducing 2026/2027 NDBA Officers
- 16 2026 NDBA Peer Group Consortium Announced
- 20 Banker You Should Know: Colton Bourquin
- 26 Live Well, Work Well and Learn to Live Webinars
- 34 What if the Rate Cuts Don't Come in 2026?
- 38 5 Signs Your Compliance Program Has Outgrown Spreadsheets
- 44 Striking the Right Balance in Crafting Effective Board Minutes
- 48 What Does the New Reciprocal Deposit Legislation in the Housing Act Mean for U.S. Banks?

## IN EVERY ISSUE

- 2 Events at a Glance
- 3 NDBA Directors & Staff
- 4 Banking News
- 10 From the Corner Chair
- 14 NDBA Education Events & Webinars
- 52 Bank & Associate Happenings
- 54 Bankers' Classifieds

## Mission Statement

Extraordinary Leadership for North Dakota Banks



### EXECUTIVE COMMITTEE



**CHAIR**  
**Jamie Nelson**  
TruCommunity Bank  
Washburn



**CHAIR-ELECT**  
**Duane Bowman**  
Dakota Western Bank  
Bowman



**TREASURER**  
**Paige Bjornson**  
Dacotah Bank  
Fargo

### NDBA BOARD OF DIRECTORS

**Pat Artz**  
State Bank of Bottineau  
Bottineau

**Christine Grove**  
Citizens State Bank of Lankin  
Lankin

**Amy Mazigian**  
Gate City Bank  
Bismarck

**Deneen Axtman**  
Cornerstone Bank  
Fargo

**Eric Halvorson**  
Bell Bank  
Fargo

**LaDawn Schmitt**  
Starion Bank  
Bismarck

**Grant Bollingberg**  
Bank Forward  
Carrington

**Craig Hanson**  
Bank of North Dakota  
Bismarck

**Bernie Sinner**  
BankNorth  
Casselton

**Ty Engstrom**  
Peoples State Bank  
Westhope

**Randy Knudsvig**  
First State Bank  
Thompson

**Christy Steffenhagen**  
Cornerstone Bank  
Bismarck

**Gregg Gess**  
Wells Fargo Bank  
Fargo

### NDBA SERVICES, INC. BOARD OF DIRECTORS

**CHAIR**  
**Jeff Weiler**  
Cornerstone Bank  
Fargo

**Scott LeDuc**  
Bell Bank  
Grand Forks

**Tony Thoreson**  
TruCommunity Bank  
Washburn

**VICE-CHAIR**  
**Alison Anderson**  
Bank of North Dakota  
Bismarck

**Cayle Paulson**  
Dakota Heritage Bank  
Harvey

**Jona Ziemann**  
Western State Bank  
West Fargo

**Missy Block**  
State Bank of Bottineau  
Bottineau

**Stacy Rasmusson**  
Bank Forward  
Fargo

**BOARD LIAISONS**  
**Paige Bjornson**  
Dacotah Bank  
Fargo

**Kevin Dykema**  
Bravera Bank  
Bismarck

**Heidi Schumacher**  
Border Bank  
Fargo

**Duane Bowman**  
Dakota Western Bank  
Bowman

### 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

**Angi Day**  
Manager NDBBT  
angi@ndba.com

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

### NDBA GENERAL COUNSEL

**Tracy Kennedy**  
tracy@ndba.com

# BANKING NEWS



National Banking News & Insights



## White House Announces Cybersecurity Clearinghouse for Software Patches

The White House has announced a cybersecurity “clearinghouse” that would coordinate scanning for software vulnerabilities and the distribution of vulnerability patches.

Last month, President Trump signed an executive order directing federal agencies to take steps to counter the potential cybersecurity threats posed by artificial intelligence. The order also called for the creation of the clearinghouse.

In a statement, the White House said open-source software partners and critical infrastructure companies have built a coordinated system to receive and patch cyber vulnerabilities, named “Gold Eagle.”

“This new model will leverage frontier AI capabilities to continue advancing faster than adversaries, reduce duplicative scanning efforts, and deliver prioritized and actionable threat and remediation information to defenders across the federal government and the private sector,” the White House said.

→ [Read More](#)

In the letter, the associations expressed support for responsible innovation and a well-regulated digital asset marketplace while emphasizing the need for clear and enforceable guardrails around stablecoin interest, yield and reward programs. They noted that engagement with lawmakers and regulators has led to meaningful improvements in the legislation, including efforts to address the industry’s concerns.

“At the same time, significant questions remain regarding whether the current language in Section 404 provides sufficient clarity and certainty to achieve that objective,” the associations said. “In particular, we remain concerned that ambiguities within the bill could encourage stablecoin arrangements to effectively function as substitutes for deposits, despite Congress’s longstanding and clearly stated intent that payment stablecoins should serve as transaction tools rather than store-of-value products.”

→ [Read More](#)



## Community Bankers Maintain ‘Rosy’ Outlook Despite Uncertainties

While sentiment has slipped somewhat, community bankers nationwide remain broadly optimistic about future economic conditions, according to the latest quarterly survey by the Conference of State Bank Supervisors.

The second quarter Community Bank Sentiment Index was 129, down slightly from 131 in the previous quarter and four points below the record high of 133 reached in late 2025, CSBS said. Results above 100 indicate positive sentiment.

The profitability indicator returned to its peak level of 152 in Q2 and continued to signal higher future profitability. Still, the results showed a continued decline in monetary policy and regulatory burden indicators.



## Associations Urge Senate to Strengthen Stablecoin Yield Provisions in Clarity Act

NDBA and ICBND joined with the ABA, ICBA and 74 other state associations representing thousands of community financial institutions across the U.S. in a letter to Senate leaders expressing concerns with the Clarity Act and urged targeted changes to provide greater certainty that payment stablecoins cannot function as substitutes for bank deposits.



“The results suggest that regulatory conditions might not be easing as much as last quarter’s survey indicated, and bankers have a slightly pessimistic outlook regarding the future impact of monetary policies,” CSBS Chief Economist Tom Siems said.

“Their primary concerns center on the potential negative macroeconomic outcomes that might arise from geopolitical uncertainties due to the ongoing war in Iran,” he added. “Even so, they remain optimistic that for the foreseeable future, their loan portfolios in their local economies will lead to higher profitability.”

→ [Read More](#)



## Common Cents Act Clears House

The House has passed by voice vote bipartisan legislation to implement the phaseout of the penny by providing a framework for cash rounding when exact change cannot be provided.

President Trump last year directed the Treasury Department to stop producing pennies, noting that each penny costs more to make than it is worth. The Common Cents Act [H.R. 3074] by Reps. Lisa McClain (R-Mich.) and Robert Garcia (D-Calif.) officially orders the Treasury to cease penny production and requires cash transactions to be rounded up or down to the nearest five cents while clarifying that checks, credit cards and other noncash payment methods are not subject to rounding.



## Bill Would Increase Transparency About Small Business Lending Program Risks

A proposed House bill would require the Small Business Administration to provide and make public more details about 7(a) lending program risks.

SBA is currently required to conduct a yearly risk analysis of its flagship small business lending program and report the results to Congress. The 7(a) Program Risk Oversight Act, sponsored by Rep. Nydia Velázquez (D-N.Y.), would require SBA to break down program risk by loan size, how long a loan has been on the books, the age of the borrower’s business and the type of lender that originated the loan, according to a summary.

The bill also would add new reporting on enforcement actions and civil penalties tied to fraud, on loans the agency has determined were made fraudulently, and on loans that are falling behind on payments. In addition, it would require the SBA to post the report publicly within seven days of submitting it to Congress.

“While the SBA is currently required to send Congress an annual report on the risk in the 7(a) program, our committee’s

investigation into the loan default rate makes clear that Congress and the public need more detailed information on the program’s performance to protect both the program and the small businesses that depend on it,” said Velázquez, who is ranking member of the House Small Business Committee.

→ [Read More](#)



## Banking Agencies Promise New Approach for Handling Sensitive Information

The Federal Reserve, FDIC and OCC have announced a “coordinated approach” for handling sensitive information used in bank examinations, including a new pledge to notify banks about data breaches that threaten to expose that information.

The joint statement comes more than a year after the OCC notified Congress that a cyber incident led to unauthorized access of highly sensitive information about the financial condition of the institutions the agency supervises. In the statement, the agencies said they will rely on bank management to identify data and documents requested for exams that should be considered highly sensitive.

“For highly sensitive information, the [federal banking agencies, or FBAs] will consider a range of potential options to minimize collection and storage by the FBAs, including on-site review, direct digital review from the systems of the supervised bank, redacted or summarized versions of documents, and additional measures related to transmission of, and access to, sensitive information,” they said.

The agencies also committed to notifying banks of a confirmed or suspected leak of their sensitive information “as soon as practicable and within no more than 72 hours, once the agency impacted has a reasonable basis to believe a compromise has occurred and determines the banks affected, subject to applicable legal considerations.”

The agencies also plan to provide their examiners with written guidance and training on handling sensitive information, according to the statement.

→ [Read More](#)



## ‘Five Eyes’ Nations Warn AI Cybersecurity Threats Only Months Out

Organizations have only months to prepare for the cybersecurity challenges posed by new artificial intelligence models, making cyber resilience “integral to advancing business continuity,” the leaders of the “Five Eyes” cybersecurity agencies warned in a joint statement.

The Five Eyes intelligence alliance is comprised of Australia, Canada, New Zealand, the U.K. and the U.S. In their statement, the agency heads said that newer AI models lower barriers for malicious actors and increase the speed and complexity of attacks, “shrinking the window between vulnerability discovery and exploitation ever more quickly.”

At the same time, AI offers powerful tools to strengthen cybersecurity, they said.

“Organizations that integrate AI tools into their security operations can detect vulnerabilities earlier, improve software quality, monitor unusual behavior, and respond faster to incidents – reducing both the cost and impact of incidents,” they said.

They offered “practical actions” organizations can take to mitigate their AI vulnerability:

- Limit unnecessary system access and external connectivity
- Accelerate software patching processes
- Address legacy systems, as unsupported systems are easy targets
- Review and strengthen identity and access controls
- Prepare for incidents before they happen

→ [Read More](#)



## Most Banks Experienced Recent Rise in Cyberattacks

A majority of U.S. bank executives said they have seen an increase in the number of cyberattacks on their institutions in the past year and have boosted their cybersecurity budgets as a result, according to the most recent banking technology survey by professional services firm KPMG.

Roughly three in four executives (76%) said their banks have experienced an increase in cyberattacks, according to the survey. Nearly all respondents (92%) said they have increased their budgets to address cyber risk, with most (84%) having increased their budgets to specifically address risks posed by artificial intelligence.

The top emerging threats for banks include AI-introduced vulnerabilities in code (63%), deepfakes (62%), AI bots (57%) and securing agentic technologies (50%), KPMG said. As a result, banks are implementing regular audits (80%), robust security measures (79%) and collaborating with external experts (59%).

The survey also found that most respondents (77%) cited technology as a key factor in driving bank mergers and acquisitions. The technology-related objectives deemed most important when evaluating M&A opportunities were acquiring data, analytics or AI capabilities (67%), strengthening cybersecurity or risk capabilities (65%), accelerating core banking platform modernization (46%) and expanding digital or customer experience capabilities (45%).

The biggest technology integration risks in M&A include core

banking platforms (56%), cybersecurity and identity access management (55%), data architecture and integration (51%), and regulatory or risk technology (50%). In contrast, payments platforms were seen as low risk (4%).

→ [Read More](#)



## Small Business Growth Continues Amid Economic Uncertainty

Many small businesses are still expanding despite ongoing economic pressures and rising costs, according to a new survey by U.S. Bank.

Small-business owners across generations report ongoing strain from the economic environment (90%), inflation and rising costs (88%), competition (82%) and access to capital (71%). Eighty-seven percent of owners said their business is successful, down from 96% in 2025. Still, owners are continuing to invest in their businesses, with majorities saying they plan to hire additional employees (60%) and invest in capital (56%).

The survey also found that generative artificial intelligence adoption continued to grow, with 75% of owners using it in their businesses. Owners most often applied AI to marketing and sales (56%), data analysis (51%), content creation (51%) and automation (44%).

→ [Read More](#)



## CFPB Announces Changes to Consumer Complaint Portal

The CFPB has unveiled actions to “restore integrity and utility” to its consumer complaint portal, which it said would increase the effectiveness of the complaint system.

The online portal “has long been plagued by issues that severely limit its effectiveness in addressing consumers’ complaints and practical utility of its information,” the CFPB said. Among other things, it said that users abusing the complaint process impedes the timely processing of legitimate complaints.

A primary driver of the challenges with the portal has been the dramatic increase in volume of credit reporting complaints, which has increased by more than 3700% between 2019 and 2025, the CFPB said. “The increase is driven by many – sometimes, overlapping – factors: credit repair organizations and credit clinics misusing the bureau’s complaint process as a tool of their business, social media influencers with questionable expertise encouraging followers to submit complaints, adoption of new technologies (e.g., ‘AI tools’) that may act as an individual’s agent, and the emergence



of new businesses that seek to boost credit scores by disputing accurate information on consumers' reports."

Changes to the portal include revising the manual to ensure credit reporting agencies follow a standardized process in addressing complaints, enhancing identity protections, aligning the complaint process to statutory obligations, and focusing resources on complaints that warrant a substantive response. The CFPB is also seeking to educate consumers about how to address errors on their credit reports.

→ [Read More](#)



## Noncash Payments Continue to Grow, Credit Cards More Frequently Used

The number of noncash payments more than tripled since 2000, with credit cards now outpacing debit cards in growth in use, according to initial findings from the Federal Reserve's triennial payments study.

The total number of noncash payments made by consumers and businesses increased to 236.6 billion in 2024, according to the Fed. Debit cards accounted for 64% of all card payments in 2024 by number, down from 68% in 2021. The decline in growth reflects slower growth both for non-prepaid cards associated with checking accounts, which represented 82% of debit card payments in 2024, and for prepaid debit cards.

Credit cards grew the most by number among all payment types, marking the first three-year period since 2000 that credit card payments grew more than debit card payments, the Fed said. Credit card payments increased to 67.1 billion in 2024, up 16.2 billion from 2021. General-purpose credit cards were the main source of growth.

Automated Clearing House debit transfers grew faster than ACH credit transfers, although the latter still account for almost two-thirds of ACH payments by value.

Checks "continued their long, steady decline," falling to 9.2 billion by number and \$24.45 trillion by value in 2024, down 1.8 billion and \$1.92 trillion from 2021, according to the Fed.

The number of ATM cash withdrawals also continued to fall, although their average value reached a new high. ATM withdrawals fell to 3.4 billion in 2024, down from 5.2 billion in 2015. The value of the average ATM withdrawal increased substantially, from \$134 in 2015 to \$210 in 2024.

→ [Read More](#)



## Associations Support Proposed Process to Create Drone No-Fly Zones

A proposed rule to establish a process in which site operators can request a no-fly zone for drone aircraft reasonably addresses the risks that the technology poses to bank security, the ABA and Bank Policy Institute said.

The Federal Aviation Administration has proposed implementing section 2209 of the FAA Extension, Safety and Security Act by establishing a process in which site owners and operators can request to create an unmanned aircraft flight restriction. The proposed rule would also establish the requirements that applicants must meet to prove that a no-fly zone is needed for security purposes.

In a joint letter to the FAA, ABA and BPI said that unauthorized unmanned aircraft activity near financial institution sites can create "obvious and legitimate risk" to physical security as well as cybersecurity, as the technology can be used to plan cyber-attacks.

"The proposed rule addresses those risks in a sensible way," the two associations said. "It does not impose a blanket prohibition on drone operations. Instead, it creates a petition-based framework with facility-specific justification, defined boundaries, FAA review and limited exceptions for certain operations within a designated unmanned aircraft flight restriction."



## FDIC Proposes Adjusting Assessment Methodologies, Rate Schedules

The FDIC has proposed updating the definitions of small and large institutions that determine which methodology is applied to calculate an institution's deposit insurance assessment rate, and revising the deposit insurance rate schedules for all institutions.

The three-member FDIC board voted unanimously to advance the proposed rule, which would raise the assessment asset threshold under which an institution is considered a large bank, from \$10 billion to \$30 billion. It would also establish a process for adjusting the threshold every four years to account for inflation. FDIC staff estimate that the change would shift 76 institutions from large banks to small banks for assessment purposes.

The proposal also would reduce initial base assessment rate schedules by two basis points for small banks, and by one basis point for large banks or highly complex institutions. FDIC Chairman Travis Hill said the adjustments reflect the progress made in restoring the Deposit Insurance Fund since it dipped below its statutory minimum reserve ratio in 2020.

Finally, the proposed rule would create a two-step “resolution readiness adjustment” that large banks and highly complex institutions can use to lower their assessment rates by as much as one basis point if they take steps to share information with the FDIC that could be used to manage and market the institution following a failure.

FDIC estimated that, taken together, the changes would reduce industry assessments by \$4 billion annually.

→ [Read More](#)



## Survey Finds Many U.S. Adults Were Scammed In 2025

Six percent of U.S. adults report they were personally scammed last year, with those scams costing an estimated \$68 billion, or four times what was reported to federal authorities, according to a new survey by the Stop Scams Alliance and Gallup.

The survey found that while 6% of respondents said they were personally scammed last year, 24% reported they were scammed at some point in their lives. About one in 10 have been scammed more than once, and roughly four in 10 said they are contacted by an attempted scam daily.

Nearly half of individuals (46%) say their household experienced at least a moderate financial hardship as a result of being scammed, including 21% who say it was a severe hardship. Nearly three in four individuals whose households were scammed said it hurt their mental health or well-being.

The most common entry points for scams were online purchases, phone calls and social media, according to the survey. At the same time, most scams are reported to banks, with only 13% of individuals who were scammed reporting the incident to the Federal Trade Commission or federal law enforcement. The vast majority of U.S. adults (82%) believe the government is doing too little to prevent scams.

→ [Read More](#)



## SAFE Banking Act Re-Introduced in Congress

Sen. Jeff Merkley (D-Ore.) and Rep. Dave Joyce (R-Ohio) re-introduced the SAFE Banking Act, which would help resolve the conflict between federal and state laws on cannabis that hinder financial institutions. Specifically, the SAFE Banking Act would prevent regulators from prohibiting or discouraging financial institutions from serving cannabis businesses in states where it is legal. It would also clarify that proceeds from state-legal marijuana businesses are not considered proceeds from unlawful activity under anti-money laundering laws.



## OCC, FDIC Release Guidance on Lending, Undocumented Workers

Lending to individuals who are not legally authorized to work in the U.S. may present elevated credit risk to financial institutions, the FDIC, Office of the Comptroller of the Currency and National Credit Union Administration in joint guidance.

Earlier this year, President Trump issued an executive order directing regulators to provide guidance warning financial institutions “to be vigilant against risks presented by the unlawful employment of illegal aliens.” The new joint guidance by the agencies implements that order by reminding financial institutions of their obligations regarding credit risk management, particularly with respect to borrowers who are not legally authorized to work in the U.S.

“When lending to non-work authorized borrowers, financial institutions should consider whether uncertainties related to employment authorization may affect the stability and sustainability of income, repayment capacity, collateral recovery, or other factors relevant to credit risk,” the agencies said.

Other agencies have also taken steps to comply with the executive order. The CFPB released guidance in June stating that creditors may be legally obligated to consider a consumer’s immigration status for mortgage loans and credit cards. Around the same time, the Financial Crimes Enforcement Network FDIC, OCC and NCUA, in coordination with the IRS, issued an advisory warning financial institutions to be vigilant against potential illicit activity involving unlawful employment of undocumented immigrants.

→ [Read More](#)



## FHA Ends Field Review Requirement for Certain Mortgages

The Federal Housing Administration will no longer require lenders to obtain appraisal field reviews for a selection of FHA-approved mortgages, instead making the reviews optional, according to a mortgagee letter recently published.

Previously, lenders had to obtain physical field reviews for at least 10% of quality-control reviewed mortgages, with the mortgages selected at random. In the letter, FHA said the requirement “resulted in significant costs for mortgagees, which often outweighed the limited risk mitigation benefits considering the frequent use of third-party tools and appraisal desk reviews.”

“By making field reviews optional, FHA is removing a potential barrier to mortgagee participation in FHA programs, as well



as an expense that may be passed indirectly to consumers,” the agency said. It added that the change also complies with President Trump’s recent executive order on promoting access to mortgage credit.

→ [Read More](#)



## White House Directs Agencies to Protect Systems from Quantum Computing

Government agencies and contractors would be required to take steps to protect their systems from threats posed by quantum computers under a pair of executive orders signed by President Trump.

Theoretically, quantum computers would be more powerful than conventional computers and therefore have numerous economic benefits. However, they would also be able to crack the encryption currently in place to protect computer systems.

The first executive order directs agencies to take steps to support the development of the technology, including by launching a national effort to create a quantum computer “at a scale intended to initiate the era of quantum-enabled scientific discovery.” It also calls for more workforce training in the technology.

The second order addresses the cybersecurity threats posed by quantum computers. Among other things, it directs the Office of Management and Budget and the national cyber director to lead “a nationwide migration” to post-quantum cryptography. It also calls for government contractors to meet certain cybersecurity standards and vulnerability disclosure policies by the end of 2030, and for the National Institute of Standards and Technology to launch a pilot program testing quantum-proofing encryption on some of its systems by the end of next year.

**NOMINATE A BANKER TODAY!**

# BANKERS YOU SHOULD KNOW

Help us shine a spotlight on the outstanding bankers who go above and beyond.

**Nominate a deserving banker for a chance to be featured in an upcoming NDBA Bulletin!**



Front-line stars to seasoned leaders



Pillars in your community



Hidden gems who go the extra mile



**CLICK TO NOMINATE**

Help us celebrate the best in our banking community!  
Fill out the quick online nomination form.

SELECTED HONOREES WILL BE SHOWCASED IN AN UPCOMING NDBA BULLETIN.

*Let's recognize and celebrate the stars of our industry!*





from the

## CORNER CHAIR

**Jamie Nelson**

NDBA Chair | TruCommunity Bank, Washburn



*Community bankers understand that progress requires both grit and grace.*

### **Honored to Serve, Grateful for the Journey**

Some careers begin with a long-term plan. Mine began with a two-week job at a finance company specializing in consumer loans when I was 17 years old. I could not have known then how much that opportunity would shape my life, my leadership, and my appreciation for the role banks play in our communities. Today, I am truly honored to serve as Chair of the North Dakota Bankers Association and proud to represent an industry filled with people who care deeply about their customers, their communities, and the places they call home.

### **A Career Built in Community Banking**

What began as a short-term opportunity quickly became a career built around service,

relationships, and community. Over the years, I have been fortunate to learn from mentors, coworkers, customers, and friends who helped shape not only the banker I became, but the leader I continue to strive to be. I certainly could not have imagined, when I first stepped into that role, that it would one day lead me here.

That early experience is still a big part of why I care so much about this work. At its heart, community banking is about people. We do not just finance projects—we get to be part of important moments in people's lives. We are there when a local business opens its doors, when a family buys a home, when someone takes a chance on a new idea, and when a farm or business is passed to the next generation. Those moments are more than transactions.

They are reminders of why this work matters. That same purpose guides my work today as President and CEO of TruCommunity Bank. I am fortunate to work with a team of talented bankers who believe, as I do, that banking is built on relationships, trust, and helping people move forward. Every day brings an opportunity to serve our customers, support our communities, encourage our team, and help position the bank for the future.

### **A Strong Voice for North Dakota Banks**

I see that same spirit across North Dakota in banks of every size and in communities of every kind. From our largest cities to our smallest rural towns, bankers continue to show up with resilience, integrity, and a strong commitment to service. Our banks help drive local economies, support families, businesses, farmers, and ranchers, and continue to adapt as technology, customer expectations, and regulations change around us.

That shared commitment is why the work of the North Dakota Bankers Association is so important. Through advocacy, engagement, talent development, education, and a commitment to innovation and excellence, North Dakota Bankers Association helps ensure our industry has a strong voice and a strong future. I have appreciated the opportunity to be involved with the Association and have seen firsthand the dedication of North Dakota bankers and the NDBA team to strengthen our profession and support the people and businesses we serve.

### **Looking Ahead**

As I begin my term as Chair, I look forward to building on that shared commitment together. My focus will be on strengthening community banking through advocacy and engagement, supporting the next generation of banking leaders, and helping ensure North Dakota banks remain trusted financial partners in the communities we serve. Our industry will continue to change, but our purpose remains steady: to help people achieve financial success, support the dreams and needs of our neighbors, and strengthen the communities we are proud to call home.

Thank you for your continued commitment to community banking and to the people of North Dakota. I am grateful for the opportunity to serve in this role, encouraged by the strength of our industry, and confident in what we can accomplish together. I look forward to working alongside you, learning from you, and continuing to champion the important work North Dakota banks do every day.

Warm regards,



### **Jamie Nelson**

Chair, North Dakota Bankers Association  
President & CEO, TruCommunity Bank



JOIN US THIS SEPTEMBER FOR

NDBA

# REGIONAL MEMBER

NORTH DAKOTA  
BANKERS  
ASSOCIATION



## Meetings

FEATURED SPEAKER

CINDRA  
KAMPHOFF

## Beyond GRIT

Move from **SURVIVING** to  
**THRIVING** in work and life



SEPT  
14

**GRAND FORKS**

UND Gorecki  
Alumni Center

SEPT  
15

**FARGO**

TBA

SEPT  
16

**WASHBURN**

Lewis & Clark  
Interpretive Center

SEPT  
17

**MINOT**

Sleep Inn  
and Suites

*Join Us!*

**CONNECT. LEARN. GROW.**

REGISTRATION COMING SOON!





NDBA is proud to introduce the bankers who will lead our association forward in 2026/2027. Their expertise, commitment to community banking and passion for North Dakota communities make our industry stronger.

CHAIR



**Jamie Nelson**

President & CEO  
TruCommunity Bank  
Washburn

**Jamie Nelson**, President and CEO of TruCommunity Bank, has been elected Chair of NDBA. A native of Fairmount, ND, Jamie began her career in banking and finance right out of high school. She joined Farmers Security Bank – now TruCommunity Bank – in 2008 and has since dedicated herself to serving her community. Jamie is a graduate of the Dakota School of Banking (2011), the Graduate School of Banking at Colorado (2016), and attended the Community Bank Investment School at GSBC in 2019. Her commitment to professional growth reflects her passion for excellence in community banking. She is also a strong advocate for financial literacy and stays actively involved with local schools to help educate and empower students. Outside of work, Jamie and her husband of 20 years, Mike, are the proud parents of three children: Mya, Brady, and Kale.

CHAIR-ELECT



**Duane Bowman**

President & CEO  
Dakota Western Bank  
Bowman

**Duane Bowman**, President and CEO of Dakota Western Bank, has been elected Chair-Elect of NDBA. A native of Rhame, ND, Duane was raised on his family farm south of town. He holds bachelor's degrees in accounting and business administration with an emphasis in finance from Augustana University in Sioux Falls. He is also a graduate of the Graduate School of Banking at Colorado. Now in his 29th year at Dakota Western Bank, Duane served in various roles, including loan officer and senior lending officer, before being named President and CEO in 2022. He is also a member of the DWB Board of Directors. Deeply committed to community banking and community involvement, Duane has served on numerous local boards. An avid sports enthusiast, he has coached cross country, track, Little League, and youth basketball. Duane and his wife, Shannon, reside in Bowman and are the proud parents of four children.

TREASURER



**Paige Bjornson**

Regional President  
Dacotah Bank  
Fargo

**Paige Bjornson**, Northern Regional President of Dacotah Bank, has been elected Treasurer of NDBA. Paige graduated from North Dakota State University with a degree in business administration and minors in accounting, economics and psychology. After graduating, she returned to her hometown of Valley City and began her career with Farmers & Merchants Bank of Valley City, which in 2001 became Dacotah Bank. Paige is a graduate of the Dakota School of Banking and attended the ABA National Commercial Lending School. Throughout her career, she has been an active advocate for community economic vitality. She has served in numerous community leadership roles across economic development, healthcare, education and non-profit organizations and has received multiple community awards for her service and leadership. Paige and her husband, Darren, reside in Fargo and are fortunate to be near their three grown children, a daughter-in-law and two grandchildren.



# PROFESSIONAL TRAINING

*Invest in knowledge.  
Elevate your impact.*



## UPCOMING NDBA EVENTS

|  EVENT                              |  DATE |  LOCATION    |  WHO SHOULD ATTEND?                                                                       |
|----------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|  <b>Regional Member Meetings</b>     | <b>September 14-17</b>                                                                 | Grand Forks, Fargo, Washburn, Minot                                                           | All NDBA Members!                                                                                                                                                            |
|  <b>Ag Credit Conference</b>        | <b>October 1-2</b>                                                                     | Hilton Garden Inn, Fargo                                                                      | Both entry-level and experienced ag lenders will gain valuable information.                                                                                                  |
|  <b>Bank Security Seminar</b>      | <b>October 6<br/>October 7</b>                                                         | Holiday Inn, Bismarck<br>Holiday Inn, Fargo                                                   | Security officers/ directors, operations managers, auditors, HR directors, legal staff, loan officers, disaster recovery managers, collection staff and fraud investigators. |
|  <b>Fraud Peer Group</b>           | <b>October 13</b>                                                                      | Candlewood Suites, Bismarck                                                                   | Those involved in the NDBA Fraud Peer Group, or working in a fraud capacity are encouraged to attend.                                                                        |
|  <b>NDBA Peer Group Consortium</b> | <b>October 13<br/>October 14</b>                                                       | Welcome Party<br>ND Gateway to Science Center Consortium<br>Nat'l Energy Center of Excellence | Those involved in individual peer groups are encouraged to attend.                                                                                                           |
|  <b>IRA Fundamentals</b>           | <b>October 26<br/>October 28</b>                                                       | Courtyard, Bismarck<br>Holiday Inn, Fargo                                                     | Gives attendees a solid foundation of IRA knowledge. This is a beginner's session; no previous IRA knowledge is assumed.                                                     |
|  <b>Advanced IRAs</b>              | <b>October 27<br/>October 29</b>                                                       | Courtyard, Bismarck<br>Holiday Inn, Fargo                                                     | This is an advanced session; previous IRA knowledge is recommended.                                                                                                          |
|  <b>HSA Workshop</b>               | <b>October 30</b>                                                                      | Holiday Inn, Fargo                                                                            | This is a beginner's session; no previous HSA knowledge is assumed.                                                                                                          |



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

*Learning Today.  
Leading Tomorrow.*



# ONLINE EDUCATION

*Learn on your schedule.  
Grow your career.*



## ONCOURSE LEARNING WEBINARS



| TRAINING                                                                                | DATE      |
|-----------------------------------------------------------------------------------------|-----------|
| Tokenized Deposits vs. Stablecoins: What's the Difference?                              | 8/4/2026  |
| Stop Paying Twice: The End of the Day 1 "Double Count" for PFAs                         | 8/4/2026  |
| 2026 Branch Operations All-Day Streaming: Compliance, Security, and Operations Training | 8/4/2026  |
| ACH SEC Codes Explained: PPD, CCD, TEL, WEB & More                                      | 8/5/2026  |
| OFAC in Focus: Elevating Your Program Beyond the Basics                                 | 8/5/2026  |
| Consumer Real Estate Lending                                                            | 8/6/2026  |
| Executive Total Compensation – Strategies to Motivate and Incent                        | 8/6/2026  |
| BSA and OFAC Summer Update: New! AML Fundamental Rule Change Proposal Update            | 8/6/2026  |
| Bi-Monthly Compliance Briefing - August                                                 | 8/7/2026  |
| Mortgage Servicing Compliance Requirements & Updates - Part 1                           | 8/10/2026 |
| Advanced Cash Flow Analysis for Commercial & Industrial Borrowers                       | 8/10/2026 |
| 2026 Annual IRA 2-Day Streaming                                                         | 8/11/2026 |
| Part 1 IRAs: The Basic Essentials: All-Day Streaming                                    | 8/11/2026 |
| Data Storytelling & AI: Turning Analytics Into Action for Financial Institutions        | 8/11/2026 |
| How to Obtain & Retain an Outstanding CRA Rating                                        | 8/11/2026 |

| TRAINING                                                                                                           | DATE      |
|--------------------------------------------------------------------------------------------------------------------|-----------|
| BSA: Detect and Reporting Illicit Activity Related to Illegal Aliens                                               | 8/11/2026 |
| Mortgage Servicing Compliance Requirements & Updates - Part 2                                                      | 8/12/2026 |
| Everyone Communicates, Few Connect: Communication Skills for Bankers                                               | 8/12/2026 |
| Part 2 IRAs: Beyond the Basics: All-Day Streaming                                                                  | 8/12/2026 |
| Teller Training - Part 1 - Cash                                                                                    | 8/13/2026 |
| Effectively Managing Wire Transfer Fraud                                                                           | 8/13/2026 |
| Appraisal Review Workshop                                                                                          | 8/14/2026 |
| HMDA Workshop                                                                                                      | 8/18/2026 |
| Elevated Customer Interactions: A practical workshop for leaders to build confident, capable customer-facing teams | 8/18/2026 |
| Spotting Opportunities and Making Referrals                                                                        | 8/19/2026 |
| SARs and Check Fraud-Investigation to Completion                                                                   | 8/19/2026 |
| TRID Deep Dive: Completing the LE With Confidence - part 1                                                         | 8/19/2026 |



NDBA offers convenient bank training and access to timely topics through a variety of webinars.  
For more information, [click here](#).

# NDBA PEER GROUP CONSORTIUM

October 13-14 | Bismarck

REGISTER  
NOW!



CLICK HERE



For more information on NDBA  
Peer Groups, [click here](#).



- Collaboration that **connects**.
- Conversations that **inspire**.
- Ideas that move us **forward**.



## TUESDAY, OCTOBER 13

 1:00 - 4:30 pm | **Fraud Peer Group**

 **Candlewood Suites**  
4400 Skyline Crossings, Bismarck

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

 **ND Gateway to Science Center**  
1600 Canary Ave, Bismarck



## WEDNESDAY, OCTOBER 14

 8:30 - 4:00 pm | **Consortium**

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



On Tuesday, these peer groups will meet at  
the National Energy Center of Excellence:



**Audit**



**Chief Credit  
Officer**



**Communications  
& Marketing**



**Compliance**



**Credit Analyst**



**Enterprise Risk Management**



**Front Line  
Operations**



**Human  
Resources**



**Information  
Technology**



**THERE IS NO COST  
TO ATTEND.**

The Consortium is made possible by generous  
sponsors supporting North Dakota banks.

**Arctic Wolf**  
**Brady Martz**  
**Dakota Carrier Network (DCN)**  
**Dakota Law Group**  
**Eide Bailly**  
**Graduate School of Banking at Wisconsin**  
**Midwest Bankers Insurance Services**  
**Karli Moch**  
**Network Center**  
**ND Banks Benefit Trust**  
**NDBA Services**  
**SBS CyberSecurity**  
**Superior IRA and HSA**

# NDBA PEER GROUP CONSORTIUM SCHEDULE

(Subject to  
change)



WEDNESDAY, OCTOBER 14

8:30 - 9:15 am



**Networking Breakfast**

9:15 - 9:45 am



**A Few Words From Our Sponsors**

9:45 - 10:00 am



**Welcome**

NDBA Chair Jamie Nelson

10:00 - 10:20 am



**Implications of Wire Fraud**

Adam Dawson, MBIS

10:20 - 10:50 am



**Visionary Voices in Banking**

10:50 - 11:00 am



**The Importance of Partnerships**

NDBA Services

11:00 am - 12:00 pm



**KEYNOTE PRESENTATION**

***Reclaim Your Energy, Amplify Your Impact***

Karli Moch

12:00 - 12:30 pm



**Lunch**

12:30 - 4:00 pm



**Peer Group Breakout Sessions**

## FEATURED KEYNOTE SPEAKER

# KARLI MOCH

### *Reclaim Your Energy, Amplify Your Impact*

In a world that constantly demands more, it's easy to feel overwhelmed and disconnected from what matters most. This session helps participants identify what's fueling or draining their energy, reconnect with their purpose, and become more intentional in both life and leadership. More than titles or achievements, our greatest impact comes from how we show up for others. Attendees will leave re-energized, refocused, and equipped with practical tools to move forward with greater clarity and intention.

**Karli Moch** is a Leadership & Performance Coach and keynote speaker who helps individuals and teams lead with greater purpose, connection, and intention. Inspired by her own journey through a life-threatening illness, Karli empowers athletes, leaders, and organizations to align who they are with what they do through mindset shifts, intentional goal-setting, and practical strategies that strengthen both performance and personal growth.



**“Leadership is  
an inside job.”**





x x x x  
x x x x

## Virtual Compliance Conference Series

The 2026 Virtual Compliance Conference Series brings top-tier regulatory training straight to your team. We designed this comprehensive virtual event to help banking and financial services professionals stay protected and informed. Scan the QR code above or visit our website to learn more about the series offerings and how to register your team today!

x x x x  
x x

**Kicks off September 2026**

800-847-1653 | [bankerscompliance.com](https://bankerscompliance.com)



## THE NATION'S *FIRST* BANKERS' BANK

### Your Full-Service Bankers' Bank

United Bankers' Bank is proud to be the nation's first bankers' bank, serving over 1,000 community banks from the West Coast to the Great Lakes and South Atlantic. We can't wait to share our passion for community banking with you!

To Request Pricing or Additional Information  
Visit [ubbRequest.com](https://ubbRequest.com)

### Contact your North Dakota Calling Officers:

**Jay Syverson**  
SVP, Regional Sales Manager  
[jays@ubb.com](mailto:jays@ubb.com)

**Todd Schultze**  
VP, Correspondent Banking Officer  
[todd.schultze@ubb.com](mailto:todd.schultze@ubb.com)



**50<sup>th</sup> Anniversary**  
**First for Your Success™**  
[ubb.com](https://ubb.com) • Member FDIC

**Merchants  
Bank**

## Focused on serving you.

You'll find we're different from others in secondary market mortgage. Here's why:

- Hands-on, reliable customer service.
- Free training with regular updates.
- Local market knowledge.
- Strict no solicitation policy.

**Contact us to start growing  
your mortgage business.**



Loans subject to approval.  
Member FDIC

(507) 494-0540  
[www.merchantsbank.com/correspondent](https://www.merchantsbank.com/correspondent)

# YOU DON'T HAVE TO NAVIGATE MORTGAGES ALONE

Let our *experts* help

**GREG DEAN**

Mortgage Consultant, NMLS 8499  
701-356-9898 | Greg@firstclasscorp.com

**DAN VAN WINKLE**

Mortgage Consultant, NMLS 8495  
701-356-9898 | Dan@firstclasscorp.com

Would you like to **save time** while  
continuing to **earn revenue**?

**CALL 701-356-9898**



NMLS 2520 • Locations in Fargo & Grand Forks



## Committed to Your Growth and Success

### Partner with us for:

- Loan participation purchases and sales\*
- Bank stock financing
- Bank executive and employee financing

\*We do not reparticipate loans.



**Callie Schlieman**

**SVP/Correspondent Banker**

*Based out of Fargo, N.D.  
Specializing in bank stock  
and Regulation O lending  
701.433.7430*

**Bell  Bank**

Family and Employee Owned

Member FDIC

MRK-6460

# Colton Bourquin

Gate City Bank  
Minot



NDBA's *Banker You Should Know* for July is **Colton Bourquin**, AVP and Commercial Relationship Officer at Gate City Bank in Minot.

Colton was nominated by Dickinson's Gate City Bank Retail Manager, Stepheny Reger. In her nomination, Stepheny wrote, "Colton is deeply committed to finding solutions for customers and takes the extra step to ensure customers are connected with the team member best equipped to provide the right products and services."

**What first drew you to a career in banking and what has kept you in banking over the years?**

**Colton:** The relationships I've made are what has kept me. From team members to clients, the people are what keep me coming back.

Colton went on to say, "I'm a numbers driven individual, so banking was a natural fit. I was given the opportunity from Gate City Bank to learn within the industry at a young age."

**What part of your job energizes you the most?**

**Colton:** As a commercial relationship officer, working with clients to help their business grow and become successful keeps me energized.

Colton added that helping clients understand the financial side of the business to ultimately make sound decisions is at the heart of what he does.

Stepheny Reger shared, "His focus is never just on the transaction, but on delivering the best possible outcome and experience."

**What's something you've learned from your customers?**

**Colton:** Respect and empathy go a long way to developing a trusted relationship, through good and bad.

**What emerging trend excites you most about the future of banking?**

**Colton:** The developing data infrastructure of systems banks utilize.

Colton added, "From CRM systems to core systems and origination systems, the data at our disposal for informed decision making is at an all time high and I imagine it will only continue to grow."

**If you could teach every new banker one thing, what would it be?**

**Colton:** Be adaptable. The banking industry is constantly changing, and our clients and customers' needs are changing.

"Be able to be flexible and adaptable so you're prepared for the changes as they come."



**What do you love most about serving your community? Is there a cause that's especially important to you?**

**Colton:** Making an impact to those who need it most. I'm involved with our local Minot Sertoma Club, a non profit organization that volunteers throughout the community.

Colton also volunteers with with the Great Plains Food Bank, Souris Valley United Way and other volunteer opportunities that are presented to the bank.

“

Colton is a banker you should know because he leads with genuine positivity, purpose, and heart.

– Stepheny Reger,  
Gate City Bank - Dickinson

”

Stepheny Reger added, "What makes Colton's contributions even more remarkable is that he does all of this while raising and supporting his young family and proudly representing Gate City Bank."

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

**Colton:** My biggest role model for me personally is my wife. We have a busy life that includes running our four children to all the events.

"The compassion, love and patience she shows them while raising them is something that drives me to be the best I can be."

**What motivates you every day?**

**Colton:** My biggest motivation every day is taking care of my family.

"They're my top priority, so being able to take care of and handle what I need to so I can provide for them and be there is what matters most to me."

**What does success look like to you?**

**Colton:** To me, success is being able to say you showed up, tried your hardest and did it the right and fair way.



Colton coaching youth baseball



Colton at MSU parade.



Colton with Gate City staff celebrating his 15 year work anniversary.



Describe yourself in three words.

Colton: Dedicated, Kind, Trusted.

What's a hobby or passion outside of banking?

Colton: I enjoy a round of golf every now and then!

If someone made a movie about your life, who would play you?

Colton: Matt Damon

What are you most grateful for?

Colton: My family. They keep me grounded and humble.

Amy Mazigian, SVP of Western North Dakota for Gate City Bank, perhaps summed it up best: "Colton is deeply committed to his family, community and the customers we serve, and he brings that same dedication to his work at Gate City Bank every day. He generously gives his time and talents, leads by example and is always looking for ways to make a positive impact.

For Colton Bourquin, banking has always been about people. Whether he's helping local businesses grow, volunteering to strengthen his community, or raising a busy family, he approaches every role with integrity, optimism, and a genuine desire to serve. His belief that lasting relationships are built on respect, empathy, and trust is evident in everything he does, earning the confidence of customers, colleagues, and neighbors throughout the community.

Colton's impact reaches well beyond the walls of Gate City Bank. His servant's heart, authentic leadership, and commitment to helping others succeed reflect the very best of community banking. By leading with purpose, investing in his community, and always putting people first, Colton has become a trusted partner, a respected leader, and an outstanding example of what community banking is all about. That's what makes Colton Bourquin a **Banker You Should Know!**



Colton and wife, Courtney with their children



Colton ringing the Salvation Army bell at Christmas



Colton volunteering with Gate City staff



Colton participating in the Minot State University parade





# BEK CONNECT



INTEGRATED COMMUNICATION SYSTEMS



701.255.2032  
bekconnect.com

- ✓ VoIP Phone Systems
- ✓ Contact Center Applications
- ✓ Text messaging
- ✓ Compatible with Cisco Webex & Microsoft Teams
- ✓ Integration with Video Access Control
- ✓ No Upfront Cost for Installation & Training
- ✓ North Dakota based Support Team

## We're here for you, North Dakota!

MBFC knows SBA 504 financing like no other lender in our field.

**Now featuring a NEW LOWER Manufacturing Interest Rate for FY2026!**

Program advantages for any industry include lower down payments, below market, long-term fixed rate financing- From construction to refinancing-MBFC is in your corner.

# MBFC

Midwest Business  
Finance Corporation

701-289-7741

Meet with Mike Stearns,  
Vice President Business Development  
Officer serving all of North Dakota,  
to see how MBFC can assist you today!

**mstearns@mbfc.org**



**NORTH DAKOTA DIVISION SBA 504 SMALL BUSINESS LOANS** *At Your Fingertips!*





# Fraud Academy

AUG 18 - 20, 2026 | HYATT REGENCY, LEXINGTON KY

Consider this a **warning** to bad guys everywhere:

**Fraud Academy is back,**  
*and we're very, very angry.*

REGISTER ONLINE AT [FRAUDACADEMYHQ.COM](https://FRAUDACADEMYHQ.COM)



## ABA WASHINGTON SUMMIT

**March 8-10, 2027**

Marriott Marquis Washington, DC

### Advocate for America's Banks.

2027 will be a pivotal year for banks. Join bankers from across the country in Washington, D.C., to engage with policymakers on Capitol Hill, at the regulatory agencies and in the White House. Hear firsthand about the legislative and regulatory issues shaping the future of banking, advance the policy discussion and help ensure your bank's voice is heard on the issues that matter most to your customers, communities and industry.

**Registration is free for all bankers** – Don't miss your chance to connect!

[aba.com/SummitSBA](https://aba.com/SummitSBA)

NORTH DAKOTA  
**BANKERS**  
ASSOCIATION



American  
Bankers  
Association®

# Women Lead Symposium

July 30, 2026 | Virtual Event

[aba.com/WomenLead](https://aba.com/WomenLead)



American Bankers Association

CO-SPONSORED BY:



Empower your leadership journey and elevate your career at the **Women Lead Symposium**, a virtual half-day event hosted by the American Bankers Association (ABA) designed for women in banking at every stage of their career.

Whether you're an emerging leader or a seasoned professional, this event gives you the tools, perspectives, and connections to drive meaningful growth — for yourself and your bank.

# FRAUD SYMPOSIUM

*Stay One Step Ahead of Today's Fraudsters*

Join UMACHA and EPCOR for two afternoons of expert-led education focused on today's rapidly evolving fraud landscape.



AUGUST 5-6, 2026



VIRTUAL  
Noon-3:00 p.m. CT  
each day

- ✓ AI-driven fraud and emerging scams
- ✓ Account takeover & synthetic identities
- ✓ Check fraud trends and prevention
- ✓ Practical strategies from industry experts



Earn up to **6** AAP/APRP/AFPP credits  
and **1.2** NCP credits.

REGISTER TODAY

[members.umacha.org](https://members.umacha.org)



PRESENTED BY



UMACHA  
SHARING KNOWLEDGE.  
CREATING PEACE OF MIND.

epcor™





## Live Well, Work Well

July 2026

### UV Index and Sun Safety

Spending time outdoors can be great for your health and well-being, but protecting your skin from the sun's harmful ultraviolet (UV) rays is important. One of the most effective ways to do this is to understand and use the UV index, a daily forecast that measures the intensity of the sun's UV radiation. Whether your job requires you to spend time outside, or you're heading out for a walk, playing sports or simply running errands, knowing the UV index can help you time your exposure and take steps to protect yourself from sun damage.

The UV index is reported on a scale from 0 to 11+, with each range corresponding to the average person's risk level.

The higher the UV index value, the greater the potential for harm from unprotected sun exposure. Children, older adults, and people with fair skin or certain medical conditions may be especially vulnerable to high UV levels. Even on cloudy days, up to 80% of UV rays can penetrate cloud cover, so protection is important no matter the weather.

The UV index is a helpful tool that can guide your daily decisions and keep you protected from harmful UV radiation. Here's how to use it proactively:

- **Check the index in the morning.** Many weather apps and websites display the UV index alongside the daily forecast.
- **Take extra precautions when the index spikes.** On days with a very high or extreme rating, minimize direct exposure and prepare accordingly with strong sun protection.
- **Adjust your schedule when possible.** If the UV Index is high (6 or above), plan outdoor activities for early morning or late afternoon, when the sun's rays are less intense. When rescheduling is not feasible, take extra precautions to protect yourself from exposure.
- **Watch for environmental amplifiers.** Sand, water and even pavement can reflect UV rays, increasing your exposure.

The UV index is a simple, reliable tool that helps you know when to take extra precautions. By making it part of your daily routine, you can reduce your risk of sunburn, premature aging and skin cancer while still enjoying time outdoors. Practicing daily sun safety, guided by the UV index, helps protect your skin for the long term.

## Outdoor Exercise Tips

Working out in green spaces may not only make your workout more enjoyable but also help you relax and feel more socially connected. Recreational sports (e.g., basketball, golf and tennis) are great options during the summer. In addition, consider activities such as cycling, hiking, roller skating, swimming, trail running and walking. Alternatively, you could move your yoga, strength training or cardio sessions outdoors. Before heading outdoors, set yourself up for a successful and safe workout:

- Check the weather forecast to avoid extreme heat and severe weather.
- Avoid exercising during the hottest part of the day, between 10 a.m. and 4 p.m.
- Wear lightweight, loose-fitting clothes to keep you cool and reflective clothing to stay visible around dawn and dusk.

- Bring a water bottle and take regular sips—whether you're thirsty or not.
- Apply a broad-spectrum sunscreen with SPF 30 or higher and reapply every two hours.
- Do warm-up exercises (e.g., light jogging, stretches or jumping jacks) to get your blood flowing and reduce your risk of injury.
- Avoid blasting music or podcasts on your earphones so you hear oncoming cars, people and other potential hazards.
- Pay attention to how you're feeling and stop if you start to feel dizzy or nauseous.

Always speak with your doctor before starting a new exercise regimen.

## How to Fibermaxx Safely

With a growing awareness of gut health, a new trend called “fibermaxxing” encourages people to intentionally increase their daily fiber intake, often to meet or exceed the recommended intake. The goal? Better digestion, improved heart health, lower cholesterol and reduced cancer risk.

The National Academy of Medicine recommends that men 50 and under get 38 grams (g) of fiber daily and women 50 and under get 25 g. Those figures decrease for adults over the age of 50, with 30 g for men and 21 g for women.

While fibermaxxing may sound like just another fleeting wellness trend, experts say this one has real merit. More than 9 in 10 Americans don't get enough fiber. That's problematic, as low fiber intake has been linked to rising colon cancer rates among younger adults. While fibermaxxing can be beneficial, going too hard too fast can backfire.

Sudden increases in fiber intake may cause bloating, gas or discomfort. Here are tips to incorporate fiber:

- **Start slow.** Begin with 5 g per day and increase by 5 g weekly until your goal.
- **Drink plenty of water.** Fiber needs water to move through your system.
- **Eat whole foods,** including beans, fruits, vegetables, whole grains, nuts and seeds. Some fiber-rich foods include chia seeds, raspberries, black beans, oats, popcorn, quinoa, barley, carrots, apples and peas.
- **Avoid relying on supplements.** Whole foods offer more nutrients and are easier to digest.
- **Listen to your body.** If symptoms persist, adjust your intake or consult a dietitian.

Most of us need more fiber, and doing it right can lead to lasting health benefits. Talk to a healthcare professional about diet changes or concerns.



# Recipe of the Month

## Black Bean Burgers

Makes: 4 servings

### Ingredients

- 15.5 oz low-sodium black beans (drained and rinsed with cold water)
- 1 large egg
- ½ cup cooked brown rice
- 2 scallions (minced about ¼ cup)
- 2 Tbsp. chopped fresh cilantro (or basil or a combination)
- 1 clove garlic (peeled and minced)
- ¼ tsp. dried oregano or basil
- 1 tsp. vegetable oil
- ½ tsp. salt
- ½ tsp. black pepper
- 4 whole-wheat buns

### Preparations

1. Add the beans to a bowl and mash with a fork until chunky. Add the egg and mix well.
2. Add the precooked rice, scallions, garlic, oregano, salt and black pepper and mix until well combined.
3. Divide the mixture into four portions and form each into a patty about ¾- to 1-inch thick.
4. Place a large skillet on the stove on high heat. When the skillet is hot, add the oil. Add the burgers and cook for 4 to 5 minutes per side until browned on both sides and heated throughout.
5. Place on a whole wheat bun.

### Nutritional Information

(per serving)

|                |        |
|----------------|--------|
| Total calories | 274    |
| Total fat      | 5 g    |
| Protein        | 13 g   |
| Sodium         | 668 mg |
| Carbohydrate   | 47 g   |
| Dietary fiber  | 12 g   |
| Saturated fat  | 1 g    |
| Total sugars   | 4 g    |

Source: MyPlate





ND

 **learntolive**

## August 2026 Webinars

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

**Why Do I Care So Much About What Others Think?:** Increased heart rate, sweaty palms, self-conscious thoughts, feeling isolated and lonely? Do you worry about others' judgement of you too much? You aren't alone. Break through your social anxiety and fear of other's judgement by learning evidence-based strategies to help you live more fully!

[Friday, August 7<sup>th</sup>: 11-1130am CT/12-12:30pm ET](#)

**Resisting the Pressure to be Perfect:** Do you ever feel like you're not quite good enough, no matter how hard you try? When we put high pressure on ourselves and always strive for perfection, it can leave us feeling anxious, stressed, and sometimes we get stuck. Learn to Live's clinical team will discuss the impact of perfectionism and share practical tools to help you move forward with more self-compassion and freedom from the high pressure of perfectionism.

[Tuesday, August 11<sup>th</sup>: 12-12:30pm CT/1-1:30pm ET](#)

**Time Management: Capturing our Time Thieves:** Struggling to get it all done each day and feeling overwhelmed? Juggling workload, family obligations, squeezing in time to see our friends and set aside some time for ourselves? It can be a lot! But chances are, we can accomplish our goals with just a few adjustments to our approach. We'll explain how we get off track and provide practical tools for achieving our goals when it feels like there is never enough time.

[Friday, August 21<sup>st</sup>: 11-11:30am/12-12:30pm ET](#)

**Raising Future Ready Kids: Resilience and Grit:** Kids face challenges ranging from peer pressure to criticism and that's not going to change anytime soon. Future ready kids will need both resilience—the ability to bounce back from hard things—and grit—the ability to stick with difficult tasks. Learn to Live's clinical team shares proven strategies to help you support your kids in bouncing back from life's challenges for now and the future.

[Wednesday, August 26<sup>th</sup>: 12-12:30pm/1-1:30pm ET](#)

### 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.



# SAVE **THE** DATE



## 2026 NDBA AGRICULTURE CREDIT CONFERENCE



**OCTOBER 1-2, 2026**



**HILTON GARDEN INN**  
FARGO, NORTH DAKOTA

*Connecting bankers.  
Strengthening agriculture.  
Building communities.*

### FEATURED SPEAKERS



**DR. DAVID KOHL**  
*Professor Emeritus  
Virginia Tech University*



**ERIC SNODGRASS**  
*Nutrien Ag Solutions*





## GSBC's Executive Development Institute Elevates Community Bank Succession Planning



Limited Availability for October 2026 Cohort | Apply by August 15

The Graduate School of Banking at Colorado's Executive Development Institute for Community Bankers® (EDI) is a program for up-and-coming C-level executives whose work efforts influence the future direction of their banks. A dual curriculum of advanced leadership and advanced financial management strategies prepares participants for the challenges associated with leading a community bank in today's increasingly competitive environment.



### Building Visionary Leaders for the Long Haul

EDI helps community banks intentionally develop leaders who are prepared to step into executive leadership with confidence, vision and strategic perspective.

#### Participants benefit from:

- A peer group-structured learning environment of 10-15 non-competing participants
- Executive coaching
- CEO mentoring
- Institution-specific projects on talent management, enterprise risk management & profitability



Invest in leaders.

*Strengthen your bank.*  
STRENGTHEN OUR COMMUNITIES.

Learn more and apply:  
[gsbc.org/EDI](https://gsbc.org/EDI)



## IRA & HSA SEMINARS

EDUCATE. EMPOWER. ELEVATE.



### IRA FUNDAMENTALS



**October 26**

Courtyard by Marriott, Bismarck



**October 28**

Holiday Inn, Fargo



### ADVANCED IRAs



**October 27**

Courtyard by Marriott, Bismarck



**October 29**

Holiday Inn, Fargo



### HEALTH SAVINGS ACCOUNTS FALL WORKSHOP

*Half-Day Workshop*

**October 30, 2026**

Holiday Inn, Fargo

The HSA half-day workshop provides a foundation of HSA knowledge. After participating, attendees will be able to confidently process basic HSA transactions. This is a beginner's session; no previous HSA knowledge is assumed.



The IRA seminars will be delivered by **Heidi LeMieur**, vice president of compliance and training for Superior IRA & HSA.

Heidi is a true subject matter expert with over 27 years of experience in the industry and extensive knowledge of IRAs, SEPs, SIMPLEs, ESAs, HSAs, as well as employer-sponsored defined contribution and defined benefit plans.



STRONGER ACCOUNTS.  
HEALTHIER FUTURES.  
BETTER COMMUNITIES.

**REGISTER NOW!**



NEW  
SERVICE

# Help Protect Your Commercial Customers from Wire Fraud

A VALUE-ADDED PROTECTION PROGRAM FOR BANKS

**Fraudsters are targeting businesses every day.**

Business Email Compromise (BEC), social engineering scams, and fraudulent wire transfer requests continue to create devastating losses. Even when a customer follows what appears to be legitimate instructions, a single fraudulent wire can result in hundreds of thousands of dollars disappearing in minutes.

**When these losses happen,  
customers often look to their bank first—  
regardless of liability.**

## SPECIALIZED COVERAGE FOR TODAY'S FRAUD THREATS

MBIS offers a cyber deception coverage solution designed to help protect businesses from losses related to:

- ✓ Business Email Compromise (BEC)
- ✓ Social Engineering Fraud
- ✓ Fraudulent Wire Transfers
- ✓ Vendor Impersonation Schemes
- ✓ Executive Impersonation Requests
- ✓ Fake Invoice Fraud



### ADDRESSING CRITICAL COVERAGE GAPS

Many cyber policies contain strict verification requirements that can lead to denied claims—such as call-back procedures, voice verification, in-person confirmation, and dual controls.

MBIS offers access to a specialized solution that eliminates the traditional call-back requirement, helping close a significant coverage gap.

## A STRONG FIT FOR TREASURY & COMMERCIAL CLIENTS



Send ACH or  
wire transfers



Work with  
vendors  
electronically



Process  
invoices  
via email



Handle  
payroll  
transfers



Conduct real  
estate  
transactions



Operate with  
remote  
accounting staff



**MIDWEST BANKERS  
Insurance Services**



## BENEFITS FOR BANKS



Provide additional value  
to commercial customers



Differentiate your bank  
from competitors



Help reduce uninsured  
customer losses



Strengthen customer  
relationships and retention



Demonstrate proactive  
fraud mitigation

## A SIMPLE REFERRAL PROCESS

MBIS works directly with you or your commercial customers to:

- ✓ Review current cyber insurance policies
- ✓ Identify potential coverage gaps
- ✓ Provide recommendations
- ✓ Offer specialized cyber deception coverage solutions

You strengthen the relationship while helping customers better understand and manage wire fraud exposure.



## LET'S PROTECT YOUR CUSTOMERS AND YOUR RELATIONSHIPS.

Contact MBIS to learn more about this new commercial customer protection solution.



**ADAM DAWSON**

Regional Sales Manager



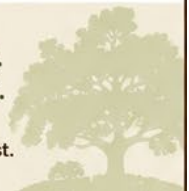
952-261-8978

adamd@mbisllc.com

mbisllc.com

## A TRUSTED PARTNER. A STRONGER FUTURE.

We're here to help  
protect what matters most.



# Security Operations for Financial Institutions

Banks and other financial services organizations are the ultimate prize for hackers and cybercriminals.

## 300X

Financial services firms are 300 times as likely as other companies to be targeted by a cyber attack.

## #1

Phishing is the #1 most concerning threat to financial organizations.

## 42%

Cybercrime costs financial services organizations 42% more than other vertical markets.



Protect your financial services organization with Arctic Wolf. Contact your Arctic Wolf North Dakota representative today.



**ZACH STOVER**

Account Executive for North Dakota  
zach.stover@arcticwolf.com  
651-592-4195



**JACK SIEGEL**

Account Representative for North Dakota  
jack.siegel@arcticwolf.com  
612-999-7728

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

monthly webinar  
brought to you by:



# NDBA

REGISTER NOW  
at [NDBA.COM](http://NDBA.COM)

# LIVE

with

NDBA General Counsel  
Tracy Kennedy, Dakota Law Group



# What if the Rate Cuts Don't Come in 2026?



**Dale Sheller**

Managing Director and  
Director of Financial  
Strategies Group

The  
**Baker**Group

Net interest margins are the lifeblood of community financial institutions' earnings. Typically, as margins go up, overall earnings go up and vice versa. Since the pandemic, margins have seen their fair share of volatility, driven first by all-time historic lows in interest rates in 2020 and 2021, followed in 2022 and 2023 by a total of 500+ basis points of Fed tightening. More recently, the Fed has cut rates for a total of 175 basis points. The first 100 basis points came in the latter part of 2024 and the other 75 basis points came in the latter part of 2025. The recent Fed cuts allowed institutions to reduce their cost of funds while asset yields pushed higher as many loans and bonds repriced up to more current market rates. These two dynamics of higher asset yields and lower cost of funds pushed net interest margins higher throughout 2025. However, that margin tailwind has already begun to fade. According to the FDIC's Quarterly Banking Profile for the first quarter of 2026, the industry's net interest margin slipped 8 basis points to 3.31%, while net interest income declined \$1.6 billion, or 0.8%, from the prior quarter. The FDIC attributed the margin compression to earning-asset yields falling faster than funding costs.

Last fall, when community financial institutions built their 2026 budgets, almost everyone wrote down the same assumption: the Fed would cut rates in 2026. When I polled audiences late last year, 58% expected 50 basis points of cuts in 2026, another 11% expected 75, and only 4% thought the Fed was finished. Additionally, 68% expected their net interest margin to expand this year. Much of that assumption was driven by their overall expectation for more Fed rate cuts in 2026.

Halfway through 2026, that assumption seems to be breaking. The potential for rate cuts has now been replaced by rate hikes. The Iran war pushed oil prices higher; oil ran from approximately \$57 a barrel at the start of the year to a peak near \$113.

**Know what  
you own and  
why you  
own it.**

That increase ran straight through to gasoline and other energy prices. This has reaccelerated the key measures of inflation, with the Fed's June projections lifting year-end PCE to 3.6% and Core PCE to 3.3%, both well above the 2.7% they penciled in just three months earlier.

Some institutions may have revised their budgets, while others may have chosen to keep what they have. Let's assess three key 2026 budget assumptions.

### ASSUMPTION #1:

**Asset yields keep climbing.** Many institutions have some percentage of their loan books set to reprice higher in the near term; however, the percentage of loans that have not been repriced from 2020 and 2021 gets smaller each day. Many banks now have less than 20% of their loan books left to reprice.

### ASSUMPTION #2:

**Cost of funds falls.** This is where your budget may begin to break—or may already be broken. Most institutions assumed more Fed rate cuts in 2026 would continue to allow funding costs to drift down. Instead, deposits remain competitive, wholesale funding is still expensive, and it's looking less likely we get relief from the Fed. Cost of deposits has been sticky, and if the Fed's next move is a hike, funding costs should rise.

### ASSUMPTION #3:

**Margin expands.** Take away the cost of funds relief and this assumption quietly collapses. If cost of funds doesn't fall, net interest margin expansion must be driven from somewhere else.

That somewhere else is the asset side. And here is the tricky part: the asset yield you put into the budget now must be earned, not assumed. The question every ALCO should be asking is simple: where does the next dollar of yield come from?

For most balance sheets, that question is getting harder to answer on the loan side. Loan demand

has softened for some institutions, competition for good credits remains fierce, and reaching for yield at this stage of the cycle means taking on both duration and credit risk—at exactly the moment when you need to be cautious.

The bond portfolio can help pick up the slack, and the yield curve is the reason. After years of an inverted or flat curve that paid you nothing to extend, the curve has steepened. For the first time in a long while, you get paid to move out of cash and into intermediate bonds. The curve has done the hard work, and there is yield to capture without reaching for unnecessary risk. But remember, the right bond for your portfolio isn't the highest-yielding one; it's the one whose structure, cash flow, and risk profile fit your balance sheet. Know what you own and why you own it.

### So, what if the rate cuts don't come in

**2026?** The institutions that thrive won't be the ones who guessed the Fed correctly; they'll be the ones who built a balance sheet that performs whether cuts arrive or not. Margins are still the lifeblood of your earnings, and in a year without help from the Fed, defending that margin becomes an asset-side decision. The cost of funds equation is largely out of your hands; the yield, structure, and quality of your investment portfolio are not. Build a balance sheet that wins if the Fed stays put, and treat any eventual cuts as upside—not as the plan.



Dale Sheller is Managing Director and Director of Financial Strategies Group at The Baker Group. A former FDIC bank examiner, he advises financial institutions on investment portfolio strategies, interest rate risk management, liquidity risk management, and regulatory issues. He is a frequent speaker at banking conferences and serves on the faculty of several banking schools.

THE BAKER GROUP PRESENTS

# INTEREST RATE RISK AND INVESTMENT STRATEGIES SEMINAR

*October 14-16, 2026*

After years of navigating a challenging interest rate landscape—with shrinking margins and rising funding costs—2025 brought a welcome turning point: expanding margins and stronger earnings. Yet as we move through this easing cycle, one pressing question looms: *What comes next?*

With the Federal Reserve having delivered 175 basis points of rate cuts from late 2024 through 2025, senior management and ALCOs continue to face the dual challenges of uncertainty and volatility. Will the Fed achieve a soft landing, or could the US economy tip into recession in 2026? While the path forward remains unclear, policymakers have signaled the potential for additional rate cuts—making strategic planning more crucial than ever.

This seminar is designed for CEOs, CFOs, and investment officers ready to take control of the next rate cycle. Learn how to protect your balance sheet, optimize margins, and strengthen your investment portfolio amidst uncertainty. Join us for an engaging, forward-looking discussion on:

- Economic and Market Update
- The Fed's Next Moves
- Industry Trends
- Regulatory Hot Topics and Focus Items
- Interest Rate Risk Management Best Practices
- Liquidity Risk Management Best Practices
- Investment Portfolio Strategies for Today's Environment

For more information, visit [GoBaker.com/oklahoma/](https://GoBaker.com/oklahoma/) or scan the QR code. Call Skoshi Heron at 405.415.7222 for additional questions.



**October 14-16, 2026**



**Omni Hotel  
Oklahoma City, Oklahoma**



**Golf Included**

## AGENDA:

**Wednesday, October 14**

Golf (*included*)

**Thursday, October 15**

Breakfast, Seminar, Lunch, Dinner/Cocktails (*included*)

**Friday, October 16**

Breakfast, Seminar

## ACCOMMODATIONS:

A block of rooms is available at Omni Hotel. The special room rate will be available until **September 14, 2026** or until the room block is sold out. Hotel price: \$239 + fees/tax.

## WHO SHOULD ATTEND:

Financial institutions' CEOs, CFOs, investment officers, board members, and those who are directly or indirectly responsible for financial management functions will benefit from this seminar.

***There is no cost for this seminar.***

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



The Baker Group is registered with the National Association of State Boards of Accountancy (NASBA) as a sponsor of continuing professional education on the National Registry of CPE Sponsors. State boards of accountancy have final authority on the acceptance of individual courses for CPE credit. Complaints regarding registered sponsors may be submitted to the National Registry of CPE Sponsors through its website: [www.NASBARegistry.org](https://www.NASBARegistry.org).

The  
**BakerGroup**

[www.GoBaker.com](https://www.GoBaker.com) | 800.937.2257

Oklahoma City, OK | Austin, TX | Long Island, NY | Salt Lake City, UT | Springfield, IL

Member: FINRA and SIPC



# ABA Facilitated Online Courses

Interactive online courses with expert instructors, group collaboration, and fixed start and end dates.



## PEER INTERACTION

Engage and learn with other banking professionals.

## EXPERT GUIDANCE

Industry professionals provide feedback and real-world context.

## LEARN ON YOUR SCHEDULE

Convenient weekly schedule with no required meeting times.

### Legal Foundations in Banking

Key legal requirements affecting banks and bankers and the core language every banker should know.

Sept. 8 – Nov. 6, 2026

**\$675**

[View Course](#)

### AI in Banking Applied: Risk & Compliance Workshop

Learn practical strategies for governing, auditing, and managing AI within financial institutions while addressing compliance, privacy, third-party risk, and regulatory expectations.

Sept. 14 – Oct. 9, 2026

**\$775**

[View Course](#)

### Introduction to Agricultural Lending

Build a strong foundation in agricultural lending through instruction on credit analysis, loan structuring, loan monitoring, and managing problem agricultural loans.

Sept. 21 – Oct. 13, 2026

**\$575**

[View Course](#)

### Bank Lines of Business

Explore the full range of banking products and services while gaining a better understanding of how financial institutions serve consumers, businesses, and commercial clients.

Oct. 5 – Oct. 30, 2026

**\$255**

[View Course](#)

### Consumer Lending

Form loan policy, generate applications, evaluate credit, and make sound lending decisions.

Oct. 26, 2026 –  
Feb. 26, 2027

**\$485**

[View Course](#)



Click "View Course" for complete course information and registration.

[View All Courses](#) >

# 5 Signs Your Compliance Program Has Outgrown Spreadsheets



**Lindsey Hull**

Senior Content Strategist



“  
Compliance is  
meant to be  
the floor of  
good security—  
not the ceiling.”

Almost every compliance program starts in a [spreadsheet](#). It is fast, familiar, and flexible, and for a small program tracking a handful of controls, it does the job. The trouble shows up later. As regulatory expectations grow and your control environment expands, the spreadsheet that once kept you organized quietly becomes the thing holding you back.

The hard part is that spreadsheets rarely fail loudly. They keep opening, the tabs keep filling, and the program keeps running, so the cracks are easy to miss until an exam or an incident exposes them. If you have wondered whether your team has outgrown manual tracking, here are five signs worth paying attention to.

## 1. YOU CAN'T ANSWER "WHERE DO WE STAND?" WITHOUT A FIRE DRILL

When a board member, examiner, or executive asks for your current compliance status, the answer should take minutes, not days. If pulling it together means chasing down owners, reconciling versions, and stitching tabs into a snapshot, you do not have a real-time view of your program. You have a reconstruction of it, assembled after the fact. That gap between what is true and what you can show is where uncertainty lives, and it tends to surface at the worst possible moment.

## 2. THE SAME CONTROL, RISK, OR EVIDENCE LIVES IN THREE PLACES, AND THEY DISAGREE

Spreadsheets multiply. One team keeps the control matrix, another tracks vendor reviews, a third manages policy exceptions, and each maintains its own copy of overlapping information. Before long, the same control is documented in three files with three different statuses, and no one is certain which is correct. Duplication is not just messy. In an environment where regulators expect precision and traceability, conflicting records undermine confidence in everything else you present.

### 3. YOUR CONTROLS AREN'T CONNECTED TO YOUR RISKS

A spreadsheet is good for holding lists. It is poor at showing relationships. When your risks live in one file and your controls in another, the connective tissue between them, which control mitigates which risk, and what happens when one fails, exists only in someone's head or in a mapping that goes stale the moment anything changes. Without those links, you cannot trace how a single gap cascades through your program, and you lose the ability to reason about risk as a system rather than a checklist.

### 4. AUDIT AND EXAM PREP EATS WEEKS, EVERY TIME

If every audit cycle kicks off the same scramble to gather evidence, format documentation, and confirm that controls were operating as intended, manual tracking is taxing your team on a recurring basis. The cost is not only the lost hours. Last-minute evidence gathering invites errors, leaves gaps undiscovered until the examiner finds them, and pulls skilled people away from the actual work of managing risk. Preparation should be a byproduct of how you operate all year, not a project you launch each time.

### 5. YOU'RE COMPLIANT ON PAPER BUT CAN'T PROVE YOU'RE SECURE

This is the most consequential sign and the easiest to overlook. A clean spreadsheet and a passing audit can coexist with real exposure. When you cannot see how your controls connect or whether they are functioning together, you may satisfy requirements on paper while remaining vulnerable in practice. Compliance is meant to be the floor of good security, not the ceiling, and a strong audit result is not a guarantee of protection. When your tooling cannot tell the difference, the risk that accumulates is operational, not just regulatory.

### WHAT CHANGES WHEN GRC IS UNIFIED

The common thread across all five signs is fragmentation. Controls, risks, policies, and evidence end up distributed across teams and files with

no unified perspective, and every disconnected copy adds another place for errors and outdated information to hide. Modernizing your program is less about adding a tool and more about removing that fragmentation.

A mature governance, risk, and compliance (GRC) approach delivers three things a spreadsheet cannot:

- **Centralized visibility:** One operational view of controls, risks, and evidence, so the status is always available rather than reconstructed
- **Traceability and defensibility:** Clear links between risks and the controls that mitigate them, with an evidence trail that holds up under scrutiny
- **Scalability and adaptability:** A foundation that keeps pace as requirements shift, instead of buckling as your program grows

This is the thinking behind [TRAC](#), SBS CyberSecurity's integrated risk management platform. TRAC brings controls, risks, and evidence into a single operational view and automates the manual risk assessment work that drains compliance teams, producing tailored output aligned with regulatory requirements, industry best practices, and your organization's objectives. The payoff is the confidence to answer "Are we compliant right now?" without a fire drill.

If more than one of these signs sounds familiar, your program may be carrying risk you cannot see. Moving past the spreadsheet is less daunting than it looks once controls, risks, and evidence finally live in one place.



This blog was originally published on [sbscyber.com](https://sbscyber.com).

SBS helps business leaders identify and understand cybersecurity risks to make more informed and proactive business decisions. For more information, contact Cole Kratovil at 605-270-7925 or [cole.kratovil@sbscyber.com](mailto:cole.kratovil@sbscyber.com). Learn more at [sbscyber.com](https://sbscyber.com).





# Move from AI Uncertainty to **AI Advantage**



AI is already in your environment: employees experiment, vendors embed AI into products, and customers interact with AI-driven services. Without governance, these activities introduce compliance, security, and reputational risk. A Virtual Chief AI Officer (vCAIO) brings the structure and oversight needed to manage these risks and turn AI into a strategic advantage.



## **Governance and Risk Management**

We bring expertise in privacy, security, ethics, data quality, and AI oversight.



## **Structured Execution**

We align AI with your strategy and ensure steady, predictable progress.



## **Continuous Value and Oversight**

We monitor trends, refine controls, and expand AI's impact across your organization.

### **Get AI Leadership with a vCAIO:**

[sbscyber.com/services/virtual-chief-ai-officer](https://sbscyber.com/services/virtual-chief-ai-officer)

### **Cole Kratovil, Account Executive**

[cole.kratovil@sbscyber.com](mailto:cole.kratovil@sbscyber.com) • 605.270.7925





# BHG Financial Institutional Network National Seminar

**Omni PGA Frisco Resort & Spa**  
*FRISCO, TEXAS* | **SEPTEMBER 28-29, 2026**



Contact your representative

Keith Gruebele  
954.263.6399  
kguebele@bhg-inc.com

OR



Scan to  
Register Now!



Superior IRA & HSA is  
the NDBA-endorsed  
vendor for IRA and HSA  
services!



Helping North Dakota  
Banks for Over 20 Years

**Jason Bain**  
**SVP – Sales**  
(218)-330-5099  
jason.bain@superiorira.com

Contact Jason to find  
out more about  
leveraging the power of  
Superior IRA & HSA to  
streamline your IRA and  
HSA programs.

## NDBA IRA and HSA Training

**IRA Fundamentals – October 26, Bismarck**  
**Advanced IRAs – October 27, Bismarck**  
**IRA Fundamentals – October 28, Fargo**  
**Advanced IRAs – October 29, Fargo**  
**HSA Workshop (1/2 Day) – October 30, Fargo**



Meet Your Instructor  
**Heidi LeMieur, CISP**  
Vice President –  
Compliance &  
Training







The Federal Reserve is committed to providing you with relevant information on issues of the day and the changing regulatory landscape.

We are pleased to announce the following webinar:

NEW



THURSDAY, AUGUST 13, 2026  
1:00 P.M. CT – 2:15 P.M. CT



OIL & GAS UPDATE



Global energy markets continue to be impacted by geopolitical events around the world, changing economic conditions at home, and fast-moving conditions in AI development and adoption. These emerging trends can shift energy demand.



These factors have the potential to change the pricing, availability and distribution of the world's energy, manufacturing materials, and food production, as well as how work will be conducted in the future to turn these resources into U.S. and global growth.



On August 13th, please join our 75-minute "Ask the Fed Oil and Gas Update" where Federal Reserve Bank of Dallas Energy Economists, **Jesse Thompson** and **Cameron Barrett** will provide updates on the U.S. and global crude oil and natural gas markets. Additionally, Senior Examiners **Denise Martinez** and **Tim Dowling** will provide an update on oil and gas lending conditions and provide a walk-through of sound risk management for oil and natural gas reserve-based lending (RBL).



As always, we are interested in your questions. You can email your questions in advance of each session using the following links [Ask the Fed® Oil and Gas Session Question Submission](#) or via email at [questions@askthefed.org](mailto:questions@askthefed.org). Questions received in advance will receive priority.



REGISTER TODAY!  
[www.AskTheFed.org](http://www.AskTheFed.org)



2026 GSB  
Specialty Schools

Exceptional  
Learning.  
Enduring  
Leadership.



## Financial Managers School

September 21–25, 2026

Shaped by experienced CFOs, this hands-on program provides financial managers with the core skills and insights essential for effective asset/liability management.



## Bank Cybersecurity School

October 12–16, 2026

Tap into a blend of expert-led lectures, small group discussions, and hands-on simulation labs—where you'll dive into real-world cybersecurity challenges like penetration testing, breach detection, and vulnerability assessment alongside talented IT security professionals.



Learn more at [gsb.org](http://gsb.org)



Graduate School of Banking  
at the University of Wisconsin – Madison

# Striking the Right Balance in Crafting Effective Board Minutes

Board meeting minutes serve as the institutional memory of a financial organization, providing critical documentation of governance decisions while satisfying regulatory requirements.

For financial institutions operating under heightened scrutiny from agencies like the OCC, FDIC, and Federal Reserve, the challenge lies in creating minutes comprehensive enough to demonstrate due diligence yet concise enough to avoid unnecessary litigation exposure or regulatory complications.

## BOARD DISCRETION

The preferred format, structure, and content of meeting minutes are ultimately the decision of the Board. Directors should consider that recollection of what occurred could take place years after the meeting took place. As the liable body for the bank's activities, this consideration is key in determining the appropriate level of detail above and beyond regulatory and legal requirements.

### Consider:

- Recording discussions and decisions on significant matters, policy changes, and risk topics.
- Summarizing committee activities and reports.
- Documenting opposing views professionally.
- Detailing discussions for future reference.

## ANCHOR TO REGULATORY EXPECTATIONS

The Board of Directors should be familiar with governance guidance provided by the regulatory bodies supervising their financial institution, particularly regarding the composition of the Board, critical committees, and the duties of Directors in their various roles. When agency guidance is non-existent or limited, many



**Dana Paull, CRCM**

Virtual Compliance Officer  
Virtual Partners



Minutes are the institutional memory of a financial organization.



compliance professionals look to the Office of the Comptroller of the Currency (OCC) for its robust materials.

The OCC's "Director's Reference Guide to Board Reports and Information" emphasizes that Directors must receive timely, relevant, and decision-useful information to fulfill their oversight responsibilities. Board minutes are a key component of that information ecosystem because they document how Directors use Board reports and materials to exercise judgment on strategy, risk, and compliance.

#### Effective minutes typically:

- Summarize key points from management and committee reports, including material alternatives considered for significant decisions and the rationale for the chosen course of action.
- Reflect questions raised, themes of the discussion, and any heightened focus on emerging risks or compliance issues, without attributing specific comments to individual Directors.
- Document dissenting views, abstentions, and any written dissents or recusals, particularly where conflicts of interest or close judgments are involved.

#### Additional context on the documents from the regulatory level:

- **Accuracy and Completeness:** Minutes must capture all material actions, Board discussions, votes, abstentions, and follow-up items.
- **Documentation:** Record attendance, distributed materials, and approvals of prior minutes and policies.
- **Level of Detail:** Minutes must show Directors were informed, deliberated, challenged management when needed, and acted

in the bank's best interests. Focus on demonstrating informed oversight and prudent governance.

- **Board Independence:** Reflect independent judgment and critical evaluation of management's actions.
- **Oversight:** Minutes should show ongoing Board oversight of operations, compliance, and performance, including review of management and auditor reports.
- **Timeliness:** Minutes should be drafted and approved promptly—ideally at the next meeting.
- **Review and Approval:** Each director should review draft minutes for accuracy before Board ratification.
- **Discovery Risk:** Avoid excessive detail that could expose sensitive deliberations in litigation.

### SPECIAL CONSIDERATIONS FOR PUBLICLY TRADED BANKS

Public companies face heightened scrutiny under the Securities Exchange Act and Sarbanes-Oxley (SOX), adding another layer of oversight and transparency, which requires new fraud prevention measures. **Additional considerations** in balancing Board and Committee meeting minutes include:

- **Financial Disclosures:** Minutes should document Board review and approval of financial statements and disclosures. Executives are personally accountable for the accuracy of financial statements.
- **Internal Controls:** Reflect oversight of internal controls and audit findings, including more detailed reporting to the Board when findings are not managed and resolved effectively.



- **Disclosure Controls:** Address compliance with disclosure controls and procedures.
- **Transparency:** Ensure minutes support accurate public reporting and regulatory filings.
- **Whistleblower Protections:** Reports of fraud or violations of laws are to be taken seriously and managed according to the law.
- **Legal Review:** Regular legal counsel review is advised for sensitive matters.

### Forging the Best Path

The formula for perfection in minutes does not exist. Meeting the expectations of the regulatory agencies governing the bank is critical, as is meeting applicable securities laws and financial reporting requirements, but the Board's preference in how to document its past decision-making is not something to overlook.

A Board may choose to engage a governance professional to review past minutes and seek advice on the right balance. Regulatory examiners are not likely to provide an opinion until a problem has occurred and the available minutes are deemed inadequate.

Until then, consider creating a formal Board stance on minutes as regulatory records to establish a disciplined structure in the preparation and maintenance of minutes. Every set of minutes will be reviewed for consistent inclusion of the fundamental elements adopted. Regular review and a disciplined approach will ensure minutes withstand both regulatory and legal scrutiny, protecting the bank and its leadership.

### KEY TAKEAWAYS

- ✓ **The Board sets the standard.**  
Board minutes should reflect the Board's preferred level of detail while satisfying all applicable regulatory and legal requirements.
- ✓ **Document decisions—not every discussion.**  
Capture significant actions, key deliberations, and the rationale behind major decisions without creating unnecessary legal exposure.
- ✓ **Demonstrate informed oversight.**  
Minutes should show Directors reviewed information, challenged management when appropriate, and exercised independent judgment.
- ✓ **Be timely and consistent.**  
Draft, review, and approve minutes promptly using a standardized approach that creates consistency from meeting to meeting.
- ✓ **Prepare for future scrutiny.**  
Well-crafted minutes should withstand both regulatory examinations and legal review years after the meeting occurred.



## REAL STORIES

Where's  
the dang  
audit report?

**You went through the audit.  
Now everyone's sitting on their hands  
and they all want answers.**

Regulatory pressure is mounting,  
management's holding off on making  
decisions, and additional exposure is likely.

**Not with C/A's Assurance Services.**

We schedule audits in a 21-day,  
Start-to-Draft Report turnaround to avoid  
the pitfalls of the audit waiting game.



**Try a different way to leverage your audit value  
by talking with Compliance Alliance today.  
(888) 353-3933 or [info@compliancealliance.com](mailto:info@compliancealliance.com)**

# What Does the New Reciprocal Deposit Legislation in the Housing Act Mean for U.S. Banks?

The recently enacted 21st Century ROAD to Housing Act marks a significant shift in how U.S. banks can use reciprocal deposits—an established but increasingly important tool for deposit growth and local lending.

## WHAT THE LAW CHANGES

The new law amends the Federal Deposit Insurance Act to expand the amount of a bank's reciprocal deposits that can be classified as "nonbrokered," a designation that generally reflects more stable, relationship-based funding.

Under the previous framework, reciprocal deposits counted as nonbrokered were capped at the lesser of 20% of a bank's total liabilities or \$5 billion. This one-size-fits-all limit often constrained banks' ability to fully leverage reciprocal deposits, even when those funds were tied to long-term customer relationships.

The 21st Century ROAD to Housing Act replaces that flat cap with a cumulative, tiered model based on the amount of a bank's liabilities. Under the new formula, reciprocal deposits can be excluded from brokered deposit treatment up to:

- 50% of the first \$1 billion in liabilities, plus
- 40% of liabilities between \$1 billion and \$10 billion, plus
- 30% of liabilities over \$10 billion
- With a cap of up to \$30 billion that can be counted as nonbrokered

For example, under the previous law, a bank with \$1.5 billion in liabilities could count \$300 million of reciprocal deposits as nonbrokered. The new law increases that number to \$700 million.

For a bank with \$18 billion in liabilities, the amount of reciprocal deposits considered nonbrokered increases from \$3.6 billion under the previous law to \$6.5 billion now.

[Try this calculator for your bank's specific numbers.](#)

**Joe Hooker**  
Chief Sales Officer



**The new law  
gives banks  
greater  
flexibility to  
strengthen  
their balance  
sheets**



## RECIPROCAL DEPOSITS AS NONBROKERED



## WHY RECIPROCAL DEPOSITS MATTER

Ever since IntraFi invented reciprocal deposits 25 years ago, reciprocal deposits have enabled banks to offer customers access to aggregate FDIC insurance on large balances—while maintaining a single banking relationship. When reciprocal deposits are placed across a network of participating banks in increments below the standard \$250,000 insurance limit, the placing bank receives matching deposits back.

For customers, this structure provides enhanced safety without operational complexity. For banks, it helps attract more large, stable deposits from businesses, municipalities, nonprofits and high-net-worth individuals.

Reciprocal deposits are particularly valuable because, as nonbrokered deposits, they behave

more like “core” funding—sticky and relationship-driven—rather than rate-sensitive brokered deposits. Policymakers and industry groups have increasingly recognized this distinction, especially after the bank failures of 2023 highlighted the risks associated with uninsured deposits.

## IMPACT ON BANKS AND COMMUNITIES

By expanding the reciprocal deposit limit, the new law gives banks greater flexibility to strengthen their balance sheets and retain high-value customer relationships. In practical terms, a bank can now hold substantially larger volumes of reciprocal deposits as nonbrokered.

This has direct implications for local economies. Reciprocal deposits are widely understood to help keep funds within the communities where they originate, supporting lending to small businesses, homeowners, and local organizations.

Lawmakers have emphasized that the goal of the legislation is to keep deposits local and the new law spurs banks—particularly community and regional institutions—to grow local depositor relationships and deploy more capital within their markets rather than passing on large deposits and losing them to larger institutions or alternative cash management solutions.

## A SHIFT TOWARD FLEXIBILITY AND RESILIENCE

The move to a tiered system reflects a broader regulatory shift toward aligning deposit rules with the realities of modern banking. The prior cap was set at the same limit for all banks regardless of size, while the new framework scales with institutions' balance sheets.

As a result, banks can now use reciprocal deposits at a scale proportionate to their total liabilities, protecting more customers' large cash balances, improving their competitiveness, and aiding

liquidity management. The law also extends eligibility to a wider range of well-capitalized banks, further broadening access to this funding source.

### THE BOTTOM LINE

The 21st Century ROAD to Housing Act is a considerable step forward in deposit regulation. By expanding the amount of reciprocal deposits that can be treated as nonbrokered, the law strengthens banks' ability, in greater volume than before, to:

- Attract and retain large, safety-conscious depositors
- Enhance funding stability
- Support increased lending in local communities

At a time when deposit competition remains intense and customers are increasingly focused on safety, reciprocal deposit services have become a critical tool for banks. This legislation ensures they can use that tool more fully—unlocking greater flexibility, stronger relationships, and more capital directed toward local economic growth.

[See more on this transformative law here.](#)

### ABOUT INTRAFI

As the inventor and largest provider of reciprocal deposits, and with the highest per-depositor and per-bank capacity, IntraFi stands ready to help banks of all sizes use reciprocal deposits to strengthen their balance sheet and grow local, loyal customer relationships.

Deposit placement through ICS and CDARS is subject to the terms, conditions, and disclosures in applicable agreements. 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.

### WHAT THE LAW MEANS

- ✓ **Greater Funding Flexibility.**  
Banks can now classify substantially more reciprocal deposits as nonbrokered, improving funding stability and liquidity management.
- ✓ **Stronger Customer Relationships.**  
Banks can retain larger customer deposits while continuing to offer expanded FDIC insurance through reciprocal deposits.
- ✓ **More Local Lending.**  
Keeping deposits within community banks creates additional opportunities to support businesses, homeowners, nonprofits, and local economic growth.
- ✓ **A Modernized Regulatory Framework.**  
The new tiered approach scales with a bank's size instead of applying the same cap to every institution, providing greater flexibility across the industry.
- ✓ **Enhanced Competitiveness.**  
Community and regional banks are better positioned to compete for larger deposits without losing customers to larger financial institutions.



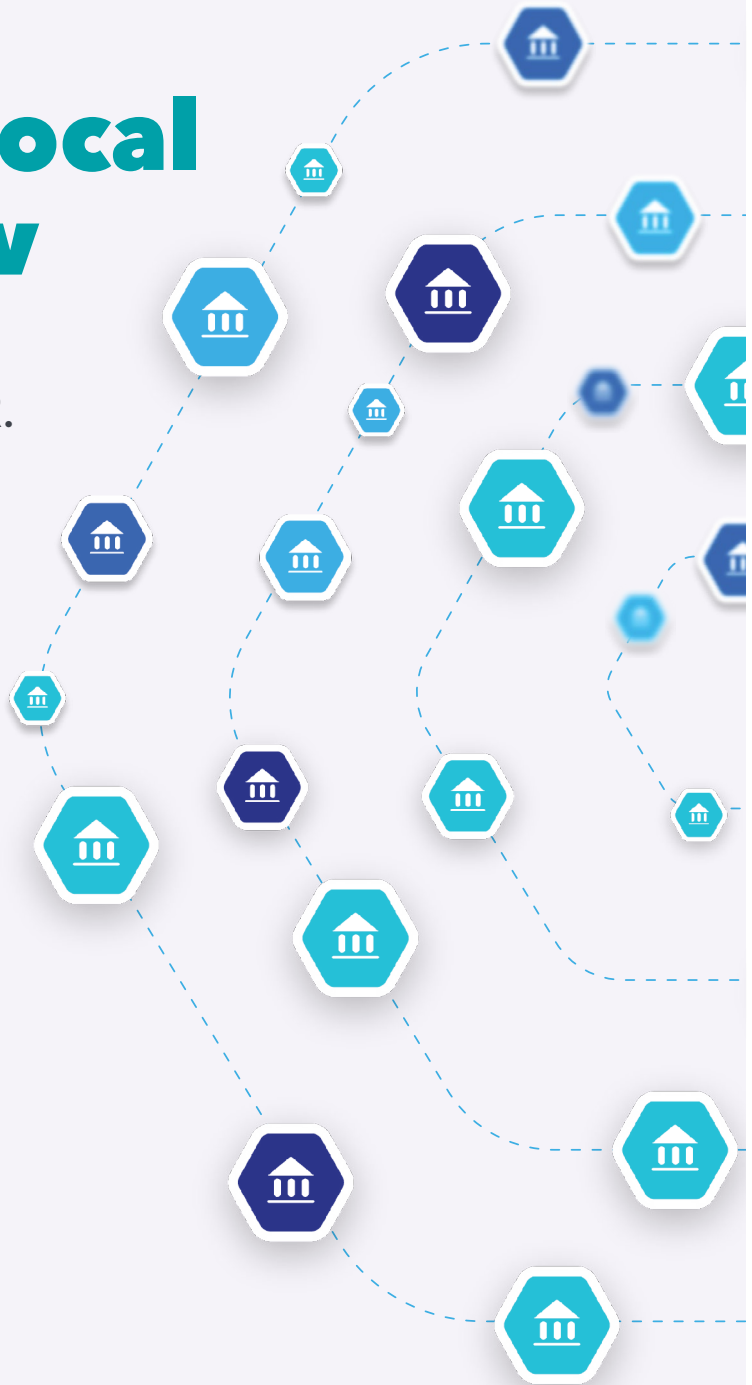
# New Reciprocal Deposit Law

**NEW LIMITS.  
SAME TRUSTED PARTNER.**

Thanks to a new law that enables banks to count significantly more reciprocal deposits as nonbrokered, your bank has more opportunities to grow depositor relationships, reduce collateral, and strengthen local communities. IntraFi, the inventor and #1 provider of reciprocal deposit services is ready to help.

**Find your bank's new limit with  
IntraFi's Reciprocal Deposit Calculator.**

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



The IntraFi logo and IntraFi are registered service marks of IntraFi LLC.



# BANK HAPPENINGS

# ASSOCIATE HAPPENINGS

## NEW HIRES

### Bismarck

#### Stacy Diehl joins First Western Bank

**Stacey Diehl** has joined First Western as senior vice president, commercial banker. With 30 years of banking experience, Stacey brings extensive industry knowledge and expertise. He holds a master's degree from the University of North Dakota and a Bachelor of Science in accounting from Minot State University.



#### Justin Wentz joins First Western Bank

**Justin Wentz** has joined First Western as vice president, business & customer relations manager. With 23 years of banking experience, Justin brings a strong background in customer relationship management and business development. He earned a Bachelor of Business Administration in management from the University of North Dakota.



### Do you have news to share?

Send your happenings, achievements and milestones to NDBA at [jolene@ndba.com](mailto:jolene@ndba.com)

## NEW HIRES

### Bismarck

#### Jeremy Grossman joins Dakota Carrier Network

**Jeremy Grossman** has joined DCN's Network Operations Center team as a new Ethernet/IP technician.

Grossman has spent the past 12 years working in cybersecurity, most recently at BEK Communications. He earned AAS degrees in electronics/telecoms and computer support specialist from Bismarck State College and a bachelor's degree in business information technology from Minot State University. He also earned a Certificate of Competence in Zero Trust from the Cloud Security Alliance and is a CrowdStrike Certified Falcon Responder.



#### DCN adds Anjuli Uran as an Ethernet/IP Technician

**Anjuli Uran** has joined DCN's Network Operations Center team as a new Ethernet/IP technician.

Uran came to DCN from Consolidated Telcom in Dickinson where she was an internet technician for nearly seven years. She studied biology and chemistry at Minot State University and earned an AAS in computer networking and cybersecurity from Bismarck State College. She is a Cisco Certified Support Technician and is certified in cybersecurity by the International Information Systems Security Certification Consortium.



#### Ryan Neiss joins Dakota Carrier Network

**Ryan Neiss** has joined DCN as a data reporting analyst. Neiss earned a bachelor's degree in mathematics and statistics from North Dakota State University. He most recently served as a compensation analyst at a power cooperative.



## CERTIFICATION

### Bismarck

#### DCN Specialist Earns Two Cybersecurity Certifications

Dakota Carrier Network Cloud Services Specialist **Branden Rasmussen** recently earned two certifications from Palo Alto Networks: Certified Network Security Analyst and Next-Generation Firewall Engineer.

The certifications recognize expertise in managing network security policies, configuring security controls, and deploying and maintaining next-generation firewall technology.

Rasmussen has been with DCN since 2021 and supports all aspects of the company's cloud services infrastructure. He also holds certifications from Veeam, CompTIA, and Palo Alto Networks.



## PROGRAM UPDATE

### Bismarck

#### NDHFA Awards Homelessness Assistance Grants

**North Dakota Housing Finance Agency** has awarded federal Emergency Solutions Grant and state North Dakota Homeless Grant funding to organizations addressing homelessness and housing insecurity across the state.

NDHFA awarded \$842,696 to seven agencies through the Emergency Solutions Grant program and \$4.5 million to 17 agencies through the North Dakota Homeless Grant program. The funding will support emergency shelters, outreach services, homelessness prevention, and rapid rehousing assistance.

Demand continues to exceed available resources. NDHFA received requests totaling more than \$1.3 million for ESG funding and more than \$6.3 million for NDHG funding.

Additional information and a list of award recipients are available at [ndhousing.nd.gov](https://ndhousing.nd.gov).

## PROGRAM ANNOUNCEMENT

### Bismarck

#### Affordable Housing Development Funding Available

**North Dakota Housing Finance Agency** is accepting applications for affordable housing development assistance through four federal and state programs.

Available funding includes:

- \$2.5 million through the HOME Investment Partnerships Program
- Approximately \$4.2 million in Low Income Housing Tax Credits
- \$2.8 million through the National Housing Trust Fund
- \$4.1 million through the state Housing Incentive Fund.

The programs support the construction, rehabilitation, and preservation of affordable housing for low- and extremely low-income households in urban and rural communities.

Funding will be awarded through a competitive application process. Applications are due by 5 p.m. CDT on September 30, 2026.

Program details and application materials are available on NDHFA's website. Questions may be directed to the Community Housing and Grants Management Division at [hfainfo@nd.gov](mailto:hfainfo@nd.gov) or 701-328-8080.

## NEW HIRE

### Fargo

#### Dakota Business Lending hires Gracie Nelson

Dakota Business Lending is pleased to welcome **Gracie Nelson** to their team as a marketing specialist. She will work alongside the marketing team to implement various marketing campaigns and brand initiatives that help connect entrepreneurs, lenders, and partners with Dakota Business Lending's loan programs and small business resources.

Nelson is a recent marketing graduate from North Dakota State University.



# BANKERS' Classifieds

CAREER OPPORTUNITIES • SERVICES • MARKETPLACE

## MEMBERS MAY PLACE AN AD

Reach banking professionals across North Dakota.

**\$25**

PER AD

**TWO**

BULLETIN ISSUES

**SIX WEEKS**

ON NDBA.COM

Email information to [ndba@ndba.com](mailto:ndba@ndba.com)



### Ag Loan Officer *Rugby ND*

Merchants Bank of Rugby is looking for an experienced loan officer to service a growing portfolio

#### Responsibilities:

- Engages in business development activities and solicitation of new business.
- Follow all bank policies as well as State and FDIC regulations.
- Gathers and analyzes financial information.
- Participate in local community events.
- Prospecting new farm and commercial loan customers.
- Responsible for proper file documentation for assigned loan customers.
- Keep up to date with current agricultural market trends.
- General understanding of commercial and agricultural machinery values.
- Keep current on all FSA, SBA, and BND loan programs.

#### Qualifications:

- Strong commitment to customer service
- Strong communication skills
- Lending experience
- Bachelor's degree in business, finance, ag related field, or similar experience
- Knowledge of related State and federal lending and compliance requirements
- Experience in analyzing credit requests

#### Compensation:

- Competitive salary (DOE)
- 401(k) matching
- Health insurance
- Dental insurance
- Vision insurance
- Health savings account
- Life insurance/STD/LTD
- Paid time off

Resumes can be sent to: [lpfeifer@merchantsbankrugby.com](mailto:lpfeifer@merchantsbankrugby.com)

### DACOTAH BANK

### Compliance Manager *Any Location*

Dacotah Bank is seeking a Compliance Manager to join our team in any Dacotah Bank location! The Compliance Manager is responsible for supporting and executing the Bank's compliance program to ensure adherence to applicable laws, regulations, and internal policies. This role focuses on day-to-day compliance operations, monitoring, testing, training, and risk mitigation while partnering with business units.

Candidate must have a Bachelor's degree and at least 5-8+ years of experience in banking compliance, risk management, audit, or legal support required.

Prior experience in compliance testing, monitoring, or audit preferred.

Supervisory or team lead experience preferred.

Strong knowledge of consumer banking regulations, including:

- TILA/RESPA, ECOA, HMDA
- Deposit regulations (Reg E, DD, CC)
- UDAAP/UDAP principles

Understanding of Compliance Management Systems (CMS) and regulatory expectations.

Familiarity with lending and deposit operations within a community or regional bank.

Dacotah Bank offers a competitive salary and exceptional benefits package including but not limited to: individual and family coverage health and dental insurance premiums 100% paid for by Dacotah Bank, life insurance for employee and family, paid vacation, paid sick time, retirement plan options, and additional perks.

Don't miss out on your opportunity to shine with one of American Banker's Best Banks to Work For! Learn More and Apply Today: [www.dacotahbank.com/careers](http://www.dacotahbank.com/careers)

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





### Personal Banking Manager Bismarck 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 a Personal Banking Manager to join our professional team in Bismarck. This candidate will be responsible for leading, coaching, coordinating and developing the personal banking team in the location they are responsible for using a customer-focused needs-based approach to educate clients about banking services. This individual will also help develop, review and adjust development plans, coach staff on effective service and selling techniques, conduct team meetings to introduce new products, train on existing products, review procedures, communicate company information, handle customer complaints, and maintain audits and security standards. Incumbent is also jointly accountable for the bank's consumer deposit and loan growth, and profit goals of the location.

#### What We're Looking For

- Ability to read, interpret, and analyze procedures, legal documents, or financial reports with the highest degree of complexity
- Ability to effectively present complex information and respond to questions from senior management, employees, and customers
- Demonstrated understanding of retail and business banking products
- Understanding of credit principles and practices

#### Background and Experience

Bachelor's Degree in Business, Finance, or Accounting and 5 years of bank experience with 2 years of managing 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
- Incentive Compensation Plan

Ready to make a difference?

Apply now and bring your best to Cornerstone Bank.

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

EOE, Including Disability/Vets

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



### Director of Compliance Any Location

Dacotah Bank is seeking a Director of Compliance to join our team in any Dacotah Bank location! The Director of Compliance should have an in-depth knowledge of regulatory compliance related to lending and deposit compliance. This position will develop and manage the bank's compliance management program and procedures related to compliance for the bank. This role provides strategic leadership and mitigates regulatory risk.

Candidate must have a Bachelor's degree and 10+ years of experience in banking compliance, risk management, audit, or legal support required.

- Completion of industry certification is preferred. E.g.,
- Certified Compliance & Ethics Professional (CCEP)
- Certified Regulatory Compliance Manager (CRCM)
- Certified Internal Auditor (CIA) or similar

Dacotah Bank offers a competitive salary and exceptional benefits package including but not limited to: individual and family coverage health and dental insurance premiums 100% paid for by Dacotah Bank, life insurance for employee and family, paid vacation, paid sick time, retirement plan options, and additional perks.

Don't miss out on your opportunity to shine with one of American Banker's Best Banks to Work For!

Learn More and Apply Today: [www.dacotahbank.com/careers](http://www.dacotahbank.com/careers).



### Personal Banking Officer Bismarck ND

The personal banking officer needs to enthusiastically support the bank's values and mission along with being responsible for providing exceptional customer service and support to clients by opening new deposit accounts, starting (CDs) and complete and underwrite consumer loan applications. In addition, the personal banking officer will play a key role in advancing financial literacy by participating in several educational sessions throughout the community.

#### Education

- High school diploma or equivalent; Degree in finance, business or a related field preferred
- 1 year of banking or customer service experience

#### Benefits

The package includes Medical, Dental, and Vision insurance, Paid vacation, sick leave along with paid holidays. We also offer paid life and disability insurance with the opportunity to participate in our 401K.

Please apply online at [www.kirkwoodbank.com](http://www.kirkwoodbank.com) under Careers.

*Kirkwood Bank & Trust is an Equal Opportunity Employer*

## BANKERS' CLASSIFIEDS



### Personal Banking Associate/CSS Dickinson 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

This position is responsible for assisting the Personal Bankers. The incumbent will be trained to provide backup services, including collateral perfection and tracking, monitoring, tickler resolution and other duties necessary to assist the Personal Banker in providing timely loan closings/account openings as well as on-going monitoring support. In addition, this position will be trained in all Customer Service Specialist duties.

#### What We're Looking For

- Excellent customer service skills
- Knowledge of all bank deposit products and policies
- Basic knowledge of bank mortgage and investment products and services
- Knowledge of various federal regulations including Bank Secrecy Act, Community Reinvestment Act, Americans with Disabilities Act, Right to Financial Privacy Act, Gramm-Leach-Bliley Act, Regulation E and teller roles and responsibilities relating to each act

#### Background and Experience

High School Diploma or GED and 3 years of bank or related 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
- Incentive Compensation Plan

Ready to make a difference?

Apply now and bring your best to Cornerstone Bank.

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

EOE, Including Disability/Vets

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



### Commercial Loan Officer Rapid City SD

Pioneer Bank & Trust a +\$1B multi-branch community bank located in Western South Dakota, is looking to hire a full-time lending officer to join our lending team. The successful candidate will be exposed to the following types of lending: commercial real estate acquisition / refinance and term loans, commercial and industrial related financings that include revolving lines of credit, equipment and other business asset financing, residential housing / construction, consumer loans, agricultural and SBA loans.

We offer a competitive salary with an exceptional benefits package including: health, dental, vision, retirement, paid time off, childcare assistance and many more!

For more information about this position or to apply online, please visit our website at [www.pioneerbankandtrust.com/employment](http://www.pioneerbankandtrust.com/employment). EOE AA M/F/Vet/Disability and any other protected status.



### Agricultural Banker Sisseton SD

Establish and maintain positive relationships with existing and potential agricultural customers and other financial institutions.

- Manage the full agricultural lending process, ensuring compliance with lending policies and supporting loan department objectives.
- Review, investigate, and analyze loan applications by gathering financial, credit, property, and reference information to assess loan feasibility.
- Approve loans within authority limits, recommend larger requests for committee approval, and communicate lending decisions to applicants.
- Coordinate and oversee loan closings, prepare required documentation, and administer lines of credit and credit extensions.
- Monitor loan portfolios, identify and address delinquent or problem accounts, complete asset action plans, and build customer relationships through business development and lending outreach activities.

Dacotah Bank offers a competitive salary and exceptional benefits package including but not limited to: individual and family coverage health and dental insurance premiums 100% paid for by Dacotah Bank, life insurance for employee and family, paid vacation, paid sick time, retirement plan options, and additional perks.

Don't miss out on your opportunity to shine with one of American Banker's Best Banks to Work For! Learn More and Apply Today: [www.dacotahbank.com/careers](http://www.dacotahbank.com/careers).

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



## North Dakota Market President *Jamestown ND*

### About Us

At Unison Bank, we believe banking is personal. Our mission is simple: helping you achieve financial dreams. We live this out every day by building real relationships - with our customers, our communities, and each other. This is a place where you matter.

### Position Overview

Champion the growth, performance, and culture of our North Dakota market by leading a diverse team of banking professionals across agricultural lending, commercial lending, retail and deposit operations, consumer lending, and mortgage lending. Provide coaching, support, and strategic direction to department leaders while fostering collaboration, accountability, and an exceptional customer experience.

This role is ideal for a leader who is passionate about people, committed to excellence, and energized by the opportunity to lead teams, strengthen client relationships, and make a positive impact in the communities we serve.

### What You'll Do

#### Grow the Market

- Drive loan and deposit growth across North Dakota.
- Build relationships with customers and community partners
- Collaborate across banking lines to achieve market goals.
- Identify growth opportunities and deliver results.

#### Lead Credit Excellence

- Lead agricultural, commercial, and consumer lending.
- Approve loans and serve on credit committees.
- Maintain strong portfolio quality and manage risk.
- Ensure compliance with banking regulations.

#### Develop Great People

- Coach and develop leaders across key business lines.
- Foster a culture of accountability and teamwork.
- Recruit, retain, and develop top talent.
- Champion the bank's values and culture.

#### Build a High-Performing Market

- Oversee market profitability and operational performance.
- Manage budgets and monitor financial results.
- Improve processes and enhance customer solutions.
- Use data to drive strategic decisions.

#### Shape Strategy

- Serve on the Senior Management Team.
- Help guide the bank's long-term strategy.
- Contribute to leadership and governance committees.

#### Strengthen Communities

- Represent the bank throughout North Dakota.
- Build relationships with business and community leaders.
- Advance the bank's mission and community impact.

#### Shape Strategy

- Serve on the Senior Management Team.
- Help guide the bank's long-term strategy.
- Contribute to leadership and governance committees.

#### Strengthen Communities

- Represent the bank throughout North Dakota.
- Build relationships with business and community leaders.
- Advance the bank's mission and community impact.

### What You'll Do

#### Required

- Bachelor's degree or equivalent experience.
- 7+ years in commercial, agricultural, or business banking.
- 5+ years of leadership experience.
- Proven success growing loan and deposit portfolios.
- Strong knowledge of credit, risk, and banking regulations.

#### Preferred

- Experience leading a market or regional banking team.
- Strategic planning and financial management experience.
- Active community and business leadership.

#### Key Skills

- Strategic leadership
- Commercial & agricultural lending
- Business development
- Credit & risk management
- Team leadership
- Communication & community engagement

#### Equal Opportunity Employer

Unison Bank is an equal opportunity employer.

To learn more and apply, please visit [www.unisonbank.com/careers](http://www.unisonbank.com/careers).





# Introducing a smarter way to buy technology solutions.



When it comes to sourcing technology, you need a solution that's easy, comprehensive and built with you and your needs in mind. Introducing ODP Tech Connect from ODP Business Solutions® in collaboration with 1WorldSync Channel Online. As your trusted partner for smart, efficient ways to stay on top of your business needs, ODP now offers an easier, more seamless way to get the technology you need, all in one place.



## HERE'S HOW ODP TECH CONNECT BENEFITS YOU:

- **Offers over 1.5 million SKUs from 700+ vendors**  
Access an endless variety of products in one place, so you can find exactly what your business needs without juggling multiple suppliers.
- **Includes software solutions like Windows 11, and hardware including desktops and laptops**  
Stay ahead with leading tech solutions that support productivity, collaboration, and seamless workflows for your team.
- **Allows product configuration (Processor, RAM, hard drive options and more)** Get tailored technology solutions that fit your unique business requirements for optimal performance.
- **Features related accessories and bundles for efficient procurement** Save time and streamline ordering by bundling complementary products, minimizing complexity so that you have everything you need.
- **Enables use of existing ODP account billing and relationships seamlessly** Simplify purchasing with a hassle-free experience that leverages your established account billing, saving you time and headaches.

Finally, you can easily keep track of your favorites and shopping lists and get exclusive pricing. ODP Tech Connect is the new, smarter solution for all your technology needs.



Explore **ODP Tech Connect** today at **[ODPtechconnect.com](https://odptechconnect.com)**

ODP Business Solutions updates pricing, product and service assortment on a regular basis as a result of a variety of factors, including, but not limited to, market and competitive forces, and reserves the right to change pricing and product assortment at any time without notice. Offers are non-transferable. ODP Business Solutions reserves the right to limit quantities sold to each customer. We are not responsible for errors. ODP and ODP Business Solutions are trademarks of ODP Business Solutions, LLC. © 2025 ODP Business Solutions, LLC. All rights reserved.



# NDBA ENDORSED BUSINESS PARTNERS



*Win for North Dakota Banks.*

NDBA is proud to partner with leading companies serving the banking industry. NDBA Endorsed Business Partners are carefully selected and approved by the NDBA Services Board based on the quality of their organization and commitment to delivering exceptional products and services to member banks.



Leverage the buying power of North Dakota banks working together through the association.



Build relationships with companies that have a track record of success and understand the challenges facing banks.



Learn from industry experts that sponsor and support NDBA events throughout the year.



**Allied Solutions**  
alliedsolutions.net | Fargo ND

**Contact: Steve Owens**  
Client Development Manager  
Phone: 612-845-4282  
steve.owens@alliedsolutions.net



**Arctic Wolf**  
arcticwolf.com | Eden Prairie MN

**Contact: Logan McAlpin**  
Sr Account Representative – MN, ND, SD  
Phone: 612-304-0875  
logan.mcalpin@arcticwolf.com



**The Baker Group**  
gobaker.com | Oklahoma City OK

**Contact: Jantz Kinzer**  
Managing Director  
Phone: 405-415-7255  
jantz@gobaker.com



**BHG Financial Institutional Network**  
bhginstitutionalnetwork.com/ND | Davie FL

**Contact: Keith Gruebele**  
EVP/Institutional Relationships  
Phone: 954-263-6399  
kgruebele@bhg-inc.com



**Compliance Alliance**  
compliancealliance.com | Austin TX

**Contact: Brittney Stacey**  
Director of Executive Operations  
Phone: 512-776-0713  
brittney@compliancealliance.org



**DataVerify Flood Services**  
info.dataverify.com/floods | Norwalk OH

**Contact: Teri Sizemore**  
National Sales Executive  
Phone: 419-660-8589  
teri.sizemore@dataverifyflood.com



**IntraFi**  
IntraFi.com | Arlington VA

**Contact: Bradley Cole**  
Managing Director, Northern Plains  
Phone: 402-212-4145  
bcole@intrafi.com



**Midwest Bankers Insurance Services**  
mbisllc.com | Eden Prairie MN

**Contact: Adam Dawson**  
Regional Sales Manager  
Phone: 952-261-8978  
adamd@mbisllc.com



**ODP Business Solutions**  
odpbusiness.com | Austin TX

**Contact: Johnson Lukudu**  
Account Manager  
Phone: 512-764-5684  
johnson.lukudu@odpbusiness.com



**SBS Cybersecurity**  
sbscyber.com | Madison SD

**Contact: Cole Kratovil**  
Account Executive  
Phone: 605-270-7925  
cole.kratovil@sbscyber.com



**Superior IRA & HSA**  
superiorira.com | Perham MN

**Contact: Jason Bain**  
SVP - Sales, Managing Partner  
Phone: 218-330-5099  
jason.bain@superiorira.com

## Questions?

Tara McFadden  
SVP of Strategic Partnerships  
701.370.8901 | [tara@ndba.com](mailto:tara@ndba.com)





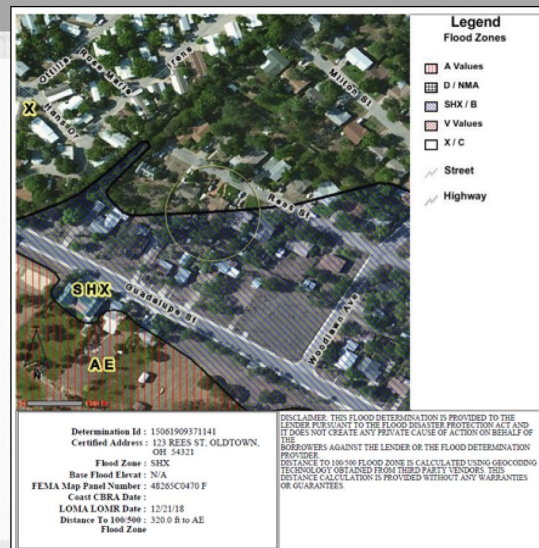
# Flooding **Outside** Special Flood Hazard Areas



*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).

