



2025  
NDBA Regional  
**Member  
Meetings**

**FEATURING**  
**JOE FINGERHUT**

**Four Locations!**



**SEPTEMBER 8**

.....

**Grand Forks**

UND Corecki Alumni Center

Northeast Region



**SEPTEMBER 9**

.....

**Fargo**

Holiday Inn

Southeast Region



**SEPTEMBER 10**

.....

**Bismarck**

Sixteen03 Main Events

Southwest Region



**SEPTEMBER 11**

.....

**Bottineau**

Annie's House

Northwest Region

# 2025 NDBA Service Awards



NDBA will recognize bankers with **20, 30, 40 or 50 years of service** in banking during the NDBA business meeting at the 2025 Regional Member Meetings held in Grand Forks, Fargo, Bismarck and Bottineau, September 8-11, 2025.

If you or another bank employee has been employed by a bank or several banks for 20, 30, 40 or 50 years, please fill out the application form and return to NDBA (ndba@ndba.com or PO Box 1438, Bismarck, ND 58502-1438). The form can be found at [www.ndba.com](http://www.ndba.com).

**Deadline: August 15**

Please contact Jolene with any questions, 701-223-5303 Ext. 8.

## Upcoming NDBA Events

AUGUST 2025						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

SEPTEMBER 2025						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

OCTOBER 2025						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

### August 2025

- 13 Chief Credit Officer Peer Group Virtual Meeting
- 19 Fraud Peer Group Virtual Meeting

### September 2025

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

### October 2025

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

NOVEMBER 2025						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

DECEMBER 2025						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

JANUARY 2026						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

FEBRUARY 2026						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28

MARCH 2026						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

APRIL 2025						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

### February 2026

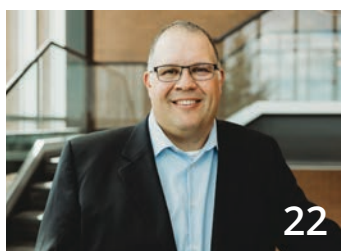
- 13-14 Bank Management Conference - Scottsdale, AZ
- 25 Breaking into Banking 101:  
Fundamentals of Commercial Lending

### March 2026

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



# CONTENTS



## FEATURES

- 13 Introducing... 2025-2026 NDDBA Leadership!
- 18 2025 NDDBA Regional Member Meetings
- 22 Banker You Should Know: Steve Gerhardt
- 26 Live Well. Work Well.
- 28 Learn to Live Webinars
- 32 NDDBA Peer Group Consortium Announced
- 34 What's Next for the Fed?
- 42 Raising the Bar: Understanding Regulation CC Threshold Updates and Customer Notification Requirements

## IN EVERY ISSUE

- 2 Calendar of Events
- 3 NDDBA Directors & Staff
- 4 Articles
- 12 From the Corner Chair
- 12 NDDBA Education Events & Webinars
- 46 Happenings
- 47 Banker Classifieds

## Mission Statement

Extraordinary Leadership for North Dakota Banks



## EXECUTIVE COMMITTEE



CHAIR  
**Bernie Sinner**  
BankNorth  
Casselton



CHAIR-ELECT  
**Jamie Nelson**  
TruCommunity Bank  
Washburn



TREASURER  
**Duane Bowman**  
Dakota Western Bank  
Bowman

## NDDBA BOARD OF DIRECTORS

**Pat Artz**  
State Bank of Bottineau  
Bottineau

**Savanna Hendrickson**  
Bank of Tioga  
Tioga

**Tara McFadden**  
Choice Bank  
Langdon

**Deneen Axtman**  
Cornerstone Bank  
Fargo

**Pete Jahner**  
Kirkwood Bank and Trust  
Bismarck

**Drew Olafson**  
United Valley Bank  
Cavalier

**Paige Bjornson**  
Dacotah Bank  
Fargo

**Randy Knudsvig**  
First State Bank  
Thompson

**LaDawn Schmitt**  
Starion Bank  
Bismarck

**Gregg Gess**  
Wells Fargo Bank  
Fargo

**Amy Mazigian**  
Gate City Bank  
Bismarck

**Joe Watzke**  
Bell Bank  
Fargo

**Tory Hart**  
Bank Forward  
Jamestown

## NDDBA SERVICES, INC. BOARD OF DIRECTORS

CHAIR  
**Jeff Weiler**  
Cornerstone Bank  
Fargo

**Scott LeDuc**  
Bremer Bank  
Grand Forks

**Jona Ziemann**  
Western State Bank  
West Fargo

**Alison Anderson**  
Bank of North Dakota  
Bismarck

**Cayle Paulson**  
Dakota Heritage Bank  
Harvey

BOARD LIAISONS  
**Duane Bowman**  
Dakota Western Bank  
Bowman

**Missy Block**  
State Bank of Bottineau  
Bottineau

**Heidi Schumacher**  
Border Bank  
Fargo

**Kevin Dykema**  
Bravera Bank  
Bismarck

**Jeremy Skoglund**  
Western State Bank  
Bismarck

**Jamie Nelson**  
TruCommunity Bank  
Washburn

## NDDBA STAFF

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

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

**Ann Reich**  
SVP of Strategic Partnerships  
ann@ndba.com

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

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

**NDDBA GENERAL COUNSEL**  
**Tracy Kennedy**  
tracy@ndba.com

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

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





# BANKING ARTICLES



## Banking Agencies Propose Rescinding Community Reinvestment Act Rule

The Federal Reserve, FDIC and the Office of the Comptroller of the Currency have issued a joint proposal to rescind the Community Reinvestment Act final rule adopted in 2023. If rescinded, the agencies would reimplement the prior CRA regulations that were originally adopted in 1995, with certain technical amendments.

Because the 2023 final rule is subject to legal action and has not taken effect, the agencies continue to apply the 1995 regulations to banks, according to a statement. Comments on the proposal are due 30 days after the date of publication in the Federal Register.

In a separate statement, Fed Vice Chair for Supervision Michelle Bowman said she supports rescinding the rule.

“As I noted at the time, the 2023 final rule likely exceeded the statutory authority of the agencies and was unnecessarily complex, overly prescriptive and contained disproportionately greater costs than benefits, adding significantly greater regulatory burden for all banks, but especially for community banks,” Bowman said. “The rule was premised on an assumption that banks were not doing enough to meet the credit needs of their communities. Yet, banks have a deep commitment to supporting their communities and continue to meet the letter and spirit of the CRA statute.”

**Read more:** <https://www.federalreserve.gov/newsevents/pressreleases/files/bcreg20250716a1.pdf>

## House Passes Bills on Stablecoins, Digital Assets, CBDCs

The House has voted in favor of two bills to create a regulatory framework for payment stablecoins and digital assets. House

members also voted in favor of a separate bill to ban the Federal Reserve from issuing a central bank digital currency.

The GENIUS Act [S. 1582] would establish procedures for institutions seeking licenses to issue stablecoins and establish regulatory standards for stablecoin issuers. The bill passed 308-122. The legislation previously cleared the Senate and now heads to President Trump for his signature into law.

House members also voted 294-134 in favor of the CLARITY Act [H.R. 3633], which would create a regulatory framework for a broad range of digital assets. The bill now heads to the Senate.

Finally, the House voted 219-210 in favor of the Anti-CBDC Surveillance State Act [H.R. 1919], which would prohibit the Federal Reserve from issuing a retail central bank digital currency to individuals. It would also prohibit the Fed and the Treasury Department from issuing a CBDC with authorization from Congress. NDBA is opposed to the creation of a U.S. central bank digital currency.

The ABA has created a staff analysis of the GENIUS Act.

**Read more:** <https://www.ndba.com/uploads/96/071725GENIUSActs ummary.pdf>

## Retail Sales Increased 0.6% In June

There were \$720.1 billion in retail and food service sales, an increase of 0.6% from the previous month, and up 3.9% from June 2024, adjusted for seasonal variation and holiday and trading-day differences, but not for price changes, according to the U.S. Census Bureau. The May 2025 retail sales were unrevised from down 0.9%.

Core retail sales – excluding automobiles and gasoline – increased 0.6% this month and increased 4.1% from June 2024. Retail trade sales grew 3.5% from last year.

Nonstore retailers were up 0.4% from last month and up 4.5% from last year. Food services and drinking places were up 0.6%



from last month and up 6.6% from June 2024. Sales at building material & garden equipment & supplies dealers were up 0.9% from May and down 1.1% from last year.

Motor vehicle & parts dealers and sporting goods, hobby, musical instrument, & bookstores were up 1.2% and up 0.2% respectively.

Over the year, furniture & home furnishing stores and clothing & clothing accessories stores were up 4.5% and 3.9%, respectively.

Year-over-year sales were also up for miscellaneous store retailers (8.5%) and nonstore retailers (4.5%).

Sales at gasoline stations were unchanged from May, and down 4.4% from June 2024.

**Read more:** [https://www.census.gov/retail/marts/www/marts\\_current.pdf](https://www.census.gov/retail/marts/www/marts_current.pdf)

## FHFA Releases FAQ About Fannie, Freddie Credit Score Change

The Federal Housing Finance Agency has released an FAQ on the recent announcement that Fannie Mae and Freddie Mac will expand credit scoring options. Fannie and Freddie have also created webpages about the planned implementation of the policy.

Lenders have the option to use VantageScore 4.0 while still allowing use of FICO to assess the creditworthiness of mortgages. As a result of the change, homebuyers can now use rental payments to qualify for a mortgage, as VantageScore incorporates rent into its credit scoring model. No timeline has been given for when the changes take effect, with FHFA saying the GSEs are currently completing the final steps for delivery of loans scored using VantageScore 4.0.

The policy change announced is separate than the one proposed during the Biden administration, in which FHFA explored establishing new credit score requirements for single-family loans acquired by Fannie Mae and Freddie Mac. The previous proposal had been scheduled to take effect later this year but has been postponed indefinitely.

The FAQ explains why FHFA is pursuing the changes and what lenders can expect.

**Read more:** <https://www.fhfa.gov/policy/credit-scores>

## U.S. Farm Banks Show Growth and Stability In 2024

Despite continued challenges from global economic uncertainty and lingering supply chain disruptions, farm banks posted solid

financial performance, improved asset quality and increased lending to farmers and ranchers, according to ABA's annual Farm Bank Performance Report.

The U.S. banking industry remained the single largest provider of agricultural credit, holding \$205 billion in farm loans by the end of 2024 – accounting for nearly 38% of total farm lending nationwide. Of that, farm banks – banks with a ratio of domestic farm loans to total domestic loans that is greater than or equal to the industry average – held \$115 billion, with a strong focus on small and microloans critical to rural producers.

The report is an analysis by ABA's economic research team based on FDIC and U.S. Department of Agriculture data and examines the performance of the nation's 1,398 farm banks.

"Farm banks continue to be a cornerstone of rural America's financial well-being," said Ed Elfmann, ABA's SVP of agricultural and rural banking policy. "In 2024, these institutions demonstrated the strength and resiliency that comes from deep community roots, prudent capital management and a steadfast commitment to America's farmers and ranchers."

The report includes overall industry analysis, as well as region-specific data. Among the report's highlights, farm banks extended \$115.1 billion in agricultural loans in 2024, up 6.4% from 2023. Farmland-secured lending rose 4.7% to \$65.9 billion; agricultural production loans surged 8.9% to \$49.3 billion. Banks reported over 1.1 million small-farm loans worth \$72 billion; farm banks held 63.4% of all small-farm loans by value, including \$9.1 billion in microloans (loans with origination value less than \$100,000).

Loan delinquency rates at farm banks remain low, with non-current agricultural loans dropping to 0.32%. Equity capital grew 8.1% to \$49.6 billion. Tier 1 capital rose 6.7% to \$55.7 billion. Farm banks added 576 jobs in 2024, employing more than 74,000 rural Americans, and 97.1% of farm banks were profitable in 2024, with more than half reporting earnings growth. Net income rose 7.2% year over year to \$5.9 billion.

While USDA forecasts suggest a rebound in farm income in 2025, producers are facing challenges including high input costs, export uncertainty from global tariffs and interest rate volatility, according to ABA analysis. Despite these pressures, farm banks remain well positioned with strong capital reserves and local market knowledge, the report said.

"The next 12 months will test agricultural resilience once again," Elfmann said. "We're also hopeful that the recently enacted narrow version of the ACRE Act that was included in the reconciliation bill will allow ag banks to further expand access to credit for farmers and ranchers across the country."

**Read more:** <https://www.aba.com/news-research/analysis-guides/2024-farm-bank-performance-report>

## FDIC Proposes Tying Agency Regulatory Thresholds to Inflation

The FDIC board has unanimously voted to advance a proposal to regularly adjust some of the agency's regulatory thresholds for banks to keep pace with inflation.

The proposed rulemaking would update certain agency thresholds to reflect the cumulative inflation that has occurred since their initial implementation date or the last time they were adjusted. It would also establish automatic adjustments every two years based on the Consumer Price Index and allow the FDIC to adjust thresholds in intervening years if the cumulative change in CPI exceeded 8% since the most recent adjustment.

The FDIC is also considering alternative approaches for updating the thresholds, including using other indices to measure inflation, with recent action being the first of a planned multiphase effort on thresholds. It will seek public input on the proposal for 60 days after publication in the Federal Register.

"These thresholds have not been raised in decades and present meaningful challenges for small institutions that have been scoped into the rule," Hill said. "For example, small institutions in rural areas may experience difficulties attracting and retaining individuals with the requisite experience to satisfy the rule's audit committee composition requirements.

"Today's proposal is designed to keep thresholds constant in real terms by indexing thresholds for inflation," he added. "It would mean the size of an institution scoped into an asset-based threshold would not change based on the changing value of the dollar."

**Read more:** <https://www.fdic.gov/board/adjusting-and-indexing-certain-regulatory-thresholds-federal-register-notice.pdf>

## Court Vacates CFPB Medical Debt Rule

A federal court in Texas has vacated the CFPB's medical debt reporting rule after the bureau's current leadership joined with plaintiffs in asking it to be struck down.

The rule – issued in the final days of the Biden administration – required reporting agencies to remove medical debt and medical bills from credit reports. It also prohibited lenders from considering medical information when making lending decisions.

The rule was challenged in federal court by groups representing credit unions and the credit reporting industry. The CFPB joined with the plaintiffs in April in asking the court to vacate the rule,

with the bureau now arguing the rule exceeds its authority. The court granted the request in a decision.

## Senate Confirms Gould as Comptroller of the Currency

The Senate voted 50-45 to confirm Jonathan Gould as comptroller of the currency. He succeeds Rodney Hood, who is acting comptroller.

Gould, a financial regulatory attorney in private practice, was previously a senior deputy comptroller and chief counsel at the OCC from 2018 to 2021 and a top staffer at the Senate Banking Committee. During his nomination hearing in March, Gould said banks "must be allowed to engage in prudent risk-taking" if the U.S. economy is to remain robust and dynamic.

"In the years since 2008, bank regulators have at times tried to eliminate rather than manage risk, frustrating the ability of banks to fulfill their function," Gould said. "This blinkered approach to risk management has implications for the cost and availability of credit, the system's ability to absorb shocks, and its adoption of new technologies and embrace of innovation."

## Banking Agencies Release Statement on Crypto-Asset Safekeeping

The Federal Reserve, FDIC and Office of the Comptroller of the Currency have released a joint statement on potential risk-management considerations related to holding crypto-assets on their customers' behalf, or crypto-asset safekeeping. The statement discusses how existing laws, regulations and risk-management principles apply to safekeeping and does not create new supervisory expectations, according to the agencies.

Among other things, the agencies said that banks contemplating providing safekeeping for crypto-assets should consider the evolving nature of the crypto market and implement a risk governance framework that appropriately adapts to relevant risks. "Providing crypto-asset safekeeping services may entail significant resources and attention, such as developing or procuring new technology, establishing a strong control environment, and ensuring staff have appropriate technical expertise," they said.

The agencies said they will continue to explore ways to provide additional clarity about bank engagement in crypto-related activities.

**Read more:** <https://www.occ.gov/news-issuances/news-releases/2025/nr-ia-2025-68a.pdf>

## HUD Reverses Biden-era Policies on Appraisal Review

The Department of Housing and Urban Development has eliminated several of the core policies adopted by the Property Appraisal and Valuation Equity task force, an interagency group of 13 federal agencies formed during the Biden administration to address alleged discrimination in the appraisal process.

In a statement, HUD's leadership accused the task force of creating "unnecessary regulatory hurdles" to pursue a "woke" agenda. "By tearing down these onerous hurdles, we're freeing professionals from a tangle of red tape that drove up costs, inhibited access to homeownership and discouraged market participation," HUD Secretary Scott Turner said.

The rescinded policies include:

- ML 2024-16, Extension to the Effective Date of Appraisal Review and Reconsideration of Value Updates
- ML 2024-07, Appraisal Review and Reconsideration of Value
- ML 2021-27, Appraisal Fair Housing Compliance and Updated General Appraiser Requirements

Current laws, including the Fair Housing Act and Equal Credit Opportunity Act, prohibit discrimination in all housing-related transactions and will continue to be enforced, according to HUD.

**Read more:** <https://www.hud.gov/news/hud-no-25-092>

## HUD Rescinds Several Regulatory Requirements For FHA-Backed Mortgages

In a move intended to reduce the cost of homeownership and eliminate unnecessary burden, the Department of Housing and Urban Development has rescinded more than a dozen regulatory requirements in the Federal Housing Administration's single-family mortgage insurance program.

Specifically, FHA rescinded:

- A supplemental consumer information collection regarding the borrower's language preference and housing counseling the borrower may have received.
- Outdated appraisal protocols in order to better align practices with industry standards and accelerate appraisals.
- A requirement that Direct Endorsement underwriters employed by mortgagees be full-time employees, thus providing greater flexibility in employing underwriters.

- The Federal Flood Risk Management Standard for new construction eligibility, removing limits on land available for FHA-insured property construction.
- Pre-endorsement inspection requirements for properties in federal disaster areas, aligning with industry standards.

"These rescissions are bold, necessary, and long overdue," commented HUD Secretary Scott Turner. "We're slashing red tape that drives up costs and shuts families out of the market. . . . These changes open doors for families and lenders, unlocking opportunities nationwide."

**Read more:** [https://www.hud.gov/news/hud-no-25-086?utm\\_medium=email&utm\\_source=govdelivery](https://www.hud.gov/news/hud-no-25-086?utm_medium=email&utm_source=govdelivery)

## FFIEC Publishes 2024 Data on Mortgage Lending

The Federal Financial Institutions Examination Council recently published data on 2024 mortgage lending transactions reported under the Home Mortgage Disclosure Act by 4,908 U.S. financial institutions. The Snapshot National Loan-Level Dataset released contains the national HMDA datasets as of May 19, 2025.

The FFIEC has released several data products to serve a variety of data users, who can use the online data browser dataset filtering tool to download customized reports based on the updated data.

**Read more:** <https://ffiec.cfbp.gov/data-browser/data/2023?category=states>

## High Interest Rates Make Bank Customers Want to Spend Less

The 2025 banking survey from WalletHub yielded some interesting data from U.S. banking consumers.

Among the highlights of the annual survey, 71% of Americans think tariffs will hurt their bank account balance, and more than 3 in 5 Americans think the money in their bank accounts is not keeping up with inflation. More than half (55%) of Americans say high interest rates are making them want to spend less money, and nearly 80% of people said they would save more if their savings account had a higher interest rate.

On a positive note, when it comes to the benefits of open banking services, 9 in 10 Americans believe that seeing all their accounts in one place helps them make better financial decisions. Some customers, however, reported feeling "exploited" by their banks, with nearly 2 in 5 Americans saying that they believe their bank is taking advantage of them. Forty percent of people said that "unfamiliarity" is the main factor keeping them from trying a small bank. Nearly 60% said that a higher interest rate



is the most important factor when considering switching bank accounts.

“Bank accounts are still a lot more attractive than most people realize,” said John Kiernan, WalletHub editor. “You can easily find an online savings account with an annual percentage yield above 3.5%, yet many consumers are still earning interest at a rate closer to the market average of 0.38%. It’s no wonder that more than 3 in 5 people say the money in their bank account is not keeping up with inflation.”

**Read more:** <https://wallethub.com/blog/banking-survey/129307>

## 97% Of FDIC Supervised Institutions Rated Satisfactory or Better for Consumer Compliance

The FDIC has released the 2025 edition of its “Consumer Compliance Supervisory Highlights.” The report includes a summary of the overall consumer compliance performance for FDIC-supervised institutions in 2024, a description of the most frequently cited violations, and an overview of consumer complaint trends. The last report was issued in spring 2024.

In 2024, the FDIC conducted approximately 800 consumer compliance examinations, the agency said in the report. The FDIC uses the Federal Financial Institutions Examination Council’s Uniform Interagency Consumer Compliance Rating System to evaluate supervised institutions’ adherence to consumer protection laws and regulations. As of Dec. 31, 2024, 97% of all FDIC-supervised institutions were rated satisfactory or better for consumer compliance (i.e., ratings of 1 or 2), and 97% were rated “outstanding” or “satisfactory” for the Community Reinvestment Act.

The FDIC cited 1,275 violations of consumer protection statutes and regulations in 2024. Together, the top five most frequently cited violations represented 929 violations or approximately 73% of the total violations cited in 2024. The Truth in Lending Act (Regulation Z) represented 470 violations; the Flood Disaster Protection Act (12 CFR Part 339) represented 143 violations; the Truth in Savings Act (Regulation DD) represented 129 violations; the Electronic Fund Transfer Act (Regulation E) represented 122 violations; and the Home Mortgage Disclosure Act (Regulation C) represented 65 violations. This list contains four of the same laws and regulations from the 2024 report; HMDA replaced Section 5 of the Federal Trade Commission Act as the fifth most cited violation.

The FDIC’s National Center for Consumer and Depositor Assistance, Consumer Response Unit, closed 26,451 written complaints (including webform submissions) and telephone call inquiries in 2024, compared to 23,290 written complaints and telephone call records closed in 2023. This represents a 14%

increase. In 2024, the CRU acknowledged 100% of written complaints within 14 days and investigated and responded to 98.6% of complaints “within established performance goal timeframes,” FDIC said.

Of the 23,444 written complaints closed in 2024, the CRU retained and investigated 10,860 and referred 12,478 to other federal banking regulators. As a result of the investigations, the CRU identified 305 apparent errors made by institutions, 132 apparent federal consumer protection regulation violations, and 59 cases requiring escalation to the appropriate FDIC regional office for further review. Fair lending complaints decreased from 68 in 2023 to 62 in 2024, representing a 9% decrease. One or more third-party providers (non-bank financial firms that performs single or multiple services on behalf of banks, such as credit card servicing and processing, payment processing, and transaction error disputes) were identified among 4,282 consumer complaint cases in 2024, representing nearly a 1% increase from 2023. An apparent violation of a federal consumer protection regulation was identified in 116 consumer complaint cases involving a TPP in 2024.

**Read more:** <https://www.fdic.gov/bank-examinations/summer-2025.pdf>

## Stablecoins Fail as ‘Sound Money’

Stablecoins as a form of sound money fall short, and without regulation pose a risk to financial stability and monetary sovereignty, according to a recent report by the Bank for International Settlements.

The BIS report concluded that tokenization – the technology underpinning stablecoins – can enhance efficiency and open new possibilities in cross-border payments, securities markets “and beyond.” As for stablecoins, they “perform poorly” when assessed against three key tests for money: Singleness, where money can be issued by different banks and accepted without hesitation; elasticity, where money has the flexibility to meet the need for large-value payments; and integrity of the monetary system against illicit activity.

“As digital bearer instruments on borderless public blockchains, stablecoins have been the go-to choice for illicit use to bypass integrity safeguards,” the report concluded on the latter test.

Stablecoins may at best serve a subsidiary role in the financial system, according to the report. “One guiding principle in any such role would be to channel legitimate use cases into the regulated monetary system in a way that does not undermine financial stability nor the proven advantages of the current system.”

**Read more:** <https://www.bis.org/publ/arpdf/ar2025e3.htm>

## Banking Agencies Allow Banks to Collect CIP Data from Third Parties

The Financial Crimes Enforcement Network and the three of the federal banking agencies (the Federal Reserve Board did not participate) have issued an order allowing banks a new exemption to customer identification program rule requirements. As of today, banks are permitted, but not required, the option to collect taxpayer identification number information from third parties rather than directly from bank customers when opening accounts.

Under the CIP rule, banks must collect a TIN from U.S. customers who open accounts, which is usually their Social Security number. FinCEN last year asked for public input on the potential risks and benefits if banks were permitted to collect partial SSN information and use reputable third-party sources to obtain the full SSN prior to account opening, an exemption that was previously extended to credit card accounts. Last May, in response to this request, the American Bankers Association did not take a position, but informed FinCEN about relevant risks and benefits, noting that any change must carefully balance efficiency and effectiveness, including minimizing compliance costs.

The new order permits banks to obtain TIN information from a third party rather than the customer as long as the bank otherwise complies with the CIP rule.

“We recognize that the way customers interact with banks and receive financial services has changed significantly since 2001, when the initial requirement was enacted into law under the USA Patriot Act,” FinCEN Director Andrea Gacki said. “This order reduces burden by providing banks with greater flexibility in determining how to fulfill their existing regulatory obligations without presenting a heightened risk of money laundering, terrorist financing or other illicit finance activity.”

**Read more:** <https://www.occ.gov/news-issuances/news-releases/2025/nr-ia-2025-60a.pdf>

## U.S. Retail Bank Customers' Financial Health Declines

The overall financial health of U.S. retail bank customers declined in May following two consecutive months of improvement as they confront an uncertain economy and persistently high cost of goods, a J.D. Power survey revealed.

The top reasons cited among those who say they are worried their personal financial condition will worsen in the next three months are inflation, job security, government policies, housing and personal debt.

After a two-month reprieve, the number of customers who are financially healthy dipped to 32%, according to the report, which is in line with the level observed during the previous 12 months. For a second consecutive month, 70% of bank customers said the cost of goods is increasing faster than their income. That percentage dipped slightly among healthy (57%) and overextended (58%) customers but rose among vulnerable (79%) and stressed (84%) customers.

Despite a decline in overall financial health, the number of bank customers who believe their future financial health is at risk of getting worse in the next three months has dipped slightly. Overall, 41% of customers think their finances are at risk, a 3-percentage point decrease. Stressed customers are the most concerned (46%).

When asked what they are most worried about in the next three months, cost of living expenses still topped the list, followed by managing household costs. Interestingly, concerns about the stock market declined 5 percentage points (22%).

For banks looking to help customers navigate these uncertain times, building a relationship and understanding what each customer values is key, survey results showed. “Not all customers will have the same fears or needs, and they’ll require an individualized approach based on their finances, age, future plans and a host of other variables,” study authors noted. “Banks that can cater to these specialized needs will build valuable relationships that will last beyond this period of volatility.”

**Read more:** <https://www.jdpower.com/business/resources/consumer-financial-health-declines-expenses-remain-elevated>

## Fannie, Freddie Directed to Consider Allowing Cryptocurrency for Mortgages

Federal Housing Finance Agency Director Bill Pulte has directed Fannie Mae and Freddie Mac to prepare proposals to allow cryptocurrency to count as an asset for a mortgage.

In a post on X, Pulte said the order is in keeping with the pledge by President Trump “to make the United States the crypto capital of the world.” The order directs both government-sponsored enterprises to prepare proposals for “consideration of cryptocurrency as an asset for reserves in their respective single-family mortgage loan risk assessments, without conversion of said cryptocurrency to U.S. dollars.” They can only consider crypto that is stored in a U.S.-regulated centralized exchange and must consider additional risk migrants as part of their assessments.

## Regulators Release 2025 List of Distressed, Underserved Communities

Federal banking regulators have made available the 2025 list of distressed or underserved nonmetropolitan middle-income geographies. Distressed or underserved nonmetropolitan middle-income geographies are census tracts where revitalization or stabilization activities are eligible to receive Community Reinvestment Act consideration. The designations reflect local economic conditions, including unemployment, poverty and population changes, according to the agencies.

**Read more:** <https://www.fdic.gov/2025-list-distressed-or-underserved-nonmetropolitan-middle-income-geographies.pdf>

## Fed Removes Reputational Risk from Bank Exams

The Federal Reserve has announced that reputational risk will no longer be a component of its bank examinations. In a statement, the Fed said it has started the process of removing references to

reputation and reputational risk from its supervisory materials, “and, where appropriate, replacing those references with more specific discussions of financial risk.”

Reputational risk has become a controversial component of bank supervision among lawmakers, who accuse regulators of using it to pursue political agendas. Bills have been introduced in the House and Senate to remove reputational risk from bank supervision.

The OCC in March announced it was removing reputational risk from its examinations and guidance, and the FDIC is reportedly drafting rulemaking to do the same.

The Fed said its decision on reputational risk does not alter its expectation that banks maintain strong risk management. The decision also is not intended to affect whether banks use reputational risk in their risk management practices, it added.

**Read more:** <https://www.federalreserve.gov/newsevents/pressreleases/bcreg20250623a.htm>

**NEW**

# OIL & GAS UPDATE

## ASKTHEFED



### Thursday, August 7, 2025 | 1:00–2:15 p.m. CT

During the first half of 2025, economic uncertainty and geopolitical events have driven significant volatility in energy markets. Energy economists Jesse Thompson and Garrett Golding, from the Federal Reserve Bank of Dallas, will provide some insight into what may lie ahead for domestic and global oil and gas markets. Additionally, O&G credit risk specialists Matthew Monteith and Thomas Quint will provide an update on oil and gas syndicated lending conditions and provide an update on managing price risk for O&G Reserve Based loans (RBLs).

Don't hesitate to bring your questions to the session, or to submit them in advance to [questions@askthefed.org](mailto:questions@askthefed.org). We'll take questions during the sessions as well, but questions received in advance will receive priority.

Registration is now open at [www.askthefed.org](http://www.askthefed.org). As always, we encourage and appreciate your questions.





# NDBA Ag Credit Conference

**REGISTRATION OPENS  
EARLY AUGUST!**

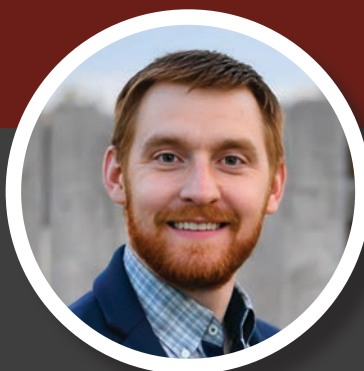
**October 2-3, 2025**  
Radisson Hotel | Bismarck ND

**Featuring:**



**Dr. David Kohl**

"The Pulse of Agriculture and  
Agricultural Lending"



**Dallin Cooper**

"They Might Not be Crazy: Working with People  
You Disagree With (And Might Not Even Like)"



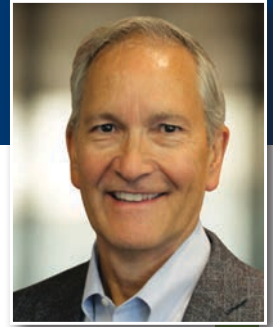
**Jason Henderson**

"Economic and  
Market Conditions"

Join fellow ag lenders at the **NDBA Ag Credit Conference** to hear from experts and build relationships with your peers. This training will help experienced and new ag lenders better serve their ag customers.

# From the CORNER CHAIR

**Bernie Sinner** | NDBA CHAIR | BankNorth, Casselton



With summer in full swing, I hope you're finding moments to enjoy the "life" side of the work-life balancing act—whether that means weekends at the lake, town celebrations, or just some time to breathe between board meetings and bank BBQs.

If your community is marking a milestone anniversary – like the 125-year celebrations popping up across many small railroad towns – here's hoping your float is holding up to the rigorous parade circuit! It's been fun to watch how these gatherings draw folks back home to honor the past, reconnect with friends and family, and maybe even sneak in a little street dancing when no one's watching.

As your new NDBA Board Chair, I'm excited to carry forward the work of those who've led before me. A heartfelt thank you to Deneen Axtman for her exceptional leadership this past year – your steady voice and call to engage have inspired many of us. Our industry is rooted in trust, built on relationships, and driven by a deep commitment to our communities – and together, we'll continue to build on that foundation.

Looking ahead, our focus remains on aligning the needs and aspirations of our members with the resources, energy, and innovation of the NDBA team. Whether your passion is advocacy, talent development, peer networking, or simply striving for excellence in banking, there's something here for everyone.

Let's not forget, it's a dynamic time to be in banking. From regulatory changes to tech disruption to the occasional interest rate rollercoaster; it's never boring. But North Dakota bankers don't sit still. We adapt. We support each other. And most importantly, we keep our communities at the center of what we do.

If you're looking for a way to get involved or just get inspired, check out the details on page 18 about upcoming Regional Member Meetings. They're a great chance to connect with peers, exchange ideas, and remind yourself why North Dakota banking is a special kind of calling.

Thanks for the opportunity to serve as your Chair – I'm honored to represent such a strong and resilient community of professionals. I look forward to all we'll accomplish together this year.

Warm regards,

Bernie Sinner





# NDBA LEADERSHIP



North Dakota Bankers Association elected new officers for its 2025-2026 Board of Directors June 6, at the Quad States Convention in Rapid City. These newly elected officers officially began service July 1. NDBA is honored to have the following highly-talented bankers leading the association this year.



## Chair Bernie Sinner

President/ Sr. Lending Officer | BankNorth, Casselton

Bernie Sinner, President and Senior Lending Officer at BankNorth, was elected Chair of NDBA. A native of Casselton, Bernie earned his bachelor's degree in Business Administration at St. John's University in Collegeville, MN, and completed the Graduate School of Banking at University of Wisconsin – Madison. He started his career with BankNorth as the market president of their Casselton Bank in 1999 and transitioned to the role of Senior Lending Officer in 2015. He was named president in 2019. Bernie is a member of the BankNorth Board of Directors, is a current and past member of several local boards and currently serves on the ABA Community Bankers Council. With a passion for community involvement and economic development, Bernie is honored to represent the important role community banking plays in these areas and is committed to serving the industry as an officer of the NDBA board. Bernie and his wife, Bonnie, have two grown sons and live in Casselton.



## Chair-Elect Jamie Nelson

President & CEO | TruCommunity Bank, Washburn

Jamie Nelson, President and CEO of TruCommunity Bank, was recently elected chair-elect of the North Dakota Bankers Association (NDBA). A native of Fairmount, North Dakota, 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 in 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 19 years, Mike, are the proud parents of three children: Mya (18), Brady (16), and Kale (13).



## Treasurer Duane Bowman

President & CEO | Dakota Western Bank, Bowman

Duane Bowman, President and CEO of Dakota Western Bank (DWB), has been elected Treasurer of NDBA. A native of Rhame, 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 28th year at Dakota Western Bank, Duane has 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.



# PROFESSIONAL TRAINING



North Dakota Bankers Association

## Education Events

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

EVENT	DATE	LOCATION	WHO SHOULD ATTEND?
<b>Virtual Fraud Academy</b>	August 12-14	Virtual Live Event	Employees from all levels of banking, operations personnel, front line personnel, BSA officers, compliance officers, deposit specialist and security officers.
<b>Regional Member Meetings</b>	September 8-11	Grand Forks, Fargo, Bismarck, Bottineau	All NDBA Members!
<b>Effective Leadership Seminar</b>	September 30 - October 1	Holiday Inn, Bismarck	Individuals in leadership roles who want to increase their effectiveness – executives, managers at all levels, project managers, team leaders and supervisors – will reap many benefits from this presentation.
<b>Ag Credit Conference</b>	October 2-3	Radisson Hotel, Bismarck	Both entry-level and experienced ag lenders will gain valuable information.
<b>Bank Security Seminar</b>	October 7 October 8	Holiday Inn Bismarck Holiday Inn Fargo	Security officers/ directors, operations managers, auditors, HR directors, legal staff, loan officers, disaster recovery managers, collection staff and fraud investigators are invited.
<b>NDBA Peer Group Consortium</b>	October 20 October 21	Reception - ND Heritage Center Consortium - ND Nat'l Energy Center of Excellence	Those involved in individual peer groups (Audit, HR, Compliance, Fraud, IT, ERM, Communications/ Marketing, Teller Supervisors) are encouraged to attend.
<b>NDBA Compliance School</b>	October 20-23	Bismarck and Virtual Options	Compliance officers, internal audit staff and any employee who assists with compliance management.
<b>IRA Essentials</b>	October 27 October 29	Delta Hotel, Fargo Courtyard, Bismarck	IRA Essentials gives attendees a solid foundation of IRA knowledge. This is a beginner's session; no previous IRA knowledge is assumed.
<b>Advanced IRAs</b>	October 28 October 30	Delta Hotel, Fargo Courtyard, Bismarck	This is an advanced session; previous IRA knowledge is assumed.
<b>HSA Workshop</b>	October 31	Courtyard by Marriott, Bismarck	This is a beginner's session; no previous HSA knowledge is assumed.
<b>NDBA Bank Management Conference</b>	February 13-14, 2026	Fairmont Scottsdale Princess, Scottsdale AZ	Presidents, CEOs, senior management and directors.

# ONLINE EDUCATION



## Upcoming Bank Webinars

EVENT	DATE
Alert! CFPB Continues to Void Guidance Issued Since Dodd-Frank Act	07/28/25
Executive Total Compensation: Strategies to Motivate and Incentivize	07/29/25
Opening Business Accounts	07/29/25
Navigating New RTP and FedNow Rules	07/30/25
Unclaimed Property Compliance for Financial Institutions	07/30/25
Test Before You Test: AAP Exam Strategies Workshop	07/31/25
Best-Ever Compliance Checklists for Consumer Loans	07/31/25
Call Report: Lending Schedules Workshop	08/01/25
Advanced Cash Flow Analysis	08/04/25
Top Cited Flood Insurance Issues	08/05/25
Deposit Operation Summer Update	08/05/25
Reg O and W: Dealing with Insiders	08/06/25
Improving User Experience with FedNow and RTP Instant Payments	08/07/25
Data Privacy: Building a Data Management Program	08/07/25

EVENT	DATE
Problem Loan Work-Out in Today's Market	08/08/25
IRAs: The Basic Essentials - All-Day Streaming	08/12/25
Excel Explained: Introduction to Spreadsheets Workshop - 2 Part Series	08/12/25 08/19/25
CCTRs: Line-by-Line	08/12/25
IRAs: Beyond the Basics - All-Day Streaming	08/13/25
Bi-Monthly Compliance Briefing - August 2025	08/13/25
E-Sign Act: Ensuring a Compliant Document Delivery Process	08/13/25
Payments Rules and Regulations for the ACH Network	08/14/25
Appraisal Review Workshop	08/14/25
Coaching EQ: HR's Role in Developing Emotionally Intelligent Leaders	08/14/25

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

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



EDGE ONE

## EDGE COMPLETE:

Let us handle your ATM operation.

Forget about your ATMs and focus on service. **EDGE COMPLETE** supports all aspects of your ATM channel, from transaction processing to compliance management. Make ATM management easy and convenient with Edge One as your single go-to vendor.



Hardware/Software



Installation



Service



Security



Compliance

Visit [edgeone.com](http://edgeone.com) or call 800-423-3343 to get started.

# UNLEASH YOUR POTENTIAL

Transform your banking career with one of the few true banking degrees - 100% online.

Fully accredited undergraduate and master's degrees, plus certificates to enhance your skills. Designed by bankers, for bankers, our programs set you apart in today's competitive financial industry.



Aberdeen, South Dakota



**Jeff Weiler**

*Bachelor of Science in Business  
Finance and Economics  
Class of '96*

[northern.edu/banking](http://northern.edu/banking)



# YOUR BANK PARTNER MORTGAGE EXPERTS

**Greg Dean**

Mortgage Consultant, NMLS 8499  
Greg@firstclasscorp.com

**Dan Van Winkle**

Mortgage Consultant, NMLS 8495  
Dan@firstclasscorp.com

PROUDLY SERVING MIDWEST BANKS FOR OVER 20+ YEARS!

CALL 701.356.9898  
OR VISIT **FIRSTCLASSCORP.COM**

**First Class**  
MORTGAGE  
NMLS 2520 • 2300 13th Avenue South, Fargo ND



## Our Mission is to Help You Succeed

### Partner with us for:

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

\*We do not reparticipate loans.

**Tom Ishaug**

**SVP/Correspondent  
Banking Manager**

Based out of Fargo, N.D.  
Covers: North Dakota, South  
Dakota and Minnesota  
701.451.7516



**Bell Bank**

Family and Employee Owned  
Member FDIC

## 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](http://ubbRequest.com)

### Contact your North Dakota Calling Officers:

**Jay Syverson**

SVP, Regional Sales Manager  
jays@ubb.com

**Todd Schultze**

VP, Correspondent Banking Officer  
todd.schultze@ubb.com



**First for Your Success™**  
[ubb.com](http://ubb.com) • Member FDIC



2025  
NDBA Regional  
**Member  
Meetings**

**How  
Can I?**

**Unlock Potential  
& Possibility**

**FEATURING  
JOE FINGERHUT**

**Four Locations!**



**SEPTEMBER 8**

.....

**Grand Forks**

UND Corecki Alumni Center

Northeast Region



**SEPTEMBER 9**

.....

**Fargo**

Holiday Inn

Southeast Region



**SEPTEMBER 10**

.....

**Bismarck**

Sixteen03 Main Events

Southwest Region



**SEPTEMBER 11**

.....

**Bottineau**

Annie's House

Northwest Region



## NDBA Regional Member Meetings

### An Invitation

Let's get together for a great evening of connection, conversation, and inspiration! You'll enjoy a delicious meal and hear from dynamic speaker Joe Fingerhut as he shares the power of asking "How Can I? Unlock Potential & Possibility" - a message that sparks both personal and professional growth.

Bring your team! This is a perfect event to experience together. And if you enjoy golf, don't miss the optional outing earlier in the day!

A big thank you to our NDBA business partners for helping make these meetings possible.

I'm honored to serve as your NDBA Chair this year and look forward to seeing you the week of September 8-11!



**Bernie Sinner | NDBA Chair**  
President/Senior Lending Officer  
BankNorth, Casselton



### The Schedule

11:00 am	Golf Tee Times Start
4:30 - 5:30 pm	Registration and Reception
5:30 - 6:30 pm	Dinner and NDBA Service Award Presentations
6:30 - 6:40 pm	NDBA Update by NDBA President & CEO Rick Clayburgh
6:40 - 6:50 pm	Message from NDBA Chair Bernie Sinner
7:00 - 7:50 pm	Joe Fingerhut: "How Can I? Unlock Potential & Possibility" Get ready for a powerful journey fueled by one simple question!
8:00 pm	Adjourn



### Featured Speaker Joe Fingerhut

**"We tried that. It won't work. There's no way to do that right now."**

Excuses like these plague individuals, teams, and organizations. Award-winning entertainer and speaker **Joe Fingerhut** will take you on an exciting, engaging journey built around three simple words that unlock potential: **HOW CAN I?**

Joe Fingerhut has inspired over 1 million people while speaking at conferences, schools, and organizations across the globe. He is an international bestselling author, and his first book, "Permission to Play," is about overcoming excuses and pursuing your dreams.

### Program Highlights

- From excuses to action.
- The power of "How Can I?"
- Inspiring stories that stick.
- Culture of possibility and positivity.
- Tools to overcome apathy and adversity.
- Ignite a mindset shift that continues to influence daily life.

● ● ● **REGISTER AT NDBA.COM** ● ● ●



# 2025 GSB SCHOOLS

**INVEST IN CAREER  
DEVELOPMENT!**



**SPONSORED BY:**



## **FINANCIAL MANAGERS SCHOOL September 22 - 26, 2025**

This school goes beyond the basics to present best practices and solutions to today's most critical financial management decisions. Designed by experienced CFOs to provide the tools you need to build a solid foundation in asset/liability management.

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

This school will give you the practical insights to mitigate the risk of fraud. Includes an in-depth, interactive study of the latest IT security best practices, including information security law, IT security management, virtualization, infrastructure, network penetration testing, ethical web hacking, AI and mobile defense.

**FIND DETAILS AND ENROLL AT  
GSB.ORG**



**JOIN OUR  
MAILING  
LIST TO  
LEARN  
MORE!**

**"Ask Kenndey" is now**

*monthly webinar*  
brought to you by:



# NDBA

**REGISTER NOW  
at NDBA.COM**

# LIVE

*with*

**NDBA General Counsel Tracy Kennedy and  
Ryan Ames, Zimney Foster PC**

# HSA & IRA Seminars

Fall 2024

## IRA Fundamentals

**October 27** | Delta Hotel by Marriott, Fargo

**October 29** | Courtyard by Marriott, Bismarck

## Advanced IRAs

**October 28** | Delta Hotel by Marriott, Fargo

**October 30** | Courtyard by Marriott, Bismarck

## HSA Frontline Fundamentals

**October 31** | Courtyard by Marriott, Bismarck

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

### About the instructor:

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



### For more information:

Contact Dorothy Lick  
SVP of Education  
701.223.5303  
[dorothy@ndba.com](mailto:dorothy@ndba.com)



Is there someone at your organization that you think we **need to know**? Nominate them to be featured in NDDBA's new Bulletin article series, "**Bankers You Should Know**."

From front-line bankers to management, there are so many hidden gems in our banking community. These bankers demonstrate exceptional dedication and initiative, consistently exceed expectations in their role, give back to their community, or always go the extra mile to support their team and the organization. Nominate a banker today!

Fill out the online nomination form [HERE](#) You will be notified if your nomination is chosen and in which Bulletin issue they will appear.

A new NDDBA  
Bulletin feature  
article series  
for 2025!

"Next to excellence is  
the appreciation of it."



NORTH DAKOTA  
**Bankers**  
ASSOCIATION



# Steve Gerhardt

Kirkwood Bank & Trust  
Bismarck



JULY 2025

**BANKER**  
YOU SHOULD KNOW



This month's Banker You Should Know spotlight is on Steve Gerhardt, loan officer at Kirkwood Bank & Trust in Bismarck. Steve was nominated by KB&T human resource director, Janelle Frederick, who shared:

"What truly distinguishes Steve is his unparalleled patience and kindness. He has a unique ability to make everyone feel valued and heard, whether they are clients seeking guidance or colleagues looking for support."

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

**Steve:** 20 years. I wanted to help people meet their financial needs... be it purchasing a new home, a new car or expanding their farm and ranch.

"The most fulfilling part of my job is helping people purchase their first home."

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

**Steve:** Having repeat customers.

Steve went on to say, "This means I have done my job correctly and Kirkwood Bank & Trust has been able to help them with their financial needs."

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

**Steve:** Things have become a lot more electronic and automated.

"More people are applying for loans online and not coming into the bank to meet face to face."

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

**Steve:** My role model has always been by dad.

"He has farmed/ranched his whole life with one arm after losing it in a farm accident at a



young age. He has never turned away from a challenge. His passion to take every challenge head on has been inspiring to me to handle every challenge with a positive attitude and know it will always work out."

If Steve wasn't involved in banking, he said he would be doing something in the ag industry.

### How would you define "success"?

**Steve: Professionally, success is helping people meet their financial goals and dreams. Personally, success is raising my family to be respectful and successful individuals**

Outside of work, Steve likes to spend time with family and friends. He has four boys, one daughter-in-law and two granddaughters. His girlfriend also has a son and daughter. Steve enjoys hunting, golfing and watching his kids compete in their sporting events.

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

**Steve: Don't sweat the small stuff. Look at the big picture.**

Janelle Frederick added, "Steve's willingness to go the extra mile to assist others has earned him deep respect and admiration from all who work with him. Steve is a natural mentor. He takes great pride in training and developing his colleagues, always encouraging them to grow and succeed."

Pete Jahner, president of Kirkwood Bank & Trust added, "Steve is an incredible team member who truly embodies what community banking is all about – building genuine relationships, understanding customers' goals and always going the extra mile to help them succeed."



Steve Gerhardt and Brett Mealio grilling at a Kirkwood Bank event



Steve with granddaughters

**Steve Gerhardt is definitely a banker you should know!**

**Advice You'll Never Forget ...**

**Work hard and never give up. Every challenge in life will help you grow.**



Steve and family





Group discounts available!

# AGRICULTURAL BANKERS CONFERENCE

November 12-14, 2025  
St. Louis Union Station Hotel  
St. Louis, MO

Get actionable insights and strategies to grow your ag banking business despite today's uncertainty in the ag sector and economy.

You'll also hear the latest outlooks on commodities, weather and government policies (including the Farm Bill and ACRE) that will affect your productivity.

**REGISTER NOW** [aba.com/AgConfSA](http://aba.com/AgConfSA)




**SAVE THE DATE**

## 2026 NDBA Bank Management Conference

**February 13-14, 2026**

- Fairmont Scottsdale Princess  
Scottsdale AZ
- Golf at TPC Scottsdale  
Champions Course

NORTH DAKOTA BANKERS ASSOCIATION



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

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



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





### JULY 2025 EDITION



Some 4 million outdoor grills are used across the United States on any given summer day.

## Grilling Safety Tips

Although grilling is a popular way to prepare food, it can also be dangerous. According to the National Fire Protection Association, an average of 9,000 home fires involve grills, hibachis or barbecues each year. May, June, July and August are the most active months for grill fires, with July being the top month.

### Keep these 10 fire safety tips in mind when grilling:

1. Keep your grill at least 10 feet away from other objects, including your house, decks, outdoor seating and overhanging branches.
2. Set up the grill on a flat surface, and don't bring it into an unventilated or enclosed space (e.g., garage or porch). This is not only a major fire hazard but also a carbon monoxide hazard.
3. Check the connection between the propane tank and the fuel line before using a gas grill to ensure it's not leaking and is working properly.
4. Turn off the gas if you suspect that your gas grill is leaking, and get the unit fixed before lighting it. Never use a match to check for leaks.
5. Turn off the grill and the gas if your propane grill's flame goes out, and wait at least five minutes before relighting the grill.
6. Only use starter fluid with charcoal grills—never with gas grills.
7. Keep children and pets at least 3 feet away from the area until the grill is completely cool.
8. Never leave your grill unattended while in use.
9. Avoid overloading the grill, as too much fat dripping at once can cause flare-ups.
10. Clean the grates and trays regularly to remove grease and fat buildup.

Not only can grills start fires, but they can also cause burns. Exercise caution as you flip food on the grill to ensure your hands and arms do not get burned. Additionally, be sure to use long-handled utensils to help keep your hands at a safe distance from the flames.

Overall, practicing vigilance and taking proper precautions while grilling can help reduce fires and associated burn injuries.

## First-aid Kit Essentials

Summer is synonymous with adventure and outdoor fun. Whether exploring a park, swimming, hiking a trail or road-tripping, having a first-aid kit can make all the difference in an emergency.

**A well-stocked first-aid kit can help you respond quickly and effectively to common injuries. Keep at least one first-aid kit in your home and your vehicle. Consider stocking these basic first-aid kit supplies:**

- Bandages of various sizes
- Elastic bandage wrap
- Flashlight and batteries
- Hydrogen peroxide
- Instant hot and cold packs
- Scissors
- Sterile gauze pads and tape
- Thermometer
- Tweezers

Additionally, you can stock your kit with over-the-counter items, such as aloe vera gel, antihistamines, hydrocortisone cream, pain and fever medications, and sunscreen.

Ongoing, remember to check the expiration dates and make sure you haven't used up items and need replacements.



JULY 2025 EDITION

### Understanding the Label on Your Sunscreen

Skin cancer is the most common cancer in the United States. Most cases of melanoma, the deadliest kind of skin cancer, are caused by exposure to ultraviolet (UV) light. The sun's rays can damage your skin in as little as 15 minutes. While there are several steps you can take to limit your exposure to the sun, proper sunscreen selection and application are critical.



The Environmental Working Group (EWG) analyzed more than 2,200 sunscreens available for purchase in 2025. The EWG report revealed that just one-fourth of sunscreens on store shelves provide safe and effective protection.

Remember that not all sunscreens are created equal, so it's about finding the one you need for the specific weather and activity. Sunscreen labels must follow specific guidelines, so here's what they exactly mean:

- **Broad-spectrum** protection works against UVA (skin cancer and premature aging) and UVB (sunburn rays).
- **SPF** is the level of protection against UVB rays. Experts recommend using sunscreen with an SPF value of at least 30.
- **Water-resistant** sunscreen needs to be reapplied, depending on the brand, after 40 or 80 minutes of swimming or excessive swimming.
- Sunscreens maintain their full strength for three years but always check the expiration date

Routinely inspect your skin for any spots or changes in color or appearance. If you have any concerns, talk to your doctor.

### MONTHLY RECIPE



#### AVOCADO AND CORN SALSA

Makes: 5 servings

#### INGREDIENTS

- 1 avocado (diced)
- $\frac{3}{4}$  cup frozen corn kernels (thawed)
- $\frac{1}{2}$  cup grape tomatoes (quartered)
- 1 Tbsp. fresh cilantro (chopped)
- 2 tsp. lime juice
- $\frac{1}{4}$  tsp. salt

#### PREPARATIONS

1. Toss the avocado, corn, tomatoes, cilantro, lime juice and salt in a medium bowl.
2. Chill for one hour and then serve.

#### NUTRITIONAL INFORMATION

(per serving)  
Total calories: 67  
Total fat: 4 g  
Protein: 1 g  
Sodium: 119 mg  
Carbohydrate: 8 g  
Dietary fiber: 3 g  
Saturated fat: 1 g  
Total sugars: 1 g

Source: MyPlate

**ND**

## August 2025 Webinars

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

**Setting Boundaries for Well-Being: the Art of Assertiveness:** Do you ever say “yes” when you really want to say “no”? Maybe you struggle to speak up or feel guilty setting limits with others. If so, you're not alone. In our time together, our clinical team will explore the four communication styles, how to practice assertiveness, and ways to create healthy boundaries that protect your well-being and allow you to live your life more fully.

**Thursday, August 7th: 10-10:30am CST/11-11:30am EST**

**Raising Future-Ready Kids 1: Resilience & 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. Our 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 13th: 11-11:30am CST/12-12:30pm EST**

**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 15th: 12-12:30pm CST/1-30pm EST**

**Raising Future-Ready Kids 2: Anxiety and Depression:** Childhood anxiety and depression have been on the rise for over a decade now. As parents, watching a child struggle with anxiety and depression can be overwhelming. Learn to Live's clinical team will provide you with information on what anxiety and depression might look like for the kids in your life and share with you effective Cognitive Behavioral Therapy strategies to help you and your children overcome these challenges.

**Wednesday, August 20th: 11-11:30am CST/12-12:30pm EST**

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

**Wednesday, August 27th: 11-11:30am CST/12-12:30pm EST**

### To Register:

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

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



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



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

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

BND-24-0709480 • 8-25



# 7

## Tips to Help Older Adults Choose the Right Financial Caregiver

According to the National Center on Elder Abuse, almost 90 percent of the financial abuse committed against older Americans are at the hands of someone they know. Here are seven tips to help older Americans choose the right financial caregiver and prevent elder financial abuse:

1. **Delegate someone you trust to make financial decisions.** If you are unable to facilitate financial transactions, carefully choose a trustworthy person to act as your agent in all financial matters.
2. **Consider someone who is comfortable handling a lot of details** and is efficient in meeting deadlines.
3. **Choose someone who can communicate well** with numerous groups of people, such as financial professionals and family members.
4. **It's best to find someone who you know is in good health and can support you.** A person who is struggling to maintain his/her own health or suffers from known addictions is not an optimal choice.
5. **Patience is a key trait to look for in a caregiver.** The person needs to be capable of handling multiple requests and comfortable with potentially stressful situations.
6. **Reliability is incredibly important.** You need someone you can count on no matter the situation. Will the person be able to show up when you need him/her to address an issue or handle a task?
7. **An attentive person is required for this role.** You need someone who pays attention to your needs and can evaluate your situation to help support your decisions.

For more information, visit [aba.com/Consumers](https://aba.com/Consumers)



**SAFE BANKING  
FOR SENIORS**

ABA FOUNDATION



# Fraud Academy

**AUG 12 - 14. 2025 | Streaming LIVE Online! | Interactive Q&A Opportunities**

The ultimate fraud prevention training program is **BACK...**  
**CREATED BY POLICE, SECRET SERVICE, FBI, AND**  
**FRAUD PREVENTION SPECIALISTS!**



**Fraud is costing banks valuable time and money—but your team can fight back.**

Fraud Academy is a first-of-its-kind online training program designed to equip bankers at all levels with the tools to detect, prevent, and mitigate fraud.



Led by experts from the U.S. Secret Service, law enforcement, and fraud prevention specialists, this intensive, banker centric program covers 18+ fraud risk areas, including check fraud, elder fraud, cybercrime, and prevention strategies.

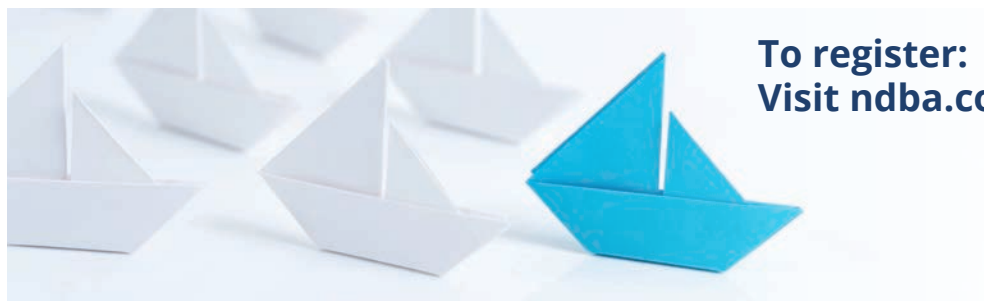
- **Streaming LIVE!**
- **Receive a Certificate of Completion**
- **Participate in online conversations and live Q&A's**
- **Perfect for operations, front line personnel, BSA officers, compliance officers, deposit specialist, security officers, & more!**



*Proudly Hosted by*  
**Shane Ensminger**  
*The Face of Fraud Prevention*

***Register online at [FraudAcademyHQ.com](https://FraudAcademyHQ.com)!***





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

**September 30-  
October 1, 2025**

Holiday Inn  
Bismarck ND

## Schedule

**September 30**

8:00 am – 5:00 pm

**October 1**

8:00 am – noon

Continental breakfast  
provided both days.

Lunch provided Tuesday.

## Registration

**\$875 per person**

After September 15 add \$50.

**\$825 per person**

for DSB Students and Grads

After September 15 add \$50.

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

## Hotel

**Holiday Inn**

3903 State St.,  
Bismarck, ND

**NDBA Block: \$129**

Reserve by September 1

**Call: 701.214.9421**

Ask for ND Bankers

**Reservation Link:**

[tinyurl.com/yc3sd9f9](http://tinyurl.com/yc3sd9f9)

**Leadership is about people, and effective leaders  
understand the demands on today's work force.**

# Effective Leadership

**Leaders need practical tools that work.**

Effective Leadership trains leaders how to utilize the most effective leadership style in any given situation using the four leadership styles:

**Directing | Coaching | Supporting | Delegating**

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

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





# NDDBA Peer Group Consortium October 20-21, 2025 | Bismarck, ND



**Monday, October 20**

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

*Bank of North Dakota*

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

*Laughing Sun Brewing Co.*



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

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

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

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

*Generous sponsors support*



## Bank Security Seminar

October 7 – Holiday Inn, Bismarck

October 8 – Holiday Inn, Fargo

Time: 8:30 am - 4:00 pm

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



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

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

### Bank Security Seminar Curriculum Includes:

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

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

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

# 2025 Succession Planning Online Workshop Series

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

## ■ Two-Part Series – Zoom Webinars

Nov. 3 & Nov. 17 • 10 AM – NOON CT

### ■ Key Takeaways

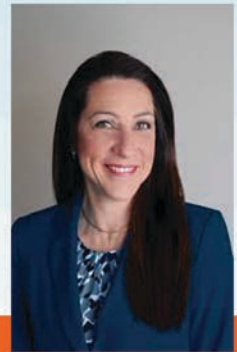
- Build a comprehensive succession plan for your bank.
- Identify talent gaps and future leadership needs.
- Create personalized development plans for your successors.
- Leverage AI tools to future-proof your team.

### ■ About the Speaker: Marci Malzahn

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

### ■ Registration: \$600/organization

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



To register: [click here](#)



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

### REGISTER TODAY!

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

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

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

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

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



## BUSINESS PARTNER FEATURE

# What's Next for the Fed?

**Dillon Wiedemann**  
SVP Financial Strategies Group  
The Baker Group



The Fed last cut rates in December, capping off a 100bp reduction in the Fed Funds Target rate during 2024. No adjustments have been made through the first six months of the year, as the Fed has maintained a steadfast “wait and see” approach. Tariffs and geopolitical concerns have muddled the waters and created debate around whether – and by how much – these obstacles could increase inflation. Will the added import costs from tariffs be passed on to consumers and, if so, how much could that increase CPI and PCE? If war breaks out between Israel and Iran, will the price of oil increase, thus raising headline inflation rates? These are two additional puzzle pieces that the Fed is working to navigate within its broader mandate of Maximum Employment and Long-Term Price Stability.

Following the Fed’s most recent meeting, we received two critical pieces of information that can help us evaluate the Fed’s current thinking as compared to the first quarter:

1. The Dot Plot
2. The Summary of Economic Projections

The Dot Plot shows the future rate expectations for each member of the Fed. Both voting and non-voting members provide their expectations anonymously, so it can be difficult to discern where each member stands; however, in aggregate, you can get an idea

of what the group is thinking. If we compare the Dot Plot for Q1 vs. Q2, we notice a couple of things. The first is that the Fed is still expecting two 25bp rate cuts for the remainder of 2025. The second is that the Fed anticipates it will have to move more slowly on the path to its longer run neutral rate of 3%.

The Summary of Economic Projections is interesting because it provides insight into the Fed’s expectations for the data that impact its monetary policy – specifically, expectations for GDP, the Unemployment Rate, and PCE (the Fed’s preferred measure of inflation). The glaring takeaway from Q2 compared to Q1 is that the Fed expects slower growth combined with an uptick in unemployment and inflation. This combination points to a more challenging environment for the Fed to navigate in order to achieve its goal of a soft landing.

Looking past expectations, real data has shown cracks as well. Q1 GDP came in negative for the first time since early 2022. Much has been made of the drag that Net Exports (Exports minus Imports) had on GDP, as many businesses boosted imports in the first quarter to avoid paying tariffs, but there was also a noticeable decline in consumer activity. Q2 GDP may well bounce back, but given that roughly 70% of our economy is driven by consumer spending, a continued slowdown of the consumer could have a massive impact on the economy.



Considering the entire backdrop of current data as well as the Fed's own expectations, we can see the challenge they're up against. The Fed expects to cut rates twice through the remainder of 2025. The market is currently betting that the Fed cuts rates closer to three times, with the first cut coming in September. It feels like sentiment for a rate cut is starting to grow, as two voting members have come out publicly saying that they see a case for a July rate cut. The Fed has been very careful to project any movements they've made since they began the easing cycle and, so far, they've been pretty consistent with hitting their short-term targets. If the data continues to remain stable and we don't see any large upticks in the Unemployment Rate or Inflation, it makes sense to defer to the Fed's near-term guidance of two rate cuts, as they have so far been fairly consistent in following their projections.

If we do see two additional rate cuts this year, what could that mean for our balance sheets? Given the strong competition that much of the industry is facing for deposits, it could present a challenge. On one hand, institutions should be able to continue reducing cost of funds under cover of rate cuts from the Fed, but the magnitude of the savings on interest expense remains to be seen. If an institution is currently paying below-market rates on core deposits, that is going to limit the flexibility they have to cut costs – especially in more competitive environments. On the asset side of the balance sheet, lower rates will likely mean lower asset yields. This could cause some pressure on margins for the industry if asset yields decline more than cost of funds.

As with anything, proactive management can help mitigate risks. Analyzing the rate environments that present the greatest risk to earnings during the interest rate risk management process, and managing to those risks, remains the best strategy. As deposits remain competitive, having a plan to maintain higher asset yields, rather than relying solely on a decrease in cost of funds, should be a top priority. Used strategically, this is an area where the bond portfolio can really shine, as the right kinds of bonds offer natural falling-rate protection and a hedge against declining asset yields. Loans offer higher yields but carry the risk that customers have significant influence over the rate in falling-rate environments via refinancing and note modifications. Maximizing income with higher loan yields while also not neglecting the bond portfolio can put institutions in a favorable position to limit falling asset yields should we see continued cuts from the Fed.

Dillon Wiedemann is a senior vice president of the Financial Strategies Group at The Baker Group. He works with clients in a broad range of areas including investment portfolio management, education, swap strategies, and interest rate risk management. Dillon began his career in 2016, working with retail investors at Baker Asset Management before transitioning to the institutional side of the firm in 2019. A regular speaker at Baker's various educational seminars across the country, Dillon holds a bachelor's degree in finance from the University of Central Oklahoma.



The  
**BakerGroup**

# THE BAKER GROUP'S Baker Bond School

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

## WHAT YOU WILL LEARN

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

## WHO SHOULD ATTEND

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



**September 18-19, 2025**



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



## BOND SCHOOL SCHEDULE

### Thursday, September 18, 2025

Breakfast, Program, Lunch, Program, Adjourn, Dinner

### Friday, September 19, 2025

Breakfast, Program, Concludes at Noon

## ACCOMMODATIONS

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

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



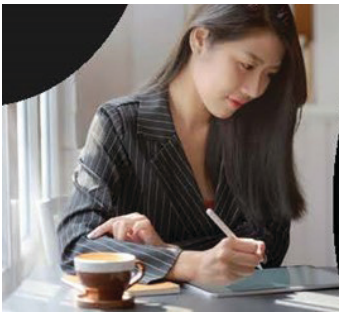
**11 hours of CPE credits will be earned for your attendance.**



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**


Oklahoma City, OK | Austin, TX | Long Island, NY | Salt Lake City, UT | Springfield, IL | [www.GoBaker.com](https://www.GoBaker.com) | 800.937.2257



# ABA Facilitated Online Training Courses

High-quality, interactive, digital courses featuring group collaboration and a virtual instructor, with fixed start and end dates.

**GET STARTED**



## Upcoming ABA Facilitated Online Courses

Join an online course with group collaboration, instructor feedback and guidance, and fixed start and end dates. Facilitated online courses provide an opportunity to meet your learning goals with the benefit of a classroom, but in an online environment:

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

### Marketing Planning | [click here](#)

August 11, 2025 – September 5, 2025

Member Price: \$375 (readings included)

This four-week long, foundational course develops skills for preparing a comprehensive strategic marketing plan that follows best practices. Learn how to assess customers and trade area opportunities. Discover ways to integrate this information into a situational analysis - then create an action plan and develop a budget.

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

September 24, 2025 – October 24, 2025

Member Price: \$775

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

### Building Customer Relationships | [click here](#)

November 17, 2025 – December 19, 2025

Member Price: \$255

Building Customer Relationships guides students through the strategies for earning customer loyalty, value-added sales and marketing, and creating and maintaining strong bank customer and partner relationships. It builds the critical relationship management skills so essential to successful banking careers.

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

September 22, 2025 – November 14, 2025

Member Price: \$575

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

### Marketing Management | [click here](#)

October 20, 2025 – November 14, 2025

Member Price: \$375

Marketing Management examines management activities from ongoing brand management to public relations and digital marketing to return on investment. Understanding the practices needed to prioritize projects, assess performance and balance resources will enhance your marketing success. To be an active contributor on a marketing team you must have working knowledge of marketing management.





## PARTICIPATION LOAN OPPORTUNITY

# \$50,000,000

### BHG's top-tier, highly skilled professional borrowers

7.25% yield and BHG's standard credit enhancements

#### Don't miss out

Commitment required by July 15, 2025 – limited availability

**Estimated closing: July 31, 2025**

### Program details

- 3% reserve to be held at Plains Commerce Bank
- Includes standard BHG "May-Opt" substitution
- Servicer will be Plains Commerce Bank
- Original loan files mailed and held by Lead Bank
- All individual loans and pool summary information available via secure portal

**Offered by Plains Commerce Bank**

Contact me for more information:



**Keith Gruebele**

EVP, Institutional Relationships  
954.263.6399  
KGruebele@bhg-inc.com



BHG is an endorsed vendor



**MIDWEST BANKERS  
Insurance Services**

*Insurance for banks,  
from people who know banks.*



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



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

### Professional Lines

Financial Institution Bond  
Directors & Officers Liability  
Cyber-Privacy Liability

### Property & Casualty Lines

Property-Liability-Business Auto  
Umbrella Liability  
Workers Compensation  
Foreclosed Property

### Lending Lines

Mortgage Impairment  
Force Placed Hazard and Flood  
Lenders Single Interest  
Commercial Asset Lenders Single Interest



# 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

### Choosing a partner to help your financial institution achieve success is a big decision.

You need a trusted advisor who is experienced, attentive, and invested in helping you accomplish your goals. Brady Martz has a dedicated team of experts with the capacity to assist you as little or as often as you need.

With a history dating back nearly a century, our team of over 450 professionals, including more than 50 shareholders, is dedicated to making a difference in the lives of others. We leverage our strength as a community-based firm utilizing our time, talent, and financial resources to enhance the communities in which we live and serve.

The financial institutions sector is complex and ever-changing. Banks and credit unions are constantly impacted by regulatory changes, updated accounting standards, and new legislation. Oftentimes, keeping up can seem like an impossible task. Brady Martz has industry experts ready to make life easier for our clients, with a friendly approach to financial and business advisory services, crafting personalized solutions tailored to your individual needs. Our priority is to get to know you and the ins and outs of your institution to better prepare you for both the challenges and opportunities of the future.

To learn more or schedule a consultation, connect with Ryan at [ryan.bakke@bradymartz.com](mailto:ryan.bakke@bradymartz.com) or 701-852-0196.

## Brady Martz

connect with us



Ryan Bakke, CPA  
Financial Institutions  
Practice Segment Lead  
Shareholder

Make Every Day Count | [www.bradymartz.com](http://www.bradymartz.com)



# A Trusted Partner for Your Cybersecurity Journey

You don't have to navigate the complex cyber landscape alone. Utilize our knowledge and experience, combined with your team's insights into internal processes, people, and culture, to create a tailored approach to next-level cybersecurity.



## Levels of Virtual CISO Partnerships

Whether you choose the Mentor, Partner, or Pro level, each service will enhance your organization's cybersecurity posture, protect sensitive data, defend against evolving threats, and nurture a proactive approach to cybersecurity management.



### vCISO Mentor

Your mentor will guide and strengthen your in-house security team.



### vCISO Partner

Your partner will provide collaborative support to your in-house security team.



### vCISO Pro

Your pro will take on the workload and perform the functions of a CISO or ISO.

## Cole Kratovil

cole.kratovil@sbscyber.com | 605.270.7925

To learn more, visit [www.sbscyber.com](http://www.sbscyber.com) today!



## BUSINESS PARTNER FEATURE

# Raising the Bar: Understanding Regulation CC Threshold Updates and Customer Notification Requirements

**Stephanie Shenoda**

Compliance Officer  
Compliance Alliance



Regulation CC, issued by the Federal Reserve Board, governs the availability of funds and the collection of checks in the United States. It ensures transparency for depositors regarding when they can access funds from check deposits and outlines rules for financial institutions on how to handle these deposits.

One critical component of Regulation CC involves threshold amounts, which are periodically adjusted for inflation. The most recent update, effective July 1, 2025, brings changes that banks and credit unions must implement – not only operationally, but also in how they notify customers.

This article breaks down the updated threshold amounts, explains their practical implications, and highlights what financial institutions must do to remain compliant, particularly regarding customer communications.

Regulation CC (12 CFR Part 229), also known as the Availability of Funds and Collection of Checks regulation, is rooted in the Expedited Funds Availability Act (EFAA). It specifies:

- How long a bank can hold deposited funds before making them available to the customer.
- What disclosures must be made regarding funds availability.
- Procedures for processing returned checks.

- Maximum timeframes for extended holds based on risk, check type, and deposit method.

The regulation also includes specific dollar amounts (thresholds) that trigger different availability timelines, such as the “next-day availability” amount and the “large deposit exception” amount. These thresholds are adjusted every five years for inflation.

The Federal Reserve and the Consumer Financial Protection Bureau (CFPB) announced updated thresholds that will take effect on July 1, 2025. These changes are designed to maintain the real-dollar value of certain regulatory provisions over time. The minimum amount of a deposited check that must be made available by the next business day will increase to \$275, up from the previous \$225. The cash withdrawal amount subject to extended holds will rise to \$550. For new accounts, the threshold for funds made available by the next day will increase to \$6,725, as will the threshold for identifying large deposits and repeated overdrafts, which are also used in determining eligibility for extended holds.

Additionally, the civil liability amounts under Regulation CC will be adjusted: the minimum liability for individual actions will increase to \$125, while the maximum will rise to \$1,350. For class actions, the maximum allowable liability will increase to the lesser of \$672,950 or 1% of the bank’s net worth.

These changes reflect a 21.8% rise in the Consumer Price Index (CPI-W) from July 2018 to July 2023, and institutions are required to update disclosures and notify consumers accordingly.

Banks and credit unions must ensure their funds availability policies, core systems, and deposit platforms reflect the updated thresholds. For instance, when a customer deposits a check and qualifies for next-day availability, the first \$275 (up from \$225) must be made available the next business day. The remainder can be subject to standard holds.

Systems that automate hold amounts or generate customer disclosures must be reprogrammed to align with the new figures.

Under Section 229.16(c)(3), when a financial institution changes its policy in a way that expands the availability of funds, it must notify customers no later than 30 days after implementing the change. Since these threshold increases generally benefit customers by shortening hold times or increasing early availability amounts, they are considered "positive" changes. However, failing to notify customers within this window could result in noncompliance and potentially subject the institution to penalties or examiner scrutiny.

Here is how institutions can meet the Regulation CC customer notification requirements effectively:

- Notifications must be sent no later than August 1, 2025 (30 days after the effective date).
- Institutions may choose to send the notice before July 1, 2025, as a proactive measure, but are not required to do so.

Financial institutions can use any of the following methods:

- Mailing a printed notice to the last known address.

- Delivering electronically, if the customer has consented to electronic disclosures under the E-SIGN Act.
- Posting a notice in-branch and on the institution's website (for walk-in customers and general awareness, but another method must also be used).
- Including a message on monthly statements or digital banking notifications.

Customers may not notice the change immediately, but the update means:

- Faster access to funds from eligible check deposits.
- Increased dollar amounts before longer holds apply.
- Improved transparency through timely notifications from their banks.

Educating frontline staff is essential, as customers may have questions once they begin noticing slightly different availability patterns on their accounts.

The Regulation CC threshold, update effective July 1, 2025, marks another step in keeping federal banking regulations in step with inflation and modern banking realities. Financial institutions must adjust their internal systems, update disclosures, and communicate the changes clearly to customers. While the changes are generally customer-friendly, strict compliance with timing and format of notifications is vital to avoid regulatory pitfalls. By staying informed and proactive, institutions can ensure a smooth transition and maintain customer trust in the evolving regulatory landscape.



**COMPLIANCE  
ALLIANCE**







COMPLIANCE  
ALLIANCE

## 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)

# 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)

SBSCYBER.COM

## LEADING THE WAY IN EDUCATION

Uniquely designed to serve the banking industry.



### JOIN THE COMMUNITY!

Join the growing SBS Institute community of professionals showing their commitment to strong cybersecurity and career advancement.

SBS  
INSTITUTE



### UNLOCK YOUR POTENTIAL WITH A CERTIFICATION

With ten role-based certification options to choose from, you are sure to find a course that perfectly fits your needs and helps you reach your career goals.



### TRAIN THE TEAM WITH FREE EDUCATIONAL MATERIAL

From webinars to checklists and tip sheets to toolkits - access and share educational resources to support a strong cybersecurity culture.

# BANK

## HAPPENINGS



### Bismarck

**First Western Bank** is pleased to announce the election of **Ryan Ackerman** to its Board of Directors. As a long-standing business leader, Ryan brings strategic insight, a strong understanding of the region's needs, and deep experience in engineering and business development.

Ryan currently serves as president and CEO of Ackerman-Estvold, an architectural and civil engineering firm headquartered in Minot, North Dakota. He co-founded the firm and has held leadership roles since its inception in 2003.

Ryan is a proud graduate of North Dakota State University in Fargo, where he earned a Bachelor of Science in civil engineering.



Ryan Ackerman

# associate

## HAPPENINGS

### Bismarck

**North Dakota Housing Finance Agency (NDHFA)** announces the selection of 2025 funding recipients for the federal Emergency Solutions Grant (ESG) and the state North Dakota Homeless Grant (NDHG).

The need for assistance in addressing homelessness and housing insecurity in North Dakota is substantial. Since NDHFA assumed administration of ESG and NDHG in 2023, both programs have been oversubscribed, with the demand for support far exceeding the funding available.

ESG focuses on providing funding for emergency shelters, outreach services, homelessness prevention, and rapid re-housing assistance. NDHFA received 18 applications, requesting over \$2.4 million in funding. NDHFA awarded a total of \$731,980 to seven agencies.

Modeled after ESG, NDHG was allocated a total of \$10 million for the biennium, with \$5 million available for the first year. NDHFA received 26 applications requesting over \$7.5 million in funding and awarded 18 applications, fully committing the funds available.

For more details on these programs, the application process, allocation plan, or awards list, please visit [NDHFA's website](#).

### Burnsville, MN

Professional Computer Services (PCS) has merged with **Bankers Equipment Service** and will now be operating as Bankers Equipment Service, effective July 1. Bankers Equipment Service has been a trusted provider of innovative products and services to financial institutions and casinos for 89 years.

This partnership brings together two respected companies dedicated to providing exceptional customer service to financial institutions in the upper Midwest. For decades, Bankers Equipment Service has proudly served Minnesota, North Dakota, and South Dakota. This merger will allow us to improve the quality and variety of products and services we provide to all our customers. PCS technicians will continue to service all PCS customers.

Our focus remains on delivering the same high level of reliability, innovation, and customer care that you have always depended on. This merger enhances our resources, allowing us to provide an even greater value to our customers.

Please explore [our website](#) to learn more.

## (RE)LEGALIZING SMALLER AND MORE AFFORDABLE HOUSING



Missing Middle Housing can provide more choices, but zoning regulations often prevent this type of development.

**Monday, July 28**  
**11:30 a.m. – 1:00 p.m. CDT**

**REGISTER AT**

[https://events.aarp.org/  
ReLegalizingHousing7-28-25](https://events.aarp.org/ReLegalizingHousing7-28-25)





# CLASSIFIEDS



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

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

## Insurance Manager Bismarck ND



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

Are you a disciplined leader driven to know your customers and meet their needs? Does your get-er-done attitude, high ethical standards, and community involvement inspire others? If so, you may be an excellent fit at Starion Bank!

Starion Bank is seeking an Insurance Manager in Bismarck! Salary dependent on experience.

### Responsibilities:

- Manage the overall performance of Starion's Insurance division, including staffing, financial performance, sales performance, client relations, and administration responsibilities.
- Coach, train, and lead the Insurance staff to Starion's core values
- Promote growth, client retention, insurance relationships, and overall profitability
- Establish strategies for sales, business development, customer service, account retention, cross sales and referrals
- Ability to travel to Starion branches is required

### Qualifications:

- Insurance licenses in property, casualty, life and health
- Knowledge of insurance regulations, policies, and procedures
- Knowledge of insurance carriers, industry trends, and overall news impacting the industry
- Eight to ten years of Insurance sales and leadership experience, or related experience
- Position is located in the Bismarck / Mandan area

Starion Bank is a growing community bank known for providing local leadership, personalized service and community loyalty. We foster a culture where you can grow both professionally and personally, and we treat employees as our most important organizational asset.

We offer a competitive salary and a full comprehensive benefit package including health, life, dental, vision, health savings account, 401K, profit sharing, paid vacation and holidays.

Join our team and work at a bank recognized as "Best of the Best" by Independent Business magazine and "50 Best Places to Work" by Prairie Business magazine and "Top 10 Workplaces" by Bismarck-Mandan Young Professionals Network! Apply online at [www.starionbank.com/careers](http://www.starionbank.com/careers).

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

## Sweet Partnership



Together we can help more North Dakotans achieve homeownership.

**NORTH DAKOTA**  
**housing**  
FINANCE AGENCY

## Credit Analyst II Any Bravera Location


**BRAVERA**

Bravera Bank is hiring for a Credit Analyst II at any of our locations. Bravera is an employee- and director-owned company that is committed to helping our employees forge a new path in their career. We work together to drive continuous improvement which enhances the customers experience and keeps our organization moving forward. A Credit Analyst will analyze borrower's financial statements to determine the risk involved in extending credit to businesses, compile credit presentations, and research support material for loan portfolio. They will work on complex credits, assist leads with projects, mentor other analysts, and perform Moody's system administration.

### Duties and Responsibilities:

1. Analysis of financial information of new and existing borrowers using sound judgment on cash flow and credit worthiness.
2. Assist lenders in constructing financial statement spreads and analyzing financial statements for credit quality including financial ratios, cash flow analysis, collateral analysis, repayment analysis on new and existing loans and applications, etc.
3. Assist lenders in conducting research and completing loan forms and other documentation, as needed.
4. Compile financial information in a standardized format for credit presentation by lenders.
5. Provide objective risk rating for loans based on financial strength of the borrower.
6. Assist lenders in analyzing loan covenant to debt compliance, as needed.
7. Assist lenders with general research and administrative recordkeeping, loan documentation, filing, etc.
8. Assist lenders with internal file review.
9. Assists lenders with developing existing and new customer relationships.

### Required Qualifications:

- Five years of experience as a commercial and/or ag credit analyst.
- Strong analytical skills.
- In-depth knowledge of credit analysis, credit administration, credit policy and procedures, and risk analysis.
- Effective technical report writing skills.
- Effective verbal and written communication skills.
- Proficient computer navigation skills using multiple software packages.
- Detail-oriented with an emphasis on accurate output.
- Initiative to produce high quality work.
- Effective time management skills.

### Preferred Qualifications:

- Bachelor's degree in accounting, finance, economics, business administration, farm/ranch management, or related field.

For additional details and to apply, please visit [bravera.bank/careers](http://bravera.bank/careers)

## Fraud Analyst ND or WI Locations



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

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

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

### Key Responsibilities:

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

### Qualifications:

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

### What We Offer:

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

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

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

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

## Credit Analyst I Any Bravera Location



Bravera Bank is hiring for a Credit Analyst at any Bravera location (including Fargo, ND). Bravera is an employee- and director-owned company that is committed to helping our employees forge a new path in their career. We work together to drive continuous improvement which enhances the customers experience and keeps our organization moving forward.

A Credit Analyst is responsible for analyzing borrowers' financial statements to determine the degree of risk involved in extending credit to Agricultural and Commercial businesses. They will compile credit presentations for review by lenders and will assist in research of required support material for loan portfolio.

### Duties and Responsibilities

1. Earn and maintain the respect and trust of people. Display honesty, integrity, and morality.
2. Responsible to promote a positive and collaborative environment that supports teamwork and excellent customer service throughout the organization.
3. Contribute to the overall success of the organization by leveraging opportunities as they relate to all entities of Bravera Holdings Corp.
4. Must maintain a high level of confidentiality and professionalism regarding all employee and customer issues and information.
5. Analysis of financial information of new and existing borrowers using sound judgment on cash flow and credit worthiness.
6. Assist lenders in constructing financial statement spreads and analyzing financial statements for credit quality including financial ratios, cash flow analysis, collateral analysis, repayment analysis on new and existing loans and applications, etc.
7. Assist lenders in conducting research and completing loan forms and other documentation, as needed.
8. Will follow established Bravera Loan Policies and Procedures and provide feedback as to changes needed.
9. Compile financial information in a standardized format for credit presentation by lenders.
10. Provide objective risk rating for loans based on financial strength of the borrower.
11. Assist lenders in analyzing loan covenant to debt compliance, as needed.
12. Assist lenders with general research and administrative recordkeeping, loan documentation, filing, etc.
13. Understand applicable banking regulations and stay current with changes.
14. Responsible for promoting the organization in the community through participation in various civic and community events, activities, committees, and organizations.
15. Adhere to all banking rules and regulations, including but not

limited to the requirements of the Bank Secrecy Act. In addition, the employee will be proactive in the prevention of illegal activities, will vigilantly look for activities that may constitute any type of fraud including money laundering, and will report any suspicious activity to the BSA Officer.

### Preferred Qualifications:

- Bachelor's degree in accounting, finance, economics, business administration, farm/ranch management, or related field.
- Two years related banking experience.
- Experience as a commercial and/or ag credit analyst.
- Strong analytical skills.
- In-depth knowledge of credit analysis, credit administration, credit policy and procedures, and risk analysis.
- Effective technical report writing skills.
- Effective verbal and written communication skills.
- Proficient computer navigation skills using multiple software packages.
- Detail-oriented with an emphasis on accurate output.
- Initiative to produce high quality work.
- Effective time management skills.

Location: Any Bravera Bank location (including Fargo, ND).

### Benefits

To support this, we provide a competitive and rewarding compensation package which includes a competitive salary, incentive compensation opportunities, retirement plan with company match, health insurance, paid holidays, paid time off (PTO), paid community volunteer time and stock opportunities. As a learning organization, we are committed to investing in the growth and development of our team members, offering training opportunities and tuition reimbursement.

### Our Values

- Give and earn trust. We support and empower one another to earn trust through accountable performance.
- Learn, teach and mentor. We are a learning organization that invests in growth and development.
- Collaborate and innovate. We work together to drive continuous improvement to enhance your experience.

Want to learn more about careers with Bravera? Go to [bravera.bank/careers](http://bravera.bank/careers).

*Equal Opportunity Employer/Protected Veterans/Individuals with Disabilities.*



## Virtual Banking Call Center Rep Mandan ND



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

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

Must be available to work in our Mandan location. Hours for this position could vary daily between 7 AM and 6 PM Monday – Friday and will be included in a Saturday rotation. Title and salary dependent on experience.

### The Virtual Banking Representative will

- Process and manage online accounts and consumer loans
- Deliver advanced digital and online offerings (online, mobile, social, phone, email chat at more)
- Enhance the customer experience while providing solutions to customers
- Provide customers with convenient ways to manage their accounts and provide solutions that meet their financial needs
- Serve all Starion Bank locations throughout North Dakota and Wisconsin

Virtual Banking Representatives are responsible for responding to routine and complex customer inquiries regarding consumer products and services as well as

- Quickly answer customer inquiries in a friendly and courteous manner
- Deliver exceptional service
- Provide first call resolution while following procedures that meet compliance guidelines
- Identify and offer customers the products and services they need and want to succeed financially
- Complete weekly tasks as assigned
- Assist customers with navigating and troubleshooting various online products

### Preferred Qualifications:

- One or more years of customer service experience
- Experience in a call center or customer service setting
- General understanding of standard bank transactions as well as common products and services
- Bilingual in English and Spanish desired but not required

Starion Bank offers a competitive salary and a full comprehensive benefit package including health, life, dental, vision, health savings account, 401K, profit sharing, paid vacation and holidays.

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

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

## Marketing Project Manager Mandan ND



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

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

### Why Starion Bank?

#### Key Responsibilities:

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

#### Qualifications:

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

#### What We Offer:

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

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

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

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



# Opt for Flexible, Trusted Deposit Services

From shifting demands to evolving market conditions, we know your bank's funding needs aren't always predictable. With IntraFi's ICS® and CDARS® services, it's easy for banks to grow relationships yet move deposits off balance sheet when needed, or to maintain funding amounts on balance sheet as liquidity needs dictate. The services offer an attractive combination of benefits for your customers and allow your bank to set its own rates. IntraFi is the largest deposit placement service provider and its network enables the highest per bank and per depositor capacity, offering the ability to make large dollar placements every business day.

Find out how your bank can use IntraFi services to **grow customer relationships** and **help optimize its balance sheet**.

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

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



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





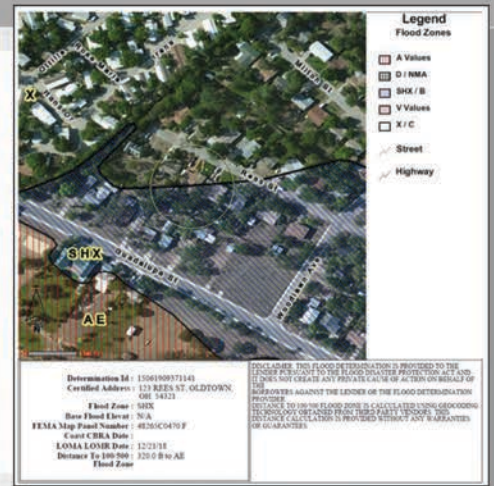
# Flooding **Outside** Special Flood Hazard Areas



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

## **Risk Factor**

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



## **Quick & Accurate**

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



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



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

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







NDBA  
**Services**  
INCORPORATED



## NDBA ENDORSED BUSINESS PARTNERS

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

### Win for North Dakota Banks

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

#### Allied Solutions

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

Fargo ND

Contact: Steve Owens, Client Development Manager

Phone: 612-845-4282

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



**Allied Solutions**

#### IntraFi

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

Arlington VA

Contact: Bradley Cole, Managing Director, Northern Plains

Phone: 703-292-3392

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



**IntraFi**

#### Arctic Wolf

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

Eden Prairie MI

Contact: Logan McAlpin, Sr. Account Representative

Phone: 612-304-0875

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



**ARCTIC  
WOLF**

#### Midwest Bankers Insurance Services

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

Eden Prairie MN

Contact: Adam Dawson, Regional Sales Manager

Phone: 952-261-8978

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



#### The Baker Group

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

Oklahoma City OK

Contact: Jantz Kinzer, Managing Director

Phone: 405-415-7255

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



#### ODP Business Solutions

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

Austin TX

Contact: Kimberly Gilbert, Senior Inside Sales Representative

Phone: 855-337-6811 (12815)

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



#### BHG Financial International Network

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

Davie FL

Contact: Keith Gruebele, EVP/Institutional Relationships

Phone: 954-263-6399

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



#### SBS Cybersecurity

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

Madison SD

Contact: Cole Kratovil, Account Executive

Phone: 605-923-8722

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



#### Compliance Alliance

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

Austin TX

Contact: Brittney Stacey, Director of Membership Development

Phone: 833-683-0701

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



#### Superior IRA & HSA

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

Perham, MN

Contact: Jason Bain, SVP - Sales

Phone: 218-330-5099

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



#### DataVerify Flood Services

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

Norwalk OH

Contact: Teri Sizemore, National Sales Executive

Phone: 419-660-8589

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



# **North Dakota Bankers Are Choosing BankOnIT.**

---

## **Discover Why.**

BankOnIT is the nation's most capable, comprehensive, and cost-effective solution for bank technology networks.

We're here to help your bank win.

Visit us at [bankonitusa.com](http://bankonitusa.com) or ask us at [solutions@bankonitusa.com](mailto:solutions@bankonitusa.com) or 800-498-8877, option 2.

**BankOnITUSA®**  
[bankonitusa.com](http://bankonitusa.com)