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## Washington Policy Summit 2014 by John A. Brown, President



*Pictured facing camera at table left to right: Senator Heidi Heitkamp; Mellisa Pinks, American Bank Center, John A. Brown, ICBND; Tim Porter, Bank of North Dakota. In chairs behind table left to right: Cindy Schaaf, Dakota Community Bank & Trust; Bryan Anderson, Horizon Financial Bank; Howard Schaan and Julie Schaan, First State Bank of Harvey.*

April 29th – May 2nd a delegation of bankers from ND joined more than 1,000 community bankers at the ICBA Washington Policy Summit (WPS) in our nation's Capitol. The group listened to Senate Banking Committee members Bob Corker (R-Tenn.) and our own Heidi Heitkamp (D-ND) ahead of our grassroots meetings with members of Congress and federal financial regulators.

ICBA noted that there were more than 300 congressional meetings scheduled to address key issues which included regulatory relief, housing-finance reform, and credit union and Farm Credit System tax subsidies.

Senator Heitkamp noted during her speech to the banking group that community banks had nothing to do

with the 2008 financial crisis and should not bear the burden of regulations imposed in the aftermath. She encouraged community bankers to keep their seat at the negotiation table and tell their real-world stories as they advocate regulatory relief and sound housing –finance reforms. To support this, Senator Heitkamp said, “if you’re not at the table, you’re for lunch!”

The second day of the WPS Fed Chair Janet Yellen told the community bank group that the Federal Reserve has taken steps to avoid a one-size-fits-all approach to bank regulations and to tailor supervision to the size and complexity of the banks it supervises. Additionally, Yellen said the agency takes a disciplined approach to judging which supervisory policies should apply to community banks and whether it can minimize burdens and improve examination processes.

It should be noted that recently Fed Chair Yellen said she asked the White House to appoint a community banker to the board. She told the Senate Budget Committee she would love to see a replacement for former Fed governors Elizabeth Duke and Sarah Bloom Raskin with community bank experience and has conveyed that message to the White House. This could be accomplished by the passage of the Community Bank Preservation Act of 2014 (S. 2252). This legislation, introduced by David Vitter (R-La.) of the Senate Banking Committee, would require at least one member of the Federal Reserve Board of Governors to have experience as a community banker or community bank supervisor. Senator Heitkamp is one of the bill's bipartisan cosponsors and supported by ICBA.

As always, I encourage all community bankers to get involved in this process, as Senator Heitkamp said, “if you’re not at the table, you’re for lunch!”

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Robert Larson  
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ICBND Chairman

Happy Summer everyone! It's great to see all the smiles on people's faces as the weather warms up.

With the new summer season approaching, I think it's a great time to remind everyone how important it is to keep in contact with our Senators and Congressman on the various issues facing community banks. As John Brown mentions in his article, we have to be in the forefront of the issues if we expect change.

ICBA's Plan for Prosperity is a wide-reaching plan of action for meaningful regulatory relief. A very important part of this plan is the CLEAR Relief Act (S.1349). Please, please, please contact our representatives to let them know how important regulatory relief is to community

banks. You can get additional information on these relief bills at [www.icba.org](http://www.icba.org).

Another promising development is the CFPB's proposal to allow banks to post their Privacy Notices online. The elimination of sending out privacy notices annually even when there have been no changes has been a major push. This may be a great compromise for us.

We have a couple of very special events coming up! The ICBND Ag School is in June. This school filled up fast but we recently had two cancellations so if you have someone who you think will benefit from this outstanding education – get them signed up now! We are very excited about the quality of the speakers and agenda for this 2

year program. We have worked extensively with NDSU, and BSC in designing the content. Consider sending one of your lenders to this great program.

Also, the ICBND Annual Convention is approaching fast. Scheduled for August 17 – 19, it promises to be bigger and better than ever. We have something for everyone... an outstanding speaker lineup, wonderful socials, great golfing, and a vendor list that you won't want to miss. We added an IT focused breakout sessions this year on Monday afternoon. Your convention offers opportunities for not just the Presidents, but also for many of your employees as well. Give it a thought!

I hope you all have a great summer and I will see you at the convention!

## ND Banks' Health Care Trust



John A. Brown  
ICBND President

When you receive this newsletter we will have held our first regional meetings to explain the new program proposed for community banks in North Dakota. Although the two North Dakota banking associations have provided group coverage for many years, the Affordable Health Care Act has given us the opportunity to form one large group to offer a self-funded plan to all North Dakota banks.

We are fortunate to have found consultant, David Middaugh from Middaugh and Associates in Fargo. David, in addition to

our ERISA attorney from Minneapolis, has led us through the process of working with BCBS and the state insurance department. Because of timing issues, BCBS has extended our July 1st renewal dates to August 1.

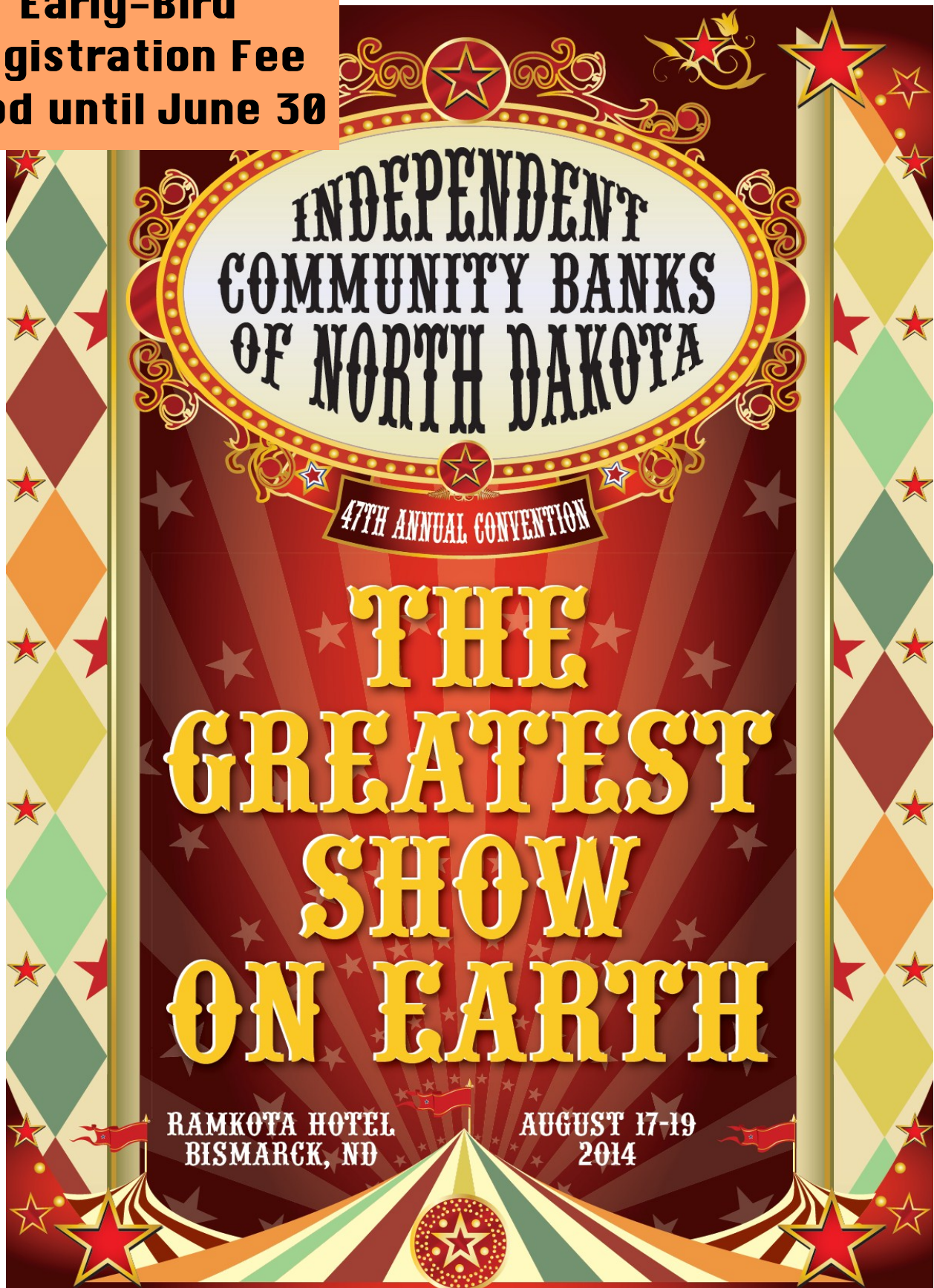
We look forward to this change in the ICBND/NDBA Joint Health Insurance Plan. Moving to a Self-Insured Trusteed plan will enable member banks to retain health insurance plans very similar to the existing plans, rather than being forced into the new government mandated

“metallic” plans. By bonding together we hope to take advantage of cost reductions and continue the advantages and cost savings associated with the economies of scale. I look forward to seeing everyone at our regional meetings to hear about these opportunities!

Make sure and mark your calendars for our upcoming “Community Banks...The Greatest Show on Earth” convention coming August 17-19!



**Early-Bird  
Registration Fee  
good until June 30**



## A Foundation for Reform by Ron Haynie, Senior Vice President of Mortgage Finance Policy at ICBA



The debate over how to restructure the housing-finance system and the government-sponsored enterprises Fannie Mae and Freddie Mac has taken shape in recent weeks.

Senate Banking Committee leaders have introduced their long-awaited draft plan, while new legislation in the House has continued the debate in that chamber.

Despite these new sources of momentum, how the debate over reforming the housing GSEs plays out remains very much an open question. Along the way, ICBA has been working closely with Congress and the administration to ensure continued community bank access to the secondary mortgage market.

### Senate Stirs

The GSE debate took a major step forward with the introduction of a legislative proposal from Senate Banking Committee Chairman Tim Johnson (D-S.D.) and Ranking Member Mike Crapo (R-Idaho). The Johnson-Crapo proposal would establish a new Federal Mortgage Insurance Corp., which would provide an explicit government guaranty on mortgage-backed securities issued through a Common Securitization Platform. The FMIC would be modeled after the FDIC and would regulate guarantors, aggregators, mortgage insurance companies and the Federal Home Loan Banks.

To preserve community bank access to the secondary market, the proposal also would form a mutual cooperative jointly owned by small lenders and chartered by the FMIC that would provide small and mid-sized lenders direct access to the secondary market without

having to securitize loans. Fannie and Freddie would be placed into runoff after a carefully managed transition period to the new system.

In recent meetings with White House officials and members of Congress, ICBA has related its positions on the proposal. While the plan would support continued community bank access to the secondary market through the mutual cooperative, ICBA is concerned about a provision that would allow financial institutions to be the originator, aggregator and guarantor of mortgage loans, which would allow the largest financial firms to dominate the market. ICBA recommends that no entity be allowed to be a guarantor if it is also an aggregator or an originator. ICBA also is concerned that the FMIC would become another bank safety-and-soundness regulator and that it would regulate the Federal Home Loan Banks, which might require the new agency to bite off more than it can chew.

Additionally, ICBA is calling for more details on a proposed 10 percent capital buffer for private guarantors as well as compensation for community bank holders of Fannie and Freddie preferred shares, which were wiped out with their conservatorship. To help address the shareholder issue, the association is advocating a policy similar to a provision in legislation introduced by Sens. Mark Warner (D-Va.) and Bob Corker (R-Tenn.) that would allow GSE profits to flow to shareholders rather than solely to the federal government.

### In the House

If the release of the Senate agreement represented a great leap forward following

prolonged closed-door negotiation, the House witnessed a counteroffer to legislation that advanced months ago.

House Financial Services Committee Ranking Member Maxine Waters (D-Calif.) recently released her own proposal, the Housing Opportunities Move the Economy Forward Act, to reform the housing-finance system. Similar to the Johnson-Crapo proposal in many respects, the Waters plan would establish a new entity to provide an explicit government guaranty on eligible mortgage-backed securities issued through a mortgage securitization co-operative, which would provide a cash window for community banks to sell individual mortgages. The Waters bill would require a 5 percent first-loss position to be provided by the private market in front of the government guaranty.

The Waters plan comes after the House panel she serves on approved a much different proposal back in July 2013. That plan, the Protecting American Taxpayers and Homeowners (PATH) Act introduced by Rep. Scott Garrett (R-N.J.), would generally privatize the secondary mortgage market.

Obviously, there are plenty of differences left to resolve as Congress debates housing-finance reform. With much debate yet to come, ICBA will continue working with Congress and the administration to ensure housing-finance reforms meet the association's principles and avoid further concentration of the banking industry.

*Ron Haynie can be reached at [ron.haynie@icba.org](mailto:ron.haynie@icba.org).*





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## Associate Profile

### Bank Holding Company Association

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7400 Metro Boulevard, Suite 217

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The Bank Holding Company Association is a trade association comprised of member bank holding companies throughout the Upper Midwest. Its primary mission is to educate members on the effective use of a bank holding company, permissible holding company activities and the various regulatory and legislative issues that affect the financial services industry.

## Associate Profile

### Zimney Foster, P.C.

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

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## Associate Profile

### High Plains Technology

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High plains Technology provides complete design, implementation and outsourcing services for small and medium business. We are the IBM Premier Business Partner focusing on BladeCenter, System I, System x, VMWare, Microsoft, Cisco, Brocade and Document imaging solutions. We believe in a higher standard of products, services and knowledge. And that is what we deliver to our clients, every day. To learn more, visit [www.hplains.com](http://www.hplains.com)



## Big Brother: Picking Winners and Losers by Camden R. Fine, ICBA President and CEO



Heaven protect us from the government's agents of do-goodism.

Unfortunately, the U.S. Justice Department has a Lone Ranger vigilante squad riding roughshod within its bureaucratic ranks. That self-deputized morality posse has been exposed through Operation Choke Point, a law enforcement initiative targeting third-party payment processors and their financial institutions that process payments for businesses engaged in higher-risk, but legal, activities.

Not content with pursuing true law breakers, however, at least some officials involved with Operation Choke Point have instead strayed off the legitimate law enforcement path into meddlesome political pastures. These badge-toting, unaccountable bureaucrats at the Justice Department, most likely working with a nudge and a wink from other federal agencies, have started chasing a few personal hobbyhorses—the costly but **legally operating** check-cashing shops and payday lenders that some government officials view as disreputable or unsavory.

I am not here to defend the business models of check cashers or payday lenders; that's for those industries to do. I'm writing about this topic because some officials involved with Operation Choke Point have been quietly pressuring financial institutions, including

community banks, to deny these lawful businesses access to mainstream payment services and essential banking accounts. This is an abuse of government and policing power that is alarming and dangerous.

Whatever anyone feels about the high costs of using check cashers and payday lenders, Congress has decided these industries are legitimate. In fact, during their deliberations over the Dodd-Frank Wall Street reform legislation, federal lawmakers reviewed the payday business model and decided not to interfere with these state-regulated companies, which millions of Americans rely on.

No government official should coerce any lawfully operating company, either directly or indirectly, not to do business with—or to do business with—any other lawfully operating company. Similarly, no government official should decide which financial services a lawful business may or may not access. Advancing any government agenda threatens every American's economic freedom. Allowing check-cashers and payday lenders to be targeted today leaves almost any other set of lawfully operating businesses vulnerable to similar treatment tomorrow.

Of course, every community bank supports the prosecution of criminals operating in the financial system. Community banks and other financial institutions dedicate considerable time and resources to monitoring and reporting

for possible financial crimes under the Bank Secrecy Act. But Operation Choke Point reveals the unwelcome trend of requiring banks to serve more as snooping agents for the government rather than as trusted financial service providers. Needless to say, ICBA is extremely concerned that Operation Choke Point is forcing community banks to make untenable choices of either severing valuable and legal customer relationships or risking Justice Department enforcement actions.

Working with other payments industry groups, ICBA has asked the Justice Department to suspend Operation Choke Point and redirect the program's resources to other programs legitimately investigating businesses that may be violating the law. Now both Democrats and Republicans in Congress are concerned about this program. Several lawmakers are attempting to learn more about Operation Choke Point, so this story is still unfolding.

When cape-crusading government officials begin to pick winners and losers among legally operating businesses, everyone should be very concerned. Programs like Operation Choke Point can all too easily cross the line separating freedom from tyranny.

*Camden R. Fine is President and CEO of ICBA. Reach him at [cam.fine@icba.org](mailto:cam.fine@icba.org).*

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# The Three Rules

by John H. Buhrmaster, Chairman of ICBA



Be responsible, be respectful and be truthful. These are the three rules of good conduct in my family's household. No complicated list of rules, just these three simple rules upon which my children can judge their own actions.

As a father to three amazing children, I find myself talking about these three rules over and over again. And that's not because any of my children often find themselves in the family dog house. To the contrary—these are three rules that I require myself to live by every day. In doing so, in leading by example, my wife, Leslie, and I are cognizant of our actions and what they mean for the well-being of others, including our children.

So, naturally, we sometimes find ourselves talking about these important rules over family dinners and get-togethers. They also carry over a few miles to the west to First National Bank of Scotia—the other place I call home. As a community banker, these same rules apply. It's simple. As I want the best for my family, I want the best for my customers. When we follow these rules, everybody wins.

As one community banker to another, I know I don't have to remind you about these rules. You know the well-being of your customers is

essential to your ongoing livelihood, and they're an extended part of your family. So you know that every action that's not responsible, respectful or truthful will only harm rather than help people and communities. That's why you take your principles as a community banker so seriously.

I only wish that those on Wall Street would do the same. I can't help but think what pain might have been avoided if those on Wall Street had reminded themselves about these three simple rules of good conduct during the years leading up to the financial crisis. While it does us little good to think in terms of what might have been, I have a feeling that the term "Great Recession" might never have been added to our grandchildren's history books if these simple rules—be responsible, be respectful and be truthful—had been followed by all.

While we can't change the past, we can certainly speak up now to change the future. Greater protections against future crises and additional financial diversity will help reduce systemic risk, mitigate taxpayer exposure to bailouts, promote competition and ultimately provide essential credit to consumers and businesses.

All of this is smart public policy. These are important but not foolproof steps, and you can't legislate every good behavior in the marketplace. Well-informed consumers should have the ultimate say in who they want to do business with. They should have the power to make a final choice.

And we have that choice too, every day, to say that we are going to live by the rules that we set as standards for ourselves and for others. Not all rules are bad. Sometimes they are there for a reason. That's why community banks really have an opportunity to serve as role models for Washington's policymakers looking to further rein in Wall Street's careless financial institutions. After all, we have a time-tested, completely accountable business model that's based completely on the trust and well-being of our customers.

So go ahead and know that by following the rules and doing the right thing, you are making a difference by setting the right example. You are setting the bar high, and quite frankly, when our customers, communities and economy's livelihood is on the line, that bar ought to be high for everyone.

*John H. Buhrmaster is president of 1st National Bank of Scotia, in Scotia, N.Y.*

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# Congratulations to our 2014 Re-Certified Frontline Professionals

Independent Community Banks of North Dakota is proud to announce that the following individuals have been re-certified as an ICBND Certified Frontline Professional.

**Bank of Hazelton:** Heidi Kalberer and Yvette Humann

**Citizens State Bank of Finley:** Elayne Michaelis, Gail Hauge, Heidi Walswick, Laura Gilbertson, and Tia Sotvik

**Cornerstone Bank:** Alana Vollmer, Debra Marman, Sallie Wilz, and Shantel Hellman

**Heartland State Bank:** Andrea Kjergaard, Arlys Mathern, Carolyn Klettke, Doreen Aberle, Jane Coleman, Julie Ness, Karen Carlson, Karen Feist, and Penny Jans-McClean

**Horizon Financial Bank:** Katie Restad

**Citizens State Bank of Mohall:** Clarissa Brackenbury, Faye Hardy, Gladys Lakefield, and Nancy Johnson

**State Bank & Trust of Kenmare:** Charlene Ankenbauer, Christina Christensen, Cindy DeBilt, Dawn Larson, Kayla Sandberg, Paulette Mattern, Sheila Burns, and Vicki Herman

**Liberty State Bank:** Sandra Huseby

**McIntosh County Bank:** Brenda Nolz

**North Country Bank:** Brenda Dockter, Chastity Aasheim, Cyndee Baumann, Heidi Strobel, Rachael Hammond, Sara Scholl, Sharon Rath, and Tom Repnow

**Peoples State Bank of Velva:** Denise Martin and Sherrie Leier

**Security First Bank of North Dakota:** Brandi Lang, Deb Fuchs and Susan Bauer

To become a Certified Frontline Professional individuals must attend two Frontline sessions in a calendar year. For re-certification they must attend at least one session per year. The Frontline sessions are held in the spring and fall in four locations around the state.

## ENTERPRISE



## MANAGEMENT

The ICBND ERM Focus Group offers the opportunity for any size bank to join in the discussion on this process which varies with the size and complexity of your bank. We meet almost every month at various

locations in the Fargo or Bismarck area. We talk about what is happening with Enterprise Risk Management at the banks. Since most of the members do not have a formal ERM program in place, we share what we do have and how it is changing. In March, Mary Peter and Toby Aeilts from Eide Bailly provided an overview of the Excel-Based ERM Matrix they have developed for community banks. This generated a lively discussion of how a tool can assist you in gathering, assessing and monitoring enterprise risks.

We encourage you to join our group and learn from your peers what might work for your bank. We have discussed how regulators encourage ERM, but don't give clear guidance on what they are looking for. This forum provides a place for us to ask questions and learn from what other banks, regulators, and boards are planning for the future of ERM and risk management.

If you would like to join our group, or ask questions about what has been shared already, contact John Brown at [johnb@icbnd.com](mailto:johnb@icbnd.com). Look for the July meeting topic, location and registration on our website.

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## Let's Do the Tighten Up - Agency spreads continue to grind lower by Jim Reber, ICBA Securities



Rhythm and blues artists Archie Bell & The Drells (from Houston, Texas) probably weren't making any keen observations about the government agency debt market in 1968 when they released their smash hit, "Tighten Up." But since I don't know Mr. Bell nor his Drells, and since I wasn't aware that there was a bond market in 1968, that's mere conjecture. Nonetheless, he may have hit on something currently affecting your bond portfolio.

Agency spreads, which represent the difference in yield between a risk-free asset (e.g., a Treasury obligation) and a bond issued by Fannie Mae, Freddie Mac or the FHLBank, are at historic lows right now. They've actually shrunk in the last several years to the point that there is precious little incremental yield at all. What's a responsible portfolio manager to do?

### One year back

Looking back to the recent past can reveal a trend. If you had asked your broker to show you an agency bullet (a bond with no call options embedded) in December 2013, you would have been offered one with a stated interest rate (or "coupon") of about 1.72 percent. That yield would in fact have been made up of two components. The first would be the yield on the benchmark 5-year Treasury

note (which at the time was about 1.50 percent) plus the spread that you're entitled to for the additional risk you assumed, which was about 22 basis points.

Today, that same 5-year bullet yields about 1.57 percent. While the benchmark Treasury note yields nearly the same, the spread has tightened dramatically, and an investor is only getting about 7 basis points of spread. You may contend that a 15-basis point drop in yield is not substantial, but what is more to the point is that all agency spreads are at very much historic lows. What's causing this trend?

### Supplies compromised

The most visible cause is that the agencies simply aren't issuing as much debt as in the past. Both Fannie Mae and Freddie Mac have been mandated to shrink their balance sheets so as to boost their capital ratios, and actually it would have happened anyway as the volume of new mortgage originations has declined by about 50 percent since the summer of 2013. In the first quarter of 2014, Fannie and Freddie issued \$33 billion less in new paper than they called away.

The FHLBank system-wide balance sheet has likewise decreased dramatically as members simply haven't needed to take down advances to fund their operations.

Between 2008 and 2013, the amount of outstanding debt obligations on the FHLBank combined balance sheet declined by 42 percent.

So while GSE reform looks to be a later-than-sooner proposition, temporarily leaving Fannie and Freddie intact with their nearly-explicit government backing, while the FHLBanks collectively are about 60 percent of their size in 2008, demand has overwhelmed supply, pushing down yield spreads. They have actually gotten so low that some community bank investors have begun employing other alternatives.

### Inside scoop

One aggressive strategy is to sell those bonds which are deemed expensive, and bide your time until spreads widen. Some institutional investors have actually swapped out of agencies and into Treasuries. This will cause your bank's bond yields to drop in the near-term, but the bet is that spreads will widen out in the future, at which time agencies will be re-employed and the holding period return will be enhanced.

Another is to buy bonds that have maturities or call features that are slightly longer than benchmarks. For example, instead of a buying true 5-year maturity, some investors will stretch out to 5.5 years, and pick up maybe 8 more basis points. Certain institutional buyers are

*Story continued on page 13...*

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# ICBND MEMBERS IN THE NEWS



## North Country Hires Holtan

**Ryan Holtan** has recently joined North Country Bank as a Loan Officer in its Underwood location. He is a graduate of NDSU and DSU with bachelor's degrees in economics and accounting. Ryan has had previous work experience as an accountant. The past two and a half years he has worked as a loan officer in the areas of ag, commercial, and consumer lending.



## Bank Financial Services Group Hires New CFO

Bank Financial Services Group is pleased to announce that **Stephen Hall** has recently joined the BFS executive team as Chief Financial Officer. In his new position Steve will oversee all financial strategy, management and reporting. Prior to joining BFS Steve spent 17 years with JP Morgan Chase where he held various senior financial positions. Steve is a graduate of St. John's University with a Master's Degree in Financial.



## Grussing Promoted

**Ryan Grussing** of Cornerstone Bank has been promoted to Vice President of Business

Banking. Ryan has been with the bank since July 2009. He is active in Junior Achievement of F-M-WF in the classrooms as well as on the Board of Directors. He is also involved with the ICBND and it's Emerging Leader Program.



## Pierson Promoted by NDGT

**Erin S. Pierson** has been promoted to the position of Executive

Assistant/Corporate Secretary at North Dakota Guaranty & Title Co. in Bismarck. Pierson was an order coordinator prior to her promotion. She joined NDGT in May 2012 after working for Aetna and Bobcat. Pierson earned a certificate in welding from Bismarck State College.



## Starion Financial Hires CIO/COO

**Stacy Hall** has joined Starion Financial as the Chief Information Officer/Chief

Operations Officer. Hall will be primarily responsible for the overall administration of the bank's technology, accounting and operations teams. He comes to Starion with more than 13 years of banking experience. He is a certified project manager and attended the Pacific Coast Banking School. Hall earned his Bachelor of Science in political science from the University of Wyoming—Laramie and his Masters of Business Administration in technology management from the University of Phoenix.



## Lee Hired as VP/Member Services at FHLB

**James Lee** was recently hired as Vice President/Member Services by Federal Home

Loan Bank of Des Moines. Lee will be responsible for assisting FHLB Des Moines member financial institutions in North and South Dakota. He has 25 years of experience in the banking industry, including 16 of those in the sales field. Prior to joining FHLB Des Moines, Lee was at United Bankers' Bank in Sioux Falls, SD for eight years, where he worked with nearly all of the financial institutions in North and South Dakota. During his tenure at United Bankers' Bank, Lee was promoted to Assistant Vice Present and then Vice President.

## Dacotah Bank's Gulmon Receives Valley City Hi-Line Award

**Dick Gulmon**, market president for Dacotah Bank in Valley City, has received the highest accolade given by the Valley City Chamber of Commerce. He received the Hi-Line Award at the annual banquet. Gulmon has been recognized for his continued dedication to many community programs. He is a Valley City State University Foundation board member, also a member of the Valley City/Barnes county Seniors Board of Directors, Valley City Community foundation, and the Valley City Visitors Committee. Gulmon is also chair of the Sheyenne Care Center Advisory Board, treasurer of the Valley City Rural Fire Department, and chairman of the Valley City Park and Recreation District. He is also commissioner of the North Dakota Amateur Softball Association, as well as a member of the North Dakota Amateur Softball Association Hall of Fame. He is also national chairman of the Amateur Softball Association's Equipment committee.

## Bank of North Dakota Adds Staff and Announces Retirees



Bank of North Dakota recently welcomed three new employees to work in Student Loan Services. **Beth**



**IntVeld** and **Mallory Westby** have been hired as customer service representatives.

**IntVeld** earned a bachelor's degree in mass communication from NDSU and **Westby** earned a bachelor's degree in accounting and finance from Minot State University.

**Courtney Flyberg** was hired as a student loan specialist in

the New Loans area. She earned her bachelor's degree in marketing from NDSU.



## Sara Schumacher

was hired as a financial services representative in Retail and Customer Service. She has nearly seven years of experience in banking from Capital Credit Union. She earned her bachelor's degree in business administration from University of Mary.



## Lisa Carlson

accepted the position of Residential Real Estate manager. She has more than 30 years of banking experience with an emphasis on mortgage lending. Carlson earned a bachelor's degree in education from Valley City State University and a bachelor's degree in finance from Minnesota State University Moorhead.

Two veteran BND employees will retire at the end of May.



**Holly Schirado**, DEAL Student Loan specialist has been with BND for 31 years. Schirado looks forward to helping build her son's house,

spending more time with her 89-year-old mother and spending hot summer days at the lake.



## Dave Fisher

Residential Real Estate manager will retire after 18 years of service. Dave wants to thank everyone for their friendship and support over the years. He looks forward to fishing and more time at the lake.



# COMMUNITY BANKS and BANKERS IN THE NEWS



## **Choice Financial Hires Johnson as Market President**

**Chris Johnson** Recently joined Choice financial in Grand Forks as Market President, leading both the bank's Grand Forks locations. Johnson has previous banking experience including eight years at Bremer Bank and 12 years at Choice Financial's Grafton location. He graduated from Minot State University, with a bachelor of science in marketing, and from Minnesota State University Moorhead with a bachelor of science in finance. He is active with the American Diabetes Association Step Out Walk.

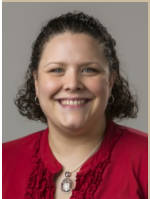
## **Choice Financial Adds New Employees**

Choice Financial recently hired **Chris Granlund** as Credit Analyst and **Amy Ebensteiner** as Frontline Customer Service Representative at the bank's South Fargo location.



**Granlund** brings nearly six years of finance/accounting experience, including auditor with Eide Bailly and most recently financials

statement supervisor for Sanford Health. He graduated from UND with a degree in accounting.



**Ebensteiner** brings eight years experience serving customers as member services coordinator at the YMCA, and attended Minnesota State University Moorhead. She is an active volunteer for the YMCA and American Cancer Society's Relay for Life.



## **Froeber Promoted at Bell State Bank & Trust**

**Dave Froeber** has been promoted to vice president/

construction loan officer at Bell State Bank & Trust in Fargo. In his new position, Froeber assists builders and consumers with construction financing needs. Originally from Crookston, MN, he earned a bachelor of science degree in finance from Minnesota State University Moorhead and has been in the banking field for 33 years. He has worked for 29 years as a mortgage lender, the last nine with Bell State Bank & Trust.



## **Graham Hired at Bell State Bank & Trust Tanner**

**Graham** has been hired as correspondent credit officer at Bell State Bank

& Trust in Fargo. In his new position, Graham prepares credit presentations and analyzes financial information. Originally from Crookston, MN, he earned a degree in finance from the University of Nebraska-Lincoln and has been in the banking field for six years. He previously worked with the Comptroller of the Currency as a bank examiner.

## **Two Hired at Cornerstone Bank**



**Roxanne Miller Flieger** has joined Cornerstone Bank as a Mortgage Loan Officer in Fargo. She comes to the

bank with over 9 years of mortgage lending experience.



**Scott Meyer** has joined the bank as a Mortgage Loan Officer in Grand Forks. He comes to the Cornerstone

Bank with 6 years of financial services experience.

## **Starion Financial Promotes Two**



**Chuck Neubauer** has been promoted to market president at Starion Financial. He will remain primarily located in Bottineau but will continue serving the Dunseith and Rolla branches as well. Chuck joined Security State Bank in Dunseith in 1999 as a commercial/agricultural business banker and was named business banking officer, VP when Security State Bank merged with Starion Financial. Chuck holds a Bachelor's degree in agriculture economics from NDSU and has also completed the Graduate School of Banking program in Boulder, CO.



**Mike Wickham** has moved into his new role as a business banking officer after holding the retail branch manager

position for more than six years. He is still located in Fargo. In his new role, Wickham works to maintain and provide service to existing client loan and deposit relationships. He earned his Bachelor's degree in Business Administration from NDSU and his Master of Business Administration from the University of Mary.



## **Starion Financial Hires Fugere**

**Ryan Fugere** has joined Starion Financial as a personal banker.

He is location in Bismarck. In his role, Fugere works with clients to identify, establish and develop long-term banking relationships by helping them with deposit and lending needs. He is currently taking classes through Minnesota State

Community and Technical College-Moorhead and is working towards his Bachelor's Degree.



## **Widmer Roel Hires Schell Andrew**

**Schell** has joined the agricultural division of Widmer Roel. Schell, as an audit associate, provides audit and accounting services. He has a bachelor's degree from NDSU.



## **Johnson Named Market President**

American Bank Center is pleased to announce that **Scott Johnson** has been hired as Market President for their Devils Lake location. Scott has a Bachelor's Degree in Business Administration from Moorhead State University and a Master of Business Administration Degree from UND. He has 20 years of experience within the financial industry.



## **New President and CEO**

With the upcoming retirement of George Ehliis, American Bancor, Ltd. Is

excited to announce that **David Ehliis** will assume the position of President and CEO beginning in July. He is a graduate of the US Military Academy at West Point, NY, with a degree in mathematical economics, and a graduate of Harvard Business School, in Cambridge, MA, with a master's degree in business administration. David's proven business expertise will allow him to effectively lead the company as they continue to strive for the financial success of each customer.

## Emerging Leaders Group Holds Spring Meeting at BND



Twenty-four of the ICBND Emerging Leaders Development Group attended the Spring meeting at Bank of North Dakota. Attendees heard about the history of BND from Janel Schmitz, Communications & Marketing Manager and Anita Quaglia, Business Development Manager. They were then joined by Wally Erhardt, Director, and James Barnhardt, Director, to learn about the College Planning and College SAVE programs. After lunch Bob Humann, Senior VP of Lending, Tom Redmann, Commercial Loan Manager, Mark Weide, Agriculture Loan Manager, Adam Matter, Residential Collection Officer, and Shirley Glass, Student Loan Manager joined the group to review the many BND Lending programs. Tim Porter, Senior VP of Accounting and Treasury and Al Weisbeck, Investments Manager informed the group on the accounting and treasury of the bank. CEO/President Eric Hardmeyer ended the day with a great presentation and a Q&A session. The group chose the Central Dakota Humane Society as their Community Event for this session and donated a pick-up load of items from the Humane Society's most needed list along with a cash donation.



*Bank of North Dakota's CEO/President Eric Hardmeyer addresses the attendees.*

*Story continued from page 9...*

mandated to stay specifically within 5-year maturities, which is why fractional-year maturities have noticeably higher yields.

Still another is to buy a bond with one-only call date, at a price below par, at a yield to maturity higher than a bullet. If the bond misses its one call date (which is the expectation the day of purchase), spreads will narrow to that of a bullet, and your bank's portfolio performance will be enhanced.

Regardless, buyers beware that incremental yield over Treasuries will be hard to come by for the time being. The best news is that for the bonds currently in your bank's investment portfolio, their market prices have already benefitted from the "tighten up" of yield spreads. The Drells should be so proud.

*Jim Reber is president/CEO of ICBA Securities and can be reached at 800-422-6442 or [jreber@icbasecurities.com](mailto:jreber@icbasecurities.com).*



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# Banish the Separative Approach to Risk Management

by Keith Monson, Vice President of Application Compliance, Computer Services, Inc.

**CSI** The recent financial crisis is slowly fading from our memories, yet its lasting effects continue on. One area that's garnering increasing attention from regulators and examiners is risk management. Regulators are of the general opinion that if bankers aren't collectively considering all their risks, then they are not really managing risk, which could foster the type of poor decision-making that led to the financial crisis in the first place.

Rather, a bank's risk areas should be viewed as interactive parts of a solid whole, each affecting the other. This approach, called Enterprise Risk Management (ERM), helps both management and the board of directors gain a complete picture of all risk areas and how they work together to ultimately affect a bank's overall performance.

The Office of the Comptroller of the Currency (OCC) has defined eight risk areas that should remain a top priority for all banks—credit, interest rate, liquidity, price, operational, compliance, reputation and

strategic. An essential factor with ERM is the ability to set key risk indicators (KRIs)—a set of markers that help proactively identify changes in the probability of risk incidents—that take subjectivity out of the risk rating. In other words, management will no longer rely on educated opinion alone to make decisions.

## Overcome the Obstacles to Establishing ERM

Financial institutions must ensure they are implementing an ERM program that is tailored to their size and complexity. Start with a strong business plan for the coming three years and apply all the specific risk measurements, then branch out from there.

The obstacle we're basically facing is a change of culture for banks and bankers—because nobody really likes change. What bank management must do is challenge their thought process and take a proactive approach to a culture change.

Banks that welcome this change will find that it will enhance their relationship with regulators and possibly improve their exam cycle. And while there's no guarantee that an exam will be easier, if the bank's

compliance rating is outstanding, its exam cycle likely could occur only every three years, rather than annually.

Remember, regulators are looking for this approach, so anything banks can do to be proactive is good.

## Evaluate Your ERM Needs

Start by taking a look at your most recent exam results and identify areas that concerned the examiners. Then determine what steps will take you out of a reactive mode and into a proactive mode for managing risk.

Further, review your internal and external audits. The hope is that your auditors will catch issues, report them to the board, and get them corrected before the examiners come in. Also, make sure you have no repeat findings—those risks identified over more than one exam or audit cycle—or address them immediately if found.

## Execute Your ERM Plan

Once you've taken a hard look at your audit and exam findings, it's time to address the policies and procedures and guidelines

*Story continued on page 15...*

The screenshot shows the Bank of North Dakota website. At the top, the address bar displays 'banknd.nd.gov'. The main content area features a large banner with the text 'Bank of North Dakota appreciates the opportunity to partner with you to promote agriculture, commerce and industry in North Dakota.' Below this, it says 'We are stronger together.' and 'View our 2013 Annual Report to learn more about Bank activities in 2013.' A green button with the text 'banknd.nd.gov' and a right arrow is positioned at the bottom left of the banner. On the right side of the banner, the BND logo is visible, and the text 'Stronger Together Annual Report 2013' is prominently displayed. A large right arrow is also present on the right side of the banner.



# The Leadership Tune-Up: Communicate with Impact

Get great results from your team, your leadership and your board with this  
On-line Master E-Course with Joyce Weiss



Hi! I'm Joyce Weiss. I help people tackle the tough conversations to build employee engagement, accountability and rock start performance...the result? My clients get a better night's sleep!

Can you relate to the following:

- Are you frustrated with the performance of your team?
- Are your communication skills hindering you from a promotion?
- Do you want better results from your meetings?
- Are you struggling with bullies, negative or non-engaged team members?
- Do you lose sleep obsessing what to say to others?

If so, please continue reading to discover how the Top Level Leadership Tune Up: Communicate with Impact Master E-Course can help you tackle tough conversations to build employee engagement, accountability, and rock star performance.

#### You will learn strategies to:

- Gain control of difficult situations and people
- Unlock your full potential and grow your career
- Engage and empower every member on your team

- Confidently resolve conflict
- Manage inter-generational conflict and gossip

#### This is more than just an on line course:

- Pre and post course assessment to demonstrate your progress
- You'll receive a customized plan and individual attention from an executive coach
- Work at your own pace
- Practice whenever or wherever you want
- It will take you only a few minutes per day to get outstanding results
- The training is interactive through email and video

#### The 4 weekly themes for this course are:

- Module 1: How top level leaders get results by Being Direct with Respect®
- Module 2: Use constructive feedback to get necessary results
- Module 3: How to avoid pitfalls when others push your hot buttons
- Module 4: Practice and execute your plan for results

#### Here's how it works. You will get:

- Video tutorials
- Unlimited email support for 2 months
- Coaching to help you master stressful interactions that you are currently experiencing
- Video and email feedback on your assignments

- A final project we will plan together to execute your plan that you've learned
- The Top Level Leadership Tune-Up Syllabus
- A 15-minute telephone laser coaching session with Joyce to assess your progress and plan your next steps to mastery.



You can see the entire sales letter that includes various testimonials and videos from satisfied clients by [clicking here](#).

I have an exciting option for you. If you want deeper results you can take the on line course plus speak with me 15 minutes/week for 4 weeks. We will resolve each week's issues and create your plan of action. Call me at 800.713.1926 and I will give you the details how this option will fit your busy schedule to gain great results so that you earn the respect that you deserve.

I look forward to talking with you -  
Joyce Weiss, Conflict Resolution  
Consultant, 800.713.1926  
[Joyce@JoyceWeiss.com](mailto:Joyce@JoyceWeiss.com)

You Get What YOU Tolerate!

#### Story continued from page 14...

that have already been approved by the board—what we refer to as residual risk. To execute an ERM program, first identify your KRIs within the OCC's top eight categories and start tracking them. For this, financial institutions can develop—or work with a trusted third party to customize—a database or library of KRIs.

Then take a look at the policies and procedures to ensure you're mitigating any risks that were identified. Think of it this way: these policies and procedures represent the existing ERM process at your bank.

Effective ERM third-party software can identify risks earlier by automatically applying KRIs to bank data and alerting management when risks are elevated. The most advanced software solutions also create

the ability to efficiently collect, store, analyze, score and report on risk data, direction, and activities. This allows bank management to focus more on their day-to-day functions: taking care of customers' needs.

The time is now for banks to abandon the separative approach to risk management. Use ERM to gain holistic transparency, visibility, and data aggregation—and provide your institution with a clear view of historic, current and future risk.

*Keith Monson is vice president of application compliance for Computer Services, Inc. (CSI). In this role, Keith maintains focus on CSI's compliance initiatives to establish and build out an enterprise-wide compliance framework for risk assessment and reporting, issue management and other key components of CSI's corporate*

*compliance program. He also works closely with CSI's Board of Directors Audit Committee as well as other compliance teams across the organization to promote a culture of engagement and connectivity while implementing and advising on practices and related standards.*



## The Board and CEO: Partners in Progress

by Jeff Rendel, Certified Speaking Professional



“What’s the real-world role between a board and its CEO?” is a question often posed by board members and CEOs at director’s conferences around the land. A constant answer – with the intent of keeping all things Ockham’s Razor clear-cut – is “The CEO relies on his or her board for guidance just as much as that board relies on its CEO for execution. Focus your efforts and expectations on that central dynamic and you will achieve exceptional results from both parties.” These in mind, consider adding or enhancing the following elements to the forces at work between your Board and CEO.

### If You Are the CEO:

**Streamline and Support.** Keep your reports straightforward and strategic, ensuring that your Board understands the drivers of earnings, profitability, and capitalization, as well as your institution’s ability to sustain growth. Keep your Board members refreshed and on top of matters, especially as new developments present operational and strategic opportunities. Also, find the precise balance between strategy, tactics, and drilled-down details with an understanding that your Board wants assurance that daily activities will lead to strategic success.

**Go one on one.** Get to know each of your Board members, independently, taking the time to discover their personal and professional side. “Sit” on their side of the table, seeking an understanding of their reasons for sitting on your Board. Appreciate each of your Board member’s drivers and aspirations, discovering their vision for your institution.

**Engage your Board members.** Expect questions from your Board members, making certain that you hear the thoughts and opinions of all. Encourage your Board members to gain industry expertise, allocating funds for conferences and

certifications. Help your Board members be informed advisors through continuing education and meaningful participation.

**Strive for accord.** Prepare for both sides of an argument, knowing that consensus may involve compromise in order to move forward. Leave more time for discussion than presentation in your Board meetings, recognizing that strategic conversations about direction are often more important than last month’s operational details.

**Be transparent.** Share the good news and the bad news with your Board, unsullied. Its support helps you lead your institution through all environments. Spring no surprises, giving your Board full disclosure. Learn what your Board wants from your institution, discovering its perspective as representatives of the very customers you serve.

### If You Are on the Board:

**Answer the question, “What’s required to be our CEO?”** Determine your non-negotiables, defining what is required to be your institution’s CEO. Work with your CEO on his or her strategic career growth, obtaining for your CEO the training and expertise he or she will need to lead your institution’s strategic future.

**Discover your CEO’s vision for the institution.** Where would he or she like to lead your institution? What is required for that vision to begin and to be realized? How does your CEO’s vision match your Board’s collective vision for your institution?

**As a full Board, determine what you want your institution to be and why that vision is necessary for your members.** With your CEO, develop objectives to achieve what’s right and relevant for your members. Task your CEO with developing, explaining, and executing strategies. Regularly, review measures of progress to gauge your institution’s strategic success.

**Commit to being a wisely engaged board.** Provide insight, advice, and support to your

CEO. Conduct useful, two-way discussions about key decisions. Define areas where your Board wants to be very engaged, and areas where updates and information are the norm. Strategically, accept that permanence requires mobility; relevance requires innovation; and growth requires change.

**Remain “big picture” while your CEO remains operationally focused.** One progressive board at a West Coast institution abides by a philosophy that it (the board) is responsible for establishing the “Why” and “What” for the institution’s strategic objectives; the CEO is responsible for developing and executing strategies that involve the “How,” “Where,” “Who,” “When,” and “How Much?” As a full Board, concentrate on establishing objectives that support your institution’s mission, and task your CEO with developing strategies and standards that are realistic and quantifiable.

The relationship between a board and its CEO is reciprocal; both necessitate assistance and action from the other in order to thrive. As your institution continues to grow in governance and management, seek valuable ways to be jointly active and removed in the roles you accept and oversee. In the end, you will find success for both your Board and CEO, as both parties partner for progress, ensuring ongoing accomplishment for your institution.

*Jeff Rendel, Certified Speaking Professional, and President of Rising Above Enterprises works with financial services providers that want elite results in leadership, sales, and strategy. Each year, he addresses and facilitates for more than 100 institutions and their business partners. Contact Jeff at:*

[jeff.rendel@RisingAboveEnterprises.com](mailto:jeff.rendel@RisingAboveEnterprises.com); [www.RisingAboveEnterprises.com](http://www.RisingAboveEnterprises.com); or 951.340.3770.



Just a friendly reminder that if your bank has been the victim of any type of fraud please email the information to Kyndra Gagne at [info@icbnd.com](mailto:info@icbnd.com) with as many details as you can so we may in turn alert our fellow community bankers around the state. It seems that there are more counterfeit bills, checks, and suspicious activity including robberies in our state at an increasing rate these days.

Please stay safe and help us to keep all our North Dakota Community banks, customers and employees safe by getting us your information to pass on to our members.



## Choice Financial Recognized as Top-Performing Community Bank

Choice Financial, a North Dakota based bank, earned the top place in SNL financial's ranking of the top-performing community banks of 2013 with assets between \$500 million and \$5 billion.

Choice financial, with 15 locations across North Dakota and Minnesota, recorded double-digit loan growth bolstered by its acquisition of Belfield, ND –based Great Plains National Bank in a deal completed December 30, 2013.

Choice financial is now 10th in North Dakota in terms of 2013 deposits, based on the FDIC's Summary of Deposits market

share data from June 30, 2013. With a 2.75% return on average tangible assets before tax, recoveries exceeding charge-offs, and an efficiency ratio in line with the median ratio for the top 100 performers, choice Financial produced strong metrics for profitability, asset quality and growth. The company ranked 35th in SNL's prior ranking, based on 2012 financials.

For this ranking, SNL defined community banks as institutions with between \$500 million and \$5 billion in assets and 60 or fewer offices. In addition, at least one-third of the banks' balance sheet must be

composed of loans, and less than half of total loans may be attributable to credit card lending. Moreover, banks had to be well-capitalized according to regulatory standards and could not have a majority of revenue derived from nontraditional banking activities. SNL ranked the best-performing community banks using six core financial performance metrics for the 12-month period ended Dec. 31, 2013. Based on the criteria, 784 companies were eligible for the ranking and Choice Financial earned the top place.

**SAVE THE DATES**  
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for Community Bank Financial Managers

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### Community Bank Matters: Balance Sheet Issues for 2014

APRIL 23 • MAY 14 • JULY 9 • SEPTEMBER 24 • DECEMBER 10

#### Join Us For Our Community Bank Webinar Series

ICBA Securities, the institutional broker/dealer of the ICBA, announces its 2014 *Community Bank Matters* webinar series. These educational events, produced exclusively for the state associations which endorse ICBA Securities as well as the ICBA member banks, will cover a variety of topics of interest to community bank management and financial executives. Details for registration to the individual webinars will be distributed about three weeks prior to each event. There is no cost to attend.

#### TOPICS:

**April 23**  
M&A and Bank Valuation Update

**May 14**  
Current Investment Strategies and Products

**July 9**  
Managing Investments in a New Regulatory Landscape

**September 24**  
Capital Markets Solutions to Enhance Core Banking Activity

**December 10**  
Year-End Investment Portfolio Strategies

#### Our Webinar Speakers:

**Tom Mecredy** is Head of the Vining Sparks Community Bank Advisory Group.

**Greg Roll, CFA** is Senior Vice President in ICBA Securities' Investment Strategies Group.

**Dan Stimpson, CPA** is Senior Vice President in ICBA Securities' Investment Strategies Group.

**Rick Redmond** is Director of Balance Sheet Strategies for ICBA Securities.

**Jim Reber, CPA, CFA** is President/CEO of ICBA Securities.

Each webinar will last approximately 1 hour. There will also be a Question and Answer period during each webinar.

## YOU DECIDE WHAT MATTERS!

### STRONG COMMUNITIES AWARD

With the Federal Home Loan Bank of Des Moines Strong Communities Award, you decide what matters!

The Strong Communities Award demonstrates the value that communities throughout the Midwest derive from small business and economic development projects. As a member of FHLB Des Moines, this is your chance to highlight the results of work by local organizations that promote small business growth and demonstrate why these projects deserve funding to deliver the outcomes that result in a stronger, more prosperous community.

#### AWARD CRITERIA

IMPACT	RESULTS	COLLABORATION
Identified economic development needs and provided a solution	Demonstrated specific economic development benefits to your community	Partnered with a FHLB Des Moines member either through financial or human resources

#### NOMINATIONS START MAY 12

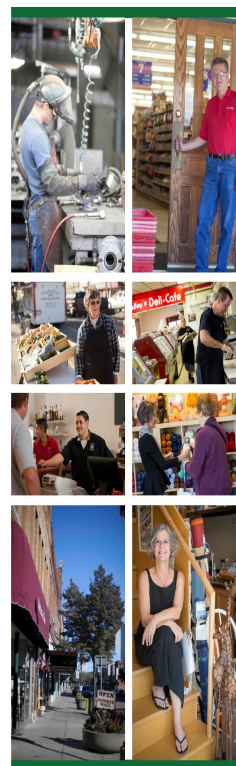
One winner, as voted upon by members and community partners, will be recognized during a community celebration and receive a \$15,000 stipend awarded to the project or an economic development organization. Finalists will receive a \$2,500 stipend.

- Application Submission Period Begins May 12, 2014
- Voting Begins Mid-July, 2014
- Winner Announced End of August, 2014

#### FOR FURTHER DETAILS CONTACT:

**Mitch Fastenau**  
Marketing Communications  
801 Walnut Street, Suite 200  
Des Moines, Iowa 50309  
mfastenau@fhlbdm.com  
515.281.1069

**Note:** The FHLB Des Moines Strong Communities Award is not part of the Competitive Affordable Housing Program. For more information on the FHLB Des Moines Competitive Affordable Housing Program, please visit [www.fhlbdm.com](http://www.fhlbdm.com).



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## Apartment Project to Serve Individuals with Disabilities Underway

### Dickinson Development Received Strong Taxpayer Support

Ground was broken in Dickinson today for an apartment complex that will offer a reduced rental rate to individuals with intellectual disabilities. Sullivan Properties has reserved nine units in a 30-unit development for individuals who work for and receive services from ABLE Inc.

Thanks to strong taxpayer backing of North Dakota Housing Finance Agency's (NDHFA) funding commitment, the set-aside apartments will rent at below-market rates. The project received \$1.4 million through the Housing Incentive Fund (HIF), an affordable housing development program administered by the state agency.

"We are very appreciative of the support the project received," said Mary Anderson, ABLE Inc. executive director. "This Housing Incentive Fund commitment allows us to create better housing opportunities for people with disabilities."

HIF provides low-cost financing to developers of affordable rental housing. The program is capitalized in part by taxpayer contributions that can be directed to specific projects. **American Bank Center**, the **Armstrong Corporation**, **Bob's Oilfield Service Inc.**, **Choice Financial**, **Dakota Community Bank & Trust**, **Marathon Oil Corp.**, **Northern Improvement**, **Tesoro Corp.** and **U.S. Bank** all directed that their HIF contributions should support the development. The project received several contributions from individual taxpayers too.

"NDHFA's mission and our goal for HIF are to ensure there are housing options for everyone in a community," said Jolene Kline, NDHFA executive director. "We are proud to be able to partner with ABLE Inc. and Sullivan Properties to address Dickinson's need for safe, decent and affordable housing for disabled individuals."

Sullivan Apartments will be located at 1141 23rd Street West in Dickinson. It will consist of three buildings - two 12-plexes and one 6-

plex. The units designated for use by ABLE's clients will rent for \$610 to \$723 per month, utilities included. The remaining units will rent at market rate.

The total cost of constructing the complex is estimated at \$4.8 million. Sullivan Properties anticipates that the project will be completed by early 2015.

ABLE, Inc. is a not-for-profit agency employing and supporting people with intellectual and developmental disabilities. The organization will have an office at the complex and will have onsite staff who will

rotate between the units providing support as needed.

NDHFA is a self-supporting state agency that finances the creation and rehabilitation of affordable housing across North Dakota. The Industrial Commission of North Dakota, consisting of Governor Jack Dalrymple as chairman, Agriculture Commissioner Doug Goehring and Attorney General Wayne Stenehjem, oversees the agency. More information on the development assistance available provided by NDHFA is available online at [www.ndhfa.org](http://www.ndhfa.org).



**NORTH DAKOTA  
GUARANTY  
& TITLE CO.**

## One Mission. One Name.

North Dakota Guaranty & Title Co. proudly announces the transition to one name for all eight North Dakota locations.

- North Dakota Guaranty & Title Co., Bismarck
- Dickinson Guaranty & Title Co., Dickinson
- Dunn County Guaranty & Title Co., Killdeer
- Mandan Guaranty & Title Co., Mandan
- McKenzie County Guaranty & Title Co., Watford City
- Minot Guaranty & Escrow Co., Minot
- Renville County Guaranty & Title Co., Mohall
- North Dakota Guaranty & Title Co., Williston

From one location to the next, NDGT offices share the same mission: to provide the best service in every market in which we participate. As always, one mission and – very soon – one name. Watch for signage changes at your local North Dakota Guaranty & Title Co. office.

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BISMARCK • DICKINSON • DUNN COUNTY • MANDAN • MINOT  
RENVILLE COUNTY • WATFORD CITY • WILLISTON • SIDNEY, MT

### Upcoming Important Events/Dates

ICBND School of Agricultural Lending in Bismarck - June 23-27

Emerging Leaders Development Group Summer Conference at Lake Metigoshe - July 10-11

ICBND 47th Annual Convention and Exposition in Bismarck - Aug 17-19

# CLASSIFIEDS

## Business Banking Officer

**Starion Financial** has a full-time Business Banking Officer (Commercial Lender) position at our Bismarck bank. Responsibilities include developing and managing commercial banking relationships and generating client prospects through active sales call efforts and community involvement. Qualified applicants will have a bachelor's degree and possess strong financial analysis, customer service and sales skills. Preferred candidates will have a minimum of 5 years of commercial lending experience and a working knowledge of documentation, compliance and regulatory standards. Familiarity with SBA loan programs is a plus, along with proficiency using Microsoft Excel. Successful candidates will portray a professional image in the community, possess a high level of integrity, and desire to be part of a team environment. We offer a competitive salary and incentive plan along with a comprehensive employee benefit package.

Apply on-line at [www.starionfinancial.com](http://www.starionfinancial.com)

Equal Employment Opportunity Employer

Member FDIC

## Vice President - Commercial Lending

Our client, **First Western Bank & Trust** located in Minot, ND, has a career opportunity for a results-oriented individual. This individual joins a successful lending team as Vice President - Commercial Lending. The successful candidate will be responsible for planning, organizing, and directing commercial lending functions, which include developing new commercial loan business while also maintaining and servicing the existing lending portfolio. This position reports directly to the Chief Lending Officer. Qualifications include a Bachelor degree in business, finance and/or accounting with 10 years credit and/or lending experience. The ideal candidate must possess strong leadership, analytical, and time-management skills along with effective oral and written communications skills. Strong customer service skills and a sales oriented mentality are essential to this position. This position offers a competitive compensation and benefits package and a stable work environment.

For consideration, please send resume with recent salary history to Kari Yonke, [kyonke@eidebailly.com](mailto:kyonke@eidebailly.com)

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## President

**Independent Community Banks of North Dakota (ICBND)** is a statewide Association located in Bismarck, ND that is searching for an energetic, dependable and professional leader. The Association enables Independent member banks to profitably and competitively provide quality financial services to the communities and citizens of ND. Candidates must possess: 1) Demonstrated leadership experience and public speaking skills; 2) Excellent marketing and communication skills; 3) An understanding of the legislative process; and 4) A Bachelor's degree in a business or communications related program. Familiarity of the financial services marketplace, including budgeting and long-range forecasts, is preferred. This position offers competitive pay and excellent benefits package.

Please submit a resume and cover letter with salary history by June 30, 2014 to: Bob Larson, North Country Bank, PO Box 40, Underwood, ND 58567

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## Internal Auditor

**Starion Financial** has an opening for an Internal Auditor. This position is accountable for completing internal audits per the annual audit schedule to include evaluation of internal controls effectiveness, accuracy of financial records, efficiency of operations, and compliance with laws, government regulations, and management policies and procedures, prepares reports and provides recommendations for corrective actions. Position requirements include: a bachelor's degree in business administration, finance, or accounting; detail oriented with proven skills in organization and time management, communication, project management, and report writing. One to three years of internal auditing experience in a financial institution is preferred. Experience with Excel, Word, PowerPoint and Outlook is preferred.

Complete position details on these great opportunities can be found on our Careers tab at [www.starionfinancial.com](http://www.starionfinancial.com)

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## Vice President Commercial Lending

**First National Bank & Trust Co. of Williston** is seeking a highly motivated individual to join our expanding team in the Commercial Lending Department. This is an excellent opportunity for an individual looking for a leadership role and the opportunity to expand their career with a growing independent community bank. Candidate should have five or more years of commercial lending experience with a Bachelor's Degree in Business or Finance. SBA, USDA and other business loan program experience preferred.

To apply, please send a cover letter and resume including references to Chris Jundt at First National Bank & Trust Company, PO Box 1827, Williston, ND, 58802-1827 or email to [cjundt@fnbt.us](mailto:cjundt@fnbt.us).

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**COMING EVENTS:**
**TELEPHONE/WEBCAST SEMINARS:**

- Jun 2:** Consumer Collection Compliance Under the CFPB, UDAP, FDCPA, FACTA & More  
**Jun 3:** How to legally Recover Unauthorized ACH Withdrawals After the NACHA Return Deadlines  
**Jun 5:** Head Teller Development: Improving Teller Performance  
**Jun 5:** Key Ratio Analysis: Calculating the Number Correctly  
**Jun 10:** Completing the CTR Report Line by Line  
**Jun 11:** Loan Pricing Strategies for Community Banks  
**Jun 12:** Processing IRA Rollovers & Transfers  
**Jun 17:** Call Report Preparation: Basic Lending Schedules: RC-C & RC-K  
**Jun 18:** BSA/AML Concerns with Trust & Asset management Accounts: Will You Pass Increased Examiner Scrutiny?  
**Jun 19:** Regulatory Compliance for the Frontline, Including BSA  
**Jun 24:** Mainstreaming Mobile Remote Deposit Capture: Adoption, Deployment, Operations & Risks  
**Jun 25:** Self-Employed Borrower Tax Implications under the New CFPB Income Verification Rules  
**Jun 26:** Compliance Officer Training: Will Your AML/BSA/OFAC Program Satisfy Examiner Scrutiny?  
  
**Jul 8:** Completing the SAR Report Line by Line  
**Jul 9:** Successful Skip Tracing Tools & Techniques for Locating Your Customer & Recovering Collateral  
**Jul 10:** Making the Transition to Paperless Board Packages & Reporting: Electronic Access, Tablets & E-Board Portals  
**Jul 15:** Overdraft Protection Review, Update & Issues  
**Jul 16:** Regulation E Requirements for Debit Card Error Resolution: Processing, Disclosure & Investigation  
**Jul 17:** Ensuring Data Security: What You Need To Know Now  
**July 22:** Stress Testing for Enterprise Risk Management  
**Jul 24:** Steps to SAFE Act Registration, Renewal &

**Compliance for Mortgage Loan Originators**

- Jul 29:** Consumer Loan Documentation  
**Jul 30:** Mastering Business Development, Part 1: Results-Driven Foundational Skills  
**Jul 31:** Avoiding HMDA Reporting Mistakes

**LIVE SEMINARS:**

- Jun 23-27:** School of Agricultural Lending, Bismarck State College, Bismarck  
**Jul 10-11:** Emerging Leaders Development Group Summer Conference, Lake Metigoshe  
  
**Aug 17-19:** ICBND 47th Annual Convention and Exposition, Ramkota Hotel, Bismarck  
  
**Sept 16-17:** ICBND Community Bankers for Compliance, Radisson Hotel, Bismarck  
**Sept 22-25:** Fall Frontline - Deposit Documentation & Titling, Gladstone Inn, Jamestown  
 Grand International Inn, Grand Forks  
 Grand Hotel, Minot  
 Seven Seas, Mandan

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**ICBND Directory**


INDEPENDENT COMMUNITY BANKS  
of NORTH DAKOTA

*Community Banker* is the official publication of the Independent Community Banks of North Dakota. Deadline for submission and advertisements is the 5th of the month prior to publication.

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