



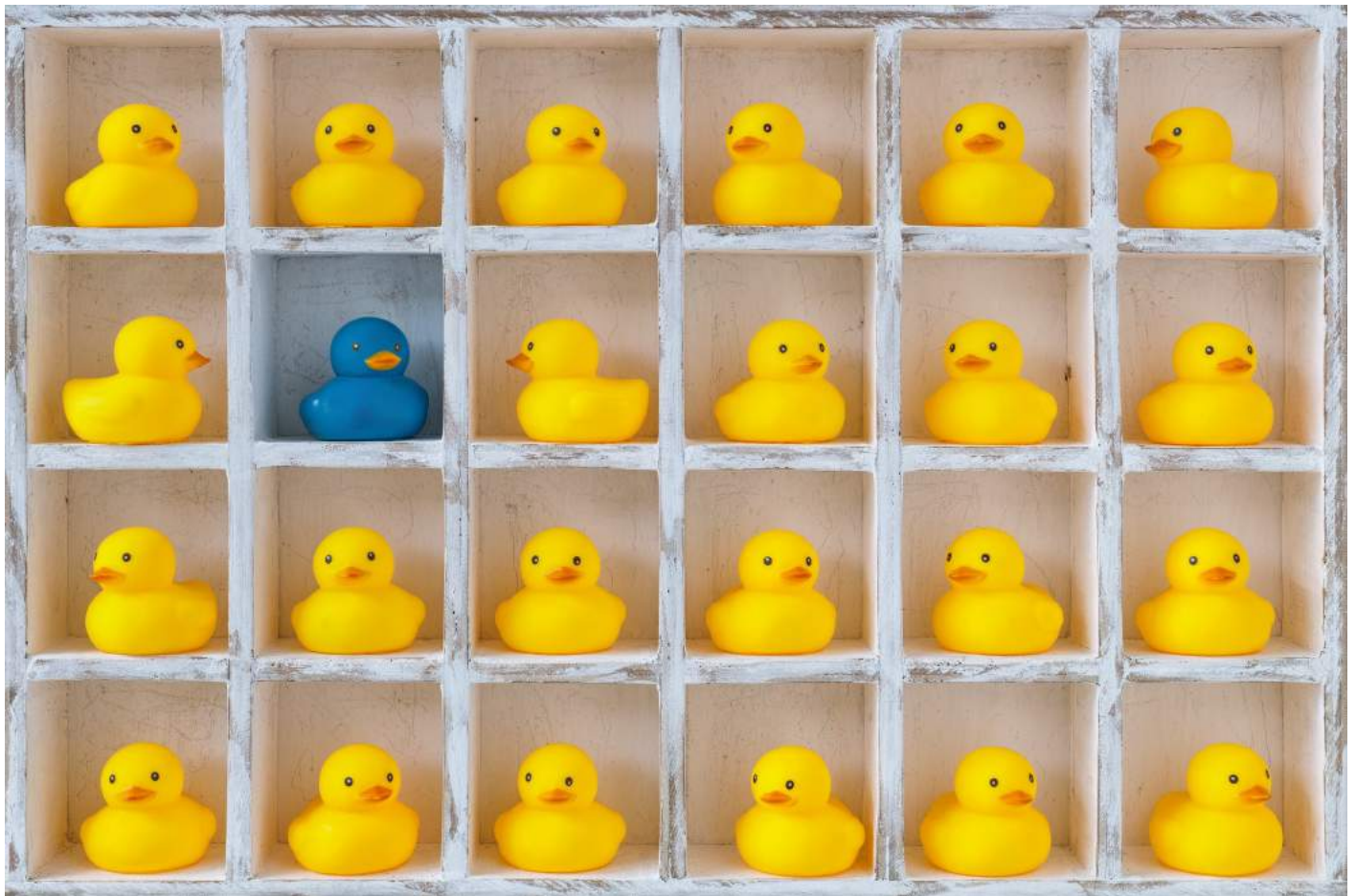
INDEPENDENT **COMMUNITY** BANKS
OF NORTH DAKOTA

COMMUNITY BANKER NEWSLETTER

Official Newsletter of Independent Community Banks of ND

Jan/Feb 2020 Issue

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Chairman's Remarks



David Mason

First International
Bank & Trust
Bismarck
ICBND Chairman

Happy New Year!!!! I hope you all found that you had a successful 2019 and I am excited to see what 2020 will bring to our banks and communities. Starting out the New Year is always a great time to talk about goals. I try hard to discuss with people about what they want to attain in the upcoming year and sometimes just as importantly, what are they willing to give up to accomplish that. When you think about growing your staff and focusing your bank to the future, I would strongly encourage you to consider the Emerging Leaders Program. I can say, without hesitation, that I am a community banker because of ICBND, The Emerging Leaders Program, and the ICBA Washington Policy Summit.

Fortunately, all three of those are available to you and your upcoming bankers!!! Each year your ICBND Board of Directors sends an Emerging Leader to the ICBA Washington Policy Summit where they really grow to understand

how Community Banks make a difference. I think if one of your goals is to grow the commitment and knowledge base of your staff, you will find that the Emerging Leaders Program is outstanding. Also, you will find that what you give up (having that staff out of the office for three meetings during the year) is far outweighed by the benefit of commitment and knowledge that those individuals come back with.

Finally, I also want to wish Wendy Ruud our best. We have such phenomenal staff in the ICBND office and Wendy has certainly been key to that. With that, community banks are all about enabling the dreams of our customers, communities, and friends, and so we wish Wendy the very best as she pursues this new dream and chapter in her life. Thanks Wendy!!!!

Dave

President's Remarks



Barry Haugen

ICBND President

I hope this message finds you all enjoying a happy and prosperous 2020. Unfortunately, my Vikings will once again not be playing in the Super Bowl this weekend. But, I'm quite certain that next season is going to be our year. Oh, the curse of being a Vikings fan.

ICBND is excited about our 2020 education and advocacy sessions and encourage you to check them out at <https://www.icbnd.com/>. Our programming kicks off late next month in Grand Forks with the Emerging Leaders Winter meeting including the Green Room Experience and hockey at the Ralph. UND Hockey is having a fabulous year and the event should be very informational and entertaining.

We will be conducting the FDIC Bankers College on April 21 in Bismarck and April 23 in Fargo. Please plan on attending this event at either venue. The FDIC always comes with timely, germane information that helps us to be better bankers and directors. Similarly, we will be conducting the Women in Community Banking Summit in Fargo and Bismarck that same week with hopes that members can efficiently participate in both events if you're so inclined.

We are also adding a new twist to the Summit so please consider bringing one of your valued customers as well. Those are just a few of the nearly 20 live education sessions already scheduled for this year. So please keep an eye out for more information on all of these events.

Finally, I want to wish Wendy Ruud the very best as she embarks upon a new adventure in her and Sonny's life. Sonny has already moved to their home in Missouri and Wendy is following shortly. Her last day at ICBND will be Friday, February 14. We are having a Farewell Open House for her at the ICBND office from 3 pm to 6 pm on Friday, February 7. Please feel free to stop by and wish her the best. Wendy has been a loyal and hardworking soldier for the association for nearly 20 years. We are sad to see her go.....but excited for her new adventure. Some big shoes to fill and you will be missed Wendy!

Barry



Featuring changes to ICBND's Associate Members

We appreciate our associate members and encourage all of you our member banks when looking for a specific product or offering to refer to your associate members first to fulfill your growing community bank's needs. Support those that support your association!

IBIS Insurance is now aligned with **NFP**. NFP is a leading insurance broker and consultant that provides employee benefits; specialized property and casualty, such as Financial Institution Bond, Management Professional Liability, Cyber Liability etc., retirement, and individual private client solutions through our licensed subsidiaries and affiliates. Our expertise is matched by our commitment to each client's goals and is enhanced by our investments in innovative technologies in the insurance brokerage and consulting space. Contact Jodi Brown, jodi.brown@nfp.com



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Realize the power of partnership.

Piper Jaffray Companies and Sandler O'Neill + Partners, L.P. announced in early January the completion of their merger to become **Piper Sandler Companies**. Based in Minneapolis and founded in 1895, Piper Sandler is an investment banking and fixed income securities firm specializing in balance sheet strategy and investment portfolio services for financial institutions. Our team understands the challenges that independent community banks in North Dakota will face in 2020. We recognize that effective investment recommendations are based on

balance sheet needs and maximizing long-term NII.

Our comprehensive products and services target banks' unique objective of profitability, risk and liquidity. We provide advanced balance sheet and investment portfolio analytics, interest rate risk analysis, conference call strategy discussions and the full array of taxable and tax-exempt fixed income securities with a top-tier ranking in bank-qualified issuance. Our objective is to provide a comprehensive risk management analysis with specific strategy recommendations for increasing your overall performance. Contact Nick Mellby, nick.mellby@psc.com

Piper Sandler & Co. Since 1895. Member SIPC and NYSE. Learn more at www.pipersandler.com. Piper Sandler corporate headquarters is located at 800 Nicollet Mall, Minneapolis, MN 55402.

**Watch for more information in the February edition of the
Associate Member directory out soon!**

ICBND bids farewell to Wendy!



Goodbye and Good Luck, Wendy!

Bidding you farewell is no easy task but here's hoping for a great future ahead and all the success for your upcoming adventure.

Please join us for a Farewell Open House

Date: Friday, Feb. 7th
Location: ICBND Office
1136 West Divide Ave
Bismarck ND
Time: 3pm - 6pm



RESOLVE TO TAKE GRASSROOTS ACTION IN 2020

By John Coleman

How are **your New Year's resolutions going**? Do they involve advocating for your community bank? **They probably should**, because your perspective as a *community-based, taxpaying* business is exceptionally helpful to the people who *write* and *enforce* the regulations you (and credit unions) must follow.

In this blog post, we'll touch on our top priorities and give you the tactics you'll need to help make them a reality. This year, ICBA members have helped us identify [top policy priorities](#) that include:

- modernize BSA/AML,
- create a safe harbor for cannabis banking,
- close the industrial loan company loophole,
- and urge policymakers to **Wake Up** to the plethora of abuses and risky practices of tax-exempt credit unions.

If any of these affect your community bank, you **must** educate your legislators, regulators and their staffs. But don't worry, **ICBA has the tools to help**.

The quickest and easiest way is to [send them a letter](#) on a top priority. Offices track all of these communications from constituents. While it can take a lot of letters to get noticed, they provide congressional offices **with much-needed cover** when justifying a decision.

With an abundance of letters, they can tell the media: "My office has gotten thousands of letters about the \$2 billion credit unions cost taxpayers annually, so we decided to do something about it."

But, like with any relationship, *personalization* moves them the most. According to surveys of hundreds of Capitol Hill staffers over the past decade by leading Washington think tank the Congressional Management Foundation, you need **an in-person meeting** with staff to have the *most impact*.

Your personal staff relationships are the key to getting an office to understand our policy positions. Congressional staff draft legislation and make recommendations to the member. In-person meetings let staff put a face and a story to an issue.

To help you build solid relationships with Hill staff, ICBA created the [Meetings on Main Street](#) toolkit. It will show you how to set up a meeting in the district (at your place or theirs), what to do at a town hall, and how to make our "asks."

District events like these give you the chance to *show* (rather than just tell) congressional offices about the growing gaggle of people you must have to deal with excessively burdensome regulations, for example. Some offices even *prefer* district meetings.

"My member prefers to be **out in the district** meeting with constituents in **their own venue**," one district director told CMF. "He gains insight to their issues, challenges and needs by **being present on the ground**."

Nevertheless, making the trek to their D.C. office—to their turf—is the *most effective* tactic of all. So, each spring, we train, empower and set up meetings for **hundreds of community bankers like you** as part of the [ICBA Capital Summit](#). At this two-day event, you'll hear from industry experts in advocacy, learn how to get an office to "yes," and then try *your hand* at convincing those offices.

There are many ways to get your policymakers' attention, and your community bank needs you. So, how about **another resolution this year**: Take five actions to get your members of Congress to help community banks flourish. To get you started, visit one of the links above, review our [Take Action: Be Heard](#) advocacy page and sample op-eds on our [Tell Your Story Toolkit](#), or contact me at john.coleman@icba.org.

John Coleman is ICBA director of advocacy.





**REBECA ROMERO
RAINEY**
PRESIDENT AND
CEO

***"COMMUNITY BANKS WORK
HARD TO ENSURE THAT
EVERY DAY IS JUST A LITTLE
BIT BETTER THAN THE LAST."***



FLOURISH COLUMN

As community bankers, we strive for excellence. We are always looking for ways to build upon the strong foundation we've set, whether through the products we offer our customers, the services we bring to the community or the environment we create for our employees. In short, community banks work hard to ensure that every day is just a little bit better than the last.

And hard work it is. As the saying goes, "Excellence is never an accident. It is always the result of high intention, sincere effort and intelligent execution." Those words ring true as we look at the factors that contribute to community bank success, and they resonate at ICBA, where we are committed to excellence in the products, services and offerings we bring to our members.

Our ThinkTECH Accelerator is a testament to that point. I was fortunate to attend this year's accelerator launch in Little Rock, Ark., just a few weeks ago, and I was astounded by the knowledge and passion of this year's finalists. We have assembled a new cohort to address

specific, tangible community bank needs in the marketplace. With a laser focus on community banks, the solutions these fintechs debuted aim to help us better reach target audiences, enhance internal procedures and create external efficiencies.

The accelerator sheds light on some incredible fintech partnership opportunities, and I hope you'll pencil in the ThinkTECH Showcase at ICBA LIVE 2020 so you can hear firsthand how their products can support your quest for excellence.

Beyond the showcase, next month's ICBA LIVE has so much to offer community bankers as we come together to explore today's emerging opportunities and tackle developing challenges. We will spark fresh momentum around key initiatives—such as advocating for a level playing field and expanding our technology offerings—as we assemble as a community. Our efforts at convention will outline tangible ways community bankers can become involved in key ICBA initiatives to expand our impact. Through our shared

work, we will amplify community bank voices throughout the financial services industry, inside the Beltway and within your communities. I can't wait to unveil all we have in store in 2020.

So, as you browse this month's *Independent Banker*, I hope you'll take note of new strategies for payments, opportunities for engaging fintechs, possibilities around digital lending and developments in compliance. These topics set the stage for ICBA LIVE and for the continued pursuit of excellence now and throughout 2020.

Where I'll Be This Month

I'll be speaking at the community banking program at Montana State University, visiting TCM Bank in Tampa, Fla., and visiting our chairman's community bank, Bank of Zachary, in Zachary, La.

**Connect with Rebeca
@romerorainey**

Rebeca Romero Rainey is president and CEO of the Independent Community Bankers of America® (ICBA), the leading advocacy organization exclusively representing community banks.



PRESTON L. KENNEDY
CHAIRMAN, ICBA

***"AS COMMUNITY BANKERS,
OUR BARS ARE SET HIGH.
WE'RE NOT OK WITH JUST
BEING OK."***



FROM THE TOP COLUMN

A television commercial debuted late last year in which a patient in a hospital bed asks a nurse about his doctor's credentials. With a shrug of her shoulders, she responds, "He's OK." The look of horror on the patient's face reveals that just "OK" is clearly not OK.

Our industry is another in which average isn't acceptable. As community bankers, we strive to exceed customer expectations, offering best-in-class service.

Take payments. Our current suite of offerings, which has been enhanced, upgraded and expanded throughout the years, meets the needs of today's marketplace. We offer products and services that get the job done, but as technology changes and customer expectations evolve, our payments system needs to progress with them.

That's why the community banking industry has taken up the faster payments initiative. In today's culture of 24/7 immediate gratification, our customers expect their money to move as fast as their text messages and social posts. That's why real-time payments are crucial to banking's future.

I've heard a community banker or two talk about how their customers aren't yet demanding faster or real-time payments. That might reflect most community banks' realities today, but while customers may not be clamoring for real-time payments just yet, the time will come when they will be, particularly if the big banks are offering them. And we don't want to be backed into a corner and have to jump on board at the last minute.

Thankfully, that doesn't have to be the case. Community bankers brokered a big victory in 2019 as the Federal Reserve threw its hat in the real-time payments ring via the FedNow Service. Through years of advocacy efforts, ICBA and community banks were able to thwart a mega-bank monopoly and encourage a solution that will support a more level playing field for all.

But, while this first battle is won, the war is far from over. We need community bankers to insist that the Fed develop its system as quickly as possible to maximize adoption among community banks and facilitate nationwide faster payments. In addition, we should begin speaking with our core

processors about the impact of FedNow on the availability and timing of the faster payments services they provide.

As soon as FedNow is operable, my community bank will be at the front of the line to take advantage of it. And I know you feel the same, because as community bankers, our bars are set high. We're not OK with just being OK.

My Top Three

With Valentine's Day as our backdrop, here are the things I love about community banking:

1. Investing in local economies
2. Improving the lives of our neighbors
3. Growing the next generation of community bankers

Connect with Pres
@BankPres

Preston L. Kennedy is chairman of the Independent Community Bankers of America® (ICBA), the only national advocacy organization that exclusively represents community banks and is President and CEO of Zachary Bancshares Inc., in Zachary, La..



JIM REBER,
PRESIDENT AND
CEO OF ICBA
SECURITIES

ICBA national convention happenings

ICBA Securities and its exclusive broker, Vining Sparks, will be prominently featured at ICBA Live 2020. The dates are March 8-12 at the Gaylord Palms Resort in Orlando, Fla. ICBA Securities will be presenting five learning labs and will be located within ICBA Central in the Expo hall. For more information, visit www.icba.org/events/icba-live

PORTFOLIO MANAGEMENT

Mortgage bonds keep gaining fans

Community banks add weighting to loan surrogates

If your community bank's bond portfolio looks like the rest of the industry's, you own more mortgage-backed securities (MBS) than ever. There are a bunch of reasons for this, most of which you're aware of, but some you may not be. The MBS that community banks tend to own are a small piece of the overall mortgage pie. Around 88% of all mortgage securities are backed by 30-year fixed rate loans, which have scant appeal to bank portfolio managers.

Thirty-year fixed rate pools long durations, back-loaded cash flows and price volatility profiles are outside of policy limits for most community banks. Nevertheless, there are enough mortgage bonds that do fit these risk/reward profiles to go around. We will discuss some of the more popular items, and where the current opportunities reside. Perhaps it's time for a ride on the MBS Express.

Growing trend

The average community bank has around 60% of its bonds in some type of amortizing securities. These include the garden variety straight pass-thrus, adjustable rate MBS, collateralized mortgage obligations (CMOs) and Small Business Administration (SBA) pools. They are almost all issued by the federal government or its agencies, have good liquidity and low risk weights.

And, since they act like loans, bankers can get their minds around the cash flows. That's not to say they can totally control them. One of the drawbacks of

MBS is that the repayment of principal is almost entirely in the hands of the property owners. Nevertheless, it's easy to understand why a community bank would own a lot of pools.

Market machinations

Over the past decade, there has been a supply shift in the mortgage bond market. The overall MBS market has barely grown since 2008, when total outstanding balances were about \$9.5 trillion. Today, they are right at \$10 trillion outstanding, which is only a 4% increase in more than 10 years.

Also different is the noticeable growth in the multifamily MBS sector. Fannie Mae and Freddie Mac have issued around \$140 billion in multifamily bonds annually in recent years, more than twice that of a decade ago. While they are still a minority of all outstanding MBS, they represent most of the overall mortgage market's growth. They also have different cash flow characteristics, as there are principal lockouts and prepayment penalties attached to many of these pools that can help stabilize the overall portfolio's duration swings.

Value investing

Yet another reason to consider adding MBS is the Fed's still-active management of its still-large balance sheet. Since 2017, it has shed more than \$350 billion of MBS and will continue to do so, even as it attempts to get down to an equilibrium level. All its recent additions to its balance sheet for the purpose of stabilizing the overnight repo market were in Treasury securities and were expressly not quantitative easing (QE), according to Chairman Jay Powell. The Fed is not adding any MBS to its holdings and has no

plans to do so.

In the second half of 2019, the combination of the Fed being a net seller of MBS and the cash flow volatility produced by three rate cuts caused yield spreads to widen, if not dramatically, then at least noticeably. Recently, 15-year fixed rate pools, which are the product of choice for many community banks, were available at spreads of around 60 basis points (.60%) over Treasuries. That may not sound like much, but that is around 15 basis point better than the beginning of the year; further, spreads on many of the other products that community banks own actually narrowed on the year.

The skeptics of this sector (you know who you are) would possibly assume that the spread widening has caused the market value of their currently held MBS to crater. They, on balance, would be wrong. The Fed's rate cuts produced enough of a tailwind to all investment sectors so that prices actually rose in 2019; it's just that mortgage bonds' prices didn't rise as much as others. That would seem to indicate relative value.

In sum, there are several back stories to the mortgage security market going on that have created "opportunities." One need not step out of his or her comfort zone within the MBS market to take advantage. Maybe 2020 will be a year of relative stability with interest rates, which could cause yield spreads to return to historical levels. All these are reasons for your community bank to be a fan of mortgage-backed securities.

Jim Reber, CPA, CFA (jreber@icbasecurities.com), is president and CEO of ICBA Securities, ICBA's institutional, fixed-income broker-dealer for community banks.

CFPB ISSUES “ABUSIVENESS” STANDARDS

The Consumer Financial Protection Bureau issued a policy statement on how it intends to apply the “abusiveness” standard in supervision and enforcement matters under the Dodd-Frank Act.

The law broadly prohibits “abusive” acts or practices, though the definition has remained uncertain. The CFPB said it will apply principles of consumer harms that outweigh benefits, standalone abusiveness violations, and monetary relief when there has been a lack of effort to comply with the law.

[Read the policy statement](#)

ICBA BACKS SINGLE SET OF ACH RULES

ICBA expressed support for a Treasury Department proposal to largely adopt all 2017, 2018 and 2019 amendments to the Nacha Rules in its regulations governing the use of the ACH Network by federal agencies.

ICBA told Treasury's Bureau of the Fiscal Service that community banks operate more efficiently when the public and private sectors adhere to a single set of ACH operating rules.

[Read ICBA's comments](#)

About ICBA

The Independent Community Bankers of America®, the nation's voice for nearly 5,700 community banks of all sizes and charter types, is dedicated exclusively to representing the interests of the community banking industry and its membership through effective advocacy, best-in-class education and high-quality products and services. For more information, visit ICBA's website at www.icba.org.



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KEVIN TWEDDLE,
CHIEF OPERATING
OFFICER, ICBA
SERVICES NETWORK

"ICBA's program is mission-based"

INNOVATION STATION

ICBA'S THINKTECH ACCELERATOR 2.0

ICBA's ThinkTECH Accelerator 2.0 program is under way, and this year's fintech cohort brings even more potential for transformative technology that elevates the customer experience and serves as a point of differentiation for community banks. We've devoted additional time to the selection process and have a larger, more diverse pool of candidates, which bodes well for the program's continued success.

Unlike many of the other accelerator programs out there, ICBA's program is mission-based. Our No. 1 goal is to talk with our bankers, identify their top priorities and determine how technology can help solve real-world problems for community banks. Driven by members' feedback, we identify early stage fintechs working on solutions for these challenges and choose up to 10 of the best.

ICBA's program had tremendous success in year one. Adlumin, a leading security and compliance automation platform built exclusively for financial institutions, is now an ICBA preferred service provider. And MK Decision serves as a digital loan origination

provider for ICBA Bancard customers.

I expect this year's program to be even more successful. We had more than 190 potential candidates and conducted 80-plus interviews during the selection process. All of the major regulatory agencies and top core processors will be participating in the process. And we expect 40 community banks to provide feedback to the fintechs through March.

This year's participants (see page 10 for a list of finalists) are working in the areas of:

- **Data analytics**, especially actionable technologies that can help banks make faster and better decisions.
- **Financial management**. We are looking for a guided financial experience that will improve how customers interact with their bank.
- **Digital lending opportunities**, such as mortgage lending. We would like to create a more competitive space in this arena for our community banks.
- **Marketing**. Everything is moving to digital. We are looking for ways fintechs can help banks with customer acquisition and retention and the transition from paper to

digital media.

- **Fraud and cybersecurity**. These areas are a top priority, and, given continued infrastructure movement into the cloud, we will always have one or two candidates addressing these issues.

During this 12-week program, ThinkTECH Accelerator 2.0 participants will work closely with a variety of subject matter experts, including community bankers, regulatory agencies, core processing companies and ICBA's own experts. They will learn about the needs of community banks and how best to meet them. In the high-tech, high-touch world of community banking, accelerator participants have an opportunity to make an important contribution to the industry.

Kevin Tweddle is senior executive vice president of community bank solutions. He can be reached kevin.tweddle@icba.org.



LINDSAY LANORE,
GROUP EXECUTIVE
VICE PRESIDENT OF
COMMUNITY BANKER
UNIVERSITY

"As an effective leader, you must stay close enough to the front lines so that you understand the business better than ever."

LEADERSHIP AT ALL LEVELS

LEADING ALONGSIDE OUR TEAMS

It's the time of year when we celebrate the relationships in our lives, and it's a great time to build connections at home, within the community or in the workplace. That doesn't mean composing Shakespearean sonnets for your coworkers, but it does mean showing up in a meaningful way.

The key word in the poem above is "alongside." At the Disney Institute, which trains businesses based on the insights and best practices of Walt Disney Parks & Resorts, a major component of effective leadership is not becoming separated from the operations—and people—around you.

According to Bruce Jones, the Disney Institute's senior cast development and quality assurance director, "We have learned that cast members on the front line typically know the processes and procedures for delivering the Disney experience better than anyone else. So, in order to help the organization to grow and

succeed, we listen intentionally to their feedback."

It's a great concept. Professionals often say that they love the "strategy part" of their jobs best, brainstorming and thinking up ideas about where their team or organizations should go or what they should do next. But great leaders recognize that strategy, while very important, is not enough in itself. As an effective leader, you must stay close enough to the front lines so that you understand the business better than ever. This means you can't be afraid—or too busy—to roll up your sleeves and spend time in the trenches.

The best leaders work *alongside* their employees. One practice that Disney recommends is "leader walks," where leaders get to know their employees on a more intimate level by working a shift with them—which, at Disney, can sometimes mean wearing a costume. Luckily, at community banks, you won't need to dress up as Goofy

very often, but there's a lot to learn from the idea.

Working the front lines, or simply sitting and observing them, is a chance to listen to what employees and customers are really saying and what their opinions are. It adds to your knowledge of the organization and, at the same time, builds trust. There's another bonus: If you embody the values you expect from your team, they are more likely to buy into your big-picture strategies down the line.

Today, our work environments are transforming faster than ever before, and it's easy to lose sight of your organization's infrastructure. We often hear of situations where a team feels overwhelmed and the customer is in jeopardy. As a leader, staying close to the front lines can make this less likely.

So, this month and every month, work on great relationships. Poetry, however, is optional.

Lindsay LaNore is group executive vice president of Community Banker University and can be reached lindsay.lanore@icba.org.



ICBA URGES COMPREHENSIVE COST-BENEFIT ANALYSES

ICBA thanked the FDIC for seeking improvements to the cost-benefit analyses it applies to prospective rulemaking, noting their importance on objective and effective regulation.

In a comment letter on the agency's proposal, ICBA recommended that future cost-benefit analyses examine the marginal cost or snowball effect of rulemaking, the competitive advantages granted to community banks or competitors, and the long-term impact on industry productivity.

[Read ICBA's comments](#)

CALABRIA: FHFA LEVELING HOUSING-FINANCE PLAYING FIELD

Federal Housing Finance Agency Director [Mark Calabria said](#) his agency is working to ensure community banks and other small lenders have a level playing field to access Fannie Mae and Freddie Mac.

Calabria has said he supports eliminating the “patch” exempting Fannie and Freddie mortgage loans from parts of the bureau’s Qualified Mortgage rule and is working with the Consumer Financial Protection Bureau to transition away from the patch without disrupting the mortgage market.

ICBA opposes CFPB plans to revise its QM definition away from debt-to-income ratios in favor of an approach based on pricing, which would primarily benefit larger mortgage lenders. In a [joint letter](#) this week and in a September [comment letter](#), ICBA said the DTI ratio requirement enables prudent underwriting and supports low-income and minority borrowers.

ICBA: EXPAND ON CREDIT UNION ACQUISITION PROPOSAL

A separate National Credit Union Administration [proposed rule](#) would provide more transparency and disclosures when credit unions acquire bank assets, though ICBA encouraged the agency to expand on the proposal.

With ICBA raising the profile of credit union-community bank acquisitions through its [“Wake Up” campaign](#) and Credit Union Task Force, the NCUA plan would formalize processes for considering these applications that were previously employed on a case-by-case basis. It includes provisions on regulator approval, assuming deposits, and federal share insurance.

In a [news release](#), ICBA called on the NCUA and other policymakers to expand on the rule to address the growing trend of large credit unions using their taxpayer-funded subsidies to acquire smaller, tax-paying community banks.

PROPOSAL WOULD ALLOW LARGEST CREDIT UNIONS TO ISSUE DEBT

ICBA [expressed strong opposition](#) to a National Credit Union Administration proposed rule that would allow the largest and most complex credit unions to issue subordinated debt as an alternative form of capital.

Under the [proposed rule](#), which ICBA called on the NCUA to withdraw, the subordinated debt instruments would count toward qualifying credit unions’ risk-based net-worth requirement. The NCUA said 2,618 low-income credit unions are currently permitted to issue subordinated debt, and the proposal would add an additional 285 complex and new credit unions representing \$730 billion in assets.

The NCUA voted 3-0 to propose the plan after introducing an advance notice of proposed rulemaking nearly three years ago. In a [2017 comment letter](#), ICBA said the plan would put the financial system and taxpayers at increased risk merely to expand the activities of credit unions beyond the limits justified by their tax exemption.

ICBA CONTINUES SUPPORT FOR DEBT-TO-INCOME STANDARD

ICBA and other groups expressed concern with a to-be-proposed change to the definition of Qualified Mortgages that would abandon the use of the debt-to-income ratios in favor of an approach based on pricing. The [coalition letter](#) details how low-income and minority borrowers would be harmed by the policy, which the Consumer Financial Protection has indicated it will release by May.

In a [comment letter](#) in September, ICBA urged the bureau to retain the QM debt-to-income ratio requirement as a measure of ability to repay because of its longtime use as a measure of mortgage underwriting.

About ICBA

The Independent Community Bankers of America®, the nation’s voice for nearly 5,700 community banks of all sizes and charter types, is dedicated exclusively to representing the interests of the community banking industry and its membership through effective advocacy, best-in-class education and high-quality products and services. For more information, visit ICBA’s website at www.icba.org.

PLAN DESIGN CHANGES COULD BOOST EMPLOYEE PARTICIPATION

PROVIDED BY ASCENSUS



Do your business clients complain about low employee participation in their retirement plans—even after improving communication with employees, promoting the saver's credit, and using auto-enrollment? Then it might be time for them to take a closer look at their plan document provisions. After all, the way a retirement plan is designed can affect employee participation, which in turn affects what a business owner and his or her employees get out of it.

There are two areas where plan document provisions may affect plan participation: eligibility requirements and contribution requirements.

LOWER THE BAR

Because employees cannot make or receive contributions until they are eligible to participate in a plan, one way to help increase participation is to lower the bar, so to speak, on eligibility. In other words, relaxing a plan's eligibility requirements may make the plan accessible to more employees. If a plan's eligibility requirements are the maximum allowed (employees must be age 21 and work 1,000 hours in a year to become eligible), or if a plan excludes certain workers, like those who work at a particular location, an employer can consider easing those requirements, even if only slightly. Another option may be to reduce the requirements for employees to contribute elective deferrals, while maintaining more restrictive conditions for other plan benefits.

Research hints at the possible effectiveness of this approach, showing that at least 25 percent of those ages 28 to 38 were unable to participate in their employer's retirement plan because they did not meet the eligibility requirements. Imagine how amending your plan document to allow this group to enter your plan could influence participation.

Similarly, reducing or eliminating allocation conditions for receiving an employer contribution—conditions such as a last day or yearly hours-of-service requirement—can make a difference. For example, eliminating a yearly hours requirement to receive an employer matching contribution can motivate rank-and-file employees to start deferring into a plan or to increase their deferrals.

CONTRIBUTE MORE

Another plan modification that may help counteract lagging participation is to increase the contributions an employer makes to the plan on behalf of employees. If the employer contribution is a match, and, thus, is contingent on the employee making contributions, this rings even more true. Research from PEW Charitable Trusts shows that full-time employees are more than twice as likely to contribute to a plan themselves if their employer contributes.

While adding or increasing plan contributions, especially an employer match, is an option, it may not be an easy one, or even a viable one for some employers. The contributions made as an employer are deductible on the business' tax return, but there is still a cost for the employer to contribute.

THINK SMALL AT FIRST

The provisions in a plan that pertain to eligibility and contributions may negatively influence participation, which may ultimately have drawbacks for the business owner. But it's not hopeless. Adjusting a plan's design to enhance these provisions doesn't have to be daunting. Consider starting out small with changes.

Every little bit helps. Your plan-sponsoring clients should be sure to consult their third party administrator or other advisors to explore which options might benefit them the most.



Just a friendly reminder that if your bank has been the victim of any type of fraud please email the information to info@icbnd.com with as many details as you can so we may in turn alert our fellow community bankers around the state. Counterfeit bills, checks, senior scams and suspicious activity as well as robberies are always at the forefront of information that should be shared to increase awareness and to minimize the occurrences and frequency of happenings.

Please stay alert and help us to keep all our North Dakota community banks, customers and employees safe by getting the word out timely and efficiently.

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We need your help!

In the last year, Social Security phone scams have skyrocketed, becoming the #1 type of fraud reported to the Federal Trade Commission and Social Security.

To help reduce these types of fraud, Commissioner Andrew Saul and Inspector General Gail S. Ennis have announced the launch of a [new online form](#) to report Social Security phone scams.

Please help us spread the word through your communications channels.

Here are links for [a letter from the Commissioner](#), a [Scam Activity Fact Sheet](#), and a [sample article](#) with language you can use to alert and inform your audiences. You can also find additional information on our [Social Security Matters Blog](#).

If you have any questions about this topic, feel free to reach out via email at OEA.Net.Post@ssa.gov.



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NORTH DAKOTA TRADE OFFICE HIRES NEW EXECUTIVE DIRECTOR

The North Dakota Trade Office (NDTO) is pleased to announce that after an extensive search process, current team member Drew Combs has accepted the role of Executive Director. He will lead and manage the administration, programs and strategic vision plan for the NDTO. Drew has nearly two decades of international and domestic experience in agriculture and energy, and has lived and worked in the Middle East, Asia and Africa.

"Drew has the knowledge, experience and passion to lead the North Dakota Trade Office," said Lt. Gov. Brent Sanford, NDTO's chairman of the board of directors. "We're especially excited about his background in agriculture and energy - pillars of North Dakota's economy - as well as his experience in logistics, a vital issue for our exporters."

Drew joined the NDTO in August 2019 as a Business Development Executive. Prior to his involvement with NDTO, he was Director of Minerals Management at the North Dakota Department of Trust Lands for over eight years. He has also consulted and worked with agricultural as well as oil and gas companies both domestically and internationally and gained a reputation for helping companies succeed in extremely complex and challenging markets.

"I am honored that our board, comprised of business and government leaders, selected me for this position," said Combs. "I look forward to leading a team dedicated to making a positive difference in North Dakota and its businesses while empowering people to expand trade across all borders." A proud veteran of the United States Marine Corps, Drew has a Bachelor's of Science Degree in political science and history from West Texas A&M University, and a Master's Degree in Energy Business with a logistics focus from the University of Tulsa.

The North Dakota Trade Office is a membership-based, private/public partnership founded in 2004 that provides education, research, advocacy, organization, and leadership so that NDTO members and North Dakota companies can increase exports and grow their international business.



Office of Attorney General

STENEHJEM BANS ROVING BAND OF CON ARTISTS FROM OPERATING AS CONTRACTORS

Attorney General Wayne Stenehjem today issued a Cease and Desist Order against a group of individuals who have been using the guise of a contractor's license to perpetrate scams against unsuspecting homeowners across the state. Gorman General Contracting and Sean Patrick Gorman, Bartley Gorman, Jr., Robert Gorman, Patrick Michael Gorman, Joseph Jude Gorman, John Gorman, Ann Gorman, John Costello, John Lovell, William Riley and Peter TooGood, have all been named in the Cease & Desist for violating the state's consumer fraud, transient merchant, and contractor laws.

The Consumer protection division has been working with local law enforcement, the Bureau of Criminal Investigation, and Ladd Erickson, McLean county state's attorney, in investigating the individuals associated with the group, many of whom appear to use multiple different names in their scams. According to federal authorities, these individuals are part of a larger out-of-state crime ring, known as "Travelers" or "Irish Travelers." In North Dakota, they appear to have concentrated their activities on rural areas within oil-producing counties.

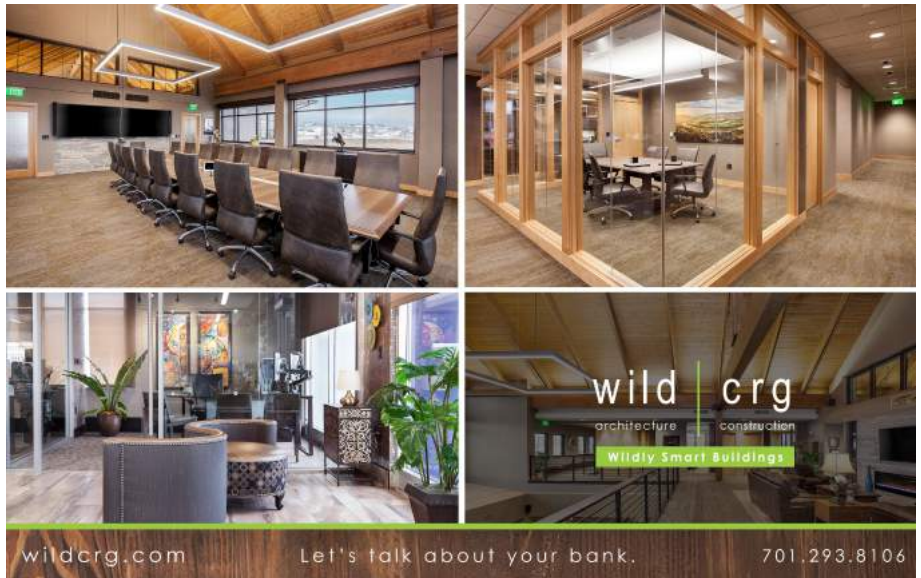
Investigators determined that the various individuals engaged in a pattern of criminal behavior, including using deception to obtain payments from consumers, such as: showing up at an elderly individual's rural home unannounced, performing work without permission, and then using intimidation to force the victim to pay for the shoddy work; starting a job and then demanding payment of thousands more to finish the work. In one instance, after demanding the victim pay an extra \$32,000, they then threatened to take the older woman's vehicle and camper instead, forcing her to flee through a window for help.

"This is not a simple fly by night operation; this is an organized crime ring. These "travelers" are nothing more than a gang of thugs who go from state to state under the guise of a contractor's license, using intimidation and threats to take money from their unsuspecting victims before moving on to the next location," said Stenehjem.

A number of criminal charges have been filed in McLean county for the gang's activities in that county. From information already uncovered, BCI investigators believe there are additional victims in other oil-producing counties.

"If you have had work done by any of these people, or have been threatened or felt intimidated into agreeing to let them do work or pay them money, please contact my office," Stenehjem urged. The toll-free number for the Consumer Protection Division's hotline is 1-800-472-2600.

Parrell Grossman, director of the consumer protection division, reminded homeowners to get a written estimate that details the scope of the work before agreeing to pay money to a contractor. "If someone starts a job without your authorization and then demands money, call your local law enforcement agency immediately and report them," said Grossman.



Compliance Newsletter

Here is a link for the Kansas City Region's fourth quarter 2019 Compliance Newsletter. In this edition, a regulatory lookback at the compliance laws and regulations that may have affected your institution in 2019 is provided. We also include registration information on the 2020 National Interagency Community Reinvestment Conference.

[KC Compliance Newsletter](#)



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SOUTH CAPITOL ENTRANCE DESIGN CHOSEN

The Capitol Grounds Planning Commission (CGPC) today chose the new design for the North Dakota State Capitol Building's south entrance remodel project.

"We're pleased that the main Capitol entrance will be getting an updated, more modernized look," Lt. Gov. and CGPC Chairman Brent Sanford said. "The modernization of the main Capitol entrance will greatly enhance the citizen experience here at the Capitol building."

J2 Studio Architecture + Design, PC presented two different plans to the CGPC today. The plan was chosen by vote after thorough CGPC discussion, and comment from the public. The plan that was chosen includes a lobby and an east-facing public entrance.

Facility Management Director John Boyle said that the update will remove the existing tunnel and drive lanes, but it will not affect the front stairs or the overall aesthetics of the Capitol building. There will be significant changes to the landscaping in front of the building.

"The south entrance hasn't changed since the Capitol building was constructed in 1934," Boyle said. "The update will include an Americans with Disabilities Act compliant pathway leading to the entrance for improved accessibility"

The 2019 North Dakota Legislature provided appropriation of \$2 million to fund the Capitol entrance remodel project from the Capitol Building Trust Fund.

Construction on the south Capitol entrance remodel project will begin in April 2020, with plans to finish by the end of that year. During construction, the public will be asked to use the west entrance, where additional handicapped accessible and visitor parking spaces will be designated.

More information about the CGPC may be found on the [Office of Management and Budget's website](#).

[North Dakota State Capitol Building South Entrance Plans](#)



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Don't Fall Into This New Year's Resolution Trap

Historically, one of the top New Year's resolutions is to lose weight. Unfortunately, many people look to fad diets and weight loss products to achieve their goals quickly. While fad diets may prove effective initially, research shows that many people don't find long-term success with these types of diets.

Lasting Lifestyle Changes vs. Quick Fixes

Instead of setting a goal to lose weight fast this New Year's, set a goal to lead a healthier lifestyle. Common lifestyle New Year's resolutions include the following:

- **Exercise regularly**—Aim to get at least 150 minutes of moderate aerobic activity or 75 minutes of vigorous aerobic activity a week, and to do strength training exercises of major muscle groups at least twice a week.
- **Maintain a well-balanced, healthy diet**—Try to eat a variety of fruits, vegetables, whole grains, protein-rich foods and healthy fats. Make it a goal to incorporate more fruits and veggies into your diet.

- **Increase the amount of sleep you get**—One of the best ways to become healthier is to get enough sleep. Try to get at least seven hours of sleep, the expert-recommended amount, per night.



Set Yourself Up for Success

According to U.S. News & World Report, 80% of New Year's resolutions fail. That's why it's so important to set yourself up for success when you're choosing a resolution.

Regardless of what you choose as your New Year's resolution, make sure it is a "SMART" goal—one that is specific, measurable, attainable, realistic and timely—to increase the odds that you will stick to it.

This article is intended for informational purposes only and is not intended to be exhaustive, nor should any discussion or opinions be construed as professional advice. Readers should contact a health professional for appropriate advice. © 2019 Zywave, Inc. All rights reserved.

It's National Blood Donor Month

Since 1970, National Blood Donor Month has been celebrated in January. Historically, the winter season is one of the most difficult times of the year to collect enough blood products and donations to meet patient needs. While “whole blood” donations are the most common, individuals can also make platelet, power red and plasma donations.

Donated blood is used for blood transfusions. Common scenarios in which blood transfusions are needed include the following:

- Patients suffering from severe trauma following disasters and accidents
- Patients receiving surgical treatments and some medical treatments, including cancer patients and patients with sickle cell disease

Making the decision to donate blood can help save a life, but not everyone is eligible to donate blood. Visit the American Red Cross' [website](#) to see if you meet the requirements to safely donate blood.

U.S. Blood Donation Facts

According to the American Red Cross:

One donation can save up to three lives.



Every 2 seconds, someone needs blood.

Less than 38% of the population is eligible to give blood or platelets.



This Superfood May Help Prevent Diabetes

According to a four-year [study](#), consuming legumes (e.g., beans, lentils and peas) may help you prevent diabetes. The study tracked the health of over 3,300 patients who were at-risk of developing Type 2 diabetes, and found that those who consumed the most legumes were 35% less likely to develop diabetes.

The weekly legume serving average varied between 3.35 servings and less than half a serving. The study found that those who ate just one serving per week were 33% less likely to develop Type 2 diabetes than those who consumed less than one serving per week.

In addition to helping prevent Type 2 diabetes, legumes can help protect heart and brain health, promote a healthy weight and reduce the risk of cancer. For more information, contact your doctor.

Mexican Chicken Soup



Makes: 6 servings

Ingredients

- 3 pounds chicken pieces (skin removed)
- 2 cups tomatoes (chopped)
- 1 clove garlic (minced)
- ½ cup onion (chopped)
- ¼ cup mild canned chilies (diced)
- 2 cups canned pinto or garbanzo beans (drained)

Preparations

- 1) Place chicken pieces in a large saucepan and add enough water to cover.
- 2) Cook until tender, about 25 minutes.
- 3) Remove chicken pieces from the broth.
- 4) Add tomatoes, garlic, onion and chilies.
- 5) Remove chicken meat from the bones and return meat to broth.
- 6) Add beans, and salt and pepper to taste. Simmer for about 15 minutes.

Nutritional Information (per serving)

Total calories	390
Total fat	14 g
Protein	49 g
Carbohydrate	16 g
Dietary fiber	5 g
Saturated fat	4 g
Sodium	460 mg
Total sugars	2 g

WHY WAIT? EXTENDED DEADLINES NO REASON TO PUT CECL PLANNING ON BACK BURNER

By: Rick Martin, Fiserv

The [Financial Accounting Standards Board](#) recently announced its unanimous decision to extend the Current Expected Credit Loss (CECL) accounting standard deadline, giving certain organizations more time to collect and store historically vast amounts of data required for CECL compliance.

Most entities, including non-SEC filing public organizations, non-public business entities and smaller SEC-filing public organizations, now have until 2023 before CECL goes into effect. The extension does not pertain to large SEC-filing organizations, which are generally defined as having market capitalizations above \$250 million. Their deadline is still January 2020.

The new accounting standard was previously scheduled to go into effect in 2020 for SEC-filing organizations, 2021 for non-SEC filing public organizations and 2022 for non-public business entities, such as community banks and credit unions.

The timeline extension certainly affords much-needed relief for smaller institutions that were scrambling to prepare for CECL. However, regulators recognize that it may also encourage some to further delay their preparation. As a result, regulators have started incorporating CECL preparedness into soundness examinations. That added scrutiny may eventually increase as the industry learns from large SEC filers' CECL results and as we move closer to the 2023 deadline.

Turn CECL Compliance Into an Opportunity

Forward-thinking institutions recognize that, with the proper methodology, the additional data required for CECL provides much deeper insights in their institution's loan portfolio and risk profile. New intelligence can be leveraged for competitive purposes as they glean clearer understandings of asset trends, risk components and the profitability of different segments. With more detailed views, they can, for instance, implement strategic pricing and tactically promote or pull back on specific products or product groups.

Those tempted to delay their CECL compliance strategies in light of the extension may risk falling short in future soundness examinations and compromise their ability to take full advantage of opportunities presented by CECL. However, effectively recognizing and acting on these opportunities can be easier said than done. There is no one-size-fits-all methodology for fitting vast amounts of CECL data together, and methodologies can change at any moment due to external factors. Instead, testing against a range of different scenarios is needed to determine the most appropriate method for fitting the data together to optimize long-term performance.

Testing against a range of "what ifs" that uniquely influence an enormous amount of data can make selecting the right method a time- and labor-intensive process, which may reinforce the temptation to delay CECL preparation.

Fortunately, financial institutions can greatly streamline what would otherwise be a daunting testing process by adopting CECL compliance tools enhanced with scenario-planning capabilities.

With automated scenario planning, financial institutions can compare various pool segments, calculation methodologies and even qualitative adjustments prior to finalizing their allowance for loan and lease losses (ALLL) reserve calculations. Essentially, that means organizations can easily test multiple methods and evaluate the results before committing to a specific one. The ability to test in different environments and scenarios shows how ALLL calculations may change. Understanding those changes and implications may enable development of better strategies and contingency plans to maximize profitability.

Rather than giving into the temptation to procrastinate, financial institutions would be wise to push ahead on executing their CECL compliance strategy, using the extra time to evaluate automated scenario planning capabilities. That will help prevent a last-minute rush to meet the extended deadlines, providing organizations more time to achieve automation for streamlined CECL compliance, competitive differentiation and long-term profitability.

Rick Martin is Product Manager, Financial & Risk Management Solutions, Fiserv. Prior to joining Fiserv, he worked at SouthTrust Bank and Bank of America and holds degrees in both Accounting and Finance from the University of Georgia. Rick is a Georgia Certified Public Accountant (CPA) and owned and operated a small public accounting firm for over six years.

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A Banker's Guide through the Top Strategies of 2020

by Steve DuPerrieu

It's an exciting and challenging time for financial institutions. Banking has officially entered a new decade, spurred by innovative technologies, a digitally-focused consumer and the age-old benchmark of becoming competitive, compliant and profitable.

But how exactly will banks get there? To understand how bankers will prioritize their digital and in-branch strategies, compliance concerns, cybersecurity defenses and technologies in 2020, CSI, a leading provider of fintech and regtech solutions, polled banking executives from around the country, representing 227 financial institutions from across the asset-size spectrum. The data from this survey was then collected and used to create an [executive report](#) to help bankers get a pulse on the industry's hot topics and strategies.

Bankers' Self-Assessment

Bankers were asked to kick off the survey with a reflective question: *how would you rate your bank's 2019 performance in key areas on a scale from 1 to 5, with 5 being the highest.*

Customer Retention and Compliance: Above Average

Bankers gave themselves high marks on two of the most important areas for bank profitability and safety and soundness: customer retention (4/5) and compliance readiness (3.9/5).

In-branch and Digital Experience: Room for Improvement

At 3.5/5, bankers think they are providing a good (enough) in-branch experience for their customers. However, fewer (3.3/5) say the same about their digital experience, by which more and more customers prefer to bank. David Albertazzi, research director for Aite Group, says: "It's good that bankers recognize that the digital experience they are providing their customers is not fully mature or where it needs to be yet. If they want to meet the challenge of attracting a younger demographic, they must be able to deliver an exceptional and personalized customer experience on a digital platform."

Customer Data Management: Less than Stellar

Collecting and utilizing customer data is by far the greatest challenge for bankers in 2020 (2.5/5). Recognizing this deficiency should drive institutions to more effectively leverage customer data—whether held by themselves or their vendors—to create new revenue streams.

Attracting Customers Through Technology

More and more retail and commercial customers are demanding a seamless banking experience. And it's not just the millennials and Gen Xers and baby boomers also want immediate access to bank products and services. Financial institutions will need to leverage technology to meet these expectations if they want to retain existing customers *and* attract new ones.

The CSI survey asked bankers to *rank the technologies their institutions will use to attract new customers*. The results? Bankers are digitally focused:

Mobile Banking Apps: Bankers know their mobile app is the best way to attract new customers. Given that a mobile app puts your bank directly in the hands of consumers, enhancing its functionality is a smart way to secure and increase your customer base.

Digital Onboarding: Unless you provide new customers with immediate access to your bank and their accounts through digital onboarding, it will be difficult to remain competitive in today's landscape, much less tomorrow's.

Customer Relationship Management (CRM): Institutions making good use of their CRM can leverage customer data to proactively offer beneficial products and services to customers, even before they realize they need them.

Digital Lending: Digital lending ranked the second-least important, only ahead of social media outreach. However, digital transformation is incomplete without digital lending.

2020's Top Cyber Threats in Banking

The survey delved deep into cybersecurity threats to gauge bankers' understanding of this continuously evolving risk, asking *what is the greatest cybersecurity threat to your bank in 2020?*

Social Engineering: This was the clear winner, with 41% of bankers ranking it highest. This tracks with the enduring popularity of social engineering with hackers, for the ease with which it consistently preys on human emotion to gain access to financial systems and data.

Third-party Data Breaches and Ransomware: At 21% and 20%, respectively, these threats followed social engineering. Combat these issues by conducting sound due diligence on vendors' cybersecurity readiness and frequently back up your data.

Despite acknowledging the severity of these threats, bankers seem ready for them, rating themselves 3.7/5 in cybersecurity readiness.

While it's encouraging that institutions feel so confident about their cybersecurity readiness, at the same time, it's concerning. Experts warn that, as fast as institutions get a grip on the latest hacking techniques and install preventative measures, cyber criminals adjust and adapt.

2020 Regulatory Focus

In order to gain an understanding of how bankers would prioritize their compliance strategies for 2020, the survey asked: *which upcoming regulatory issues were most important to financial institutions on a scale from 1 to 5, with 5 being the most important?*

Data Privacy: An average rating of 3.9/5 reveals industry anxiety about GDPR and CCPA compliance, as well as concern that more state-enacted privacy laws—each with their own nuances—is looming. Keep in mind that digital-only strategies will likely expand customer bases into even more jurisdictions that may have distinct privacy laws.

BSA/AML and Beneficial Ownership/CDD Rule: Bank executives think BSA/AML modernization (3.5) is a vital issue in 2020, as is the corresponding Beneficial Ownership/CDD Rule (3.3/5). But there's good news. The [Corporate Transparency Act of 2019](#) would transfer some of the burden off of banks, as it "requires certain new and existing small corporations and limited liability companies to disclose information about their beneficial owners."

Reg CC and CECL: Rounding out the top 5 most important regulatory issues, bankers identified upcoming changes to Regulation CC (3.4/5) and the Current Expected Credit Loss (CECL) standard (3.1/5).

Marijuana Banking: Although a growing number of banks view Marijuana Related Businesses (MRBs) as a potential new target industry, as a regulatory issue, it was not ranked as a priority.

From compliance readiness to extending their digital reach, bankers are set to hit the ground running in 2020. Is your institution set to keep pace?

Download the Full Executive Report

Get a full breakdown of the survey data by downloading the [2020 Banking Priorities Executive Report](#).



Steve DuPerrieu is vice president of Product Management for CSI.

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2019 NORTH DAKOTA FINANCIAL REPORT RELEASED

The Office of Management and Budget Tuesday, January 14, 2020 released the 2019 Comprehensive Annual Financial Report (CAFR), a document that encompasses the fiscal activity for all of state government for the period from July 1, 2018 to June 30, 2019.

"We appreciate the fiscal professionals across state government who worked with us to provide information in an accurate and timely manner to ensure the successful completion of the 2019 CAFR," stated Office of Management and Budget Director Joe Morrisette. "I am especially grateful for our dedicated team at the Office of Management and Budget who worked long hours to finalize this report ahead of deadline."

The CAFR is a collaborative project across state government. Fiscal information from all of state government is compiled, corrected and adjusted by the Office of Management and Budget CAFR team to present it in a consolidated manner that conforms to standards issued by the Governmental Accounting Standards Board (GASB).

The fiscal information is reviewed by the State Auditor's Office to provide an impartial assurance that it is accurate and presented in the appropriate manner.

"Our team would like to commend the North Dakota Office of Management and Budget staff on their hard work in completing the CAFR," State Auditor Josh Gallion said. "This report is a pulse check on the financial health of North Dakota that provides meaningful and detailed information to the taxpayers we serve. Because of the teamwork and dedication from both offices, we were able to meet all our deadlines for the audit."

"It is a true team effort that stretches across state government," Morrisette added. "The Office of Management and Budget is committed to making transparency a priority. The CAFR report provides just that – a complete and transparent look at the financial condition of the state."

The 2018 North Dakota CAFR recently received the highest score in the nation from nonpartisan watchdog organization Truth in Accounting for financial transparency. The 2018 North Dakota CAFR was also the 27th North Dakota CAFR in a row to receive the Government Finance Officers Association [Certificate of Achievement for Excellence in Financial Reporting](#).

The CAFR is required to be completed annually by the Office of Management and Budget under [N.D.C.C. 54-44-04.14](#).

Morrisette added that in addition to the objective look that it provides the public into the finances of state government, the CAFR is an important report that is also used by bond rating agencies.

[2019 CAFR](#)

[2019 CAFR Charts](#)

NEWS

Do you have an article that is newsworthy?

We are always looking for interesting, informative, and credible articles and stories pertaining to Community Banking.

If you have a story you would like to see featured, please contact us at info@icbnd.com or 701-258-7121

CBIZ

CBIZ Wellbeing Solutions

Each month, CBIZ Wellbeing Solutions distributes its newsletter, *Wellbeing Insights*, which includes articles designed to help busy professionals make simple changes to enhance the quality of their work and life. *Wellbeing Insights* is a quick read filled with practical tips and gentle reminders to reinforce healthy habits. Here's a glance at last month and this month's issues:

November 2019

- Journaling 101
- Mindful Minute—Free Writing
- On the Menu: Acai
- Tips for Selecting a Personal Trainer
- DIY: Congestion-Fighting Elixir
- Let it Burn: Clear the Air & Your Mind with Sage

[CBIZ Wellbeing Insights
January 2020](#)

ICBND Educational Opportunities

ICBND has partnered with Ascensus to offer the **SIX-WEEK IRA UNIVERSITY COURSE** as well as the **FIVE-WEEK HSA UNIVERSITY COURSE**.

MAKE YOUR PLANS NOW TO ATTEND THESE COURSES.



For more information and to register, please go to our website under 'Education + Events / on Demand Courses or

[Click here.](#)

Looking Ahead:

Emerging Leaders Development Group Winter Meeting February 28 Grand Forks

Community Bankers for Compliance Spring session April 14-15 Bismarck

FDIC Bankers College April 21 Bismarck, April 23 Fargo

Women in Community Banking Summit April 21-22 Bismarck, April 23-24 Fargo

Dave Osbourn Sessions June 1-2 Bismarck

Emerging Leaders Development Summer Conference June 4-5 Bismarck

School of Agricultural Lending June 15-19 Bismarck

Dave Osbourn Sessions September 2-3 Bismarck

Certified Frontline Professionals Program September 15 Bismarck, September 16 Valley City, September 17 Minot

Community Bankers for Compliance Fall Session September 22-23 Bismarck

Emerging Leaders Development Group Fall Session September 25 Williston



Reserve the ICBND Mobile ATM Trailer when your bank-owned ATM is out of service or in the case of a disaster.

Contact Angie at ICB Services ~ 701.258.8326
email: angiet@icbnd.com

[RESERVE NOW](#)

DIRECTORS' COLLEGE

Sessions sponsored by ICBND and FDIC

SESSIONS OFFERED IN BISMARCK AND FARGO

FEDERAL DEPOSIT INSURANCE CORPORATION



Event Information

Who should attend:

All bank directors, with targeted benefits to outside directors along with bank executives and officers with responsibility for lending, asset liability management, financial reporting, information technology, and regulatory compliance.

When and Where:

April 21, 2020 - Bismarck

8:30 am to 3:30 pm
Bismarck Event Center
Prairie Rose Meeting Rooms
315 South 5th Street
Bismarck, ND 58501
Parking in Lots C and D

April 23, 2020 - Fargo

8:30 am to 3:30 pm
Hilton Garden Inn
4351 17th Ave S
Fargo, North Dakota 58103

Registration Fee: \$199.00

Register Online www.icbnd.com

ICBND Contact:

Nanci Fennern
info@icbnd.com
701-258-7121

FDIC Contacts:

Rodney Eckstein, FDIC
reckstein@fdic.gov
636-536-9598 ext. 4325

Amy Mark, FDIC
ammark@fdic.gov
816-234-8161

The FDIC, in partnership with Independent Community Banks of North Dakota, is pleased to announce the 2020 Directors' College. This one-day seminar is designed with outside bank directors in mind. The presentations will be delivered by a group of experienced FDIC speakers and subject matter experts, and will include up-to-date information on various issues relevant to all bank directors with an overall theme of risk identification and monitoring. As you finalize your training plans, please consider this unique opportunity to interact with your bank's regulators and enhance your Board's and Bank's experience and knowledge.

Topics to be addressed in a general or breakout session may include:

- Corporate Governance
- Bank Risk Profile
- Third-Party Relationships
- Concentrations
- Consumer Compliance
- Current Expected Credit Loss
- Cybersecurity
- Insider Fraud

For additional session descriptions and agenda go to:

www.fdic.gov/resourcecenter and follow links for "Directors' College Program" and "Kansas City Region."



[ICBND Website Access](http://www.icbnd.com)

The 2020 Emerging Leaders Development Program will include the following sessions:

We are currently working on session final details but here are some highlights we have underway so far:

- Winter Session: February 28, First State Bank, Grand Forks**

Our meeting sponsors, associate member Shazam, will conduct two sessions for attendees. Patrick Dix will speak on Social Media and Ben Hayden will have a session on skimming and security issues. A local business tour is also being arranged. Our evening event will be held at the Ralph Engelstad Arena in the Green Room. Event includes reserved seats in the corporate section for the UND vs Western Michigan hockey game, parking passes, VIP Credentials, delicious buffet meal, and open bar. We have limited tickets to this event and will be inviting the ICBND Board of Directors, ICB Services Board and our staff members to join us. We are currently only offering the event tickets to members only. If we have extra we will open it up to spouses/guests.

- Summer Annual Summit: June 4-5, Holiday Inn, Bismarck, ND**

We are working on an excellent lineup of speakers and events for this years annual summit. Topics will include sessions on how smart professionals can create career success and build their leadership skills along with being equipped not only on the book side of banking but with communication, leadership and business development skills. Current speakers locked in are James Robilotta, Joe Schmit, and Debbie Peterson. We are working on fun evening events for the group and much more. Our community event will include working with the local Ronald McDonald house.

- ICBND Annual Convention: Aug 17-19, Ramkota Hotel, Bismarck, ND**

We will be Roaring into the 20s with lots of great speakers, entertainment and networking opportunities. As of today speakers include John O'Leary and Dr. David Ripplinger, NDSU Ag Professor. We will also have an Energy Industry Update panel and concurrent education sessions on hot topics that are affecting the banking industry. Of course there will be lots of fun with our Exhibitors and PAC Raffles. Entertainment includes a mobile escape room and a show by Divas through the Decades. There will be golf at Prairie West and lots of networking opportunities. Once again we are teaming up with United Way for our community give back event.

- Fall Session: September 25, Williston, ND**

We are currently working out the details and speakers for this session.

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[ICBND Website Access](#)



Community Bankers for Compliance Program

Independent Community Banks of North Dakota (ICBND) is pleased to once again sponsor the annual Community Bankers for Compliance Program (CBC). The CBC Program is the most successful and longest running compliance training program in the country.

The CBC Program provides your bank with up-to-date information on the ever-changing bank regulations, as well as guidance for structuring and maintaining your in-bank compliance program. In addition, it provides a forum where those responsible for regulatory compliance can discuss issues and exchange ideas with other community bankers.

[For more information and
to register Click Here](#)



North Dakota Opportunity Fund

**Helping North Dakota's
small businesses create opportunities**

The North Dakota Opportunity Fund leverages private lender financing to help new and expanding small businesses obtain loans for private ventures in a consortium of 38 communities across the state.



Visit www.lcdgroup.org or call (701) 667-7600 to learn more about the North Dakota Opportunity Fund and other business loan, home loan, community grants, and multi-family and development programs.



AMERICAN BANK CENTER



Keylee Odden has joined **American Bank Center** as an agricultural banking officer in the Underwood location. In this role, she will provide those in the agricultural industry with loan, deposit and specialty product services. Odden has

been working in the financial industry since 2015.

In alignment with **American Bank Center's** growth ambition and geographic expansion, **Greg Vetter** has been hired in the new role of client services president. In this position, Vetter



will be responsible for growing the bank's trust, wealth management, insurance, home mortgage and business consulting services. He will provide leadership for the current markets as well as the recently entered Great Falls and Billings, Montana,

markets. Vetter has 27 years of experience in the banking industry, including working at American in the roles of American Trust Center chief operating officer and later president/CEO, Bank Center First president/CEO, Bismarck Region President and American Bank Center Chief Operating Officer. Vetter spent the past seven years serving as the University of Mary's executive vice president and chief of staff.

BANK OF NORTH DAKOTA



Sierra Whitmire joined **BND** as a student loan processing specialist.



Melinda Schirado was promoted to bank operations specialist III. Schirado has worked in operations since she began her career with **BND** in June 1990.



Samantha Yanish accepted the student loan processing specialist position. Samantha has worked in student loan customer service since she began her career with **BND** in March 2019.

FIRST WESTERN BANK & TRUST



Stephanie Hoffart comes to **First Western Bank & Trust** as the assistant corporate secretary & special projects manager.



Marilou Strand has joined **First Western Bank & Trust** as a trust administrator. She has over 5 years of experience in banking and finance.



First Western Bank & Trust is excited to have **Dean Zaderaka** join their team as a vice president and senior trust officer. Zaderaka comes to First Western Bank with over 30 years of banking experience.



Tony Watterud comes to **First Western Bank & Trust** as an AVP trust officer. He has over 27 years of financial, banking and business management experience.



John Stibbe comes to **First Western Bank & Trust** as the Eastern ND trust manager and Sr Vice President. He has over 31 years of financial, banking and business management experience.



First Western Bank & Trust is excited to have **Caley Perleberg** join our team as an assistant vice president-trust portfolio manager. Perleberg has worked in the financial institution industry for over 15 years.



Joan Wrolstad has worked in the financial institution industry for over 18 years. **First Western Bank & Trust** is excited to have Joan join our team as an AVP trust officer.



Kailey Boraas has joined **First Western Bank & Trust** as a trust officer. Boraas has over 5 years of experience in trust services and in 2018 graduated from the ABA Trust School.



To have your employees featured in the *Members in the News* please send your articles and photos to info@icbnd.com

FIRST WESTERN BANK & TRUST



First Western Bank & Trust is excited to welcome **Ross Perleberg** as a trust officer. He has over 4 year of experience in trust services and banking & finance.



Amy Remmick has been promoted at **First Western Bank & Trust** to retirement benefits officer. Remmick has over 20 years of experience in banking & finance, she started with the trust department in October of 2019.



First Western Bank & Trust is excited to welcome **Mary Disette** as a trust officer. Disette has over 29 years of experience in banking & finance and customer service, and started with the trust department in October of 2019.



Jaymie Emmerich has worked in the financial industry for over 12 years and joins **First Western Bank & Trust** as a trust operations assistant.



Shawn Dye has joined **First Western Bank & Trust** as a trust officer. He has over 23 years of experience in trust services.



First Western Bank & Trust is excited to have **Blake Holman** join our team as a trust portfolio manager I in our Bismarck location. He has worked in the financial industry for over 8 years.



Amy Glovich has been promoted to vice president of internal audit & compliance and chief risk officer at **First Western Bank & Trust**. Glovich has been with First Western since July of 2017, she is located in our Bismarck office.



Tom Larson has been promoted to senior vice president of ag and commercial lending at **First Western Bank & Trust**. Larson has been with First Western Bank & Trust since January of 1989.



Jersey Benson has been promoted to vice president of commercial lending & business banking manager at **First Western Bank & Trust** in Minot. He began his career with First Western Bank & Trust in 2011.



Kevin Bohl has been promoted to vice president of commercial lending & consumer banking manager at **First Western Bank & Trust** in Minot. He began his career with First Western Bank & Trust in 1997.



Brad Stai has been promoted to vice president and trust officer at **First Western Bank & Trust**. He has been with First Western since January of 2014 and is located in our Dakota Square office in Minot.



Chad Schmidt has been promoted to trust officer at **First Western Bank & Trust**. He has been with First Western Bank & Trust since November of 2017.



Sabrina Herrmann has been promoted to marketing specialist & community relations officer at **First Western Bank & Trust**. She has been with First Western since October of 2014.

WIDMER ROEL



Katrina Johnson has joined **Widmer Roel**, a regional public accounting and business advisory firm, assisting the audit department. Katrina, as a staff accountant, provides audit and accounting services.



Seth Serhienko has been promoted to manager in the audit department of **Widmer Roel**. Serhienko provides audit and accounting services to a wide range of clients. He joined Widmer Roel in 2016 and has four years of experience.

WIDMER ROEL



Hayley Andresen has joined **Widmer Roel**, a regional public accounting and business advisory firm, assisting the tax department. Hayley, as a staff accountant, provides tax and accounting services.



Troy Steele has joined **Widmer Roel**, a regional public accounting and business advisory firm, assisting the tax department. Troy, as a staff accountant, provides tax and accounting services.

STARION BANK

Starion Bank has hired **Eric Miller** as a mortgage banking officer in Fargo. As a



mortgage banker, Miller finances new home purchases, refinancing, new construction and other home loans. Miller has been a mortgage banker in the Fargo-Moorhead area since 2015 and also has experience in business development and project management.

He is located at Starion's branch on South 45th Street and is also able to meet with customers at the South University or Downtown locations.

LaDawn Schmitt has been promoted to chief credit officer (CCO). As CCO, Schmitt will join



the bank's executive committee, which is responsible for initiating key actions within the organization, reviewing financial data and setting major project priorities. Schmitt began her career with **Starion Bank** in 2006 as a business banking

representative. In the past 13 years, she has served in roles within credit analysis and loan review, and as business banking officer. In mid-2018, she was named assistant chief credit officer/SVP.



manager/VP in May 2018.

Rick Geloff has been promoted to controller. Geloff first joined **Starion** in 2013 as a credit analyst. He has also served in the roles of business banking officer and special assets officer, prior to being promoted to financial reporting

Rachael Erickson has been promoted to credit



manager/VP. Erickson joined **Starion** 10 years ago as customer service representative/receptionist in Mandan and moved to Bismarck when she was promoted to personal banking officer. Since 2012, she has been in the Credit Department serving as credit

administrative assistant, credit analyst and most recently credit lead.

UNITED VALLEY BANK

United Valley Bank recently promoted **Barry Hanson** to President and CEO. Hanson will be responsible for overseeing all procedures and practices regarding United Valley Bank's management, development, business operations and overall goals. He will primarily be working out of United Valley Bank's Columbia Road



location in Grand Forks, North Dakota. Along with his new duties, Hanson will also act as the interim Grand Forks Market President, filling the role vacated by Tim Horpedahl.

Hanson currently

resides in Grand Forks with his wife, Shari. Before being named President and CEO, Hanson spent 20 years serving as an Executive Vice President at United Valley Bank. He has over 37 years of banking experience and has been a member of the United Valley Bank team since 1999. He currently serves on the board of directors for both United Valley Bank, and its recent acquisition, Northern Sky Bank in Crookston, Minnesota. In addition to United Valley Bank, Hanson spent a number of years on the board of directors of the North Dakota

Bankers Association. He also served on the Ag Committee of the American Bankers Association.

Presently, he serves as Chairman of the North Dakota Credit Review Board in Bismarck, as well as Secretary/Treasurer and member of the board for Northern Valley Homes, a nonprofit corporation that provides low-cost rental housing options in Cavalier, North Dakota. Hanson has also served on the church councils of Our Savior's Lutheran Church in Hillsboro, North Dakota, and United Lutheran Church in Cavalier.

UNITED COMMUNITY BANK



United Community Bank has announced that **Molly Flagstad** has been promoted to financial services specialist. Flagstad began her employment with United Community Bank in 2018 as a customer service representative.

In her new position, Molly is responsible for developing relationships with new and current customers by assisting them with new checking, savings, CDs and IRAs, and other duties as her position expands.



American State Bank & Trust Co.

BRAATEN RETIRES AFTER 40 YEAR CAREER AT AMERICAN STATE BANK

In a joint statement, Pat and Tammy Sogard and Tom and Laura Davidson, representing ownership of American State Bank & Trust Company of Williston, announced the retirement of Executive Vice President & Chief Lending Officer Rick Braaten, effective December 31, 2019. Braaten is retiring after a 40-year banking career, all of which has been at ASB&T in Williston.

A celebration honoring Braaten was held Tuesday, Dec. 31, 2019, at the main office of ASB&T, 223 Main St.

The Sogard and Davidson families said that, “We are so fortunate that Rick worked for the past 40+ years of our family’s 113-year ownership of ASB&T. Rick thoroughly understood our family’s long term focus to provide a safe and sound bank that serves the needs of the citizens of Northwest North Dakota. As we reflect over the last four decades of banking in Williston, we recognize that Rick has been a steady leader in the community and, more specifically, ASB&T.”

Braaten began his career with ASB&T in 1979 as a consumer loan adjuster and gained valuable experience as he built his career to include managing the consumer loan department, bringing the first credit card program to the bank, overseeing the marketing function, transitioning to a commercial lender, then managing the commercial and consumer departments, and culminating his career as the Executive Vice President and Chief Lending Officer.

Braaten has also been a dedicated community servant throughout his career with service on the board of directors of many organizations in the community including: The Fred and Clara Eckert Foundation for Children, The Salvation Army, Life Church, Trinity Christian School, Basin United Way, Williston Area Chamber of Commerce, Williston Economic Development Corporation, and Independent Community Banks of North Dakota. Braaten was also in the first class of the Leadership Williston Program through the Williston Chamber in 1996.

Pat Sogard, ASB&T Chairman of the Board, also announced that as Braaten transitions to retirement, he will become a member of the ASB&T Board of Directors. “Rick’s leadership has been instrumental to the overall success of ASB&T and we are excited to welcome his knowledge and experience to the Board of Directors,” he said.

Braaten is a Williston native, graduate of Williston High School and UND Williston (now Williston State College). He holds a Bachelor’s degree in Business Administration from Evangel University in Springfield, MO. He and his wife Andrene have four children, Kyle of Jordan MN, Kaycee of Minot, Jacob & his wife Jordan of Williston, and Olivia of Fargo. They have two grandchildren, Cora and Camden.



Pictured: Rick Braaten

Starion Bank

STARION BANK DONATES TO COPS FOR KIDS

During the month of November, 20 men at Starion Bank in Bismarck and Mandan ditched their razors for a good cause. As part of No Shave November, a.k.a. “Noshember,” the men competed for bragging rights while raising money for the Cops and Kids program.

A total of \$2,657.44 was raised through entry fees, paid votes for favorite beard and a match from the bank. Starion business banker Reed Hendrickson presented the donation to Bismarck Police Department Officer Lynn Wanner.

Cops and Kids is coordinated by the Fraternal Order of Police Missouri Valley Lodge #3. Officers in Bismarck and Mandan take low-income or at-risk children out for lunch and shopping, providing them with a positive interaction with law enforcement. The program is funded by donations.



Pictured: Reed Hendrickson with Lynn Wanner.



Please share this newsletter with new employees and co-workers and invite them to subscribe to notifications today! E-mail request with contact information to Nanci at info@icbnd.com. Thanks!

American Bank Center

AMERICAN JOINS THE NATIONAL CYBER SECURITY ALLIANCE IN GLOBAL EFFORT TO SUPPORT DATA PRIVACY DAY BY BECOMING A 2020 CHAMPION

American has announced its commitment to Data Privacy Day – an international effort held annually on Jan. 28 to create awareness about the importance of respecting privacy, safeguarding data and enabling trust – by signing up as a Data Privacy Day 2020 Champion. As a Champion, American recognizes and supports the principle that all organizations share the responsibility of being conscientious stewards of personal information.

Data Privacy Day is part of a greater campaign that promotes awareness of the importance of privacy, highlights easy ways to protect personal information and reminds organizations that privacy is good for business.

American joins the growing global effort among nonprofits, academic institutions, corporations, government entities, municipalities and individuals to raise awareness at home, work, school and in their communities. Through collaboration and unified, consistent messaging about privacy and protecting personal information, all Data Privacy Day Champions are working toward the common goal of improving individual and business consciousness toward respecting privacy, safeguarding data and enabling trust.

“Privacy is more important than ever in today’s digital world. With data breaches and compromised data, it’s important that people know how their data is being used and how to protect it along with their identity,” said American Information Security Officer Tina Govan.

American challenges its employees to serve as a company of advisors to customers. This includes implementing best information security practices such as enabling Multi-Factor Authentication, checking security settings on smartphone apps and setting up alerts for changes to their data.

In North America, the Data Privacy Day initiative is officially led by the NCSA, a nonprofit, public-private partnership dedicated to promoting a safer, more secure and more trusted internet. For more information about getting involved in Data Privacy Day and becoming a Champion, visit staysafeonline.org/data-privacy-day/become-dpd-champion.



To learn more about American’s data privacy, visit [WeAreAmerican.bank](https://www.americanbank.com/weareamericanbank).

ICBND Classifieds

Starion Bank

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

Retail Manager—Bismarck

Located in Bismarck, the Retail Manager will be responsible for leading and directing the daily retail operations for branches within Bismarck and Mandan, which typically includes ensuring quality customer service, achieving assigned metrics and goals, addressing and resolving complex customer service issues, and monitoring compliance with a defined sales and service process. As a working manager, must be familiar with the features and benefits of products and services and be able to process the most complex transactions.

Successful candidates will have eight to ten years of experience in retail banking, including management and sales coaching. Knowledge, skill and mental development equivalent to the completion of a bachelor’s degree in business administration, accounting, finance or economics is 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.

Join our team and work at a bank recognized as “Best of the Best” by Independent Business magazine, “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.

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

ICBND Educational Opportunities

ICBND Webinars

		2/13/2020	Deposit Account Series: Banking Cannabis Businesses: Hemp, CBD, THC & More Joseph Silvia, Howard & Howard Attorneys PLLC
1/7/2020	Lending to Hemp Businesses Dawn Kincaid, Brode Consulting Services, Inc.	2/19/2020	Harassment Claims in a #MeToo World David A. Reed, Reed & Jolly, PLLC
1/8/2020	BSA High-Risk Customers: Identifying, Enhanced Due Diligence & Monitoring Elizabeth Fast, Spencer Fane LLP	2/20/2020	Qualifying Borrowers Using Personal Tax Returns Part 1: Form 1040 & Schedules B & C Tim Harrington, TEAM Resources
1/14/2020	Deposit Account Series: Compliance at Account Opening Deborah Crawford, Gettechnical Inc.	2/21/2020	Nonresident Aliens: New 2020 Tax Reporting Rules, CIP, CDD & More Dawn Kincaid, Brode Consulting Services, Inc.
1/15/2020	Incorporating Diversity & Inclusion into Your HR Policies Nancy Flynn, The ePolicy Institute™	Morning 2/24/2020 Monday	Deposit Account Series: Deposit Operations Update 2020 Deborah Crawford, Gettechnical Inc.
1/16/2020	Accounting Nightmares: TDRs, Foreclosed Assets, Investments & More Bryan W. Mogensen, CliftonLarsonAllen LLP	2/25/2020	HELOC Compliance: Disclosures, Documentation, Advertising, Amending & More Elizabeth Fast, Spencer Fane LLP
1/21/2020	Data-Driven Loan Pricing Josh Miramant, Blue Orange Digital	2/27/2020	Managing Force-Placed Mortgage & Auto Insurance Bill Elliott, Young & Associates, Inc.
1/22/2020	2020 IRA & HSA Update, Including Pending & Breaking Legislation Frank J. LaLoggia, LaLoggia Consulting, Inc.	3/3/2020	Appraisal Compliance Checklist, Including New Threshold Limits Ann Brode-Harner, Brode Consulting Services, Inc.
1/23/2020	Top 10 Issues for the 2019 HMDA Report: Due March 1, 2020 Susan Costonis, Compliance Consulting and Training for Financial Institutions	3/4/2020	Call Report Preparation: Avoiding Common Errors Michael Gordon & Kris Trainor, Mauldin & Jenkins, LLC
1/28/2020	Deposit Account Series: UCC 3 & 4 Check Issues: Stop Payments, Postdated, Stale-Dated & Endorsements Mary-Lou Heighes, Compliance Plus, Inc.	3/5/2020	Commercial Lending Series: Managing a Commercial Construction Loan: Start to Finish Elizabeth Fast, Spencer Fane LLP
1/29/2020	Call Report Update 2020 Michael Gordon & Kris Trainor, Mauldin & Jenkins, LLC	3/9/2020 Monday	Understanding Marijuana Business Compliance for the Board Dawn Kincaid, Brode Consulting Services, Inc.
1/30/2020	Advanced Issues in Dormant Accounts, Unclaimed Property & Escheatment Elizabeth Fast, Spencer Fane LLP	3/10/2020	Common HMDA Violations & Challenges Susan Costonis, Compliance Consulting and Training for Financial Institutions
2/4/2020	ACH Tax Refunds: Exceptions, Posting & Liabilities Michele L. Barlow, PAR/WACHA	3/11/2020	Impact of Reg CC Rule Changes on ACH & RDC: Effective July 1, 2020 Michele L. Barlow, PAR/WACHA
2/5/2020	Using the UBPR to Improve Bank Performance Gary J. Young, Young & Associates, Inc.	3/17/2020	Qualifying Borrowers Using Personal Tax Returns Part 2: Schedules D, E & F Tim Harrington, TEAM Resources
2/6/2020	Action Plan for Reg CC Rule Changes Effective July 1, 2020 Steven Van Beek, Howard & Howard Attorneys PLLC	3/18/2020	2020 ACH Rules Update, Including Emerging & Real-Time Payments Shelly Sipple, EPCOR
2/7/2020	Effective Time Mastery: Working Smarter, Not Harder Dr. Jerry V Teplitz, Jerry Teplitz Enterprises, Inc.	3/19/2020	Consumer Loan Flood Insurance Forms Line-by-Line Molly Stull, Brode Consulting Services, Inc.
Recorded only 2/10/2020	Diversity Self-Assessment: Regulatory Guidance & Best Practices David A Reed, Reed & Jolly, PLLC	3/23/2020 Monday	Deposit Account Series: Advanced New Account Issues: POAs, Trusts, Estates & More Deborah Crawford, Gettechnical Inc.
Monday 2/11/2020	Commercial Lending Series: Commercial Loan Documentation Ann Brode-Harner, Brode Consulting Services, Inc.	3/24/2020	Commercial Lending Series: Commercial Flood Insurance Rules & Best Practices Susan Costonis, Compliance Consulting and Training for Financial Institutions
2/12/2020	Electronic & Imaged Documents: What to Keep, What to Destroy, What Holds Up in Court Elizabeth Fast, Spencer Fane LLP		

3/25/2020	Collecting SBA Loans: Critical Steps in Protecting the SBA Guaranty Elizabeth Fast, Spencer Fane LLP
3/31/2020	New Technology: Cash Recyclers, Pod Banking & Interactive ATMs Barry Thompson, Thompson Consulting Group, LLC
4/1/2020	Commercial Lending Series: Commercial Loan Workouts, Restructuring & Loss Mitigation Elizabeth Fast, Spencer Fane LLP
4/2/2020	Mastercard Dispute Resolution for Chargebacks Diana Kern, SHAZAM, Inc.
4/7/2020	Deposit Account Series: 10 Overdraft Hotspots, Including Regulations, Lawsuits & Guidance Deborah Crawford, Gettechnical Inc.
4/8/2020	Board Secretary Training: Documenting Board Training, Minutes, Corrections & More Dawn Kincaid, Brode Consulting Services, Inc.
4/14/2020	Advertising Compliance Part 1: Print, Radio & TV Steven Van Beek, Howard & Howard Attorneys PLLC
4/15/2020	FCRA Compliance: From Delinquent Loans to New Hires David A. Reed, Reed & Jolly, PLLC
4/16/2020	Establishing & Amending Traditional & Roth IRAs Frank J. LaLoggia, LaLoggia Consulting, Inc.
4/21/2020	New FFIEC Procedures for Business Continuity Management & Resilience Molly Stull, Brode Consulting Services, Inc.
4/22/2020	10 Strategies for Remaining Independent in a Consolidating Environment Phillip K. Smith, Gerrish Smith Tuck, PC, Consultants & Attorneys
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