



BankHER Bulletin

Encourage . Support . Inspire



This beautiful image was captured by Desi Simons with BankWest. It just so happens to be the cover photo for the 2024 Scenes of South Dakota Calendar put together by the SDBA!



Each spring, SDBA invites submissions of captivating images showcasing the beauty of our remarkable state. The submission window remains open until July 31st. Photos are judged, and top picks are placed within the layout. Start snapping photos now to submit next year! We still have some 2024 calendars available! Reach out to info@sdba.com if you are interested.

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What's the BankHER Bulletin?

The BankHER Bulletin is SDBA's quarterly newsletter dedicated to the extraordinary women in banking. Within these pages, uncover timely updates and pertinent insights crafted for professionals like you in this industry. Our goal extends beyond mere information; we seek to enrich it with inspiration, enjoyment, and encouragement.

Always remember: you matter.



Women of Impact Awards

The SDBA Women of Impact Award was established to celebrate South Dakota Bankers Association members who have made significant contributions and positive impacts in their organizations, communities and industry. The inaugural awards were recently presented at the sixth annual LEAD STRONG: Women in Banking event.

There were twelve nominees for the award:

- **Jennifer Baloun, VP Sales/Marketing Sales Manager, BankWest**
- **Ann Buckmiller, Director of Compliance, Reliabank Dakota**
- **Cherie Coleman, Senior Vice President & Trust Department Manager, Pioneer Bank & Trust**
- **Jodi Eich, COO, Rivers Edge Bank**
- **Kristen Fauth, EVP & Chief Operating Officer, Dacotah Bank**
- **Michelle Ingebrigtson, VP, Director of Loan Operations, Minnwest Bank**
- **Kay Kaup, Market President, Plains Commerce Bank**
- **Nan Poppen, Executive Vice President, First Bank & Trust**
- **Diana Pfister, SVP & General Counsel, Dacotah Bank**
- **Lyndsay Schreiber, Director of Human Resources, Pioneer Bank & Trust**
- **Kathy Thorson, Market President Sioux Falls, Central Bank**
- **Kotti Wickard, Retail Banking Operations Manager, Security First Bank**



Our 2023 Women of Impact are Nan Poppen and Kathy Thorson. Their bios are shared on the following pages!

Women of Impact Awards

NAN POPPEN FIRST BANK & TRUST, BROOKINGS

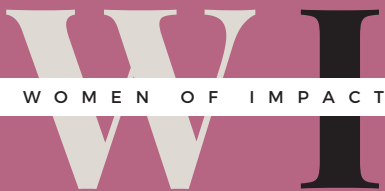
Since joining First Bank & Trust in 2001, Nan Poppen has held every position within the human resources department and now serves as Chief Human Resources Officer. Nan currently oversees employee relations, benefit design, compensation, and strategic planning. Nan is a member of the organization's executive committee and also serves as President of the Kid's World Board of Directors, which provides childcare and preschool options for employees. Nan is active in her community and has served on the Board of Directors of Advance, a non-profit organization that supports more than 115 people with intellectual and developmental disabilities. After serving her term on that Board, she then joined the Advance Foundation Board. Nan also actively volunteers with the Brookings band program, volunteering at various events and serving as Treasurer for the High School "A Flood of Jazz". Nan also volunteers with Junior Achievement. Nan is a leader in advocating for employees and ensuring that the employees of First Bank & Trust have the resources they need to be successful. It is often said that our employees are our biggest asset, and Nan works very hard to ensure that employees feel appreciated. Nan has led several important corporate wide initiatives to support employees, including an emphasis on mental health resources and the implementation of a mental health day. She also has led the organizations' efforts surrounding diversity, equity & inclusion and implementing an employee engagement survey. Nan recently had the opportunity to share her experiences with employee engagement and retention as a panelist on an American Bankers Association webinar. She is a trusted advisor, and the organization is better because of her dedication to our employees. Nan attended South Dakota State University in her hometown of Brookings, SD, where she graduated with a BA in Sociology with a minor in Criminal Justice. She is certified as a Professional in Human Resources (PHR), and a Certified Professional in the Society for Human Resource Management (SHRM-CP) as well as a member of the association. Nan and her husband Keith have two children, Sophia and Jason.



Women of Impact Awards

KATHY THORSON CENTRAL BANK, SIOUX FALLS

Kathy Thorson has made her mark in the Sioux Falls area for the past 40+ years. She is currently the Market President for Central Bank in Sioux Falls. Her leadership has propelled the banks she has led to record growth. Kathy started as a teller in college and advanced to business banking and management. Her fundamentals have always consistently been customer service and developing long-term relationships with the teams she leads and customers she works with. That can be witnessed with the many customers she has had for 40 years that trust her educated advice and caring personality. Kathy is a Sioux Falls native, receiving a bachelor's degree from Augustana University and an MBA from the University of South Dakota. Her community involvement is very important to who she is with the following involvement to name a few: Past Board President of Sioux Council Boy Scouts of America, Board Member of the Sioux Falls Development Foundation, Board Member of the Chamber of Commerce Community Appeals, Board Vice Chair and Past President of the Volunteers of America Foundation, Past President of Downtown Rotary, Past Board Member-treasurer and president of Center for Active Generations, and Forward Sioux Falls Board Member. Kathy's faith is very important to her, and she shares that by being very active in the South Dakota Prayer Coalition. The Coalition was founded by long-time resident and successful businesswoman, Marian Sullivan. Marian requested that Kathy continue to keep the Coalition active in our community. No matter what role Kathy as served at the Bank, she always makes time to be involved. When she joins a board or committee, she makes a difference through her leadership and relationship building skills. If we had one word to describe her involvement it is passionate! She not only provides her talents in the various organizations but helps other employees in the bank to for their passion and assists in connecting them with people to get them involved. Kathy is a mentor to not only those she works with but many others in the community. She has a passion for helping women succeed in their business endeavors. She not only meets with them regularly but provides encouragement and coaches them to attain their professional dreams. Here is a quote from Kathy when asked how she maintains a culture of caring and service at the Bank: "My greatest strength is giving our customers the special attention they deserve and imparting that quality to our staff."





ABA Women Lead Workshops

Women Lead Workshops help bankers develop critical leadership skills to propel their careers and organizations to the next level. Learn leading practices about how to inspire and motivate, act strategically, build collaborative teams, and champion change. Whether you are an emerging leader or a seasoned leader looking to fine tune your skills, join us to discuss different leadership competencies to grow your skills. In 2023, we explored how to inspire and motivate teams and how to develop strategic perspective. In the new year, we have added two new workshops: How to Foster Collaboration on Teams and How to Champion Change.

We cap registrations to the first 25 registrants to enable more discussion. Registration is free, and participants receive an ABA Certificate of Completion. Workshop times and registration links are below.

We can also bring these workshops to your bank if you register at least 15 participants. Please reach out to Cathy Nestruck at cnestruck@aba.com if you have questions or for scheduling bank groups.

<https://www.aba.com/extranet/women-lead-workshops>

WORKSHOP DATES

How to Foster Collaboration on Teams

Great leaders build and lead collaborative teams. Learn these critical leadership skills during one of the following workshops in January. Click on date to register:

- [Wednesday, January 10, 2024 at 3:00 pm ET](#)
- [Tuesday, January 16, 2024 at 3:00 pm ET](#)
- [Wednesday, January 24, 2024 at 3:00 pm ET](#)
- [Tuesday, January 30, 2024 at 3:00 pm ET](#)

How to Champion Change

How to Champion Change

Great leaders also know how to champion change. Learn the best strategies to manage change during one of the following workshops in February. Click on date to register:

- [Wednesday, February 7, 2024 at 3:00 pm ET](#)
- [Tuesday, February 20, 2024 at 3:00 pm ET](#)
- [Tuesday, February 27, 2024 at 3:00 pm ET](#)



**LEAD
STRONG**

*Women in
Banking
Event 2024*

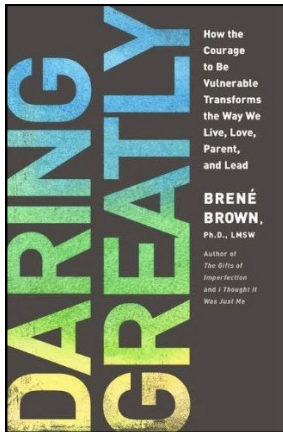
**save the
date**

SEPT 26

SIOUX FALLS



NIGHTSTAND

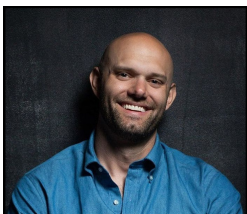


Brene Brown:
Daring Greatly
How the Courage to
Be Vulnerable
Transforms the Way
We Live, Love,
Parent, and Lead

In a world where “never enough” dominates and feeling afraid has become second nature, vulnerability is subversive. Uncomfortable. It’s even a little dangerous at times. And without question, putting ourselves out there means there’s a far greater risk of getting criticized or feeling hurt. But when we step back and examine our lives, we will find that nothing is as uncomfortable, dangerous, or hurtful as standing on the outside looking in and wondering what it would be like if we had the courage to step into the arena. Daring Greatly is a practice and a powerful vision for letting ourselves be seen.

<https://brenebrown.com/book/daring-greatly/>

INBOX



James Clear:
The 3-2-1 Newsletter

James Clear, the author of “Atomic Habits,” shows up in your inbox once a week with “the most wisdom per word of any newsletter on the web.”

The 3-2-1 Newsletter is one of the most popular newsletters in the world. Every Thursday, the latest issue is sent to over 2,000,000 people. Each message includes 3 short ideas from me, 2 quotes from others, and 1 question for you to ponder.

<https://jamesclear.com/3-2-1>

EAR BUDS



Mel Robbins:
Take Control of
Your Mindset:
Master Your
Mental Habits
for a Happier
Life

In this episode, you’re learning a simple but powerful way to take control of your mindset.

You need to get serious about your mindset. The way you think and talk to yourself has serious consequences.

Your thoughts become your beliefs.

Your beliefs turn into actions.

Your actions become habits.

And your habits determine who you are and what you achieve in life, or not.

That’s why you need a Mindset Reset.

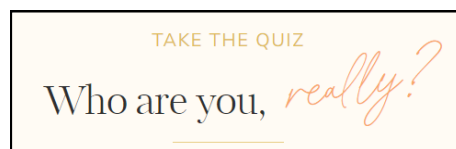
Imagine if your thoughts were positive, empowering, clear, and encouraging. Imagine if your beliefs inspired the best in you.

If you’re tired of listening to a voice that beats you down, fills you with doubt, and argues against your goals and dreams, it’s time to change your thinking.

Today, you’ll learn how to do it for yourself and start programming a more positive, empowering, and confident mindset.

<https://www.melrobbins.com/podcasts/episode-59>

BRAIN BREAK



Jenna Kutcher:
Who are you
really?

Reconnect to your voice, rekindle your purpose, and reimagine what’s possible. It all starts with you – the real you. Ready to shine a light on your unique brilliance? Take the quiz, “Who are you, really?” (It’s just 90 seconds!) Take stock of who you are today so you can become the person you want to be for all of your tomorrows.

***Psst... no this quiz won’t capture the entirety of who you are in all your complicated splendor. So what WILL it do? It’ll remind you of at least 53 reasons why you’re incredible.*

It’ll invite you to ask yourself the questions beneath the questions (“why am I so tired and uninspired?” deep down you know the answer). It’ll shower you in a vast quantity of useful resources specific to your personality & circumstances, and most importantly: it will boldly help you to declare that who you are, really, is ENOUGH. You in?

<https://jennakutcher.com/whoareyoureally>

Throughout the season, we might try using one or all of these tips to practice self-care during the holidays:

1. Find short periods of time to sit quietly.

Sometimes self-care can be as simple as taking a few minutes to stop, sit, and breathe. Whether we're able to find a free 3 minutes or 30 minutes to take a break, it can make a world of difference for our well-being. Should we opt to use this time to do a guided meditation, research shows that people who used Headspace for only 10 days reported an 11% decrease in stress.

But we don't necessarily have to meditate during this time. We can also simply sit and reflect. "It doesn't matter what we call it," says Andy. "The point is to take some time out, not to be distracted in any way, and just allow the body to decompress and unwind."

2. Tap into a sense of play.

Throughout the holidays, it can be easy to get wrapped up in all the logistics the season requires, constantly ticking things off to-do lists. Before we know it, the holidays have become less of a celebration and more of a long chore.

To bring more fun back into this season, we might carve out time to do something that we really enjoy. "Do you remember the last time you really had a sense of play and joy? Even if it's for 5 or 10 minutes, reignite that spark," says Andy.

Maybe that means watching nostalgic Christmas movies or reveling in the daily surprise of an advent calendar. Whatever it is, making these elements a priority can help to bring balance to the stressful moments.

3. Care for the body.

While caring for the mind is a great start to self-care, caring for the body is an equally important part of the equation. During the holidays, preserving our physical health may look like having healthy sleep hygiene or practicing mindful eating to better navigate all the indulging associated with the season. It can also look like taking time to schedule a daily walk, a habit that studies show can help reduce anxiety, depression, social withdrawal, and a negative mood, while also boosting self-esteem.

4. Make room for all types of feelings.

There tends to be an underlying pressure during the holidays to feel perpetually happy and festive. While some people may feel truly blissful during this time, 64% of people say they experience a case of the holiday blues at some point throughout the season. It's common for this time of year to bring up feelings of sadness, stress, anxiety, grief, and loneliness.

Should these emotions arise, we might sit with them as an act of self-care. While this can admittedly be uncomfortable, we can use meditation to navigate these feelings in a way that may help us feel much better in the end.

Meditation offers us a chance to step away from the thinking mind and instead focus on the breath, rather than our thoughts and emotions. This anchors us to the present moment and calms the mind. In stepping back from all our storylines and ruminations, we are better able to observe what's going on in our mind; the more we observe, the more we realize we don't have to get caught up in all the mental noise we self-create. As we learn how to acknowledge thoughts and feelings that arise during meditation, we learn to give them less weight and meaning, so we start to release them — allowing us to move forward and form a clearer, calmer, more contented space.

5. Practice letting go of expectations.

Sometimes, the best, biggest act of holiday self-care we can give ourselves is simply to work on letting go of the standards and expectations we so often set for ourselves at this time of year — fixed ideas created in the mind that might not match how life actually plays out. This is something else we get to observe when meditating.

When we sit with the mind, we are sitting with the present moment; we are sitting with life as it unfolds, without guarantee. We are, in fact, training the mind to be okay with uncertainty. Ultimately, we come to a place where we lessen our grip on seeking to control outcomes, and so we let go of any ideals or expectations that can often trip us up, or lead to sadness and frustration.

Article from Headspace



CRANBERRY-ORANGE SALAD

Ingredients

- 2 quarts ground cranberries
- 2 cups sugar
- 1/2 orange, rind of, ground
- 2 peeled oranges
- 3/4 cup walnuts, semi coarsely chopped
- 2 (3 1/2 oz) boxes orange Jell-O

Directions

1. Grind cranberries, oranges, rind and fold in the sugar.
2. Make the Jello with 1/2 the water it calls for. Stir quickly until dissolved.
3. Add to the cranberry mixture, add nuts.
4. Refrigerate overnight.



MEXICAN WHITE CHEESE DIP

Ingredients

- 1/2 pound white american cheese
- 1/4 cup milk maybe more if you want it thinner
- 1 tablespoon butter
- 1 4 oz can of green chili's
- 1/4 teaspoon cumin
- 1/4 teaspoon garlic salt
- .125 tsp cayenne pepper - a pinch

Directions

1. Place cheese, milk, and butter in a sauce pan over low heat. (Can also make in a crockpot.)
2. Heat until melted - stirring frequently.
3. Stir in the green chillis, cumin, garlic salt, and the cayenne pepper.
4. Add more milk if you want it thinner.
6. Serve



CHRISTMAS MORNING PUNCH

Ingredients

- 3 cups unsweetened pomegranate juice
- 1 cup orange juice
- 1 cup pineapple juice
- 1 2-inch piece of fresh ginger, peeled and sliced
- 1 25.4 oz bottle sparkling apple juice, such as Martinelli's

Directions

1. Combine the pomegranate, pineapple, and orange juice in a pitcher. Add the sliced ginger and let sit overnight (or up to 24 hours).
2. When ready to serve, place a few ice cubes in a tall glass and fill halfway with the fruit juice. Top with sparkling apple cider and serve immediately.

Inspiration

GIGGLES TO SHARE

"A guy asked me what it was like to be a woman in the workplace and another guy answered for me. Nailed it."—Writer Krista Pacion

QUOTE TO CONSIDER

"We don't stop playing because we grow old; we grow old because we stop playing."
—George Bernard Shaw

QUESTION TO PONDER

Half of your problems are just your mind making minor things seem like major things. What are you over-emphasizing right now?

ACTION TO TAKE

- During this holiday season, find space to pause, and soak in the blessings that are present in your life. Write them down.

AND/OR

- Say thank you to someone who has done something for you, no matter how mundane or run-of-the-mill it may be.



Thank you!

Thank you for reading the SDBA's BankHER Bulletin.

We appreciate your hard work and engagement within the banking industry!

Disclaimer

We celebrate the diversity and individuality of our readers. The information shared in this newsletter is intended to offer insights and support. However, we understand that everyone's journey and experiences are unique. What works for one may not apply to all. Our intention is to empower and inform, and we hope you find value in our content. Should any part of it not resonate or feel relevant, we encourage you to embrace what best suits your path. Your perspectives and choices are respected here. If any content has inadvertently caused offense, please accept our sincere apologies as that was never our intent.

Contact us

If you have any questions for us, or suggestions for content for the next newsletter, please share it with us at info@sdba.com.



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