

SDBANKER



OFFICIAL PUBLICATION OF THE SOUTH DAKOTA BANKERS ASSOCIATION | FEBRUARY 2023

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SDBA STAFF

Karlton Adam, SDBA President
kadam@sdba.com

Mike Feimer, President of Insurance and Services
mfeimer@sdba.com

Halley Lee, Administrative Vice President
hlee@sdba.com

Haley Juhnke, Communications Coordinator
hjuhnke@sdba.com

Natalie Likness, Member Services Coordinator
nlikness@sdba.com

Dean Franzen, Commercial Lines Specialist
dfranzen@sdba.com

Michelle Guthmiller, Insurance Specialist
mguthmiller@sdba.com

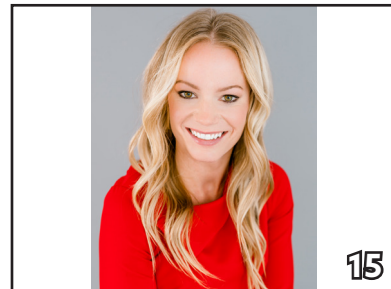
Robin Feimer, Insurance Specialist
rfeimer@sdba.com

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COVER PHOTO: The Capitol Rotunda, photo by Haley Juhnke



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message from the chair.....

BY DAVE BANGASSER | Senior Vice President Chief Banking Officer | Dacotah Bank, Sioux Falls
605.367.6435 | dave.bangasser@dacotahbank.com

State Legislative Day – Time to ENGAGE

Greetings my fellow SDBA bankers! As you all know, the 2023 South Dakota Legislative session is off and running. From day one, SDBA President Karl Adam and SDBA legal counsel Brett Koenecke have been working diligently to keep on top of proposed legislation that could affect the banking industry. I am continually impressed by their knowledge of how things work in Pierre, and with their interactions on behalf of SDBA member banks.

So far this session, Karl has asked the SDBA Board of Directors to take a position on various pieces of proposed legislation. I appreciate how Karl and Brett describe the issues at hand, and how they provide the board with the information necessary to make an educated decision. I have also been impressed with the engagement of the board. When Karl reaches out, the board members quickly respond. Your board of directors takes very seriously our roles as advocates for our community banks and are actively ENGAGED during this legislative session.

To date, much of the content of proposed bills have either had a limited impact on banks or have been successfully argued against by Karl and Brett. We have been expecting bills to be proposed related to ESG – Environmental, Social, Governance. ESG continues to gain traction in Washington, DC and we fully expect similar legislation to be proposed in South Dakota. Most likely, we all have at least a casual awareness of ESG related topics. Given the momentum we are seeing with ESG initiatives, it is a good idea for all of us to heighten our awareness and understanding of ESG – what it means, and what the consequences may be for community banks.

The ABA website contains several helpful resources that provide background behind ESG topics, and positions that the ABA has taken on this very important issue. The ABA has established an Environmental, Social, and Governance (ESG) Working Group that will provide member banks with a forum for discussing the many facets of ESG engagement by banks, with a particular focus on advocacy. Why do I mention this?? My friends, ESG is not going away!! Due to this, we will need to be EDUCATED and ready to ENGAGE when called upon. As you deepen your knowledge of ESG, you will quickly learn that these initiatives have many

consequences that would have an adverse effect on how our community banks do business. We will need to be ready to push back when necessary and continue to tell our community banking story our way, and not let others define who we are, and what it is we do!



Please make every effort to attend the SDBA Legislative Day in Pierre on February 15, 2023. This is our chance as an industry to connect with our law makers and convey our messages to them regarding how the decisions they make affect our industry. Showing up in force really matters, and the SDBA staff has an exciting day planned for us. I look forward to seeing as many of you as possible in Pierre on the 15th. Until then, stay safe, stay warm, and travel safely to Pierre. Thanks for all that you and your banks do every day in serving our customers and our communities! 🇺🇸



from the executive office.....

BY KARLTON ADAM | President | South Dakota Bankers Association

605.224.1653 | kadam@sdba.com

Legislative Update

I relate a lot to the meme that occasionally floats around the internet that says something along the lines of, "January was a long year, but we made it through."

Can anyone else relate? I hope so! All kidding aside, the SDBA has spent much of the New Year advocating for our industry at the state Capitol; we've been busy planning educational, advocacy, networking and both professional and personal development events throughout the year; and we've promoted our industry to our future workforce as a preferred career opportunity through the SD Bankers Foundation scholarships. We hit the ground running in 2023, and I wouldn't have it any other way!

For starters, a brief recap of the 98th Session of the South Dakota Legislature: If you're subscribed to my weekly Legislative Updates, you may be familiar with some of the bills we've been tracking, supporting and opposing.

•SB 41 - establish a program for housing infrastructure loans and grants and make an appropriation. This bill is a refinement of the Housing Opportunity Fund, a bill that required tweaking after the 2022 legislative session. In 2021, a housing task force was established to develop an infrastructure program for career housing in South Dakota. A \$200 million SD Housing Infrastructure Fund was created and is to be administered by the South Dakota Housing Development Authority (SDHDA). The SDBA testified in favor of this bill on Thursday, January 12, with a due pass recommendation and it passed out of committee with an 8-1 affirmative vote. Then it passed out of the Senate 29-2 on Friday, January 13. House State Affairs held a hearing on SB 41 on Wednesday, January 18 and SB 41 passed out of the committee with a 12-1 affirmative vote and was sent to the House floor for debate. On Monday, January 23, the House passed this measure with a vote of 54-16.

•HB 1117 & 1118 - Make an appropriation to support the small and mid-sized manufacturers, and to declare an emergency; and make an appropriation to support the South Dakota Small Business Development Center and the South Dakota Procurement Technical Assistance Center, and to declare an emergency, respectively. These companion bills were created to receive support in favor of the special appropriated funding proposal by the Governor. The passage of these measures would allocate \$2.3 million in general funds to support the Small Business Development Center (SBDC), the Manufacturing and Technology Solutions and the Procurement and Technical Assistance Center. At the request of House Speaker Hugh Bartels, and authorization of the SDBA Board, the SDBA testified in "support" of these companion bills during the bill hearing.

•HB 1193 - An Act to amend provisions of the Uniform Commercial Code. This legislation was discussed at the state banking association legal counsel conference in November 2022 that SDBA legal counsel, Brett Koenecke attended. This is an update and revision to the code. I will send a separate email with a summarized description of the recommended updates. This bill was read in the House on Wednesday, February 1, and was referred to House Judiciary. This bill passed out of House Judiciary on Wednesday, Feb. 8, with a 7-4 vote. This will be voted on the House floor on Monday, Feb. 13.

•HB 1207 & 1208 - An Act to prevent financial services providers from denying service based on certain grounds; and An Act to prevent government entities from entering contracts with companies that promote certain economic boycotts, respectively. These poorly written companion bills were introduced late Tuesday evening, January 31, and were split up on Wednesday, February 1, with 1207 going to the House Commerce and Energy Committee and 1208 going to House State Affairs, with its initial hearing on Friday, February 3. That day, the SDBA testified at the hearing to adamantly oppose 1208 with a clear message: Let banks be banks. Banks should be free to lend to, invest in, and generally do business with any entity or activity that is legal, without government interference, and banks should also be free not to lend, invest, or otherwise engage so long as they do not violate fair lending or other anti-discrimination laws. In short, HB 1208 was killed 12-1. We received word from the House Commerce and Energy Committee that 1207's hearing is scheduled for Wednesday, Feb. 15, at 10 a.m. CT. Again, our message will be clear to let banks be banks and we'll oppose 1207 the way we opposed 1208.

We're looking forward to hosting bankers, associate members, legislators and supporters of South Dakota's banking industry in Pierre for the SDBA State Legislative Day on February 15. Additional advocacy efforts can be explored by attending the ABA Washington Summit in Washington, D.C., March 20-23. This is a FREE event and open to all bankers.

The SDBA team has worked hard to put together a full spring calendar of dynamic, educational and informative events, and if you haven't checked out the lineup yet, I encourage you to head to sdba.com/events to see what's coming up.

Thank you to all of our members for routinely choosing to spend time and invest in SDBA-hosted events and thank you for letting us be YOUR bankers association. We'll chat again in March! 🌈



south dakota bankers insurance & services update.....

BY MIKE FEIMER | President | South Dakota Bankers Insurance & Services Inc.

605.660.2341 | mfeimer@sdba.com

A Letter Everyone Should Read!

I recently received a letter worth sharing from Robert Lutz, husband of Pennie Lutz, President, Richland State Bank, Bruce, S.D.:

My earliest recollection leading to the heart disease diagnosis was a cool morning in the fall of 2021. You know, the ones: crisp, clear, light frost. Perfect day for pheasant hunting. With a bit of moisture in the air, the dog's nose would stay clean and allow her to work great.

My son and I started our hunt. Slight incline, 200 yards from the pickup, there it was. Heartburn, indigestion, and discomfort radiated from my belly button all the way to my throat. It had to be heartburn. It always was. I had just got done eating a nice breakfast. I always get heartburn after eating, especially if I walk steps or mow the lawn at the lake.

It had to be heartburn. The doctors said so. I've been to the clinic complaining of chest pains. Blood work all came back ok. EKG was normal. It was heartburn. 'Try eliminating certain food groups from your diet,' was the doctor's advice. When that doesn't work, consider taking an antacid. When one doesn't work, try two. One in the morning, one at night.

Let's try an esophagogastroduodenoscopy or upper GI endoscopy. Confirmed a weak sphincter muscle or hiatal hernia. Try 10mg of Prilosec. If that doesn't work, try 20mg. Nothing seemed to work. The heartburn, indigestion, and discomfort continued to get more frequent and harsher. Now it felt like someone was choking me, especially during exertion. But it never radiated front to back, left to right, always from my belly button to my throat. Doctors continued to treat it as GERD (Acid Reflux Condition). Maybe it is/was, but now I have to stop partway through our walk in the morning with my wife, Pennie.

Finally, she made us an appointment at Avera Heart Hospital in October 2021. The nice person at check-in confirmed that the heart screening was free through SD Bankers Health Insurance. How could that be? Nothing is ever free (Thanks, Mike Feimer!) There it was a calcium score of 784. (A score of 400 is deemed high by medical professionals.) Next came a visit with a cardiologist and a stress test. FAILED.

Now came the angiogram. Complete blockage of the LAD (Widow Maker). Send in the surgeon for a bypass. The surgeon declined to operate. The blockage was too close to the heart, and they couldn't graft it

effectively. Send in the specialist focusing on complete total occlusions or CTO for short. If a blockage lasts for three months or longer, doctors refer to it as a complete total occlusion. On December 15, 2022, doctors at the Avera Heart Hospital performed a chronic total occlusion percutaneous coronary intervention or CTO PCI on me by placing two stents in my LAD extending 45mm to re-instate the flow of blood to the left side of my heart. You may wonder why I didn't suffer a heart attack. I know I certainly asked. Doctors are unable to explain why. It is a miracle, along with my heart growing collaterals (backup blood vessels) from the right side of the heart to the left side, effectively feeding the left side of the heart. And you guessed it. Much less heartburn, indigestion, and discomfort. Recovery time was quick; now, I walk multiple miles without discomfort or stopping to catch my breath.

My advice is that if you suffer from chronic heartburn, get a heart screening from the Avera Heart Hospital.

Thanks to SD Bankers Health Insurance for covering the cost of the screening and the awesome doctors at Avera Heart Hospital in Sioux Falls.

"My husband, Robert, has a family history of heart issues and was starting to show some signs of issues. It took some convincing, but I could finally drag him in for the screening.... he had a total blockage in his left artery (I guess some call that the windowmaker?) He was not a candidate for bypass surgery but ended up having a PCI to put stents in the blocked area, which we also found out was nearly two inches thick. I can't say enough good things about Avera and the North Central Heart Institute. The screening is definitely saving lives. A huge thank you for getting the whole program out to bankers! I promote it every chance I get!!" stated Pennie Lutz, President, Richland State Bank.

We are in our third year of promoting our heart health screening to all our members over the age of 40 that belong to the South Dakota Bankers health plan at no cost to them. A special thanks to Mick Gill, President of Avera Heart Hospital Sioux Falls. Mick was instrumental in working with me in coordinating with other health providers to implement a state-wide initiative to do health screenings for our members.

To learn more about Heart and Vascular Screening events near you, contact Mike Feimer at mfeimer@sdba.com.

Emerging Leader of the Month: Emily Rodgers



As part of the SDBA's mission to grow South Dakota's future bank leaders, we feature a monthly emerging leader. This month's feature is on Emily Rodgers from Heartland State Bank in Redfield.

First-Ever Job

My first ever job was in my dad's auto mechanic shop in my hometown of Miller, SD. I learned the timeliness of customer billing (as I stood next to my mom in the early 90's licking the envelopes for her), the importance of communication as I listened to my dad describe engine problems to customers who had no idea what was under a hood and the pride in having a clean, well running vehicle no matter the year, make or model. My parents created a thriving small business that is in its 39th year in business. Their dedication to the Miller community was engraved in me and is the reason for the strong foundation I have to advocate for our rural communities here in South Dakota.

Emerging Leader Story

My story into banking is unique; in 2008 I graduated with a degree of Cosmetology from Lake Area Technical Institute. After a few years, I went to work for a trucking company doing their accounts payable, receivables and payroll. This made me realize I wanted to go into business so I made the choice to enroll in college and in 2016 I graduated with a Business Administration degree from Northern State University. I worked for a few years as a legal assistant and then a finance manager at a car dealership before finding a home at Heartland State Bank. During my time with Heartland State Bank, I have been supported and encouraged to further my education and continue my advocacy of rural development. I was asked to serve on the Women in Banking work group by my mentor, Kristina Schaefer and it is SO FUN! I have also been able to attend, and graduate, from the Dakota School of Banking in Jamestown, ND where I met dedicated and eager young bankers. The connections I took away from my experience at DSB will be with me for a lifetime!

What She Most Likes About Her Job

What I love most about the banking industry is the enthusiasm and focus our community bankers have to the longevity of our rural communities. Being a young banker in the thick of COVID and the SBA PPP program it blew my mind how many applications we were able to process, with daily (and let's be real, HOURLY) changes the SBA would throw at us, on an ancient system, during a very chaotic time in our world. Then to turn around and

ensure that most of those loans were forgiven so that our communities could survive the pandemic. It goes to show the worth ethic, commitment and love our community banks have for the areas we serve.

If She Could Have Any Job

If I could have any job, outside of banking, I would be a teacher's aide at an elementary school in the preschool through 2nd grade classrooms. They are so eager to learn and be heard, I think it would be highly rewarding to assist our teachers in providing a safe and loving environment for children and to have a positive impact on their lives.

Her Life's Passions

My family and my friends are my biggest passion. Our house is the common gathering place for all our celebrations and when I see the people I love treat our home like their own I feel very fulfilled.

How She Unwinds

My husband, Kaleb, and I have two children; Braxton (9) and Lennox (8) so we are busy with their activities, and we enjoy golfing! But when I truly want to unwind, I love to cook, bake and enjoy a girl's day because nothing clears the mind like Starbucks and a pedicure!

Little Known Facts About Her

Kaleb is also a banker and we run a small (120ish head) cow/calf operation "on the side". Kaleb is the perfect partner for me, we share a deep passion for our rural communities and want to do what we can to ensure the continuation of the communities that raised us so that the next generation has the same opportunities him and I have been so fortunate to have. 🌈



KNOW AN EMERGING LEADER?

Nominate them! Send an email to hjuhnke@sdba.com.

SDBA Offers Scholarship Opportunities

Named Scholarships

The SD Bankers Foundation is offering five scholarships to students attending a South Dakota college. These include one \$4,000 scholarship, three \$3,000 scholarships and one \$1,500 scholarship that are available to college juniors (seniors beginning fall 2023) who have expressed an interest in a career in banking or finance. This may include business, finance, IT, cybersecurity, HR, marketing, etc., so long as the expressed interest is in the banking or finance industry. Visit sdba.com/scholarships to access materials, including a promotional flyer and the scholarship application.

The deadline to apply is Friday, March 31, 2023. Notification of award status will be made by April 30, 2023, and if chosen, the scholarship award will be paid directly to the student's university.

For questions regarding South Dakota Bankers Foundation scholarships, contact Foundation Executive Director Halley Lee at hlee@sdba.com. 📧

Scholarships Offered Through Our Member Banks

In support of the South Dakota Bankers Foundation's re-defined mission statement "Developing South Dakota Banking Industry Professionals," the scholarship programming offered through the Foundation has been redesigned. The Foundation has created a scholarship opportunity that will more directly help to build and sustain South Dakota's banking workforce.

Banks must select a South Dakota college sophomore, junior, senior or grad student or second year South Dakota technical college student seeking employment in a banking/financial services organization. If you need help in finding a student to award a scholarship to, please contact the SDBA at events@sdba.com.

For more information on South Dakota Bankers Foundation scholarships, visit sdba.com/scholarships or contact Foundation Executive Director Halley Lee at hlee@sdba.com. 📧

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HOW TO APPLY

[WWW.SDBA.COM/COLLEGE-SCHOLARSHIPS](https://www.sdba.com/college-scholarships)

QUESTIONS

CONTACT HALLEY LEE, FOUNDATION EXECUTIVE DIRECTOR

EMAIL: [HLEE@SDBA.COM](mailto:hlee@sdba.com)

PHONE: 605.224.1653

DEADLINE

MARCH 31, 2023


SDBANKERS
FOUNDATION

SDBA Welcomes New Associate Members

Prairie Family Business Association



An outreach center of the Beacom School of Business at the University of South Dakota

Contact: Stephanie Larscheid
Address: 4801 N Career Ave, Sioux Falls, SD 57107
Phone: 605.274.9530
Email: stephanie.larscheid@usd.edu
Website: www.fambus.org

Prairie Family Business Association helps family business thrive through generations by providing a resource network for family business success. The Association is a key outreach center of the University of South Dakota's Beacom School of Business. For the past 31 years, the Association has served family businesses across South Dakota and beyond. Currently, more than 250 businesses are members of Prairie Family Business Association.

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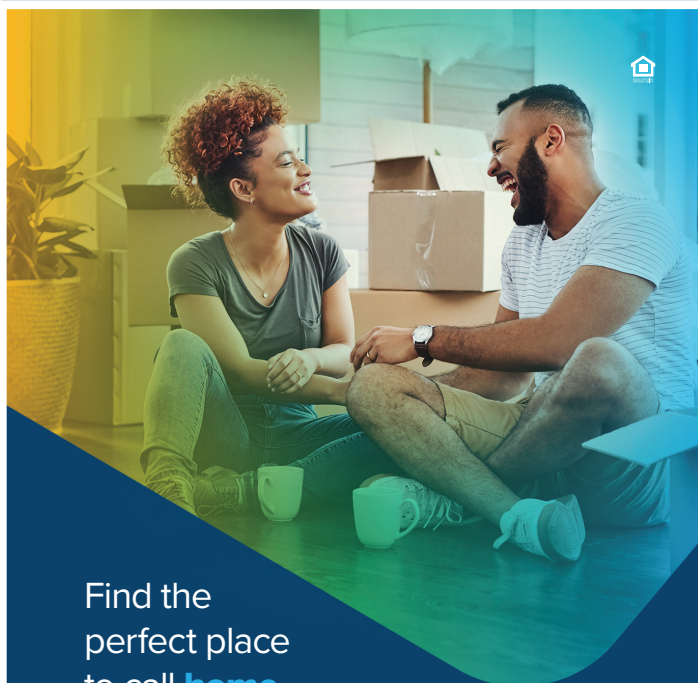
Since 1964 Rochester has specialized in providing high quality armored car services to the middle U.S. Over the years, the company's services - as well as its service area - expanded as the needs of its customers changed. Rochester has more than 30 offices in Iowa, Nebraska, Minnesota, Wisconsin, North Dakota, South Dakota, and Texas. Each office offers high quality armored car services and cash management solutions. With one of the most experienced management teams in the industry, Rochester excels at listening to the needs of our customers, creating solutions that work for them, and providing exceptional service they can count on. Simply put, we are always delivering more than you expect.

SDBA associate members are board-approved organizations that provide significant and ongoing services to the banking industry. The SDBA encourages member banks to utilize the products and services offered by these companies. To see the full list of SDBA associate members including contact information, visit

www.sdba.com/associate-members.

Becoming an associate member of the SDBA increases a company's visibility and credibility with the state's banking industry executives and decision makers. Associate members enjoy priority promotional, advertising, exhibiting and sponsorship opportunities at SDBA events and in SDBA publications. Associate members also stay informed of activities and changes in South Dakota's financial services industry.

For more information, contact Haley Juhnke at hjuhnke@sdba.com, 605.224.1653 or visit www.sdba.com/associate-members.



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South Dakota Editor Explains Banking Situation of State

Editor George Zimmer of the Onida Watchman, Onida, South Dakota, came to Minneapolis with bankers from South Dakota to attend the Tri-State Conference on Better Bank Management, held here last November.

As a result of the things he learned at the conference Editor Zimmer has obtained a new viewpoint on banking, and this he has set forth most interestingly in an article published January 2 in his paper. He also has reviewed the advertising campaign being carried on in his state by bankers individually under the auspices of the South Dakota Bankers Association, using advertising prepared especially to acquaint the public with the banking institutions of that state and to inculcate a better understanding of the banking business and its relationship to the public as a whole. Editor Zimmer's article follows in full:

There is no one business that has been under hotter fire in the state of South Dakota the past eight or nine years than have our banks. They are the custodians of the public's money. In the course of what seemed safe business transactions they loaned money as usual during and just after the war to those whom they thought to be good customers. The banks in turn, had to borrow much of this money from other and larger banks. Then in the early twenties, deflation started in. Prices dropped in regular hurricane fashion until in a short time many a supposedly good loan proved to be a bad one. Land values, chattels, stock in short, everything went to the very bottom. The larger banks demanded their money and the country banks, in turn, were called upon to ask their borrowers to pay back. The borrower in the last instance could not meet his obligations. Banks were forced to close their doors by the scores. Stockholders lost their all. This sad chapter of our banking history is all too familiar to everybody.

But there were some well-managed banks, in the hands of far-sighted business men that weathered the storm. Others have since been established, and managed carefully as a safe and sane business proposition.

These existing banks have had a hard time of it ever since the crash came. Formerly, they used to have a nice income from real estate loans. Such loans are now looked upon as a bad piece of business from the viewpoint of banking supervisors. Thus

the banks have lost that source of income.

It used to be that banks had a nice sideline of income from the insurance business. In the shuffle of recent years, independent insurance companies and agencies have practically taken this source of income from the banks. In a similar way, a number of other sources of revenue might be named from which banks have been divorced since the deflation period.

If the truth be fully known it is apparent to the most casual observer

South Dakota Editor Says:

"There is no one business that has been under hotter fire in the state of South Dakota the past eight or nine years than have our banks.

"If the truth be fully known it is apparent to the most casual observer that the revenues of the banks have been cut in two, while things they must buy have gone up about a third in price."

Editor Zimmer believes that the South Dakota Bankers Association is accomplishing a very needed end in carrying out its display advertising program, giving the people of the state a better understanding of general banking practices.

that the revenues of the banks have been cut in two, while things they must buy have gone up about a third in price.

This situation has been worrying and alarming conscientious business-like bankers. They do not want to go through another such nightmare period as they have just come through. They are anxious to give the patrons and communities they serve, safe, sane, business banking. They want to keep clear their own good name and business standing and administer your funds in such a way that you will have confidence in them and their business methods. In order to solve this problem facing everyday banking in the Northwest, bankers

have asked one another what to do. They have met in sectional and state groups and finally, nearly a thousand bank officers met about a month ago in Minneapolis to discuss this problem from all angles. This writer was present and there learned facts about the present banking situation that he had never known existed. Most of us use the bank as a convenient well, if you please, from which we draw our service. Some one sends us a check from far or near and we take it to the bank and ask our banker to deposit it for us. The next day we check on that account or perhaps had already done so before the check was deposited. Bankers have been very obliging to do this, but do you know, good reader, that the bank must collect this money from some other bank perhaps hundreds of miles away. Oftentimes they will not be able to get this money for a whole week. Such service performed by the banker is of much value, to all of us. If you don't think it is, just try collecting that check yourself, and see what it costs you. You will have to go to the bank it is drawn on yourself, or at least write a letter to an agent of yours to collect that check.

Again, you write a check against the amount of that check just deposited. Do you furnish your own check to write upon? No, you ask the bank for them and the bank pays for the check you write upon. They have furnished this service free at considerable expense and because they furnished it free you have taken this item as a matter of course. The banks themselves are to blame for this existing situation. But, you say, they are using my money in checking account deposited with them. That is true in part and they do get some revenue from that source. But on the other hand, you expect the bank to have your checking account there and ready for you to check it all out instantly if you so desire. It is plain from this that a bank cannot draw sufficient revenue from its cash reserve to offset the expense of this instant service which you have a right to demand. The expense of furnishing you with checks runs from perhaps twenty-five cents a month into many dollars per individual each month. Why should a bank have to do this at such a great expense?

There are also other sources of expense that did not used to exist years ago, but which must be faced by a bank now. So with these problems confronting the banks, the South Dakota State Bankers' Association, under the guidance of its brilliant secretary, George Starring, of Huron, decided to put the problem squarely before the patrons of the banks. To do this most effectively, a series of informative advertisements were carefully written for publication in the newspapers of the territory. Sully county banks, after looking over these well-written educational ads, decided to publish them in the Sully county papers. The first of these appears in this week's issue of this paper, and is headed, "What is money?" Everyone having anything to do with banks and banking in any way, as well as every one else, should read these fine advertisements and get the facts as they are. Read it now, before you forget it. A new one will be published each week for some time ahead. Read them all. Then judge for yourself in the spirit of fairmindedness.

bankers in action.....

Black Hills Community Bank Passes It On



A significant portion of the bank's Giving Mission is done by our employees. Under the bank's Pass It On program, qualifying employees are awarded \$1,000 to contribute to a local Black Hills community non-profit organization. The employee is encouraged to learn about the recipient organization and volunteer time participating in an event or serving on a committee or board. Some employees do this, while others choose an organization that needs the funds to help meet the community needs, such as Feeding South Dakota or youth outreach.

Employees may find time in the workday or non-working hours to attend or participate in community involvement. Away from their desk they may be painting a house on the United Way Day of Caring or teaching Junior Achievement courses at a local school. Supervisors and employees alike are encouraged to integrate work and investing in the community through their volunteerism.

Employees must be employed by January 1 of the current year to donate to their non-profit of choice. Our employees become ambassadors for the bank with their gifts. The Pass It On program originated in 2009, and in 2022 alone \$34,000 was donated by our Community Bank Employees to 36 different organizations in the Black Hills.

Some Black Hills Community Bank employees share how they feel about the program:

"Watching it grow since it started has been amazing. When it began in 2009, there were approximately 10 employees who gave, and now we have almost 60 employees. I have selected several different organizations over the years, and it has been rewarding to see how the Pass It On program is benefitting the community in so many ways." - Melissa Hood, SVP of Operations and Human Resources

"The name of the bank is Black Hills Community Bank and that means that we succeed only if the community succeeds. The purpose of our Pass It On program is to connect our teammates with those in service to the community through financial contributions, time, and energy." - Dennis Wagner, Community Banker

IMPACTING YOUR COMMUNITY?

Share how your banks are making a difference!
Submit your stories and photos to hjuhnke@sdba.com.



Left: Bob donated to the Abbott House for the Building Bridges of Hope and Healing Capital Campaign to build two therapeutic foster homes and independent living apartments in the Black Hills. He also serves on the Abbott House Board.

Right: Cody donating to The Booth Society.

Below: Chelsey donating to Feeding SD to address the hunger needs in our community. The team also wore orange to show support for Feeding SD the day they presented the check.



Left: Leslie donating to Girl Scouts Troop 70023. She is a troop leader with another BHCBA employee, Kat.

Below: Jodi donating to the Spearfish School Supply drive. This is an annual donation drive that she coordinates every year.



sdba events.....


UPCOMING EVENTS

SDBA's State Legislative Day

February 15, 2023 | Pierre

The SDBA State Legislative Day will be held on February 15 in Pierre. This event is your opportunity to stay up-to-date on both state and federal legislation which could affect the banking industry, visit with state legislators and constitutional officers, and make sure our industry is heard.

The day will include an SDBA Legislative Committee meeting, lunch, SDBA update, featured speaker James Nowak, the chance to visit with state legislators at the State Capitol, and an evening reception with state legislators and constitutional officers. There will also be special sessions specifically designed for emerging industry leaders.


Find more information at sdba.com/events. 

SDBA's Women in Banking Power Hour

March 9, 2023 | Virtual

The SDBA is hosting a virtual Lead Strong: Women in Banking Power Hour (and a half) on March 9.

Listen in to hear from Melissa Eich, RN and founder of Melissa Eich Coaching as she shares ways to focus on changing your mindset which in turn can change your outcomes. You'll get to hear about what's being planned for the Women in Banking event this September, and you will also have the opportunity to say hello to old friends and meet someone new via networking opportunities.

Find more information at sdba.com/events. 

Breaking into Banking 101: Fundamentals of Commercial Banking

February 23, 2023 | Virtual

The SDBA is offering Breaking into Banking 101: Fundamentals of Commercial Banking virtually on February 23.

This course is a clear and thorough introduction to the key concepts, terminology, and processes involved in credit and lending. It doesn't assume much prior knowledge of the topic, so it's ideal for those in their first year in the industry. Learners will walk away with a clear understanding of their job and how their specific role fits into the bank's overall profitability goals.


Find more information at sdba.com/events. 

SDBA's Spring IRA Update

March 14, 2023 | Sioux Falls

The SDBA is hosting a Spring IRA Update at the Hyatt Place South in Sioux Falls, S.D. on March 14.

The IRA Update builds on your knowledge of IRA basics to address some of the more complex IRA issues your financial organization may handle. This course includes how the transition rules work, RMDs and death distributions. Discussion will also include amending documents. This is a specialty session; some previous IRA knowledge is assumed. The instructor uses real-world exercises to help participants apply information to job-related situations.


Find more information at sdba.com/events. 

Crawl, Walk, Run Toward a Compliant Cannabis Banking Program

March 8, 2023 | Virtual

The SDBA is partnering with the Montana Bankers Association to provide a virtual event on March 8: Crawl, Walk, Run Toward a Compliant Cannabis Banking Program.

Taking a crawl, walk, run approach to cannabis banking can help ensure banks are in the best possible position to build a strong foundation, scale their programs while managing costs, and pass compliance exams. This event will help bankers understand what is involved at each step of the process.


Find more information at sdba.com/events. 

ABA Washington Summit

March 20-23, 2023 | Washington, D.C.

The Washington Summit is the opportunity for you and your peers to advocate for the changes America's banks need to better serve their customers, form and build relationships with lawmakers and unite our industry's voice on Capitol Hill. Our collective voice is critical as we educate policymakers on the important role banks play in economic growth and job creation.

The SDBA is currently planning to attend the Summit and would like to invite you to participate as well. The Summit will be held both in person and virtually. Registration is free. Join us as we hear from top-notch speakers, connect with our congressional delegation and dine with our friends at the NDBA. You won't want to miss this opportunity to engage on multiple levels.

Registration is now open. Find more information at www.aba.com/training-events/conferences/washington-summit. 

behind the scenes.....

The Road to Convention 2023...

By Halley Lee, SDBA Vice President

Each month leading up to the 2023 SDBA/NDBA Convention, SDBA VP Halley Lee will share updates and insights throughout the planning phase of this event.

Banker Year of Service and Memorials Recognized at Convention

The SDBA/NDBA Annual Convention is the perfect opportunity to come together to network with your colleagues, learn from executive-level presenters, and engage with business partners. In addition, an important part of our annual convention is our annual business meeting. During this meeting, attendees will recognize current Board leadership, participate in the election of SDBA Board leaders and hear updates on the association from SDBA President, Karl Adam. Bankers with 40-50 years of service in banking will also be recognized at this time. To request an award for someone who has been in banking for 40-50 years, please complete the form located at www.sdba.com/services-awards-memorial-service.

The deadline to submit an award to be presented at the 2023 Annual Convention is May 12, 2023. Years of

service awards can also be awarded at the bank and can be ordered at any time.

Bankers who have passed away since the last Annual Convention (June 2022) will be also remembered during the SDBA's Annual Business Meeting at the Annual Convention in Sioux Falls, SD. The deadline to submit a name for the memorial service is also May 12, 2023. This form is also located at sdba.com/services-awards-memorial-service.

We look forward to hosting you in June, and honoring those who have served the banking industry for many years. 🌈



Dakota School of Banking

June 11-16, 2023 • University of Jamestown • Jamestown ND

**Early Application
Deadline:
April 7, 2023**

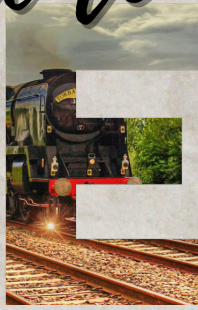
Questions?

Please call Dorothy Lick,
DSB administrator, at
701.223.5303 or email
dorothy@ndba.com.

For more information,
visit www.ndba.com.



Where to



2023



SDBA/NDAB ANNUAL CONVENTION



SIoux FALLS CONVENTION CENTER



SIoux FALLS, SD



JUNE 4-6, 2023

Business partner information can be found at www.sdba.com/convention.

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SDBANKERS
ASSOCIATION


NORTH DAKOTA
BANKERS
ASSOCIATION

Featured Speaker



ALYSON VAN HOOSER

**Co-Owner of
Van Hooser Associates, Inc.**

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With a life resume that includes tough early years that taught her how to turn challenges into opportunities, Alyson achieved rapid success working her way up in the food, retail, and finance industries. She was a City Councilwoman by the age of 30, she works with a wide range of organizations as a keynote speaker, and, as if that weren't enough, Alyson tops it off by being a mother of four.

Alyson's unique life and business experiences led her to discover the immense power that comes when leaders own the responsibility of truly understanding and intentionally connecting with the people they serve.

Join Alyson as she delivers a high-energy, in-depth keynote that will change the way you see, think, and make decisions with people on your team. With this perspective shift, you'll gain immediate actionable strategies to implement within your bank to lead your team to unprecedented success in our post-pandemic world!

Cash Visibility Is Becoming A Reality

In 2017 the Federal Reserve committed to “bringing greater transparency and efficiency to cash supply chain logistics.” This lofty goal has gained incredible traction through the Federal Reserve’s Cash Visibility initiative since then.

In the last five years, Cash Visibility has gone from concept to reality. By tapping into supply chain logistics and best practices, the Federal Reserve created an approach that uses scanning technology to track cash shipments throughout the supply chain. This not only improves efficiency, but also establishes industry standards that yield benefits to all cash supply participants.

The initiative’s progress

Recently the Federal Reserve completed a step that was significant in moving the initiative forward in the industry. During testing the Federal Reserve electronically accepted a *What to Expect* file, which contained deposit information from a financial institution that was then delivered by a Cash-in-Transit (CIT) carrier. The information received by the Federal Reserve provided details of what would be delivered by the CIT carrier, including the bag number, amount of the deposit by denomination, and the financial institution’s information.

This test was three years in the making and marked a significant milestone. Essentially, the result of the test is the electronic manifest, known as an e-Manifest. The e-Manifest was created to replace the industry’s current use of paper manifests.

This is when Cash Visibility became a reality.

Participants in the cash supply chain, like Rochester Armored Car, were able to take the necessary steps to adopt this new standard operating procedure.

Cash Visibility brings benefits beyond the expected

The greatest outcome of this new standard operating procedure is an overall improvement in how cash shipments are handled. However, there are many benefits wrapped up in this outcome, including:

- **Improved accuracy:** Reducing manual data entry reduces the errors that come with it.
- **Improved transparency and tracking:** The entire supply chain benefits from the ability to exchange information in a standardized way.
- **Accelerated service times:** The transaction between CIT carriers and the Federal Reserve and customers will be quicker and more efficient.

About Rochester

Rochester is a leader in adopting and implementing industry best practices. For this reason, Rochester completed the Federal Reserve’s E-Manifest Service Readiness Program, which included obtaining its GSI company prefix and global location numbers for all of its branches and cash vaults. By walking through the process first, Rochester can educate and guide the financial institutions we serve.

Federal Reserve Cash Visibility Resources

- frb.services.org
- [Engaging the Cash Supply Chain: Efficiency through digitization](#)
- [Frequently Asked Questions](#)



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compliance.....

Climate Change and Climate Risk Management for Banks

By Julia A. Gutierrez, Director of Education, Compliance Alliance

Climate change and risk management have become a hot button topic for financial institutions in recent years as a result of the rising concern by policymakers, international organizations, financial regulators, and so many others. There has been such a push in recent years for a more environmentally friendly world as we see changes in organizational resources and operations, investor expectations, environmental activists, and even the expectations of the current administration. With all the focus on environmental safety, considering the impacts and learning how to manage the risk is the inevitable for financial institutions.

What Is Climate Change?

When it comes to climate change, this is considered to be a change in global or regional climate patterns. More specifically, a change in global or regional climate patterns from the mid-20th century through today, which has been largely attributed to an increase in atmospheric carbon dioxide levels which are produced by fossil fuel usage. It can be a controversial topic among various group but whatever side of the fence you stand on when it comes to climate change, there are climate-related financial risks faced by banks and managing that risk can be critical.

What Type of Risk Should Financial Institutions Consider?

According to the varying regulatory agencies, climate change and the transition to a low carbon economy have been identified as factors which have contributed to emerging risks in which financial institutions and the overall financial system of the United States are faced with. The agencies indicate that banks will likely be impacted by physical risks and transition risks associated with climate change. The harm to people and property which arises from acute, climate-related events (flooding, hurricanes, heatwaves, etc.) is considered physical risks. Stresses to financial institutions as a result of the shifts in policy or consumer or business sentiments, or changes in technology in order to limit the impact of climate change are considered transition risk. Basically, transition risk is the risk as a result of the transition to a more environmentally friendly process or way of conduction business and operations. Other risks that financial institutions should consider as it relates to climate change and the environment include credit risk, market risk, liquidity risk, operational risk, and reputational risk. Banks must consider the various areas of risk, especially as they consider the safety and soundness of their institution.

Principles for Managing Climate Related Risk

While there isn't specific regulatory guidance for achieving compliance and managing the risk related to climate, at the current time, we are likely to see this type of guidance in the near future. Regulatory agencies have addressed the issues and have requested feedback for managing the risk and are looking at implanting regulatory requirements for large financial institutions. This would include banks with over \$1 billion in assets. The OCC (Office of the Comptroller of Currency) along with other regulatory agencies have released guidance, requests for information, and a set of principles by which financial institutions should consider in managing climate related risks. The information

released by the OCC includes a set of general principles as well as the specific areas of risk management.

The general principles touch on governance; policies, procedures, and limits; strategic planning; risk management; data, risk measurement, and reporting; and scenario analysis. The general principles provide guidance for developing an effective framework that is essential to the bank's safe and sound operations. The principles outline expectations for board and senior management oversight, guidance for developing a written program, the areas of consideration for planning which should take into account the bank's overall business strategy, risk appetite, and financial, capital, and operational plans. It is also important that management is involved in the oversight of the development and implementation process for identifying, measuring, monitoring, and controlling climate-related financial risk exposure within the bank's management framework. Sound climate risk management is dependent upon the availability of relevant, accurate, and timely data; therefore, management should incorporate climate related financial risk information into the bank's internal reporting, monitoring, and escalation processes to facilitate timely and sound decision-making across the bank. An important approach for identifying, measuring, and managing climate-related risks is the development of climate-related scenario analysis.

In order to ensure this framework is effective and successful, financial institutions should consider a risk assessment process as part of their sound risk governance framework. This will ensure that the board and senior management are able to identify emerging risk in order to develop and implement the appropriate strategies to mitigate and manage the risks. The guidance issued by the OCC suggests that financial institutions should consider incorporating climate-related financial risks when identifying and mitigating all types of risk. While the agencies will eventually elaborate on risk assessment principles in subsequent guidance, it is suggested that financial institutions consider credit risk, liquidity risk, other financial risk, operational risk, legal/compliance risk, and other nonfinancial risk.

Conclusion

While there isn't currently a specific set of guidance that financial institutions must abide by when it comes to climate risk, compliance, and management, this is an area which all banks should begin considering from a safe and sound banking standpoint. It is looking like the future guidance related to climate risk will only apply or be required by large financial institutions, however, the guidance and risk considerations should be contemplated by institutions of all sizes. Risks can impact even smaller institutions, therefore, taking a proactive approach rather than a reactive response is always the best plan of action. It is important that financial institutions stay abreast of the hot button area of climate change and climate risk, from a compliance and risk management perspective, as the society in which we are living continues to set a higher standard for an environmentally friendly world. 🌱



FNBSF Wins 2022 Workplace Excellence Award

In December 2022, the Sioux Empire Society for Human Resource Management (SESHRM) presented their annual Workplace Excellence Awards to honor outstanding businesses in the Sioux Falls area.

Among the winners was The First National Bank in Sioux Falls (FNBSF), who took home the Workplace Excellence Award for Culture.

"In my opinion, culture is one of the last true competitive advantages," said President and CEO Chris Ekstrum. "We are proud of our culture at First National Bank, and this award is an excellent recognition of our teammates."

With more than 270 employees across its 18 locations, First National Bank understands the importance of a strong workplace culture in obtaining and retaining top talent and being able to serve its customers at the highest possible level.

"Of course, I could talk about the Bank's annual holiday party, or the yearly summer employee picnic, or any of the other things that every company does in some shape or form," said Content Strategist Kara Tesch in the award nomination. "But I would much rather talk about the unique things that First National Bank does — the things that separate it from other companies and make its culture one of a kind."

One of the bank's leading culture efforts in 2022 was its annual food truck event, which is a favorite among the bank's employees.

At this year's event, the bank's "Wellbeing Committee" brought three local food trucks to the parking lot of FNBSF's downtown Sioux Falls branch, and teammates enjoyed a free lunch courtesy of the bank. Food was also delivered to the bank's branches, and employees ate their lunches picnic-style while building camaraderie with their fellow teammates.

The bank's other popular culture efforts include — but are not limited to — promoting a culture of giving back with its volunteer time off (VTO) program, recognizing employees for their hard work with "Years of Service" gifts, and celebrating teammates' success with "Coins of Excellence" awarded by Ekstrum.

All of these strategies align with the defining element of FNBSF's culture: the bank's FIRST Values of Family, Independence & Innovation, Relationships, Stewardship, and Teamwork, which apply to all employees without exception.

"Not only did I realize how important these values were to the Bank, but I also felt like First National was asking me to be a part of something special," said Tesch in the award nomination. "The Bank was inviting me into a partnership."

These values have a hand in every single one of the bank's culture efforts and, to sum it all up, are the secret sauce behind First National Bank's award-winning culture.

"One of the ways we define excellence at First National Bank is by our values," said Chief Employee Experience Officer Jennifer Reecy. "This award goes to all of our teammates who uphold our FIRST Values day in and day out, prioritize well-being and engagement in the workplace, and are just generally amazing leaders, teammates, and people."

About The First National Bank in Sioux Falls: For 138 years, The First National Bank in Sioux Falls has helped build the city of Sioux Falls and the surrounding communities through innovative community banking. With an infectious culture, a commitment to its communities, and a foundation built on its FIRST Values, First National Bank prides itself on being more than just a bank. ☒




Employees of The First National Bank in Sioux Falls accept the Culture award from the Sioux Empire Society for Human Resource Management. L to R: Angie Woolridge, Luann Schultz, Sally Chapman, Tasha Jurens, Amanda Nielsen, and Jennifer Reecy.



Wells Fargo Launches \$20 Million Invest Native Initiative for Native American Communities

Wells Fargo announces a \$20 million commitment to advance economic opportunities in Native American communities working with Native-led organizations. The Invest Native initiative aims to address housing, small business, financial health, and sustainability among Native American communities in Arizona, Montana, New Mexico, North Dakota, South Dakota, and Wyoming. The program is designed as a grantmaking initiative — to support a more equitable and prosperous future for Native Americans.

The announcement represents a continuation of philanthropic support of Native American communities, building on the company's five-year, \$50 million commitment to address American Indian and Alaska



Native communities' unique economic, social and environmental needs, which launched in 2017 and was completed in 2022.

"Invest Native is the latest chapter in Wells Fargo's long-standing commitment to indigenous communities," said Otis Rolley, president of the Wells Fargo Foundation. "We are looking to build on relationships cultivated over many years and to strengthen the capacity of Native-led organizations so they can serve more people. We heard from many Native leaders that growing operational infrastructure was just as important as expanding essential programs that build economic stability and independence."

Over the next two years, Invest Native will:

- Create positive outcomes for families, small businesses, and communities, including more single- and multifamily housing construction, access to capital for small businesses and consumers, and financial health programs
- Strengthen infrastructure for Native-led organizations by funding projects that improve their technology and systems so groups can be more efficient in assisting families and small businesses
- Invest in asset-building tools, peer-to-peer learning and training, and research that sheds light on the distinctive needs of Native communities and prepares staff to utilize best practices in their work

Putting intent into action with nonprofit organizations

Invest Native begins with three grantees, each of whom will receive \$500,000 grants:

- Lakota Funds will work with South Dakota Native Homeownership Coalition, or SDNHOC, on expanding access to housing and preserving community housing to significantly increase homeownership in Native communities across South Dakota.
- Native Community Capital is partnering with New Mexico Tribal Homeownership Coalition to strengthen homeownership throughout the state. The long-term objective is to build a campaign around model mortgage lending and homeownership activities that address the unique status of tribal trust lands. The New Mexico Tribal Homeownership Coalition's sole purpose is to advance homeownership in tribal communities.
- Four Bands Community Fund will team up with Mountain | Plains Regional Native CDFI Coalition to increase capital to Native entrepreneurs and drive small business growth.

Tawney Brunsch, executive director of Lakota Funds, said, "With our past Wells Fargo grant, Lakota Funds provided financing to a young enrolled tribal member to purchase a seamless steel siding franchise. The Wells Fargo capital has enabled the young Lakota man to provide a quality product with quality service to the Pine Ridge reservation and surrounding communities. This business venture also created five new jobs as well as provided an income to this young man to support his family. This is the type of work we want to be expanding to others."

Native Community Capital CEO Dave Castillo stated, "The Wells Fargo Foundation's prior grant to us provided a lifeline to our small business borrowers

as they navigated the COVID economy. Forbearance and forgiveness funds allowed businesses to catch up on their financial obligations while pivot loans helped businesses adapt to a new reality. Entrepreneurs solve problems every day; Wells Fargo Foundation dollars were critical in making the difficult transition possible. This year we're excited to utilize Wells Fargo Foundation dollars to work alongside the New Mexico Tribal Homeownership Coalition and invest in tribal homeownership initiatives."

Lakota Vogel, executive director of Four Bands Community Fund, added, "In the past few years, I have witnessed Wells Fargo invest in fostering a more informed strategy about the racial wealth gap in Indian Country. The investments from Wells Fargo have amplified indigenous stories about our own experiences of wealth and our understanding for wealth building."

Wells Fargo is also working with Enterprise Community Partners and its Native-led and experienced Tribal Nations team. Enterprise is the longest-standing national intermediary working with Tribes, Tribally Designated Housing Entities, Native community development financial institutions, and Native nonprofits with a national footprint to make home and community places of pride, power, and belonging. Enterprise will provide thought leadership and strategic guidance, technical assistance and training, peer convening, and program evaluation to support this multi-year effort and foster maximum impact.

For more than 60 years, Wells Fargo has supported community-based programs serving the needs of Native Americans, Alaska Natives, and Native Hawaiians. As the leading provider of capital and financial services to tribes and tribal-owned enterprises, the company works closely with tribal nations and business entities to achieve financial sustainability and prosperity. Currently, Wells Fargo provides services to more than 400 tribal entities through its 50+ branches on or near tribal lands across 12 states.

To learn more about Invest Native and the philanthropic impact to Native-led organizations and the communities they serve, please visit Wells Fargo's Native Communities website.

Wells Fargo & Company (NYSE: WFC) is a leading financial services company that has approximately \$1.9 trillion in assets, proudly serves one in three U.S. households and more than 10% of small businesses in the U.S., and is a leading middle market banking provider in the U.S. We provide a diversified set of banking, investment and mortgage products and services, as well as consumer and commercial finance, through our four reportable operating segments: Consumer Banking and Lending, Commercial Banking, Corporate and Investment Banking, and Wealth & Investment Management. Wells Fargo ranked No. 41 on Fortune's 2022 rankings of America's largest corporations. In the communities we serve, the company focuses its social impact on building a sustainable, inclusive future for all by supporting housing affordability, small business growth, financial health, and a low-carbon economy. 

Bowman Promoted at Dacotah Bank



Kim Bowman

Dacotah Bank is proud to announce the promotion of Kimberly Bowman to Senior Vice President Chief Talent Officer. Kimberly began her banking career with Dacotah Bank in 2005. During her career, she worked in the internal audit department for two years and has been in the human resource department for the last 15 years.

Kimberly, originally from Seneca, SD, is a 2004 graduate of Faulkton High School. She graduated from Northern State University in 2008 with a double major in economics and banking & financial services. She completed her Certified Employee Benefit Specialist certification in 2014 and the Graduate School of Banking for Human Resources in 2019 where she was the recipient of the 2019 SDBA/Prochnow Educational Foundation Scholarship.

Kimberly is actively involved within the community as a resource, leader and volunteer serving on various committees and boards, such as the South Dakota WorldatWork Board, American Red Cross Eastern South Dakota Board of Directors, Avera St. Luke's Patient and Family Advisory Board, Northern State University Banking & Financial Services Advisory Board, Northern State University Alumni Association Board, Northern State University Northern Night Committee, and Aberdeen Roncalli Ball Committee. Kimberly and husband Kaleb have four sons – Jameson (17), Brock (12), Jackson (9), and Sawyer (7).

Kimberly assumed her new role on January 1, 2023. Join us in congratulating her!

Based in Aberdeen, S.D., Dacotah Bank has assets that exceed \$3 billion, making it one of the largest independent banks in the upper Midwest. With dozens of hometown locations throughout North Dakota, South Dakota and Minnesota, Dacotah Bank employs nearly 600 people and serves over 60,000 customers with banking, insurance, mortgage, and trust and wealth management services. More information about Dacotah Bank is available at dacotahbank.com. Member FDIC. 📊

Rivers Edge Bank Advances Leadership



Jodi Eich

Rivers Edge Bank has announced advancements in leadership. The bank's Board of Directors has elected Jodi Eich to Vice-Chairman and Cameron Becker to Bank President. Becker will also continue in his role as the bank's Chief Credit Officer and Eich will continue in her role as Chief Operating Officer. Together they will oversee the day-to-day operation of Rivers Edge Bank's five locations. Don Nolan will continue to serve as Chief Executive Officer and Chairman of the Board, focusing on the bank's strategic direction and overall operating structure.

"Cam & Jodi have exceptional leadership skills, with a heart for rural communities and a belief that a strong bank can be key to the community's strength. Their vision and experience will be the future for Rivers Edge Bank." Nolan states. 📊



Cameron Becker



SDBA Congratulates Hopkins for ICBA Vice Chair Nomination



Jack Hopkins

The South Dakota Bankers Association would like to congratulate Jack Hopkins, President and CEO, CorTrust Bank, on being nominated to the 2023-24 Independent Community Bankers of America (ICBA) board of directors as the Vice Chairman. Hopkins will be the second South Dakota banker elected to a chair position for ICBA's board of directors in nearly 65 years.

ICBA's current board will vote on the nominations during ICBA LIVE 2023, March 12-16, in Honolulu, Hawaii.

"I am honored to serve with the other nominated board of directors and represent our great community banks throughout the country," Hopkins said. 📊



United Bankers' Bank Welcomes Traci Kaske as Senior Human Resources Consultant




Traci Kaske

Dwight Larsen, President and CEO of United Bankers' Bank (UBB), is pleased to announce the appointment of Traci Kaske as Senior Human Resources Consultant to the USource Human Resources Consulting Services Team. Traci joins UBB with over 30 years of experience in the community banking industry, 20 of which specifically in human resources. She holds a Bachelor of Science

degree from Minnesota State University – Mankato. She is certified as a Senior Professional in Human Resources (SPHR) and from the Society for Human Resource Management as a Senior Certified Professional (SHRM-SCP). Traci has also been a peer advisor with the Minnesota Bankers Association Training and Compensation Committee and sat on the board of directors for the Human Resources Professionals of Minnesota which has since merged with Twin Cities Society for Human Resource Management (TCHRM).

"The wealth of community banking experience and human resources knowledge Traci has will truly be an asset to our customers as well as the company as a whole," commented Bob Greening, Vice President/USource, "Prior to joining UBB, she held multiple human resource leadership positions in community banking. We are confident this experience will enable Traci to provide consultation to our community bank customers with a high-level of service and empathy."

Headquartered in Bloomington, MN, United Bankers' Bank is the nation's first bankers' bank, and a full service provider of correspondent banking services to community banks in: Minnesota, North Dakota, South Dakota, Montana, Nebraska, Indiana, Iowa, Wyoming, Idaho, Ohio, Oregon, Washington, Michigan, California, Arizona, South Carolina, Florida, Georgia and Illinois. For more information please visit www.ubb.com. 




United Bankers' Bank Welcomes ICI Consulting as Endorsed Partner for Core Processing Contract Negotiation

United Bankers Bank (UBB), the nation's first bankers' bank, is pleased to announce the selection of ICI Consulting as an Endorsed Partner for Core Processing Contract Negotiation. Headquartered in St. Petersburg, FL, ICI is a financial institution consulting firm that provides core and ancillary systems evaluation services.

"UBB is excited to bring the experience and expertise of the ICI team to our client community banks throughout the US. This relationship will allow UBB's customers to obtain valuable cost savings and expanded service solutions through ICI's veteran core negotiation consultants. I am confident our customers will benefit from the value of this strong alliance," said Dwight Larsen, President and CEO of UBB.

ICI has negotiated contracts and evaluated solutions with every major US core processing vendor. ICI delivers the analysis required to assist financial institutions in making streamlined, solid vendor selections, while obtaining the software required at fair market prices with favorable contract terms.

"Since 1994, ICI has worked with financial institutions throughout the US and worldwide. With UBB's decision to name ICI its Endorsed Partner for Core Processing Contract Negotiations, we are honored to serve their community bank customers," stated Greg Schratwieser, ICI Founder and Managing Director. "Our mission is to provide valuable services to assist banks to determine the best solutions to support their business and save significant time and money in the process. The partnership with UBB will enable ICI to fulfill that mission, providing measurable results to their clients," said Schratwieser.

Headquartered in Bloomington, MN, United Bankers' Bank is the nation's first bankers' bank, and a full service provider of correspondent banking services to community banks in: Minnesota, North Dakota, South Dakota, Montana, Nebraska, Indiana, Iowa, Wyoming, Idaho, Ohio, Oregon, Washington, Michigan, California, Arizona, South Carolina, Florida, Georgia and Illinois. For more information please visit www.ubb.com. 

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classifieds.....

Director of Agri-Business Banking, First Bank & Trust, Brookings, S.D.

First Bank & Trust is looking for an individual to fill the Director of Agri-Business Banking position. This person will be responsible for leading the agricultural banking activities including the direct management of the Brookings Market Agricultural Banking staff and coordinating all agricultural banking activities throughout the Bank. This person must excel at leadership, business development, strategic planning, teambuilding, and training. This person will promote business development efforts and identify opportunities with other business lines. This person should have a bachelor's degree, plus ten years of related experience or the equivalent. This person must have demonstrated skills in agricultural loan underwriting and managing large, complex agricultural credits, as well as an aptitude for supervising and developing others. Excellent communication skills, organizational, and planning plus the willingness to work with others is required. For more information about this position and to apply online, please visit our website at www.bankeasy.com/careers. ■

Loan Auditor, First Bank & Trust, Brookings or Sioux Falls, S.D.

First Bank & Trust is looking for an individual to fill the Loan Auditor position. This person performs audits; evaluates the internal control structure; assesses compliance with laws, regulations, bank policies, and bank procedures; updates appropriate audit programs; and performs tests and prepares reports. This person must communicate audit findings to affected personnel and appropriate levels of management. This person should have a bachelor's degree, plus one year of work-related experience, or the equivalent. An understanding of bank operations, regulatory compliance, and basic auditing/accounting skills is required. Good oral and written communication skills are required, along with good analytical and problem-solving skills. For more information about this position and to apply online, please visit our website at www.bankeasy.com/careers. ■

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Events/Webinars/Schools

SDBA EVENTS

SDBA State Legislative Day

February 15, 2023 | Pierre

Breaking into Banking 101:

Fundamentals of Commercial Banking

February 23, 2023 | Virtual

ABA Washington Summit

March 20-23, 2023 | Washington, D.C.

2023 SDBA/ NDBA Annual Convention

June 4-6, 2023 | Sioux Falls

SDBA Agriculture Credit Conference

July 19-20, 2023 | Pierre

Digital Innovations for Today's Banking Environment Conference

August 30, 2023 | Sioux Falls

SDBA LEAD STRONG: Women in Banking Conference

September 26-27, 2023 | Pierre

WEBINARS

For a complete list of webinars,
visit www.sdba.com/online.

Letters of Credit

February 15, 2023

Basic Bankruptcy for Bankers

February 15, 2023

Flood Insurance: Compliance Issues and Enforcement Topics, including New Q&As

February 16, 2023

Nailing Your Job of Head Teller

February 16, 2023

The Effective Selling System for Banking - A 4 Part Series

February 17, 2023

ACH Rules Update

February 21, 2023

Teller School - 2 Part Series

February 21, 2023

Understanding and Implementing the New Regulation B Small Business Loan Data Collection and Reporting Rules

February 22, 2023

Short-Term Loan Structuring Using Net Working Investment Analysis

February 22, 2023

What to Do When Your Customer Dies

February 23, 2023

Characteristics of Strong Risk Assessments and Tools to Monitor and Report Results

February 23, 2023

Overdrafts - Compliance and Risk Management Expectations

February 24, 2023

New Supervisor Essentials

February 27, 2023

Loan Denials & Other Adverse Action Notices

February 28, 2023

Commercial Construction Lending

March 1, 2023

Marketing & Advertising Compliance - 3 Part Series

March 2, 2023

HELOC - Deep Dive

March 2, 2023

10 Must-Have Techniques for Engaging Training

March 3, 2023

Residential Construction Lending

March 6, 2023

CECL and the Call Report

March 7, 2023

Are You Determined to Lead an Exceptional Branch?

March 8, 2023

All Things TRID 2023

March 8, 2023

2023 IRA Beneficiary Designations and Payouts

March 9, 2023

Employment Compliance Priorities for 2023

March 9, 2023

Acing Your Job as a Customer Service Expert

March 10, 2023

How to Create an Engaged Workforce

March 13, 2023



HMDA Essentials

March 14, 2023

Responsibilities of the Information Security Officer

March 14, 2023

Managing a Successful Call Center

March 15, 2023

Wire Transfers: Staying Compliant and Avoiding Fraud Loss

March 16, 2023

The Death of Boring Bank Training

March 16, 2023

SCHOOLS

GSB HR Management School

March 27-31, 2023 | Madison, Wis.

GSB Digital Banking School

April 3-27, 2023 | Virtual

GSB Bank Technology Management School

April 17-21, 2023 | Madison, Wis.

GSBC Community Bank Investments School

May 15-18, 2023 | Denver, Colo.

Dakota School of Banking

June 11-16, 2023 | Jamestown, N.D.

National School for Experienced Ag Bankers

June 26-29, 2023 | Spearfish

GSBC Community Bankers Summit

July 24-26 2023 | Boulder, Colo.

Graduate School of Banking Colorado

July 16-28, 2023 | Boulder, Colo.

Graduate School of Banking Wisconsin

July 30-Aug. 11 2023 | Madison, Wis.

GSBC Community Bank Investments School

September 13-15 2023 | Las Vegas

GSB Financial Managers School

September 18-22, 2023 | Madison, Wis.

IRA School

September 19-21, 2023 | Sioux Falls

GSB Sales and Marketing School

September 25-29, 2023 | Madison, Wis.

GSBC Executive Development Institute for Community Bankers

October 2023 | Westminster, Colo.

GSB Bank Technology Security School

October 16-20, 2023 | Madison, Wis.

For more details and to register for a training, visit the SDDBA's online event calendar at www.sdba.com/events.
Questions, contact the SDDBA's Halley Lee at events@sdba.com or 605.224.1653.

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