

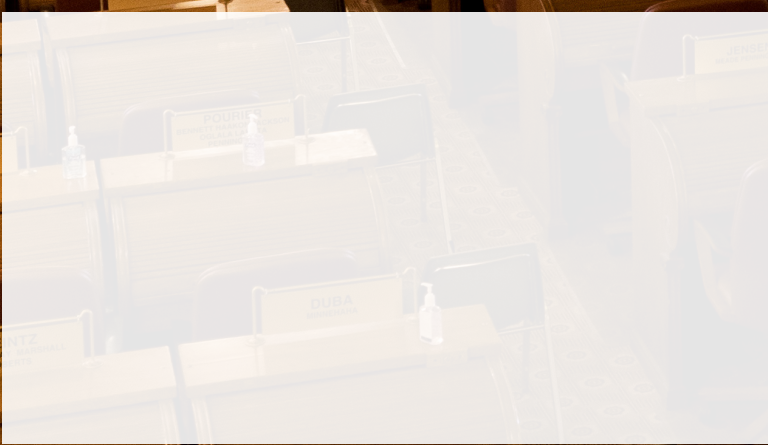
# SDBANKER



OFFICIAL PUBLICATION OF THE SOUTH DAKOTA BANKERS ASSOCIATION | MARCH 2023



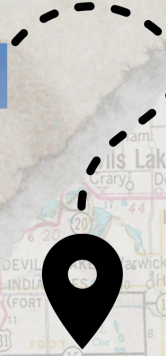
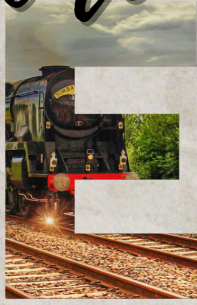
**SDBA Hosts Legislative Day  
SDBA Seeking Candidates  
for 2023 Board Elections**



  
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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 Likhness**, Member Services Coordinator

nlikness@sdba.com

**Dean Franzen**, Commercial Lines Specialist

dfranzen@sdba.com

**Michelle Guthmiller**, Insurance Specialist

mguthmiller@sdba.com

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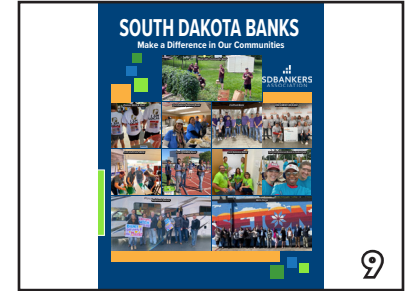
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**COVER PHOTO:** The South Dakota State House Chamber, photo by Haley Juhnke



## features

- 8 Emerging Leaders**  
Emerging Leader of the Month: Justin Palmquist
- 9 SDBA News**
  - Banks Make a Difference Survey Available
  - SDBA Hosts Legislative Day
  - SDBA Seeking Candidates for 2023 Board Elections
- 12 From the Archives**  
1935
- 13 Bankers in Action**  
BankStar Financial's Gratitude Campaign: Thank on the Bright Side
- 14 SDBA Events**
  - Tri-State Trust Conference
  - Emerging Leaders Power Hour
- 16 2023 SDBA/NDDBA Annual Convention**  
Featured Speaker: Dr. Joseph Santos
- 17 Behind the Scenes**  
The Road to Convention 2023: Sharpen Up!

## in every issue

- 4 Message from the Chair**  
Banker Engagement Making a Difference
- 5 From the Executive Office**  
SDBA Op-Ed: 'Bank on' the facts: HB 1193
- 6 SDBIS Update**  
Cyber: An Ever-Changing Market
- 19 Washington Update**  
Meeting in the Middle(ware)
- 20 Associate Member News**
- 21 Bank Notes**
- 22 Classifieds**
- 23 Education Calendar**





## message from the chair.....

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

# Banker Engagement Making a Difference

The calendar has turned to March and with that, warmer weather is just around the corner. I don't know about you, but I have had enough of the Winter of 2022! It is refreshing to see the sunshine last a bit longer each day, helping to cheer us up a bit, and with melting the snow which is deep and seems to be everywhere. Have faith my friends. We are almost there!

Our SDBA Administrative Vice President, Halley Lee is convinced that Mother Nature has it in for her as each time she schedules an event, the snow seems to follow. She may be right, because snow and ice once again showed up during our SDBA Legislative Day in Pierre on February 15. Despite the adverse road conditions, approximately 150 brave souls made the trip to Pierre, and were actively ENGAGED with our legislators. The SDBA Board or Directors, along with the SDBA Legislative Committee met to discuss the various pieces of already passed and proposed legislation that affects our banking industry. Those in attendance also got to see ENGAGEMENT in action as SDBA President, Karl Adam testified in opposition of HB 1207 "An Act to prevent financial service providers from denying services based on certain grounds".

HB 1207 was an example of an ESG related bill, that if passed would have stated "how banks" are to evaluate risk. Banks would also have been required to disclose standards and guidelines, if not impartial risk-based standards to the State Banking Commission or the Division of Banking. It would have also required the State Banking Commission of the Division of Banking to promulgate rules to establish standards for banks offering services to the public, and the bill contained language related to disclosures that would be required when a person is denied a financial service. SDBA Bankers ENGAGED heavily in advance of the hearing, and that engagement, along with Karl's effective testimony won the day, and HB 1207 was referred to the 41st Legislative Day, thereby defeating the measure. Thank you, Karl, and to each of you that took the time to oppose this bill.

Following the committee hearing, our Legislative Day continued with a luncheon followed by our keynote speaker, Jim Nowak with UBB in Bloomington, Minn. Jim also spent time with Emerging Leader Group engagement session. Our evening reception for legislators was well attended, and we once again took full advantage of the opportunity to ENGAGE, and to let our lawmakers know where we stand on issues affecting community banks. My thanks to our wonderful SDBA staff for all their hard work in making the day a meaningful and effective experience.

This type of event does not happen on its own, so thank you again to Karl, Halley, Haley, and Natalie for your great work!

Several members of the SDBA Board of Directors and Legislative Committee, along with SDBA staff are scheduled to further engage at the national level when we attend the ABA Washington Summit, scheduled for March 20-22, 2023, in Washington DC. This event allows for us to learn in greater detail the work that the ABA is doing on behalf of our community banks, and to ENGAGE one-on-one with our Congressional Delegation. I look forward to communicating what we learn in our April SDBA newsletter. Finally, you should have all received information regarding the 2023 SDBA/NDBA Convention scheduled to take place June 4-6, 2023, in Sioux Falls. SDBA staff has an exciting agenda planned for us and our North Dakota friends, so please take advantage of this opportunity to further ENGAGE with our fellow bankers.

Once again, my thanks to each of you for your active involvement in the SDBA. Due to your passion and your ENGAGEMENT, the future is bright for community banks in South Dakota! Until next month everyone - think SPRING! 🌱

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from the executive office.....

BY KARLTON ADAM | President | South Dakota Bankers Association  
605.224.1653 | kadam@sdba.com

# SDBA Op-Ed: 'Bank on' the facts: HB 1193

**A**s the 98th session of the South Dakota Legislature winds down, the team at the South Dakota Bankers Association (SDBA) is busy preparing for our final week of work with our state legislators. It is also during this time that we reflect on the significant role SDBA member banks and the broader business community play in helping us navigate the legislative process. We are grateful for our motivated, engaged and informed banking and business community. Before we wrap up this session, I find it imperative to set the record straight and correct the false claims being made regarding HB 1193, "An Act to Amend Provisions of the Uniform Commercial Code (UCC)."

To understand what the bill aims to do, it is important to understand the UCC and its purpose. The UCC is the product of law commissioners from each state who serve together on the Uniform Law Commission (ULC) to develop uniform, model acts, or state laws, for adoption by state legislatures. It is not federal law, nor is it developed by the federal government. Let me be clear, these 2022 amendments to the UCC are drafted by the ULC for adoption in states across the nation, and by doing so, it keeps Congress from imposing federal laws into areas where states should be sovereign.

The UCC serves as the backbone of United States' commerce, giving all Americans the legal infrastructure necessary to have confidence when conducting business in South Dakota and across state lines. The UCC provides commercial law for broad categories of transactions: the sale or lease of goods, negotiable instruments, bank deposits and collections, funds transfers, letters of credit, documents of title, investment property, and secured transactions in personal property. The UCC has been in place in South Dakota (SD) since the 1960s, and adoption of the UCC by every state has allowed the development of strong interstate markets.

The UCC has been revised in SD and by other state legislatures over the years at the recommendation of the Uniform Law Commission and American Law Institute to reflect the economy's shift from a largely goods-based economy toward an economy that includes services, software, and information-based transactions. The latest updates, the 2022 amendments, will accommodate and "identify" emerged and emerging technologies such as distributed ledger technology (known as "blockchain"), and artificial intelligence. The amendments were drafted over a multi-year process with many open sessions. These amendments bring the UCC into the digital age by adding a new Article addressing digital assets and providing commercial law rules for the transfer and leveraging of

virtual currencies and certain other digital assets. Adoption of the 2022 UCC amendments by all states will bring uniformity and clarity to the current law and allow certainty when transacting business with digital assets across state lines. Nothing in the UCC 2022 amendments prevents anyone from deciding what means of exchange to use or what transactions to enter.

Before joining the SDBA in October 2020, I spent more than two decades as a community banker in South Dakota. I took pride in serving customers and our communities—and still do today in my role as president of the South Dakota Bankers Association. My SDBA customer base and community focus now includes all South Dakota banks and communities. Serving the banking industry and advocating for common sense probusiness measures to enhance commerce in South Dakota is very rewarding and necessary. HB 1193: "An Act to Amend Provisions of the Uniform Commercial Code (UCC)," has been supported on record by many pro-business organizations in South Dakota, including the South Dakota Bankers Association, the Independent Community Bankers of South Dakota, South Dakota Retailers, South Dakota Chamber of Commerce and the South Dakota Trust Association, just to name a few.

For decades, South Dakota has long been touted as one of the nation's friendliest states to conduct business. South Dakotans have proudly been open for business and we've humbly boasted economic freedom—freedom to grow, build and live in a state that doesn't support government overreach. In South Dakota, we're leading the nation in job growth, inbound relocation, tax revenue, GDP and more. We have cut red tape and removed and redacted outdated and unnecessary language from our laws and constitution. We respect businesses' rights and adhere to an "open, fair market" philosophy. Yes, in South Dakota: We Mean Business.

Here are the facts: The opposition to HB 1193 is claiming that the updated UCC is, "...the greatest threat to our personal liberty and privacy we've faced in a generation." This belief is simply untrue and misguided. The UCC establishes interstate commerce, allowing the playing field of the market to remain fair, level, and as South Dakotans can attest, open. Failure to adopt the 2022 amendments jeopardizes South Dakota's ability to remain competitive in commerce and fair market trade, negating everything we've stood for in South Dakota for decades. You can "bank on" the facts, not the political theatre.

—Respectfully submitted by Karl Adam, president, South Dakota Bankers Association





# Cyber: An Ever-Changing Market

**F**inally, some good news on the cyber front. Based on statements from cyber providers such as Beazley and Marsh, pricing increases have lessened with some predictions of potential price reductions actually being made. We're seeing new companies enter the market, along with the arrival of more capacity which are positive things.

We've all endured year and after year of increasing ransomware threats and cyber extortion in a never-ending cycle of attacks from bad actors. But, according to recent reports from firms such as Mandiant and CrowdStrike, more active attempts by the Federal Government to recover ransomware funds have shown some impact. Mandiant reported a 15 percent decrease in ransomware intrusions in 2022, yet Microsoft reported an increase in ransomware activity. CrowdStrike saw the average ransom-demand amount fall from \$5.7 million to \$4.1 million in 2022. The average ransomware payout was just over \$400,000 at the end of the first quarter of 2022. Along with these efforts, there has been a trend showing victims are now refusing to pay these cyber criminals in greater numbers. Four years ago, 85 percent of ransomware victims paid their attackers that number is 37 percent today. This is most likely due to the effort's businesses are making in cyber security and backup software. However, new threats are out there.

The Microsoft Digital Defense Report 2022 is a comprehensive study that provides insights into the current state of cybersecurity threats and trends. The report highlights the need for organizations to be vigilant and proactive in defending against cyberattacks.

The report covers a broad range of topics, including threat intelligence, vulnerability analysis, and incident response. One of the most notable trends identified in the report is the increase in ransomware attacks. Ransomware attacks have been on the rise for several years, but the COVID-19 pandemic has accelerated this trend. Cybercriminals have taken advantage of the chaos and uncertainty caused by the pandemic to launch more sophisticated and targeted attacks.

The report also highlights the growing threat posed by nation-state actors. These actors are increasingly using cyberattacks as a means of achieving their strategic objectives. They are sophisticated and attack critical infrastructure and other high-value targets. The report recommends that organizations take steps to identify and mitigate these threats, including implementing robust threat intelligence programs and working closely with law enforcement agencies.

Another key finding from the report is the importance of vulnerability management. Organizations that are able to quickly identify and patch vulnerabilities are much less likely to fall victim to cyberattacks. The report recommends that organizations adopt a risk-based approach to vulnerability management, prioritizing high-risk vulnerabilities and focusing on critical systems and applications.

The report also highlights the importance of incident response planning. Organizations that have well-developed incident response plans are better able to detect and respond to cyberattacks. The report recommends that organizations develop and test their incident response plans regularly, and that they ensure that their teams are trained and prepared to respond to a wide range of scenarios.

One of the most interesting sections of the report is the discussion of emerging threats. The report highlights several emerging threats, including:

- **Deepfakes:** Deepfakes are AI-generated videos or images that are indistinguishable from real content. They can be used for a variety of malicious purposes, including disinformation campaigns and fraud.
- **Supply chain attacks:** Supply chain attacks involve targeting third-party vendors and suppliers in order to gain access to a target





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organization's systems and data. These attacks are becoming increasingly common and are often difficult to detect.

- **Zero-day exploits:** Zero-day exploits are vulnerabilities that are unknown to the software vendor. They can be used by cybercriminals to launch targeted attacks that are difficult to defend against.

The report recommends that organizations take steps to protect against these emerging threats, including implementing advanced threat detection and prevention technologies and developing incident response plans that are specifically designed to address these threats.

In addition to these key findings, the report also provides a wealth of data and insights on a wide range of cybersecurity topics. For example, the report includes detailed information on the types of malware and phishing attacks that are currently in use, as well as the industries and geographies that are most heavily targeted by cybercriminals.

Overall, the Microsoft Digital Defense Report 2022 is an essential resource for anyone involved in cybersecurity. It provides valuable insights into the current state of cyber threats and trends, as well as practical recommendations for defending against these threats. By following the recommendations outlined in

the report, organizations can better protect themselves and their customers from cyberattacks.

Artificial intelligence (AI) is the newest and most recent high-profile threat in the marketplace. I'm sure we've all heard of ChatGPT by now. According to Forbes, "Generative AI tools have the potential to change the way cyber threats are developed and executed. With the ability to generate human-like text and speech, these models can be used to automate the creation of phishing emails, social engineering attacks, and other types of malicious content".

If you phrase the request in a certain way, you can also get generative AI like ChatGPT to literally write exploits and malicious code for you. Therefore, it is possible to use a generative AI model trained on a dataset of known vulnerabilities to automatically generate new exploit code that can be used to target those vulnerabilities and it's easy to use.

For example, the entire section of my article this month outlining the content of The Microsoft Digital Defense Report 2022 was generated by ChatGPT in a matter of minutes and required little refining.

Even though we are seeing some positive things surrounding cyber security, threats are rapidly evolving and changing so we'll all need to be diligent for many years to come. 🌈



# Emerging Leader of the Month: Justin Palmquist



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 Justin Palmquist from Rivers Edge Bank in Howard.

## First-Ever Job

I grew up working on our farm at a young age, mostly with the cattle part of our family operation. My last two years of high school I hauled water and chemical and did some applying for Howard Farmers Coop. It was old school, working 80 hours a week and I enjoyed the challenge of working those type of hours. Working in agronomy allowed me to see all the different ways to produce a crop and it gave me an appreciation for the different ways a person can get to the same destination.

## Emerging Leader Story

After working for many years in Health IT, I was hired at Rivers Edge Bank to work in our Howard and Canova locations. I have been extremely surprised on how gratifying community banking can be. As I took on a role at Rivers Edge in lending and management, Emerging Leaders was brought up and I was excited to see what it had to offer. Emerging Leaders has been a great opportunity to meet other leaders and to grow my knowledge in the banking industry.

## What He Most Likes About His Job

We are a small bank and I like working with our Howard staff to build and maintain our customer base in the Howard area. I like being engaged with the community and farmers, building those relationships and being able to help them with whatever they are working towards. The long-term aspect of those relationships and the goals for our bank and community get me excited to come to work. Rivers Edge Bank has community at its core and that is the main reason I took the job at Rivers Edge Bank.

## If He Could Have Any Job

If I could have any job, it would be coaching middle school and high school aged kids. I love seeing kids grow and develop during that time in their lives and it's gratifying when you get to help shape them.

## His Life's Passions

Family is my greatest passion. I have four daughters and a grandson. My wife and I started our family early in our lives and we've been dedicated to providing a good family life and producing four good humans. We enjoy traveling with them and supporting them in all of their endeavors. Our oldest daughter is

a graphic designer, number two is an architect, and the youngest two are very involved in sports, one running at DSU and earning her degree in cyber security and the other is a high school senior playing basketball and golf. Enjoying time with friends is also a priority for me. Community is very important to me and working at the bank has enabled me to help our community in many different ways.

## How He Unwinds

In my spare time, I like to unwind at our farm place with family, friends and good food. My wife and I also like to travel, whether it's thirty minutes to another small town in South Dakota or to another country. It's the journey of traveling that we enjoy the most. We both enjoy golfing and are hoping to get some more time on the links.

## Little Known Facts About Him

After graduating high school in Howard, I was lucky enough to be hired as an assistant high school football coach. I've been able to coach on and off throughout the years and enjoy working with the kids to build their character and develop them into leaders. The team has had great success over the years developing good players, but hopefully better people. Howard has been lucky enough to win a couple championships along the way and I've been proud to be a part of that. 🌈



**KNOW AN EMERGING LEADER?**

Nominate them! Send an email to [hjuhnke@sdba.com](mailto:hjuhnke@sdba.com).



# Banks Make a Difference Survey Available

**S**outh Dakota banks and their employees are cornerstones of their communities, providing philanthropy and volunteer leadership that helps transform lives. South Dakota banks make a difference in our communities. The SDBA unveiled the results of its latest Banks Make a Difference Survey during Legislative Day on Feb. 15 in Pierre. Copies of the promotional handout were provided to all attendees, state legislators, and mailed to all banks and branches.

Each January, the SDBA surveys the state's banks on the ways they support their local communities. The annual project is just a glimpse of how these banks found creative ways to meet the needs of their communities during 2022.

The document is a great tool that banks can use to promote all of the things they do for their communities. Banks are encouraged to use the document in their promotional efforts, make copies as needed and link the document on their websites.

To view the results, go to [www.sdba.com/sd-banks-make-a-difference](http://www.sdba.com/sd-banks-make-a-difference). If you would like to request hard copies, email [events@sdba.com](mailto:events@sdba.com) or call 605.224.1653.

### South Dakota Banks Play a Vital Role in Our Communities

The South Dakota Bankers Association (SDBA) annually surveys the state's banks on the ways they support their local communities. Responses were compiled from 30 of the SDBA's 73 member banks, ranging from the smallest of our community banks to large community and regional banks and credit card banks. The following is just a glimpse of how South Dakota banks found creative ways to meet the needs of their communities throughout 2022.

- South Dakota bank employees volunteered over **101,000 HOURS** with community organizations and personally donated over **\$451 MILLION** in charitable contributions.
- South Dakota banks loaned and invested over **\$350 MILLION** for housing and community development projects.
- South Dakota banks donated more than **\$25.7 MILLION** in charitable contributions and grants.
- Banks employed **9,288 PEOPLE** in South Dakota with an annual payroll of more than **\$728 MILLION**.

### South Dakota Bankers in Action

Banks and their employees are cornerstones of their communities, providing philanthropy and volunteer leadership that helps transform lives.

- CoTrust Bank** employees participated in Rake the Town, which helps individuals within the Sioux Falls metro area over the age of 60, who are not financially or physically able, complete their yard work.
- Heartland State Bank** partnered with the Tulare Community to raise funds for a new parking lot at the Tulare United Church.
- The First National Bank in Sioux Falls** practiced stewardship at Habitat for Humanity's Women Build event. Several teammates helped construct three twin homes over the course of three days.
- Wells Fargo** partnered with Rural USC (Local Initiatives Support Corporation) to launch Rural Connect, a pilot program that gives rural and indigenous communities digital assets and small business assistance.
- Pathward** employees celebrated their new brand identity with a week of festivities, which included efforts from over 170 employees volunteering at seven nonprofits in Sioux Falls.
- BankNorth** staff built beds for Sleep in Heavenly Peace, which provides beds and mattresses to youth in the community who do not have beds of their own.
- Citibank Sioux Falls** completed 17 Global Community Day 2022 events with a total of 292 volunteers.
- Dacotah Bank** continued to grow its DacotahCares program, which allows each of its bank locations to direct funds to different organizations within their communities.
- Black Hills Community Bank** collected 99,915 dollars and monetary donations to give to Cornerstone Women and Children's Home in Rapid City and the Bella Pregnancy Resource Center in Spearfish.
- ONE AMERICAN BANK** volunteered at Feeding South Dakota and their Mobile Food Pantry Program, and packaged boxes of frozen goods that fed 650 Sioux Falls area families.
- First Interstate Bank** volunteers in Rapid City donated their time to give an updated look to Slopebook Island's restrooms with a fresh coat of paint.
- First National Bank's** Harmon Branch participated in United Way's Day of Caring by packing 600 meal bags for local children who are in need of meals outside of their school lunch program.

- First Interstate Bank** closed all branches one afternoon in September, and 555 South Dakota employees volunteered 2,950 hours with 56 different nonprofits.
- Black Hills Community Bank's** Pass It On Program awards employees \$1,000 to contribute to a local nonprofit organization. In 2022, \$33,500 was donated to 38 different non-profit organizations in the Black Hills.
- Reliabank Dakota** staff teamed up with South Dakota Public Broadcasting to serve at The Banquet Sioux Falls in November. They served over 200 guests and left with their hearts full.
- First PREMIER Bank** jumped into action when Castlewood (home of a bank branch) was struck by an EF2 tornado in May. The bank provided \$50,000 to the relief fund for cleanup and rebuilding efforts.
- First Dakota National Bank** donated \$1 million to the Yankton Bucks and Gazelles Soccer team to renovate the soccer fields in Yankton. Larry and Diane Ness donated an additional \$250,000.
- CorTrust Bank** team members in Webster donated \$300 to their local People Against Child Hunger Program, which helps provide meals and snacks to families in need throughout the Webster area.
- Pioneer Bank & Trust** employees participated and raised over \$9,000 for the annual American Heart Association Heart Walk. The team had 17 walkers and the bank sponsored each walker with a \$100 donation.
- First Bank & Trust's** Technology Team built beds for the Brookings Chapter of Sleep in Heavenly Peace, which builds beds for children in the community working to ensure that no child sleeps on the floor.
- First Dakota National Bank's** Larry Ness presented a \$100,000 check to Tim Bouchard for the construction of a new chapel at the Lewis and Clark Boy Scout camp located west of Yankton.
- First PREMIER Bank** celebrated their staff at their better time event at the Grass Skips House in Watertown. Castlewood employees Janel Lovsen-Bemis, Carol Collins and Amy Haug are pictured with Dany Dykhouse.

#### Participating Banks

- 1st Financial Bank USA
- BankNorth
- Black Hills Community Bank
- Bryant State Bank
- Citibank, NA
- Citizens State Bank
- Community Bank
- CoTrust Bank
- Dacotah Bank
- Dakota Prairie Bank
- Farmers State Bank, Hosmer
- Farmers State Bank, Turton
- First Bank & Trust
- First Dakota National Bank
- First Fidelity Bank
- First Interstate Bank
- First National Bank
- First PREMIER Bank
- First State Bank of Roscoe
- Great Plains Bank
- Heartland State Bank
- Minnwest Bank
- ONE AMERICAN BANK
- Pathward, NA
- Pioneer Bank & Trust
- Premier Bank
- Reliabank Dakota
- Security First Bank
- The First National Bank in Sioux Falls
- Wells Fargo Bank, NA

**SDBANKERS ASSOCIATION**  
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PO Box 10811 103 W Missouri Ave | Pierre, SD 57501  
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# SDBA Hosts Legislative Day

**O**n February 15, 62 bankers from across the state gathered in Pierre for the SDBA's Legislative Day. The annual event is an opportunity to stay up-to-date on legislation which could affect the banking industry and to make sure our industry is heard.

The day began with a Legislative Committee meeting and an association update from SDBA President Karl Adam. Presenter Jim Nowak spoke to attendees about the challenges ahead in 2023. The day also included special sessions for emerging bank leaders: a deeper dive from Jim Nowak, a presentation from Liza Clark on how an idea becomes a law and everything in between, and an SDBA Board/Banker interactive panel. Josh Horak, Pioneer Bank & Trust in Spearfish, Mike Klumpp, Citibank in Sioux Falls, and Pennie Lutz, Richland State Bank in Bruce shared their insights with emerging leaders during the panel moderated by Derek Nolan, Rivers Edge Bank, Parker and Krista Tschetter, First Bank & Trust, Sioux Falls.

The day culminated with a reception with state legislators and constitutional officers. Thank you to all the bankers who traveled to Pierre to advocate for the industry and to this year's event sponsors: Pathward, NA; United Bankers' Bank; IntraFi; BHG Bank Network, and Federal Home Loan Bank of Des Moines.





# SDBA Seeking Candidates for 2023 Board Elections



Elections for the SDBA's Board of Directors are scheduled for April. Three seats are up for election: Group IV, Mid-Size Community Bank, and Community Bank.

The Group IV seat is currently held by Terry Fitzke, BankWest, Pierre, who was appointed to fill a vacancy in 2022 and is eligible to run for a full, three-year term. The Mid-Size Community Bank seat is currently held by Craig Davis, First National Bank, Pierre, who has fulfilled his term. The Community Bank seat is currently held by Pete Mehlhaff, Great Plains Bank, Aberdeen, who has fulfilled his term.

If you are interested in running for one of the Board seats, please contact one of the nominating committee members listed below by **April 5, 2023**. Please also submit a short bio and headshot photo for the voting ballot to Haley Juhnke at [hjuhnke@sdba.com](mailto:hjuhnke@sdba.com). Newly-elected SDBA Board members will take office on May 1, 2023, and serve a three-year term expiring April 30, 2026.

## Group IV Nominating Committee

*Banks in Butte, Campbell, Corson, Dewey, Edmunds, Faulk, Hand, Harding, Hughes, Hyde, McPherson, Perkins, Potter, Sully, Walworth and Ziebach counties.*

### **Dylan Clarkson**

Pioneer Bank & Trust, Spearfish  
605.717.1561  
[dylanc@pioneerbankandtrust.com](mailto:dylanc@pioneerbankandtrust.com)

### **Mike Owens**

Sunrise Bank Dakota, Onida  
605.258.2641  
[mike@mysunrisebank.com](mailto:mike@mysunrisebank.com)

## Mid-Size Community Bank Nominating Committee

*Banks with deposits between \$200 million and \$750 million.*

### **David Nelson**

First Fidelity Bank, Burke  
605.775.2641  
[davidnelson@ffb-sd.com](mailto:davidnelson@ffb-sd.com)

### **Kevin Moe**

FNBO, Yankton  
605.679.1750  
[kmoe@fnni.com](mailto:kmoe@fnni.com)

## Community Bank Nominating Committee

*Banks with deposits between \$75 million and \$200 million.*

### **Don Nolan**

Rivers Edge Bank, Marion  
605.648.3683  
[ddnolan@riversedge.bank](mailto:ddnolan@riversedge.bank)

### **Scott Gullickson**

Minnwest Bank, Sioux Falls  
605.362.7070  
[scottg@minnwestbankgroup.com](mailto:scottg@minnwestbankgroup.com)

## Election Timetable

- April 5: Deadline to contact nominating committee to get name on ballot.
- April 10: One mail ballot sent to each bank in Group IV, Mid-Size Community Bank, and Community Bank categories.
- April 26: Voting complete in Group IV, Mid-Size Community Bank, and Community Bank categories.
- May 1: New directors begin terms.







bankers in action.....

# BankStar Financial's Gratitude Campaign: Thank on the Bright Side



By Leah Brink, BankStar Financial

One of the ways BankStar Financial differentiates itself from other banks is through creative marketing campaigns and being a little more colorful in our approach. We use a tagline, BANK ON THE BRIGHT SIDE™, to reflect this concept.

As a community bank whose purpose is to brighten people's lives, we worked with our marketing firm to develop a community-focused campaign that evokes a sense of community pride and affection and draws upon that tagline. 'Thank on the Bright Side' was born.

"The idea is to celebrate bright moments that are happening all the time, across our communities," said Amanda Lauer, Chief Operating Officer.

We invited the public to submit responses in answer to the prompt, "From random acts of kindness to heartfelt gestures, tell us about someone who's recently brightened your day!" and opened a special page on our website to receive nominations. We are grateful for the response, but even more impressed by the great work our community members are doing for those around them.



Other entries thanked individuals for being regular volunteers, for being smiling faces at special events, for helping get cars unstuck in the mud, for being an awesome band-mom, and even for being an honest mechanic! Several individuals recognized those involved in 4-H youth programs.

Nominations have come from BankStar employees, but many more from community members. In fact, we have even had individuals nominated who returned to our site to nominate others. BankStar sends out a certificate with the nominator's information to the nominated individual along with a thank you card from BankStar for being a bright star of inspiration.



We used several of the entries to create ongoing campaign messaging to share via social media and those entries had a custom graphic created to align with the nomination language.

From its launch in 2022, the Thank on the Bright Side campaign has recognized dozens of people for the kindness they've shown others.

In smalltown South Dakota, it's important for us to take care of each other. Thank on the Bright Side allowed us to tap into the powerful human emotion of gratitude and recognition of others. For more information, view our website,

[www.ebankstar.bank/brightstars](http://www.ebankstar.bank/brightstars).

BankStar Financial is a locally owned community bank with three branches located in Elkton, Brookings, and Volga, South Dakota. We take pride in lifting up and enhancing our communities through good work, strong partnerships, and community involvement. 🌟



## IMPACTING YOUR COMMUNITY?

Share how your banks are making a difference!  
Submit your stories and photos to [hjuhnke@sdba.com](mailto:hjuhnke@sdba.com).



sdba events.....

# UPCOMING EVENTS

## Tri-State Trust Conference

April 25-27, 2023 | Fargo, N.D.

The NDBA will be hosting the 2023 Tri-State Trust Conference on April 25-27 in Fargo ND and online.

Highlights include: Economist Fritz Meyer: "The Economy, Markets and Investment Strategy"; Sharon Carson, J.P. Morgan: "Retirement Planning Timely Topics"; Charles "Clary" Redd, Stinson: "Recent Developments in Estate Planning"; Plus meeting with over 30 companies in the exhibit hall!

For more information and to register, visit [www.sdba.com/events](http://www.sdba.com/events).

## Emerging Leaders Power Hour

May 4, 2023 | Virtual

In response to the wildly popular Women in Banking Power Hour on March 9, it got us thinking: is there merit in hosting a power hour for the Emerging Leaders? The answer was overwhelmingly YES, so with that, we're excited to announce that Billie Sutton, Investment Executive and Human Resources Manager, First Fidelity Bank in Burke, will spend an afternoon power hour (and a half) with us, to recharge our leaderships goals and initiatives! Save the date for Thursday, May 4, at 3:30 p.m. via Zoom. More information will be coming soon, but this is an opportunity you don't want to miss!

### ANTICIPATING AN EVENT?

View all upcoming events and details under the Events tab at [www.sdba.com](http://www.sdba.com)



## 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](mailto:dorothy@ndba.com).

For more information, visit [www.ndba.com](http://www.ndba.com).



BEYOND THE FUNDAMENTALS

## National School for Experienced Ag Bankers



**JUNE 26-29, 2023**

BLACK HILLS STATE UNIVERSITY  
SPEARFISH, SOUTH DAKOTA

Visit [www.sdba.com/events](http://www.sdba.com/events) for more information.

# MORE THAN \$175,000 IN SCHOLARSHIPS AVAILABLE ANNUALLY



The South Dakota Bankers Association is pleased to offer scholarship opportunities to its member bankers through the Herbert V. Prochnow Educational Foundation, a supporting organization to the Graduate School of Banking at the University of Wisconsin – Madison. The GSB Prochnow Foundation offers more than \$175,000 dollars in scholarships every year to bankers who want to improve their careers and organizations through education.

Scholarships are distributed through the SDBA for the Graduate School of Banking and the GSB Human Resource Management School.

Apply today for a scholarship to attend a program at the nation's leading and most progressive banking school.

**For details, contact Halley Lee at the South Dakota Bankers Association at [hlee@sdba.com](mailto:hlee@sdba.com).**

SPONSORED BY:



**Graduate School of Banking**  
at the University of Wisconsin – Madison



Where to



# Featured Speaker



DR. JOSEPH SANTOS

**Director and Professor of Economics  
Ness School of Management and Economics  
South Dakota State University**

**Sponsored by  
Platinum Sponsor:**



Joseph M. Santos directs the Ness School of Management and Economics at South Dakota State University, where he also leads the Dykhouse program in Money, Banking and Regulation. Joe's research includes measuring the burdens of financial regulation and the credibility of monetary policy, chronicling and assessing the efficiency of early twentieth-century commodity futures markets, and evaluating the distribution of instructional resources across institutions of higher education. Joe earned his Ph.D. in economics from Rutgers University.

In his session, we consider the sources of inflation in the U.S. since the pandemic. Additionally, we consider the role that macroeconomic policy played in causing the inflation, and the effect the inflation has had on credit and labor markets. And finally, we assess the likely macroeconomic consequences of restoring low and stable inflation.



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.

## Sharpen Up!

They say that playing games or doing puzzles has several benefits such as improving memory, sharpening the thinking process, stimulating creativity and even reducing your risk of dementia. Our role here at the SDBA is to support our member bankers however we can. So... to help you all improve your cognitive abilities, I would like to engage you in today's brainteaser. Ready? Here we go!

What do the following have in common?

- Joey Tribbiani
- A jackrabbit
- A lightbulb
- Street smarts
- An altered state of consciousness
- Bull dogs

I promise you there is a connection. It's not a never-before-seen episode of "Friends". It's not a plot for a funky new sci-fi movie. And it's not a highlight reel from my dreams last night after eating ice cream before bed. (My dad always told us we would have bizarre dreams if we ate ice cream before bed. As an adult, I've come to realize that he most likely told us that to save more ice cream for himself! But I digress. And parenting techniques from the '70s is a topic for another article.)

Do you give up? Not enough coffee yet to solve the riddle? Or maybe puzzles just aren't your thing.

Here's the answer.

These six bullets actually tell you something about our line up of speakers for the SDBA/NDBA Annual Convention. You'll have to join us June 4-6 in Sioux Falls to find out just exactly what the correlation is. But I promise you, we have six awesome presenters waiting in the wings to help us all on our path to figure out "Where to Next?". The industry is changing. Our customers are changing. Our workforce is changing. But Joey and the Jackrabbit have insights to share that will help us plan our path. The lightbulb will light our way. Street smarts will guide us on our journey and an altered state of consciousness will show us a new ways of getting there. And bull dogs? Well... you'll just have to come to Sioux Falls to see how bull dogs fit in!

We are very much looking forward to hosting you soon. Come see what we have planned. Network with your old friends and colleagues and make new connections. See what our business partners have in store to help you as you move your organization forward. And keep solving puzzles, playing games and doing brainteasers. We want you all as sharp as possible as we collectively answer the question "Where to Next?". 🧩



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Network

📍 100 S Phillips Ave, Sioux Falls

📞 (605) 335-5112 – Teresa Thill

🌐 [advantage-network.com](https://advantage-network.com)

# The Many Benefits of Cash Visibility

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 Benefits Cash Visibility Brings

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.

**Improved efficiency.** Many benefits come from removing the paper and sharing data electronically. These range from improved controls and loss prevention to opening the door to the possibility of automating cash management tasks.

## 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 company GSI company prefix and global location numbers for all of its branches and cash vaults.

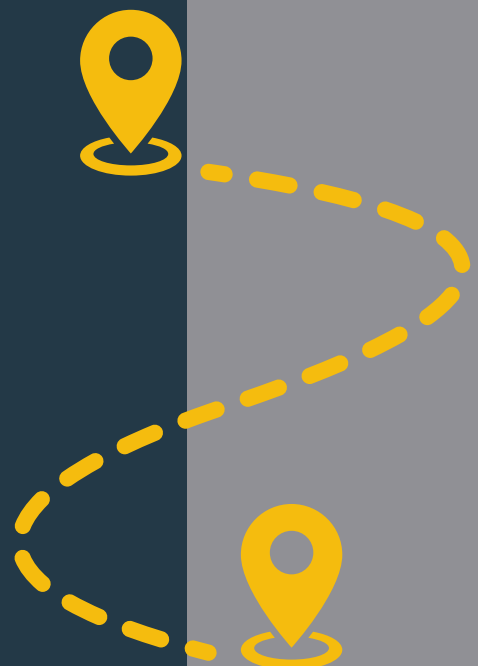
# Simplifying the Path to Cash Visibility

The journey to becoming cash visibility compliant can seem like a difficult one. But it doesn't have to be. With Rochester as your guide, the path is clear and simple

Visit [go.rochesterarmoredcar.com/cashvisibilitypreparation](http://go.rochesterarmoredcar.com/cashvisibilitypreparation) for more information.



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## washington update.....

BY ROB NICHOLS | President and CEO | American Bankers Association  
nichols@aba.com

# Meeting in the Middle(ware)

**F**or community banks seeking to remain competitive in today's crowded financial services marketplace, innovation is imperative. A relationship with a core provider can make or break an institution's innovation goals, and for too many community banks, legacy core technologies are holding them back.

This is a critical challenge that ABA set out to solve through its Core Platforms Committee, which was founded in 2018 to engage the top players in core processing and help break down the barriers that impede banks' ability to offer customers the products and services they want. Since the committee was founded, we have improved the lines of communication with the core providers, and we remain optimistic about the commitments we've received from many of these firms to improve in this area.

But for many banks, innovation remains a struggle. In fact, it's estimated that more than two in five U.S. banks are still running core banking processes on legacy systems that were designed nearly four decades ago. In a recent ABA survey, 42% of bankers expressed dissatisfaction with the service they receive from their core provider, identifying several pain points including a limited ability to customize offerings and subpar integration capabilities with other technologies.

However, undergoing a complete core conversion is a massive undertaking that comes with significant costs, complexities and risks, and many banks are understandably hesitant to abandon their longtime core provider. So how can community banks bridge the gap?

One possible alternative to a "rip and replace" strategy is to employ the use of middleware—a solution that leaves existing core systems in place, while wrapping the core with a new layer of technology, typically an API architecture. This architecture enables banks to reduce reliance on their legacy core to deliver products faster; collect, maintain and use customer data more effectively; and foster partnerships with fintech companies. It's a strategy that can considerably reduce the timeline for bringing new products and services to the market while reducing reliance on a legacy core system.

ABA's Office of Innovation highlights the case for middleware in a newly released whitepaper, "Exploring Banking Middleware Solutions." The paper provides an in-depth look at how banks can benefit from incorporating a middleware layer into their core

systems and gives a snapshot of the middleware vendor landscape in the U.S., as well as considerations banks should take into account when engaging with a middleware vendor. I urge you to read the white paper, which you can access at [aba.com/Middleware](http://aba.com/Middleware), and check out the other resources the Core Platforms Committee has made available at [aba.com/core](http://aba.com/core).

ABA is deeply committed to helping its member banks succeed—regardless of where they are in their innovation journey. Our Office of Innovation works exhaustively to stay on top of the latest trends, connect banks with strategic partners and pave the way for responsible innovation policy in Congress and at the regulatory agencies.

Successful innovation is key to the preservation of the broad and diverse community banking sector that makes our nation's financial services industry the envy of the world. 🏠

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SOUTH DAKOTA  
HOUSING





## South Dakota Chamber Honors Public Servants During Business Day Event

The South Dakota Chamber of Commerce & Industry's Business Day at the Legislature was held Thursday, February 23, 2023 in Pierre. Concluding a day that included the annual Business Caucus and an economic message from Neil Bradley of the US Chamber, four awards were presented, recognizing public service.

Business Day Program Chair Jaf Karim, Black Hills Energy, Rapid City, introduced the following awards and their presenters.

The Business Legislative Advocate award was presented by SD Chamber President David Owen to Dana J. Dykhouse, CEO, First PREMIER Bank, Sioux Falls, to honor his passion for education and his instrumental role in creating many scholarship opportunities in South Dakota, including the needs-based South Dakota Freedom Scholarship, assisting the state's workforce. The Freedom Scholarship is specifically awarded to students on a needs basis. With gifts and commitments now totaling \$225 million, the program has grown to become our state's largest needs-based scholarship. During the 2023-24 school year, about \$5.2 million will be allocated to students who meet income requirements.

Honored with the Distinguished Legislative Service award was the group of individuals who developed a plan, passed legislation, and successfully argued what is known as the Wayfair Decision before the United States Supreme Court. The decision opened the door for tax collections from out of state businesses doing business in South Dakota, and other states. The impact has been significant. Our Distinguished Legislative Service award was presented by David Owen to the following individuals: Attorney General Marty Jackley, Representative Gary Cammack, former legislator Deb Peters, former South Dakota Retailers Association Executive Director Shawn Lyons (currently a Program Specialist for the SD Dept. of Game Fish & Parks), Bureau of Administration Deputy Commissioner Andy Gerlach and Department of Revenue Business Tax Division Director Doug Schinkel.

The Outstanding Public Service Award was presented by U.S. Senator and former Governor Mike Rounds. Senator Rounds honored a group of women who served in cabinet level positions under multiple governors. The recipients were Pam Roberts, the only person in state history to hold cabinet level positions for five different South Dakota governors; Doneen Hollingsworth who served as Secretary of Health from 1995-2015, under Governors Janklow, Rounds and Daugaard; Sandy Zinter who served 18 years in state government in the position of commissioner of the Bureau of Human Resources, also for Governors Janklow, Rounds and Daugaard; and, Deb Bowman (posthumously) who served as Senior Advisor to Governors Janklow, Rounds and Daugaard and also as

Cabinet Secretary for the Department of Social Services under Governor Rounds. Bowman's award was accepted by her husband Randy.

The Lifetime Achievement Award was presented Paul Knecht to the son of Greg Dean who passed away in January 2022. On his father's behalf, Blake Dean accepted the award honoring Greg's career that spanned work with the South Dakota Centennial Commission; serving as a senior policy advisor to Governors George Mickelson and Walter Dale Miller; vice president of the South Dakota Chamber of Commerce & Industry; director of industry relations with the SD Telecommunications Association; government affairs specialist for the South Dakota Rural Electric Association; and his many years as a trusted lobbyist.

Business Day was made possible by support from Summit Carbon Solutions, First PREMIER Bank, BNSF Railway Company, POET, Wellmark Blue Cross & Blue Shield of South Dakota, Black Hills Energy, Midco, Navigator CO2, NorthWestern Energy, Xcel Energy, and Bluestem Capital Company. 🌈



L to R: Jaf Karim, Dana Dykhouse, and David Owen

## dakota BUSINESS finance

INSPIRATION FROM YOU. SMALL BUSINESS FINANCING FROM US.

### Erik Barnes New Senior Loan Officer at Dakota BUSINESS Finance



Erik Barnes

Dakota BUSINESS Finance and the South Eastern Development Foundation are pleased to announce that Erik Barnes is their new Senior Loan Officer. Erik will be providing businesses with financing through Dakota BUSINESS Finance's SBA 504 loan program, and the South Eastern Development Foundation's Regional Revolving Loan Fund.

Erik grew up in Alcester, South Dakota and graduated from South Dakota State University with a degree in Economics. Erik has been in commercial lending for over five years and has worked with Dakota BUSINESS Finance on a number of SBA 504 loans and SEDF loans. In his spare time, Erik enjoys spending time with his wife, Vanessa, golfing, taking care of his dogs, and smoking and grilling anything he can. Erik is a Vikings and Jackrabbit fan. 🌈



Here for you.™

## Regional & Market President Changes in Dacotah Bank's Western Region



Kevin Wientjes & Chad Jager

As a result of company growth, Dacotah Bank is proud to announce Chad Jager as the new regional president of the Western Region. As the regional president, Chad will oversee banks in Mobridge, Dickinson, Minot,

Lemmon, and Hettinger.

Chad began his career with Dacotah Bank in 2012 as a personal banker in Clark, SD. He has held many lending positions in the Watertown, Clark and Mobridge markets. He was promoted to Market President of the Mobridge market in 2020.

Chad is a graduate of the University of South Dakota receiving a bachelor's degree in business administration. In 2022, Chad completed Graduate School of Banking through Madison, WI and most recently was part of the third class of The Academy, an executive leadership program through Dacotah Bank. Chad is actively involved within the community as a resource, leader and volunteer serving on various committees and boards, such as Agricultural Credit Committee of the South Dakota Bankers Association and is a board member of the Mobridge Economic Development Corporation, Mobridge Rodeo Association, and the Mobridge Youth Organization.

Chad and his wife Jorgan are proud parents of three children, son Champ (8), daughter Elsie (6), and newest addition daughter Evy born in November. In spare time, Chad enjoys golfing and spending time with family boating and camping. Chad assumed his new role on January 1, 2023.

As Chad transitions out of the Market President role, Dacotah Bank is excited to announce Kevin Wientjes has joined our team as the Market President in Mobridge. Kevin's first seven years of banking were spent as an agriculture/commercial loan officer for Campbell County Bank in Herreid, SD. In January of 2022, Kevin was promoted to the role of Chief Credit Officer and held this position until joining Dacotah Bank.

Kevin is a graduate of South Dakota State University where he received a bachelor's degree in business economics. Kevin is actively involved within the community as a resource, leader and volunteer serving on various committees and boards, such as committee member of SDBA Agriculture Committee, President of Herreid Community Foundation, President of Herreid

Economic Development Corporation, and Secretary/Treasurer for the Herreid Parks & Recreation board.

Kevin and his wife Michelle, both Mobridge natives, are the proud parents of two boys, Walker (2) and Tommy (8 mo.). In spare time, he enjoys hunting, skiing, camping with family, and helping on family ranch north of Mobridge. Kevin and his family plan to relocate to Mobridge!

Please join is in congratulating Chad Jager and welcoming Kevin Wientjes!

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](http://dacotahbank.com). Member FDIC. 🏦



## Wells Fargo promotes Aware to Commercial Banking Market Executive



Amange Aware

Amange Aware has been named Commercial Banking Market Executive for Wells Fargo, a promotion that expands his territory west. In his new role, he will lead teams in South Dakota, North Dakota, Wyoming, and Montana.

Aware joined Wells Fargo in 2002 and has spent most of his career in commercial banking. He is a graduate of South Dakota State University with a B.S. in business economics and is active in his community, serving on the boards of Junior Achievement of Sioux Falls, The Sioux Falls Area Community Foundation, and Howard Wood Dakota Relays. Aware lives in Sioux Falls with his wife and four children.

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. Wells Fargo provides 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. 🏦

### HAVE AN ANNOUNCEMENT?

Share information from your bank or business about promotions, achievements and other news! Submit your Bank Notes stories and photos to [events@sdba.com](mailto:events@sdba.com).



**Agri-Business Banker II, First Bank & Trust, Milbank, S.D.**

First Bank & Trust is looking for an individual to fill the Agri-Business Banker II position. This person is to underwrite and service a wide variety of agricultural loans, some of which may be complex and involve large amounts of money, in a profitable manner while minimizing risk. Emphasis is placed on credit quality, loan performance and customer profitability. This person should have a bachelor's degree in a related field and a minimum of five years of experience in the bank lending area or the equivalent. This person should have strong experience in loan documentation, loan file compliance and workout strategies. It is necessary that this person possess good communication skills. For more information about this position and to apply online, please visit our website at [www.bankeasy.com/careers](http://www.bankeasy.com/careers). ■

**Agricultural Banker, Dacotah Bank, Brookings, S.D.**

Dacotah Bank, 11th largest agricultural bank in the United States, is seeking an experienced, self-motivated individual with 5+ years of Ag lending experience to join our team, in Brookings, SD. Looking for an individual with strong relationship management and interpersonal skills; commitment and enthusiasm for community banking; experience managing a diverse portfolio, and a team player. Responsibilities of this position include: Managing relationships with community banking Ag customers; Prospect and develop new customer relationships; Retain and expand existing customer relationships. We offer a competitive salary and exceptional benefits package including: health and dental insurance premiums 100% paid for; health savings accounts, life insurance for employee and family, paid vacation and sick time, retirement plan options, and additional perks and benefits within an outstanding work environment. Don't miss out on your opportunity to shine with one of American Banker's Best Banks to Work For! Apply online at: [dacotahbank.com/careers](http://dacotahbank.com/careers). Dacotah Bank is an Equal Opportunity Employer of women, minorities, protected veterans and individuals with disabilities. ■

**BSA Risk Officer, First Bank & Trust, Brookings, Sioux Falls, Vermillion, Watertown, or White, S.D.**

First Bank & Trust is looking for an individual to fill the BSA Risk Officer position. This person is responsible for the daily monitoring of the Bank Secrecy Act (BSA) and Anti-Money Laundering (AML) program. This person is supervised by and works closely with the appointed BSA Officer regarding all aspects of compliance with the BSA/AML requirements, USA PATRIOT Act, OFAC, Regulation GG, and the FACT Act (Identity Theft Red Flag Program). This individual should have a bachelor's degree, plus three years of work-related experience or the equivalent. This person should have knowledge of all applicable federal and state laws, regulations, and regulatory guidance documents as they pertain to BSA. This person should have strong written and verbal communication skills, strong analytical and problem-solving skills. This person will need to work independently or as a team member. For more information about this position and to apply online, please visit our website at [www.bankeasy.com/careers](http://www.bankeasy.com/careers). ■

**Agri-Business Banker II, First Bank & Trust, Madison, S.D.**

First Bank & Trust is looking for an individual to fill the Agri-Business Banker II position. This person is to underwrite and service a wide variety of agricultural loans, some of which may be complex and involve large amounts of money, in a profitable manner while minimizing risk. Emphasis is placed on credit quality, loan performance and customer profitability. This person should have a bachelor's degree in a related field and a minimum of five years of experience in the bank lending area or the equivalent. This person should have strong experience in loan documentation, loan file compliance and workout strategies. It is necessary that this person possess good communication skills. For more information about this position and to apply online, please visit our website at [www.bankeasy.com/careers](http://www.bankeasy.com/careers). ■

**Loan Officer, Kirkwood Bank & Trust, Spearfish or Rapid City, S.D.**

We are seeking a dynamic and experienced professional Loan Officer to join Kirkwood Bank & Trust in the Spearfish/Rapid City Area. The Loan Officer will be responsible for assessing the creditworthiness of clients, initial valuations, pre-underwriting in addition to managing interactions with clients, communicating regularly with colleagues and executives regarding client progress and maintaining the company's database. The primary objective of the loan officer is to facilitate lending to customers following the policies and procedures set for by the Board of Directors. Required Education and Experience: 1. 4-year college degree 2. 3-5 years of consumer and/or commercial loan experience, or business development experience. 3. Experience with Microsoft Excel and Microsoft Word. 4. Sales oriented / selling skills. 5. Self-motivated with a willingness to achieve goals. 6. Strong communication skills, both verbal and written. Benefit package includes, Medical, Dental, and Vision insurance, Paid vacation, sick leave along with paid holidays. We also offer paid life and disability insurance with the opportunity to participate in our 401K. Work Environment and Physical Demands: This job operates in a professional office environment. This is a largely sedentary role; however, lifting, bending, and standing is required. Please apply online at [www.kirkwoodbank.com](http://www.kirkwoodbank.com) under Careers. ■

**HAVE A JOB OPENING?**

Post your classified ad in SDBANKER Magazine and at [sdba.com](http://sdba.com). The fee is \$50 per ad (200 word limit) for SDBA members or \$100 per ad (200 word limit) for non-members.

To place an ad, visit [www.sdba.com/classifieds](http://www.sdba.com/classifieds).

# Events/Webinars/Schools

## SDBA EVENTS

### ABA Washington Summit

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

### SDBA Emerging Leaders Power Hour

May 4, 2023 | Virtual

### 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

### SDBA NEXT STEP: Emerging Leaders Summit

October 17-18, 2023 | Pierre

## WEBINARS

For a complete list of webinars, visit [www.sdba.com/online](http://www.sdba.com/online).

### Excel Skills for Accountants - 2 Part Series (Basic & Advanced)

March 20, 2023

### Excel Skills for Accountants - Part 1 (Basic)

March 20, 2023

### 2023 Call Report Update Seminar OnDemand with Live Streaming

March 21, 2023

### Avoiding Check Fraud Liability: From Prevention to Loss Allocation

March 21, 2023

### Encouraging the Next Generation of Women Leaders

March 21, 2023

### ACH Basics & Refresher

March 22, 2023

### Understanding Commercial Loan Documents

March 22, 2023

### Top Ten Loan Document Mistakes and How to Avoid Them

March 23, 2023

### Three Key Risk Assessments in Your ERM Program: ERM, IT, and Internal Controls

March 23, 2023

### Active Shooter Prevention & Response

March 28, 2023

### Fair Lending for Frontline Staff

March 29, 2023

### Onboarding Your New Hire: Experience or Afterthought?

March 29, 2023

### Basic Cash Flow Analysis

March 30, 2023

### Commercial & Business Lending Basics for Support Personnel

March 30, 2023

### Excel Skills for Accountants - Part 2 (Advanced)

March 31, 2023

### Mastering TRID: Navigating Loan Estimates & Changed Circumstances

April 3, 2023

### Ensuring Accuracy in Call Reports: The Critical Importance of Schedules RC & RI

April 4, 2023

### Consumer Real Estate Loans

April 4, 2023

### Bi-Monthly Compliance Briefing - April

April 5, 2023

### Engage Your Audience with Ease: Basic PowerPoint Tips and Tricks

April 5, 2023

### Controlling the Risks of Power of Attorney Documents

April 6, 2023

### RC-C Loan Coding and RC-R Risk Weighting Loans

April 6, 2023

### Bank Accounting: Beyond the Basics - 4 Part Series

April 7, 2023

### Five Best Practices for Reg E Disputes

April 10, 2023

### Fair Lending Seminar OnDemand with Live Streaming

April 11, 2023

### CECL Adoption: Common Questions and Real-World Examples

April 11, 2023

### Business Continuity Management - A Comprehensive Program to Meet or Exceed Regulatory Expectations

April 11, 2023

### BSA/AML & OFAC Compliance - 3 Part Series

April 12, 2023

### Excel Explained: Building Error-Proof Spreadsheets

April 12, 2023

### Mastering Participation Agreements: Unlocking Advantages, Managing Risks & Navigating Negotiations

April 13, 2023

### Commercial Loan Defaults: Waivers, Workouts and Amendments

April 13, 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

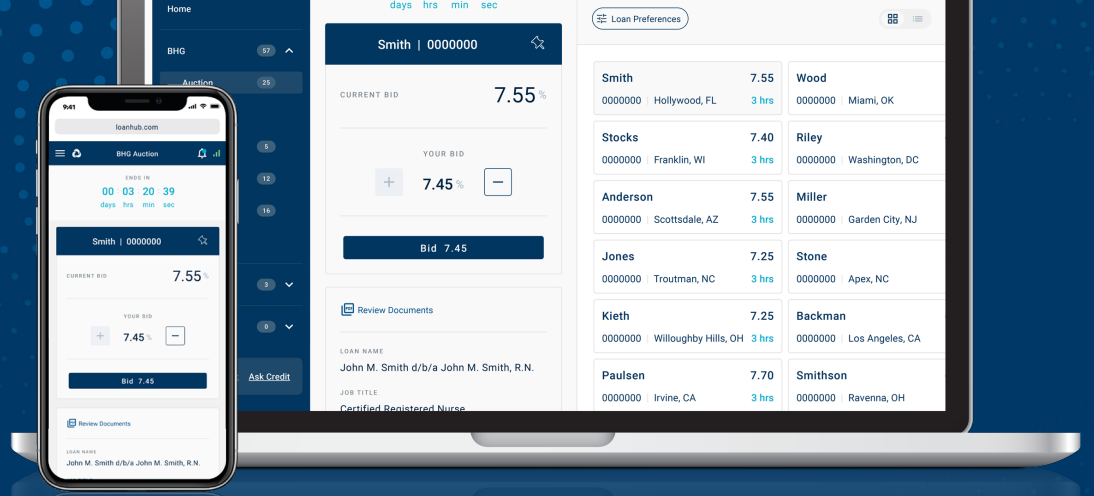
October 2023 | Westminster, Colo.

### GSB Bank Technology Security School

October 16-20, 2023 | Madison, Wis.

For more details and to register for a training, visit the SDBA's online event calendar at [www.sdba.com/events](http://www.sdba.com/events). Questions, contact the SDBA's Halley Lee at [events@sdba.com](mailto:events@sdba.com) or 605.224.1653.





# THE BHG LOAN HUB

The BHG Loan Hub is a secure, state-of-the-art platform that allows you to diversify your bank's portfolio with top-performing loans.

## Bank benefits:

Our 1,525+ Bank Network members have earned more than \$1B in combined interest income from exclusive access since 2001.

- Access top-tier assets
- Turn excess liquidity into revenue
- Receive direct ACH payments from borrowers
- Credit enhancements available

Become a member and see how easy it is to expand beyond your local borrower base.

## Keith Gruebele

EVP, Institutional Relationships

954.263.6399

kgruebele@bhg-inc.com

BHGLoanHub.com/SD

BHG is an Endorsed Vendor

