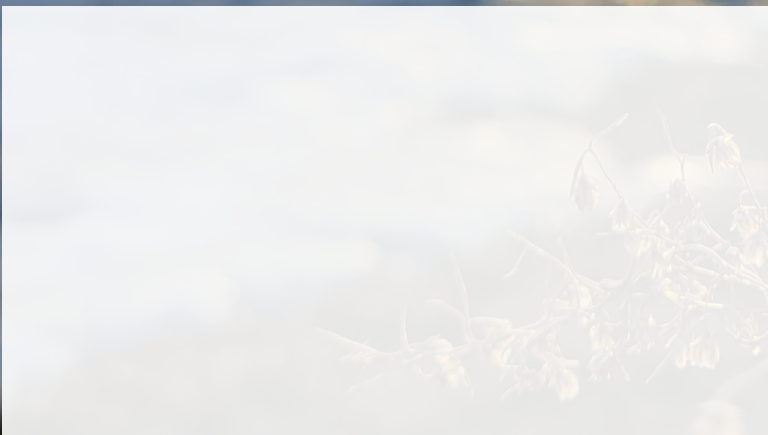


SDBANKER



OFFICIAL PUBLICATION OF THE SOUTH DAKOTA BANKERS ASSOCIATION | JANUARY 2024

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SDBA STAFF

Karlon Adam, SDBA President

kadam@sdba.com

Mike Feimer, President of Insurance and Services

mfeimer@sdba.com

Halley Lee, Administrative Vice President

hlee@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

EDITORIAL: Published monthly by the South Dakota Bankers Association, SDBANKER Magazine is dedicated to enhancing the state's banking profession by providing useful and timely information on important events and trends in the banking industry. Statements of fact and opinion are made on the responsibility of the authors alone and do not represent the opinion or endorsement of the SDBA. The magazine welcomes news from SDBA members. Articles may be reprinted with permission. Email info@sdba.com.

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COVER PHOTO: Glistening Sunrise, Photo by Haley Juhnke



features

- 9 **Emerging Leaders**
Emerging Leader of the Month: Floyd Rummel IV
- 10 **SDBA News**
 - SDBA Requests 'Banks Make a Difference' Survey Participation
 - SDBA Engages in '24 Legislative Session
- 12 **From the Archives**
1970
- 13 **Bankers in Action**
Heartland State Bank Gives Back
- 15 **Industry News**
"An Ill Wind that Blows No Good:" Economic Headwinds and Asset and Liability Management
- 16 **SDBA Events**
 - SDBA State Legislative Day
 - Breaking into Banking 101 and 201
 - ABA Washington Summit
 - 2024 SDBA FDIC Directors' College

in every issue

- 4 **Message from the Chair**
Opportunities and Challenges in the New Year
- 5 **From the Executive Office**
Happy New Year from the SDBA!
- 7 **Washington Update**
Against a Rising Tide of Regulation, Banks Must Row Together
- 18 **Associate Member News**
- 19 **Bank Notes**
- 22 **Classifieds**
- 23 **Education Calendar**



message from the chair.....

BY DAVE NELSON | President/CEO | First Fidelity Bank, Burke
605.775.2641 | davidnelson@ffb-sd.com

Opportunities and Challenges in the New Year

Happy New Year! I hope you and your families had a blessed and joyous holiday season. With the mild weather we were having up to the Christmas holiday season, it appeared that things would go smoothly for families and their travel plans. Well, as we all know, Mother Nature sometimes has its own agenda and some of those travel plans were probably changed along the way. Due to the inclement weather, my wife and I were able to spend some extra time with our daughters and their families. In spite of the weather, I hope everyone was still able to enjoy family and friends during the holiday season. It's a great time of the year to just slow down, relax a little bit, and reflect on just how fortunate we are and what's important in our lives.

Ready or not, 2024 has arrived along with opportunities to take advantage of and the challenges and threats that our industry will face that will need to be dealt with. It is the challenges and threats, whether advanced by regulators or legislators, that will need the involvement and advocacy of all bankers. On December 6th, the SDBA Board of Directors and the SDBA Legislative Committee held meetings in Pierre. The agendas of both meetings included regulatory and legislative topics of interest to the banking industry at the State level as well as the Federal level. While the exact legislation on some topics was not yet known, there was great discussion on proposed topics of interest and how we can successfully engage and advocate and address those topics of interest. As usual, SDBA President, Karl Adam, and SDBA Legal Counsel, Brett Koenecke, had full command of those pending legislative and regulatory issues and gave background information and ideas on how to approach each area of interest.

As you read this article, the 99th Legislative Session will be well underway having started on January 9th. As the session continues to unfold, please watch for and read the weekly publications compiled by the SDBA office. These two publications are the Legislative Update which gives a recap of key legislative actions and the Legislative Bill Watch which tracks the status of bills the SDBA is monitoring. Both of these publications do a great job of keeping everyone informed about the issues affecting the banking industry. Please also

watch for emails from Karl and Brett regarding issues that arise during the legislative session and respond to their "calls to action" on issues impacting banks and engage with our elected officials as requested. Explain the potential impact of proposed legislation to these officials and share real-world examples. Offer expertise and perspective, share facts, and dispel inaccurate and false information to help educate our elected officials on the proposed banking legislation and regulation and how it will affect your bank, your customers, and the communities you serve.

I think we all make some new year's resolutions regarding our personal lives, but please consider making a new year's resolution in your professional life such as getting more involved in the SDBA and engaging and advocating for our industry. The banking industry will undoubtedly face many challenges and opportunities in the year ahead. Advocacy serves as a powerful tool for driving change, raising awareness, and influencing policies on various issues. Successful advocacy in the banking industry demands a multi-faceted approach that combines knowledge, relationship-building, and effective communication to help educate others on how proposed regulation and legislation affects our industry, our communities, and our customers.

As I mentioned in last month's column, the SDBA State Legislative Day will be held in Pierre on February 14, 2024. There is still time to get registered. The SDBA Board of Directors and SDBA staff would like to see a great turnout for this event. Please consider attending along with as many of your coworkers as possible. There is no substitute for direct engagement by bankers in the legislative process and engaging directly with legislators and constitutional officers. By attending the Legislative Day events, we can show that bankers care about legislation being proposed and are willing to make our voices heard to protect our industry, our customers, and the communities we serve. As I have mentioned in the past, there is power in numbers. Let's show up in force on Legislative Day to show our elected officials that we care about our industry. Thank you. 🌈



from the executive office.....

BY KARLTON ADAM | President | South Dakota Bankers Association

605.224.1653 | kadam@sdba.com

Happy New Year from the SDBA!

Happy New Year, SDBA members and friends! 2024—it's hard to wrap my mind around. I hope you had a wonderful and abundant holiday season, and I hope your celebrations filled your cup and warmed your heart. Not unlike most, poor weather conditions prevented three of our five kids, spouses and grandchildren from making it home to Pierre, but Joan and I made up for it a few days later when we loaded up our sleigh and made the rounds to Watertown and Sioux Falls to spend some time with them ahead of the New Year. There's nothing quite like the magic and wonder the holiday season bestows on children. Our grandson, Pierce, is three and is overflowing with excitement and energy—I need a nap just thinking about him! And it was our granddaughter, Lily's, first Christmas. Although she won't remember the joy of this holiday season, we sure will, and what abundant joys we've had!

The 99th Session of the South Dakota Legislature is underway. Governor Kristi Noem gave her State of the State Address on Tuesday, January 9, and if you missed it, I invite you to watch the recording so you can hear firsthand what we can start to expect for the session ahead. Go to www.sd.net to watch it.

You may recall from my December column, there are several legislative issues we'll keep a pulse on, support and/or oppose. If you want to stay up to date on what issues the SDBA has interest in, I invite you to subscribe to our weekly Legislative Update, an e-newsletter that will come straight to your inbox, usually on Friday or the following Monday, where I recap the ongoings and my personal takeaways from the week prior. You can always find archived updates online at www.sdba.com/lobbying, too.

This brings me to one of the most important parts of the legislative session, and that is YOU! Your involvement, engagement, advocacy and your VOICE carries louder and further than me alone. So, a couple things here: first, in order for you to stay abreast of legislative action the SDBA is taking, your SDBA member profile needs to be current and up to date! Go ahead and take a minute to login, by going to sdba.memberclicks.net/login#/login to review your profile. Are your contact information, title, and subscription preferences all current? If you don't have a profile, or are unsure if you do, it's easy to request one: sdba.com/request-a-profile. New and reset profiles are usually generated within 24 business hours. Your profile is the way the SDBA stays connected to you, you to us, and maybe most importantly, how you register for events.

And speaking of events, a great one coming up is our annual SDBA State Legislative Day at the Ramkota Hotel and Conference Center in Pierre, Wednesday, February

14. This event is your exclusive opportunity to actively participate in shaping the future of banking in our state. And while this event is open to all bankers, the SDBA has specifically curated this year's agenda to cater to one cohort in particular, our Emerging Leaders. Friends, don't sleep on this event! It's a great opportunity for bankers to support our industry by talking to our lawmakers and decision makers about the importance of and vitality of the banking industry, and its impact on the state's economy. Go to our website, www.sdba.com to review the agenda and register.

As in years past, there will no doubt be times during Session that we'll rely on the united voice of our bankers and banking partners, either to support or oppose issues that will have an impact on our industry. These communications, our Calls to Action, will routinely find their way into your inboxes, with subject lines that will include something along the lines of, "URGENT CALL TO ACTION..." It is imperative, that if you want to influence change, and serve as an advocate for our industry, your employer and your community, that you ACT on these requests as directed. Often, we'll provide speaking points, background information and templates for you to utilize that will help you support our causes when communicating with our lawmakers—another reason we want you to make sure your SDBA member profile is current. In our December SDBANKER Magazine, SDBA Chair, Dave Nelson, wrote about the value of your communication to lawmakers in his column. Active engagement in conversations, legislative meetings and cracker barrels, town halls, and forums are all excellent ways to keep your own pulse on the activities in the legislative chambers. Be open, be bold, and above all, be informed. The best way we can advocate for our industry is to serve as a voice and expert when called on. And no matter the final outcome of issues brought forward this year, exercise compassion, respect and appreciation for our lawmakers and leaders. They were elected to serve, not because it was easy, but because they felt led to influence change.

With that, I wish you again a Happy New Year from everyone at the SDBA! We are proud and grateful for your friendship and continued investment in YOUR association, and we can't wait to see what 2024 brings. As always, never hesitate to reach out if you have questions or concerns about what you are hearing or reading as it relates to issues that can impact the industry. My contact information can be found at the top of this page. We'll meet again in February! 🎉

WASHINGTON SUMMIT

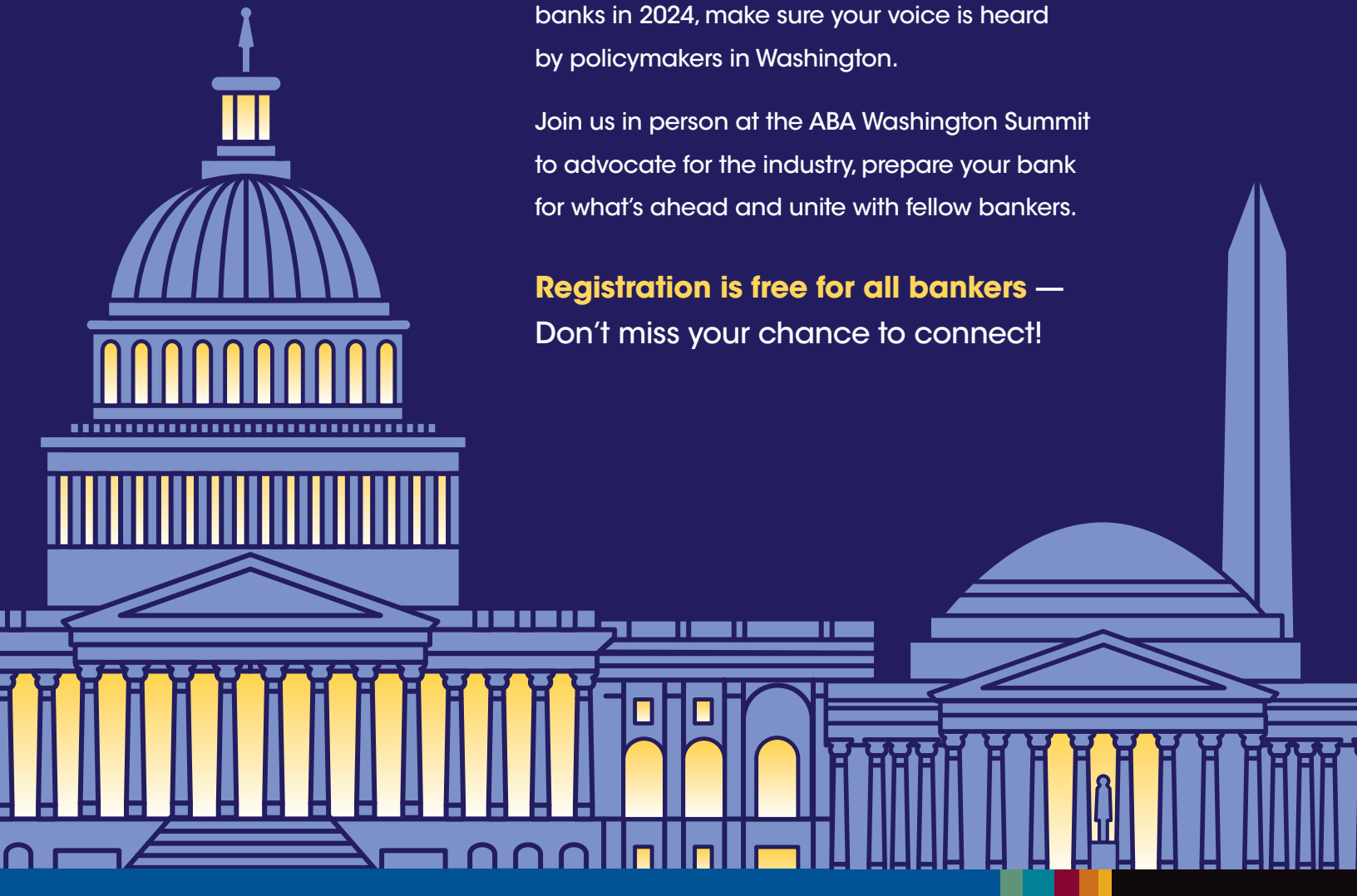
March 18 – 20, 2024

Marriott Marquis, Washington, DC

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washington update.....

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



Against a Rising Tide of Regulation, Banks Must Row Together

Whenever a new election cycle comes along, it's not uncommon to hear pundits make mention of "red waves" or "blue waves," denoting potential power swings in Congress. But as bankers contemplate the future of our country and the policy environment that will shape the future of our industry, there's another wave that we need to talk about: a tsunami of complex regulation that's hitting the banking sector as we speak.

To be sure, the tide turned quickly: last year's turbulent spring ignited a rulemaking frenzy at the banking agencies. Suddenly, new proposals sprang up to increase bank capital levels, impose a new long-term debt requirement and make the resolution planning process more complex.

Simultaneously, the CFPB imposed long-awaited small business reporting requirements under Section 1071 of the Dodd-Frank Act—which went far above and beyond what was outlined in the statute. The Federal Reserve issued a proposal to cap interchange fees under Regulation II, and the FDIC is now pursuing significant changes to its corporate governance guidelines.

Against all that, the agencies finalized a long-awaited update to the Community Reinvestment Act framework—a staggeringly complex, 1,500-page final rule that creates significant new requirements that have the potential to fundamentally alter banks' business strategies.

Meanwhile, in Congress, banks are facing the resurgent threat of the so-called "Credit Card Competition Act," which would apply Durbin Amendment-like provisions to credit cards—the equivalent of lawmakers taking money from banks and putting it into the cash registers of mega retailers.

Taken together, these policies place a tremendous cost and compliance burden on banks of all sizes—at a time when they are already facing a tough operating environment due to a protracted period of high interest rates and ongoing geopolitical tensions.

These policies will also have devastating effects for consumers. Banking is, after all, a business—and in order for banks to offer the full range of financial products and services to meet the needs of communities, they need to be profitable, and have an operating environment that supports growth.

The current regulatory landscape will do the

opposite. Banks that are already considered well-capitalized by regulators' own admission will be forced to hold even more capital in reserve—which means less capital will be available to lend to the local small business looking to expand, or to the young family looking to buy their first home. Simultaneously, changes to the fee income streams upon which banks have long depended could spell the end of free or low-cost checking products, and popular rewards programs that consumers value.

What's perhaps most concerning, however, is the fact that regulators don't seem to understand the full impact of their actions. As we observed with the Reg II rulemaking and the so-called "Basel III endgame" proposal, regulators are failing to adequately assess the potential costs of the individual regulations on banks and consumers—let alone contemplate what the cumulative impact of all these rules would be.

ABA is sounding the alarm. We need to make sure policymakers in Washington—from members of the administration to lawmakers in Congress to the regulators holding the rule-writing pens—understand that regulatory burden has a real-world cost, not just for banks, but for consumers, small businesses and the American economy.

If you're reading this, I urge you to help us tell that story. Join our Bank Ambassador program to rekindle relationships with your congressional delegation and help educate policymakers about banking. Stay informed and send a letter about an issue that will affect your bank through ABA's grassroots platform, [SecureAmericanOpportunity.com](https://www.secureamericanopportunity.com). Make a plan to come to the nation's capital in March for the ABA Washington Summit, and tap a colleague or two to come along.

The sobering reality for banks right now is that rougher seas are likely ahead—but our best hope is to row together. 🚢

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Emerging Leader of the Month: Floyd Rummel IV



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 Floyd Rummel IV from First PREMIER Bank in Madison.

First-Ever Job

My first job ever job was washing dishes at Wild West Winner's club in Deadwood, SD. It was definitely a

character-building experience and was a motivating factor for me to further my education after high school.

Emerging Leader Story

I started my career in banking my senior year in college working as a part-time teller for Great Western Bank (NKA First Interstate Bank). After I graduated college from Dakota State University, I worked in various retail positions in Aberdeen, Spearfish and Sioux Falls. In 2009, I accepted the Market President position of the Madison branch for Great Western Bank. I worked in that position until 2019, then made the decision to accept the position I'm currently in as a Market Leader with First PREMIER Bank where we opened a de novo branch in Madison. Along my journey, I have been blessed with so many impactful mentors and benefited from having exceptional teammates over the years. And I can honestly say that I would not be where I am today without those relationships and am forever thankful! I also benefited from a very patient and understanding wife that has been with me the entire way!

What He Most Likes About His Job

In my role in Madison, I am responsible for all of the commercial and ag lending origination for our branch. In addition, I provide oversight and leadership to the retail banking positions. I enjoy building and maintaining relationships with our customers and others in the community. In my career, I have seen first-hand how important relationship building is in both my professional and personal life. I love being involved in the Madison community. I personally think it's very important to give back to the community in which you live and work and luckily for me I really enjoy it and have been able to meet and work alongside a lot of great people in the community because of this.

If He Could Have Any Job

It would probably be something related to the golfing industry. When I retire, I would love to be able to be a starter for a course in Arizona. It would be so much fun getting to meet the wide variety of people golfing.

His Life's Passions

As you can probably tell, I love golf, so I try to do that as much as I can in my spare time. I always enjoy hunting, especially with my black lab Wrigley.

How He Unwinds

My favorite activity to unwind is heading to the Madison Country Club driving range and just hit balls. I really don't know why but there is just something so peaceful about it for me. I also enjoy taking walks, especially out at Lake Herman State Park in Madison.

Little Known Facts About Him

I grew up in the Black Hills and graduated from Lead High School. My wife, Megan, and I have 3 daughters. Maddie (14), Peyton (12) and Jordyn (9). They are all involved in various activities including, volleyball, basketball, gymnastics and of course Golf. My wife and I spend a lot of time traveling to their various events, but we wouldn't trade it for anything! 🌈



KNOW AN EMERGING LEADER?

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

SDBA Requests 'Banks Make a Difference' Survey Participation

The SDBA is calling on all member banks to participate in its annual South Dakota Banks Make a Difference Survey. Each January, the SDBA emails all member banks the online annual survey. This year, the survey is a little easier and quicker to complete! Within the survey, the SDBA is requesting short narratives and photos of banks' community service projects. If your bank has a community service project from this past year, please share it with us! The results from the annual survey provide a glimpse into how banks impact their communities and work every day to help South Dakotans grow and prosper.

The survey link was emailed to all member bank CEOs, liaisons, and those who helped to completed the survey last year. If your bank did not receive the survey link, contact the SDBA at info@sdba.com.

The names of all banks that participate in the survey will be listed in the survey piece. The SDBA will present the results at its State Legislative Day on Feb. 14, 2024, in Pierre.

Last year, responses were compiled from 30 SDBA member banks. The results of last year's survey can be viewed online at

www.sdba.com/sd-banks-make-a-difference.

If you have any questions on the project, contact the SDBA at info@sdba.com or **605.224.1653**.



SDBA Engages in '24 Legislative Session

The 2024 South Dakota Legislature opened on Tuesday, Jan. 9, in Pierre and will consist of a 38-day session. The main run of the session ends on March 7, with March 25 reserved for consideration of gubernatorial vetoes. For the full legislative schedule, listing of bills, committee schedules and legislators' contact information, visit the South Dakota Legislative Research Council's website at www.sdlegislature.gov.

The SDBA Board of Directors and Legislative Committee met on Dec. 7, 2023, in Fort Pierre where SDBA President Karl Adam and SDBA Legal Counsel Brett Koenecke shared information on potential legislative issues for the 2024 session.

Bankers can stay current on pertinent legislative issues by reading or listening to a podcast of the SDBA's weekly Legislative Update and reading the Legislative Bill Watch. Publications are posted at www.sdba.com/lobbying on Fridays during session. To request an email notification when the publications are posted online, contact Natalie Likness at nlikness@sdba.com or **605.224.1653**.

SDBA Legislative Committee

- Jody Bender, U.S. Bank, Rapid City
- Julie Benedict, Security First Bank, Rapid City
- Leah Brink, BankStar Financial, Brookings
- Jeff Davis, Bryant State Bank, Bryant
- Scott Fiegen, Pathward, Sioux Falls
- Donald Greiner, First Bank & Trust, Brookings
- Josh Hogue, Reliabank Dakota, Watertown
- Josh Horak, Pioneer Bank & Trust, Spearfish
- Jeremy Hoven, Black Hills Community Bank NA, Spearfish
- Michael Hudson, First National Bank, Pierre
- Shelly Jones, Wells Fargo Bank NA, Sioux Falls
- Jeremy Keizer, Reliabank Dakota, Sioux Falls
- Kelsea Kenzy Sutton, First Fidelity Bank, Burke
- Dillon Kjerstad, First National Bank in Philip, Philip
- Tanner Kost, First National Bank, Pierre
- Brody Maier, BankWest, Pierre
- Joe Miller, The First National Bank in Sioux Falls, Sioux Falls
- Kevin Moe, FNBO, Yankton
- Tony Nour, First PREMIER Bank, Sioux Falls
- Mike Owens, Sunrise Bank Dakota, Onida
- Diana Pfister, Dacotah Bank, Aberdeen
- Dave Rozenboom, First PREMIER Bank, Sioux Falls
- Dina Ryan, Citigroup Management Corp, Washington, DC
- Grant Seaman, BankNorth, Warner
- Matthew Smith, Dacotah Bank, Sioux Falls
- Jennifer Spall, JPMorgan Chase Bank, NA, Seattle, WA
- Jason Stone, First Interstate Bank, Chamberlain

ABOUT

The SDBA State Legislative Day is your opportunity to stay up to date on both state and federal legislation which could affect the banking industry. This is your exclusive opportunity to actively participate in shaping the future of banking in our state. This gathering promises insightful conversations, networking, and direct engagement with key policymakers.

2/14



8:30
BOARD MEETING

8:00 - 10:30
EMERGING
LEADER HOSTED
BREAKFAST

10:00
REGISTRATION

10:30
LEGISLATIVE
COMMITTEE
MEETING



RAMKOTA HOTEL 920 W. SIOUX AVE. | PIERRE, SD

12:00
LUNCH/GOVERNOR'S
ADDRESS (INVITED)

1:00
FIRESIDE CHAT WITH
SENATOR MIKE
ROUNDS, (CONFIRMED)
& SENTATOR JOHN
THUNE (INVITED)

1:45
ABA POLICY UPDATE
(VIRTUAL)

2:00
SIMPLE CHOICES, BIG
REWARDS: VJ SMITH

3:00
HILL VISITS



4:30
EMERGING LEADER
HAPPY HOUR

5:30
RECEPTION

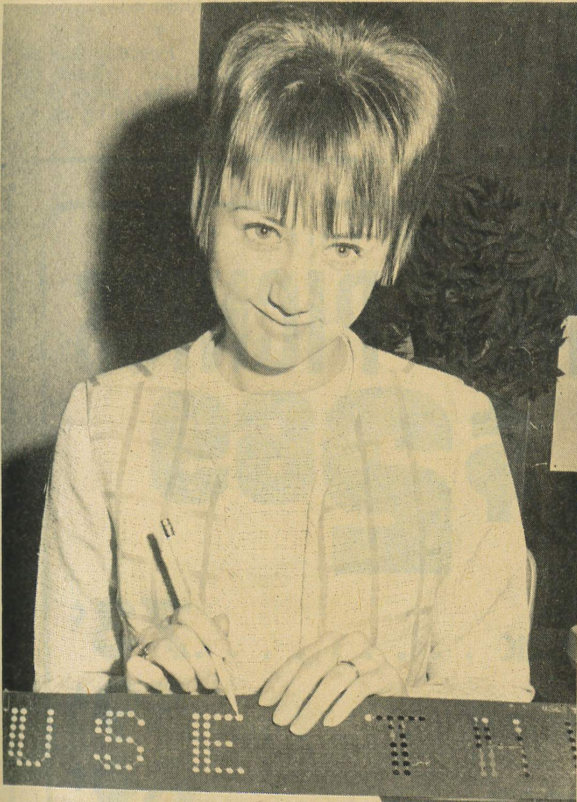
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from the archives....

16—Yankton Daily Press & Dakotan, Wednesday, Jan. 21, 1970

Attention Is On Temperature . . .

Bank Sign Is Complicated Electronic Device



Mrs. Sharon Bergendahl is pictured with cards used to flash messages onto the time-temperature clock at the American State Bank. The message is drawn over semi-punched heavy paper cards that will fit over a plastic drum in the "clockworks." After it is drawn, holes covered by the lettering are punched out of the card and will correspond to bulbs lighting on the clocks inside and outside the bank.

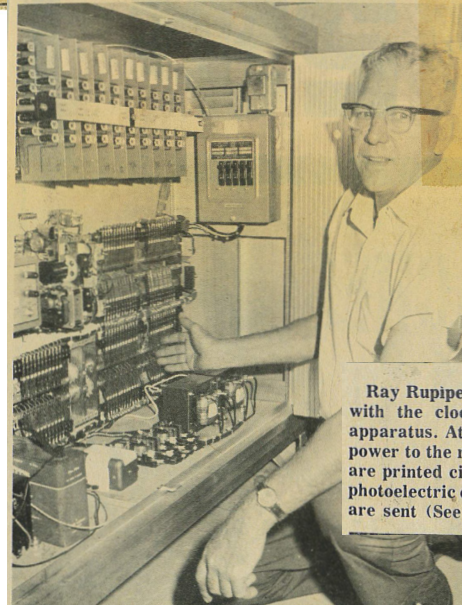


Peggy Casey, a receptionist at the American State Bank, shows how the pre-punched cards are attached to a clear plastic roller above the "clock" circuitry. When the blank sheet facing Peggy turns to the photoelectric cells at back of the plastic drum, time and temperature are flashed onto the clock faces outside and in the

main bank. Other punch cards directly activate the photo cells — there's a cell per outside light — by a fluorescent light inside the drum shining through punched out holes. An electric motor-cam device near Peggy's right hand operates the drum. (P&D Photos by Dailey)

Although in this weather more people are interested in temperature than the time, the American State Bank time-temperature clock is still probably Yankton's most looked-at sign. But there is more to operation of the clock than just the outside sign—and messages other than time and temperature can be flashed through its circuitry. At the bank basement in a corner away from bookkeepers is a big boxlike apparatus about the size of a large beverage vender machine placed on its side. On top of that is another shorter box about the size of half a suitcase. Inside the larger section is electronic equipment that reads time from electric clock devices and temperature from a thermometer on the bank roof and converts these signals so they can be used on the sign. Also inside that section are auxiliary batteries that can operate the sign, time and temperature equipment in case of power failure at the bank.

The memory circuitry—printed circuits and other electronic gadgetry—is also housed in this large section. That memory circuitry is used when fed electronic impulses from a set of photocells in the smaller box overhead. Inside that smaller box not only are photocells, but also a clear plastic drum facing the cells. Inside the drum turned by an electric motor via a cam apparatus is a fluorescent light shining toward the photo cells. There is one cell per light on the bank sign. Black paper with semi-punched holes are used to code other messages. Holes are punched to correspond to lights needed to spell out messages on the clock "face." These punched cards are then placed on the plastic drum. As they pass before the photocells, light from the lamp inside the drum activates the cells beyond the punched holes. These now-electric impulses speed to the memory bank, then are passed up to the clock face.



Ray Rupiper, building engineer for American State, is pictured with the clock-temperature circuitry of the time-temperature apparatus. At lower left are emergency battery cells that supply power to the rig when regular current is off. At left, not pictured, are printed circuitry "memory banks" where impulses from the photoelectric cells in the drum operating words flashed on the clock are sent (See photo below.)

Heartland State Bank Gives Back



Heartland State Bank awards a check to the Miller School District.

Hearthland State Bank loves giving back to the communities and surrounding areas that we serve. In 2023 we found a way to get our employees more involved in this through "Heartland State Bank Give Back". Each Heartland State Bank employee selected a local organization they wanted to make their \$250 donation towards. Giving back is a heartwarming experience, and one we wanted to share with our employees. If we can simultaneously make a positive impact on the communities we serve and our employees that is a great success to us! 🎉



Tera Konrad and Jade Shultz allocates funds to the Highmore Angel Tree.



Marie Howe, Dawn Schmidt, and Camilia Houghtaling give back to the Redfield Nutrition Mission.



Journey Herdman supports the Hand in Hand Daycare.



Randy Buchholz and Sam Domke extends support to the Tulare United Church Camp Fund.



John Nowell contributes a check to the Hitchcock-Tulare FFA.



Richelle Williams delivers a donation to the Tulare Daycare.



Tracie Seaver awards Ginny's House a monetary donation.



Kasey Nowell presents a check to Hitchcock-Tulare Youth Baseball.



Craig Hargens shares funds with Highmore Parks & Rec.



Meghan Bonin delivers a check to the Wolsey Wessington School.



Deb Herdman supports Wessington Cares.



Joseph Lutter donates funds to the CMH Foundation Ditch Kits.



Heartland State Bank distributes a check to the Highmore School District.



Vicki Davis awards a donation for the Miller Community Gardens.



GSBC to Award Scholarship to SDBA Member Banks

As a co-sponsor of the Graduate School of Banking at Colorado (GSBC), the South Dakota Bankers Association has partnered with GSBC to recognize community banks across South Dakota for their innovative approaches to serving their customers and communities with a new, nomination-based scholarship.

The scholarship is called the Bolder Banking Scholarship and is an extension of GSBC's Bolder Banking campaign launched in April 2022, which aims to highlight bold leaders in the community banking industry by sharing innovative information and ideas with fellow bankers.

The Bolder Banking Scholarship will afford the SDBA the opportunity to recognize and reward our member banks displaying innovative approaches to banking. GSBC will fund the scholarship for a rising star within the recipient bank to use toward tuition at GSBC's Annual School Session. There is one of these bank-wide scholarships to give annually.

To submit a Bolder Banking Scholarship nomination for your or another bank displaying innovative, out-of-the-box initiatives, complete the nomination form by February 15, 2023. The recipient bank will be decided on by March 1.

www.sdba.com/scholarships



BOLDER
BANKING
Scholarship

"An Ill Wind that Blows No Good:" Economic Headwinds and Asset and Liability Management

By Elizabeth Madlem

Elizabeth is the Vice President of Compliance Operations and Deputy General Counsel at Compliance Alliance. As the Vice President of Compliance Operations, Elizabeth oversees C/A's Products and Services and plays an important part in all operational areas of C/A.



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Financial institutions are facing headwinds on account of burgeoning non-performing assets, corporate malfeasance, a slowdown in the economy, and a mismatch between the maturity profile of assets and liabilities. Severe liquidity strains caused the failure of Silicon Valley Bank, Signature Bank and First Republic Bank. Yet despite weaker economic conditions, sharply higher interest rates, high inflation, financial market stress and concerns over a potential recession, the banking industry demonstrated resilience. How?

Asset and Liability Management ("ALM"): it is a common phrase thrown around a board room when in discussions about the viability and future of a bank. It is the practice of mitigating financial risks resulting from a mismatch of assets and liabilities, a combination of risk management and financial planning. Not only is it vital for the sustainability and longevity of financial institutions within the financial landscape, but it solidifies the important roles that banks play in maintaining the stability and growth of economies. Liquidity risk has become an increasingly important parameter for the assessment of a financial institution. But with a new age of depositor behavior and evolution of regulations, achieving a dynamic, integrated ALM program is challenging for banks of all sizes.

Low interest rates lasted years, resulting in a complacency among financial institutions regarding deposit balance behavior. Then, during the past two rising rate cycles, deposit balances grew, coupled with an unusual systemic deposit inflow from 2020-2021 as a result of COVID-19 pandemic-related government fiscal stimulus. But those early 2023 bank failures proved that depositor behavior is changing. One of the more important lessons surrounded concentration risk. Prior, deposits were considered one of the safest products in the liability structure of a bank. But, as the industry quickly learned, some types of depositors are more sensitive than others. Large concentrations of a particular type of client create a higher risk of deposit flight, as was the case with SVB. As a result, banks are needing to diversify their funding basis.

The ALM function covers a prudential component and an optimization role within the limits of compliance. Prudential meaning the management of all possible risks and rules and regulation, with optimization covering the management of funding costs, generating results on balance sheet position. But the industry is riddled with change: business cycles becoming aggressive, global ecosystems and third-party risks becoming more complex, regulations rapidly changing, more stringent compliance enforcement—financial institutions are going to be forced to adopt an agile ALM framework with a broader perspective scoping out broad objectives of the bank's asset/liability portfolio, as dictated by the Board in order to address new situations where a policy does not yet exist.

With the adverse interest rate environments, it has been found that most ALM system and processes are not providing accurate and explainable outcomes scaled to meet transaction processing requirements. They lack flexibility to support interest rate risk reporting, scenario modeling requirements and "what if" analysis and are unable to scale to account for a bank's contract

and account volume of deposits and loans. There exists a lack of transparency in the underlying calculation logic, resulting in unexplainable and independently unverified data.

It is important banks assess the three pillars within an ALM program to include: ALM Information Systems, ALM Organization and ALM Processes. These pillars address the four key components examiners test on: board and senior management oversight policies, procedures, and risk limits; management information systems; and internal controls and audit.

ALM Information Systems addresses Management Information Systems and information availability, accuracy, adequacy, and expediency. Information is the key to ALM strength. ALM Organization requires a strong commitment from the Board and Senior Management to integrate basic operations and strategic decision making within risk management. The ALCO decision-making unit monitors market risk levels comparative to Board set risk-limits, articulates the current interest rate view and view on the future direction of interest rate movements to strategize for future business opportunities, and reviews the results of and progress in implementation of the decisions made. Lastly, the ALM process encompasses a scope of liquidity risk management, management of market risks, trading risk management, funding and capital planning, and profit-planning and growth projection.

While the above is not all-encompassing, it does assist financial institutions in knowing that their ALM foundation is robust and agile to respond to evolving needs, and that it is modelling the balance sheet, projecting net interest income and economic value of equity all while performing scenario analysis and stress testing to assess the impact of key performance indicators. This means also hiring a quality of ALM professional who understands the need to replicate the portfolio from a sensitivity point of view when modelling a balance sheet or replicating cashflow including complex structured products and embedded optionality. It requires accuracy and reliability to demonstrate what is happening right now within a portfolio. As stress testing and scenario analysis demands continue, banks need to be able to respond consistently to multiple scenarios via its credit stress models. It should account for evolving requirements, meaning the bank should be able to run a scenario analysis, including stress testing non-interest-bearing checking accounts if there is a move to a higher interest rate.

Financial institutions need to recognize that change is necessary for how they tackle managing liquidity and interest rate risks. ALM and liquidity as two essential parts of the bank's overall model risk management structure. Ensure the Board has at least one director with a solid understanding of balance-sheet management concepts. Be proactive in identifying risks and updating policies and procedures before implementing new products or activities. Reevaluate and communicate guidance and risk tolerances to bank personnel. With the economic landscape, particularly that of community banks, changing significantly, it directly correlates to a heightened need of attention to ALM risk management strategies and processes. 📊

UPCOMING EVENTS

SDBA State Legislative Day

February 14, 2024 | Pierre

The SDBA State Legislative Day will be held on Feb. 14, 2024, 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 Board meeting, SDBA Legislative Committee meeting, lunch, SDBA update, the chance to visit with state legislators at the State Capitol, and an evening reception with state legislators and constitutional officers.

Register now at www.sdba.com/events. 📍

Breaking into Banking 101 and 201

February 22, 2024 & March 27, 2024 | Virtual

The SDBA is offering Breaking into Banking 101: Fundamentals of Commercial Banking virtually on February 22 and Breaking into Banking 201: Analyzing Repayment Sources virtually on March 27.

Breaking into Banking 101: Fundamentals of Commercial Banking

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.

Breaking into Banking 201: Analyzing Repayment Sources

This 9-module online course is a "sequel" to the 101 course and is best taken after completion of that course, though it is not a prerequisite. The 201 course includes a case study and dives deeper into topics covered in modules 4, 6, and 8 of the 101 course: analyzing a borrower's balance sheet, income statement, collateral, and risk ratings.

Find more information and register for these events at www.sdba.com/events. 📍

ABA Washington Summit

March 18-20, 2024 | 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. 📍

2024 SDBA FDIC Directors' College

May 8, 2024 | Sioux Falls

The FDIC, in partnership with the South Dakota Bankers Association, will hold the 2024 Bank Directors' College May 8 at the Ramkota Hotel in Sioux Falls. This one-day educational seminar was designed with outside directors in mind, but the presentations will include up-to-date information on various emerging issues relevant to all bank directors. The presentations will be delivered by a group of experienced FDIC speakers and subject matter experts. Please consider this unique opportunity to interact with your bank's regulators and enhance your board's experience and knowledge.

Registration is now open. Find more information at www.sdba.com/events. 📍

ANTICIPATING AN EVENT?

View all upcoming events and details under the Events tab at www.sdba.com

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.

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Graduate School of Banking
at the University of Wisconsin – Madison



Matt Judson Awarded FDDC Lender of the Year



Matt Judson

First District Development Company awarded Matt Judson, Branch President with First National Bank in Pierre, SD, their 2023 Lender of the Year Award.

In 1997, just two years post-graduation from Augustana College, Judson began his banking career as a commercial loan officer with First National Bank. During college, Judson earned his Bachelor of Arts with a double major in Accounting and Business Administration.

25+ years in the banking industry and now the Branch President of First National Bank in Pierre, Judson states he feels "fortunate to be part of a banking group that heavily invests in the communities in which we operate and work alongside some amazing bankers". Judson, generously, volunteers his time to his community of Pierre and the state South Dakota, as he is involved with the following organizations: Lutheran Memorial Church Endowment Committee; South Dakota Board of Economic Development - Treasurer; Economic Development Finance Authority - Treasurer; Capitol City Toastmasters - President; and Inaugural Committee - Chair.

First District Development Company (FDDC) is an SBA 504 Certified Development Company lender for the state of South Dakota. FDDC also has revolving loan funds available to lend to 11 counties in northeastern South Dakota. FDDC's loan programs, which are designed to foster economic growth, offer affordable financing terms of 10, 20, or 25 years at fixed, below-market interest rates to businesses adding full-time positions. Loans are also available for businesses meeting public policy goals which include rural development, woman, minority or veteran ownership, expansion of exports, energy efficiency, labor surplus area or business district revitalization. For more information on FDDC's loan programs visit: <https://fdcc.1stdistrict.org/>

Ballard Spahr

LLP

Peter Michaud Becomes Chair of Ballard Spahr

Peter V. Michaud—an M&A and private equity transactions attorney and former Chair of Ballard Spahr's corporate department—became Chair of the national law firm on January 1, 2024. He succeeds Mark Stewart, who will remain a partner at the firm.

"Ballard's success is fueled by an unwavering focus on going beyond for our clients—providing legal solutions of the highest quality, delivered with uncommon efficiency and creative thinking," Mr. Michaud said. "Mark has expanded our national reach, increased attorney headcount by more than 25 percent, and has helped safeguard our culture of innovation and inclusion. I look forward to building on Ballard's promise to our clients and our people as we step into the future."

As Chair, Mr. Michaud will focus on firm strategy and operations, practice performance, and market and client relations. He joined the firm in 2018 through its merger with Lindquist & Vennum, establishing Ballard Spahr's base of operations in the Midwest and serving as Managing Partner of its Minneapolis office. Since then, he has served as Chair of its Business and Transactions Department and as a member of its Executive Team, Expanded Board, and Allocation Committee. His practice focused on advising private equity funds, portfolio companies, and strategic buyers in stock and asset acquisitions and divestitures.

"Clients turn to Ballard to handle their most difficult legal challenges, and Peter will ensure that we continue to serve them with energy, dedication, and strategic thinking as their needs evolve," Mr. Stewart said. "He embodies the values that distinguish our firm: intelligence, creativity, inclusiveness, and a focus on excellence."

Mr. Michaud has named Brian M. Pinheiro, who leads the firm's Employee Benefits and Executive Compensation Group and is a former chair of its corporate department, as Managing Partner of Finance and Operations.

Ballard Spahr LLP, an AmLaw 100 law firm with more than 600 lawyers in 15 U.S. offices, serves clients across industry sectors in litigation, transactions, and regulatory compliance. We partner with clients—from start-ups to Fortune 500 companies, governments, and non-profit organizations—to deliver the strategic counsel, powerful advocacy, and dynamic thinking that helps them overcome challenges, protect what's important, and position themselves for future success. The firm combines a comprehensive scope of practice with strong regional market knowledge. And we are nationally recognized in the development and use of innovative technology to drive efficiency, transparency, and results. Please visit www.ballardspahr.com.



Over \$20,000 Donated through CorTrust Cares Jeans Day Program

Since 1930, CorTrust Bank has been investing in the cities and towns they serve. While the needs of local communities have changed over time, their principle of giving back has not.

In fact, CorTrust Bank employees connect with the well-being of their communities and share the values of the Bank. "Our team members have a strong sense of responsibility for the success of our local cities and towns. We believe in the power of community collaboration and fully support CorTrust employees who go above and beyond to make the places we call home even better," said Jack Hopkins, President and CEO of CorTrust Bank.

Because of CorTrust's priority to give back, a charitable giving initiative was created in early 2023. The program is called CorTrust Cares Jeans Day and offers a centralized way for each CorTrust market to uplift worthwhile causes. In exchange for a financial gift each month, CorTrust employees can wear jeans on Fridays.

Since its inception, the CorTrust Cares Jeans Day program has donated \$20,328 to local nonprofits in the areas they serve. These funds have helped over 45 organizations. Some of the causes CorTrust contributed to in 2023 include:

- Vermillion Community Theater
- LifeScape
- Bowdle Public Library
- Mitchell Food Pantry
- Hats & Mittens
- Leola FFA
- McLeod Food Shelf
- Southeast CASA
- Habitat for Humanity
- Sanborn County 4-H Leaders
- Junior Achievement
- Walk to End Alzheimer's

CorTrust remains committed to supporting the 37 communities they serve in South Dakota and Minnesota. "The CorTrust Cares Jeans Day program has only strengthened our giving efforts and has allowed us to make a bigger impact within our market areas. I'm looking forward to seeing the difference we can make each subsequent year through this initiative," Hopkins shared. 📊



First Dakota National Bank - Savoring South Dakota

Through sales of the "Savoring South Dakota" cookbook, First Dakota National Bank has raised and donated more than \$10,000 to the South Dakota Community Foundation Stronger Communities Fund. The 190-page hardcover cookbook features family recipes and stories spotlighting all things South Dakota. The Stronger Communities Fund financially supports charitable and nonprofit causes statewide. To purchase the "Savoring South Dakota" cookbook and support local and regional communities, visit firstdakota.com/cookbook. 📊



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South Dakota Banks Make 'Best Banks to Work for 2022' List

It's been a tough year for the financial services industry.

Higher interest rates have cut into banks' bottom lines. The unemployment rate has remained near historic lows, making it difficult to recruit and retain talent. And a banking crisis led to three of the four largest bank failures in U.S. history.

But through it all, a select group managed to keep their employees extremely happy, engaged and on board with their culture and mission.

Indeed, 90 banks made American Banker's Best Banks to Work For ranking this year. These institutions ranged in size from the 54-employee First Federal Savings & Loan Association of Pascagoula-Moss Point in Pascagoula, Mississippi, to SouthState in Winter Haven, Florida, whose head count topped more than 5,000.

American Banker determines the ranking in collaboration with Best Companies Group. The ranking relies on two sources of intel. The first is a survey that employees at the applicants complete that measures different areas of workplace satisfaction, such as their views on overall engagement, training and development and work environment. The second part is a review of each applicants' policies and benefits.

The leaders of the 90 institutions that made the list value a number of key workplace traits. Trust, transparency and leading by example were cited by some of the executives as a priority. Clear communication was also touted as essential as an employer of choice. Generous benefits, especially paid time off to volunteer, was also a common theme. And of course, a bit of fun was had at many of this year's winners.

For instance, 93% of employees at the banks on 2023's list said that their employers' communications were frequent enough while 92% said that corporate communications were detailed enough. At the banks that applied but didn't make the cut, these figures were 84% and 83%. Eighty-nine percent of staff members at this year's winners said that their leaders were open to input. That was only 79% at the banks not on the ranking. Ninety-five percent of employees at banks on the ranking said they were satisfied overall with their employer, compared with 89% for those not on the list.

Read on for more highlights from American Banker's 11th annual Best Banks to Work For.

To see all 90 banks that earned a spot in the Best Banks ranking and get insight into their hiring and retention strategies, visit www.americanbanker.com/list/best-banks-to-work-for.

Local banks making the list were First PREMIER Bank in Sioux Falls at 71, Dacotah Bank in Aberdeen at 31, and Bell Bank in Fargo at 18.



First Premier's employees focus on serving their customers and communities.

First PREMIER Bank - Ranked 71

Sioux Falls, South Dakota
Assets: \$2.9 billion
CEO: Dana Dykhouse
No. of employees: 392

First Premier Bank in Sioux Falls, South Dakota, offers leadership courses for managers, supervisors and those who demonstrate the potential for a leadership role. The first part of the program focuses on the bank's vision, views and values. The program's participants rate their department's workplace culture on a scale of one to 10. This is followed by asking participants to establish 30, 60 and 90-day goals to increase that rating by one point. The process is repeated on a semiannual basis.

DACOTAH BANK

Here for you.™



A group of employees from Dacotah Bank attend the South Dakota Bankers Association Women in Banking Conference. The company serves as a sponsor of the event.

Dacotah Bank - Ranked 31

Aberdeen, South Dakota
Assets: \$3.7 billion
President and CEO: Robert Fouberg
No. of employees: 621

Caring is an important cornerstone of Dacotah Bank in Aberdeen, South Dakota. Staff members care for their colleagues at all levels of the organization like a family, said Robert Fouberg, president and CEO. One example of this is the company's "Here for Your Health" benefit. Employees can be reimbursed up to \$300 for wellness expenses. They can also participate in a wellness challenge by completing various activities for a chance to win a prize.

"We celebrate successes with each other as would a family, and we clean up mistakes together as a family," Fouberg added. "We provide better-than-market wages and benefits so that our colleagues can best care for their families at home."



Bell Bank employees raised \$553,700 for Giving Hearts Day, a 24-hour fundraising event that benefits charities in North Dakota and northwest Minnesota.

Bell Bank - Ranked 18

Fargo, North Dakota
 Assets: \$13.4 billion
 President and CEO: Michael Solberg
 No. of employees: 1,142

Bell Bank said it has had the same simple mission statement for decades: "Happy employees! Happy customers!"

The Fargo, North Dakota-based company keeps its workers happy through a variety of ways. For instance, President and CEO Michael Solberg sends out a weekly email to all staff members outlining the company's strength and stability, plans for growth and recognition of individual service and achievement. He also holds annual in-person town hall meetings.

Employees are encouraged to "catch" their colleagues in the act of providing exceptional service or doing acts of kindness. These staff members then receive a "How Bell of You" recognition and the stories are shared internally. The bank also added this year a bimonthly call for "Bell Culture Champions" with managers or someone else that they designate from their team. The call, joined by Bell's chief culture officer, discusses upcoming events and other culture-related matters.

"When you take great care of your employees by treating them like family, and giving them career opportunities in a place where they're proud to work, they, in turn, take amazing care of our customers," Solberg said. "We've seen it time and time again, and as much as we've grown, we always want to make sure we put our culture and people first." ■■■



Here for you.™

Dacotah Bank Welcomes Spencer to the Team



Scott Spencer

Dacotah Bank in Rapid City would like to welcome Scott Spencer as a Business Banker serving the Rapid City and surrounding areas. Having spent time with Wells Fargo, U.S. Bank, and First Interstate Bank, Scott joins the company with 20 years of banking experience.

Scott attended the University of Nebraska-Lincoln and Black Hills State University, which is where he earned his bachelor's degree in education and minors in special education. He has also earned his omega business banking certification, and in 2022, he was chosen as a Leadership South Dakota participant.

Scott prides himself as an active community member by supporting nonprofits and coaching youth sports. He is originally from Rapid City and attended Stevens High School, and his wife, Jaclyn, is from Mitchell.

Please join us in welcoming Scott to Dacotah Bank. You can reach Scott at (605) 394-9000 and by email at Scott.Spencer@dacotahbank.com.

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. ■■■

HAVE AN ANNOUNCEMENT?

Share information from your bank or business about promotions, achievements and other news! Submit your Bank Notes stories and photos to info@sdba.com.

classifieds.....

Branch Manager – Loan Officer, First Fidelity Bank, Presho, S.D.

We are seeking a highly motivated and skilled individual with a passion for community banking for the Branch Manager/ Loan Officer position at our Presho branch.

Responsibilities include:

- Lead, mentor, and inspire branch staff to achieve high performance and excellent customer service.
- Oversee daily branch operations, manage staff, and ensure regulatory compliance.
- Develop and maintain a quality loan portfolio of agricultural, commercial and consumer loans.
- Represent and promote the positive image and reputation of the Bank through involvement in the community.

First Fidelity Bank offers a competitive compensation and benefits package.

Resumes will be accepted until position is filled. Submit to: Steve Hayes | First Fidelity Bank | PO Box 190 | Presho, SD 57568 or e-mail – stevehayes@ffb-sd.com

First Fidelity Bank is an Equal Opportunity Employer
FOR A MORE DETAILED DESCRIPTION PLEASE VISIT OUR WEBSITE - www.ffb-sd.com ■

Commercial Loan Officer, First Fidelity Bank, Fort Pierre, S.D.

The successful candidate should have strong communication, financial analysis, decision-making, and organizational skills along with a commitment to building and maintaining client relationships.

Responsibilities include:

- Identify potential commercial loan clients and assess their financing needs.
- Collaborate with clients to understand their business plans and provide tailored financial solutions.
- Structure loan terms and conditions that meet the client's needs and the Bank's lending guidelines.
- Participate in community events and networking activities to seek opportunities to grow the bank's commercial loan portfolio and promote the bank's services.

First Fidelity Bank offers a competitive compensation and benefits package.

Resumes will be accepted until position is filled. Submit to: Steve Hayes | First Fidelity Bank | PO Box 190 | Presho, SD 57568 or e-mail – stevehayes@ffb-sd.com

First Fidelity Bank is an Equal Opportunity Employer
FOR A MORE DETAILED DESCRIPTION PLEASE VISIT OUR WEBSITE - www.ffb-sd.com ■

Mortgage Loan Officer, First Fidelity Bank, Fort Pierre, S.D.

As a Mortgage Loan Officer, you will be responsible for helping individuals and families secure residential mortgages to purchase or refinance their homes.

Responsibilities include:

- Meet with clients to understand their financial needs and goals and provide expert advice on residential mortgage options.
- Build and maintain strong relationships with clients throughout the loan process and beyond, providing excellent customer service.
- Assist clients in completing loan applications, collecting necessary documentation, and guiding them through the loan process from start to finish.

- Build and maintain relationships with local real estate professionals, builders, and other community stakeholders to grow the bank's mortgage business.

First Fidelity Bank offers a competitive compensation and benefits package.

Resumes will be accepted until position is filled. Submit to: Steve Hayes | First Fidelity Bank | PO Box 190 | Presho, SD 57568 or e-mail – stevehayes@ffb-sd.com

First Fidelity Bank is an Equal Opportunity Employer
FOR A MORE DETAILED DESCRIPTION PLEASE VISIT OUR WEBSITE - www.ffb-sd.com ■

Director of Homeownership Programs, South Dakota Housing, Pierre, S.D.

SD Housing seeks an experienced leader to serve as Director of Homeownership Programs. The position requires an individual with a record of achievement & high professional standards. This position reports to the Executive Director, works as a member of the leadership team in close coordination with the Finance Director & supervises homeownership program staff. Primarily responsible for the administration of the Single Family Financing Programs including the First-time & Repeat Homebuyer Programs, Downpayment Assistance Programs, Community Home Improvement Program, & Homebuyer Education. This position will oversee approximately \$500 million in Single Family loans per year. Responsible for planning, directing, managing, & implementing housing financial goals, activities, fiscal functions & annual reporting. Successful candidate will have a bachelor's degree in finance, accounting, business, real estate or related field, or a combination of related education & 5 years' experience which provides the requisite knowledge, skills, and abilities.

LOCATION: Pierre, SD

CLOSING DATE: 5:00 p.m. Thursday, February 29, 2024.

To apply, send resume with cover letter to SD Housing, PO Box 1237, Pierre, SD 57501-1237; or email chas@sdhda.org. For more detailed description, visit sdhousing.org. Veteran's Preference Eligible. EOE ■

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To place an ad, visit www.sdba.com/classifieds.

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Events/Schools/Webinars

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

SDBA EVENTS

SDBA State Legislative Day

February 14, 2024 | Pierre

Breaking into Banking 101:

Fundamentals of Commercial Banking

February 22, 2024 | Virtual

ABA Washington Summit

March 18-20, 2024 | Washington, D.C.

Breaking into Banking 201: Analyzing Repayment Sources

March 27, 2024 | Virtual

SDBA New Accounts Seminar

April 23, 2024 | Sioux Falls

SDBA FDIC Directors' College

May 8, 2024 | Sioux Falls

NDBA/SDBA Annual Convention

June 3-5, 2024 | Fargo, N.D.

SDBA Ag Credit Conference

July 17-18, 2024 | Pierre

SDBA Digital Innovations Conference

August 27, 2024 | Sioux Falls

SDBA Lead Strong: Women In Banking Conference

September 26, 2024 | Sioux Falls

SCHOOLS

Dakota School of Lending Principles

April 2-5, 2024 | Bismarck, N.D.

National School for Beginning Ag Lenders

June 24-27, 2024 | Spearfish

Graduate School of Banking - Wisconsin

July 28-August 9, 2024 | Madison, W.I.

WEBINARS

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

CRE Appraisals: Regulations and the Review Process

January 22, 2024

BSA Officer Winter Update

January 23, 2024

IRA Annual Update 2024 - Keeping up with the Latest Changes

January 23, 2024

State of HMDA in 2024

January 24, 2024

The Uniform Commercial Code (UCC) for Lenders

January 24, 2024

Error Resolution Under Reg E: Implementing Policies and Practices to Avoid Mistakes

January 25, 2024

Securing Collateral

January 25, 2024

Flood Insurance: Compliance Issues and Hot Spots

January 26, 2024

Commercial Lending Program

January 29, 2024

Advanced TRID Compliance

January 30, 2024

Deposit Operations - First Quarter Update

January 30, 2024

Garnishments of Federal Benefit Payments: What a Banker Needs to Know

January 31, 2024

Health Savings Accounts - Annual Review of the 'Do's and Don'ts'

January 31, 2024

Vendor Management - Agencies' Expectations

February 1, 2024

Nailing Your Job of Head Teller

February 1, 2024

BSA: 4 Consent Orders Lessons Learned

February 2, 2024

Sharpen Your Consultative Selling Skills

February 2, 2024

CRE Appraisals: Components, Approaches to Value & Cap Rates

February 5, 2024

Regulation CC for Tellers

February 5, 2024

NACHA Quarterly Update - 4 Part Series (2024)

February 6, 2024



SDBA's Fun Photo of the Month!



During the summer of 2023, the SDBA had help from an intern, Sara Bierne, and she made her way back to the SDBA office to help again during her Christmas break! Thank you, Sara! Good luck on your spring semester!



2024 NDBA/SDBA
ANNUAL CONVENTION

Limitless

JUNE 3-5, 2024
Delta Hotel by Marriott | Fargo ND

SAVE THE
DATE

CONVENTION WEBSITE: NDBA.COM