

SDBANKER



OFFICIAL PUBLICATION OF THE SOUTH DAKOTA BANKERS ASSOCIATION | DECEMBER 2022

**SDBA Chair Appoints Fitzke
to Board of Directors
SDBA Sponsors Tree for
Christmas at the Capitol**



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February 15, 2023

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SDBA STAFF

Karlton Adam, SDBA President

kadam@sdba.com

Mike Feimer, President of Insurance and Services

mfeimer@sdba.com

Halley Lee, Administrative Vice President

hlee@sdba.com

Haley Juhnke, Communications Coordinator

hjuhnke@sdba.com

Natalie Likness, Member Services Coordinator

nlikness@sdba.com

Dean Franzen, Commercial Lines Specialist

dfranzen@sdba.com

Michelle Guthmiller, Insurance Specialist

mguthmiller@sdba.com

Robin Feimer, Insurance Specialist

rfeimer@sdba.com

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COVER PHOTO: The SDBA Sponsored Tree for Christmas at the Capitol 2022, photo by Haley Juhnke

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message from the chair.....

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

America's Community Banks – Providing Stability Among the Uncertainty

As I write this message, we have just celebrated another Thanksgiving Day, and I am once again struggling with my waistline! How wonderful it was to celebrate with family – a LARGE group of family! We gathered with 40 of our aunts, uncles, cousins, children, and grandchildren. Calling to mind where we were just two short years ago provides us all with greater reasons to be thankful for all that we have and to be optimistic about what lies ahead in the upcoming year.



On Election Day, Karen and I arrived at our precinct at 7:15 am with hopes of a quick wait in line in advance of a busy day. We were in for a surprise as we soon witnessed that the line to vote was longer than we had seen in any election, let alone a mid-term. Our wait was 45 minutes. However, it was tremendously

rewarding to witness how everyone was orderly and in good spirits as they too, waited to cast their vote. I was reminded of what an awesome privilege it is to live in a country where we are free to vote for whatever person, whatever party we wish. Perhaps I was taking that privilege a bit for granted as I hoped for a quick wait in line. I was happy and moved to experience the wait. Regardless of whatever party and candidate you may have supported, the results of the election clearly show that our politics remain extremely divided, and that division leaves us all with uncertainties of what to expect from Washington, D.C.

On November 10th, the ABA sponsored a Zoom event labeled - 2022 Midterm Election: What the Results Mean for Community Banks. A divided political reality and the expected legislative gridlock were again highlighted, as were several important topics as to what our industry can expect from the 118th Congress. Amidst the uncertainty, the presenters provided a bit of optimism regarding the possibilities of seeing action on banking related legislation. ECORA (Equal Credit

Opportunities in Rural America), and the SAFE Act, were discussed as efforts that may receive some long-awaited attention. Emphasis on ESG initiatives and the possible challenges they may provide to banks was also discussed. ABA leadership will remain steadfast in their efforts to highlight the important stabilizing role the banking industry plays, especially during times of economic stress, and will continue to push back against the politicization of our business decisions. Each person on the call was reminded that our engagement with our elected officials is vitally important in supporting the ABA efforts, and in making certain that our voices are heard. I left that Zoom call with a renewed pride in being a community banker, and a renewed commitment to do all that I can to ensure a bright future for our industry. Doing so will aid in providing some degree of certainty to the customers that we serve.

With those same thoughts in mind, your SDBA Board, staff, and Legislative Committee members will gather and meet December 7- 8 in Pierre. Several of the Federal issues mentioned above will be discussed, as will what we can expect from the upcoming legislative session. The agenda contains legislative items that are strongly expected to arise, as well as those that may be brewing under the surface. I have confidence that our SDBA President Karl Adam, along with our SDBA lobbyist Brett Koenecke will have us well-informed, and well prepared for battle! This serves as a further reminder to as all to be prepared to ENGAGE when called upon, and to do all we can to highlight all the meaningful differences that are made by the banking industry. Look for much more on these items in upcoming communications. Also, please mark your calendars for the upcoming SDBA State Legislative Day scheduled for February 15, 2023, in Pierre. This event provides a tremendous opportunity to ENGAGE, and to remind our legislative members of the importance of our community banks.

On behalf of the entire SDBA Board of Directors, please allow me to extend our wishes to you all for a blessed holiday season, and for a bright and shiny 2023! We are thankful for each of you, and for the work you and your banks do for communities both large and small across this wonderful State of South Dakota! 🍁



from the executive office.....

BY KARLTON ADAM | President | South Dakota Bankers Association

605.224.1653 | kadam@sdba.com

Member Engagement, Vol. 2023

As 2022 winds down, it's the time of year I, like many others, start to think about the months ahead. I like to think of this time of year as the "Legislative Preseason." Just like a preseason in sports, I've been going over our roster of engaged members and partners, I'm putting a playbook together for anticipated legislation, and I'm working with my counterparts to run scrimmages based off what we've learned and what we've seen in other legislatures across the country.

Throughout the year, you've probably heard, seen, and read about MEMBER ENGAGEMENT—at least I hope you have! What started as an internal mantra among the SDBA team, quickly evolved to our greater banker and associate membership. If there's one thing, I hope you take away from the SDBA in 2022, it's this: MEMBER ENGAGEMENT and the true meaning and value it brings to the Association—and in return, our membership.

If you've been following the latest trends, news, issues, and topics that are impacting and affecting the banking industry, then you know ESG (Environmental, Social and Governance) is arguably one of the major issues. Earlier this month, the ABA hosted a webinar titled, "Let Banks Be Banks: How to Talk to Policy Makers about ESG." One of the key takeaways, at least for me, came from Joe Pigg, ABA's Senior Vice President and Senior Counsel, when he said we can't surrender the field when it comes to ESG issues. This is where my preseason playbook starts to come in handy. Although many times proposed ESG legislation is intended to help, protect and assist banks, it has the opposite effect, essentially weaponizing the banking industry, leading to unintended and potentially irreversible consequences. As an industry at the local, state and federal levels, we need to work together to preserve banks' ability to be banks and make free market business decisions.

Last year's SB 182 was only the tip of the iceberg. While I don't know what's coming down the pike in 2023, I am confident 182 wasn't the last time we'll see poorly written ESG legislation come across South Dakota's legislative chambers. And while we might not defeat every piece of legislation, together, the SDBA and our engaged members can advocate and defend the banking industry to let banks be banks. But when

I say "together" I mean it: the SDBA can't advocate alone; we need your ENGAGEMENT. Brett Koenecke, Attorney at Law, May Adam, and SDBA's legal counsel, and I will advocate for our industry until the cows come home! However, your help is essential to influence the votes in our industry's favor. And if we should be so successful, we'll do it as we did with 182: graciously.

I'll leave you with these final thoughts about member engagement: if there's one thing, I hope you take away from 2022 it's that alone our voice may feel small—but we're louder, stronger and a force to be reckoned with when we stand together. In the coming weeks, if you see, read, or hear calls to action from the SDBA, please engage and communicate with your lawmakers. Stay informed of what's going on, and if you're hearing something that's raising red flags to you, please contact us so we can keep it on our radar, too. Consider what forthcoming ESG legislation means to your bank, your customers, your vendors and contractors. The banking industry shouldn't be the vehicle for ESG legislation. We need to remain neutral and open to legal business that fits our portfolios.

Closing on a lighter note, on behalf of the South Dakota Bankers Association and the South Dakota Bankers Insurance & Services Inc. (SDBIS), we want to wish you and your loved ones a blessed and joyous holiday season. Thank you always for your membership, but more importantly, your friendship to the Association and SDBIS. We look forward to growing and serving our members in 2023. 🌈





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

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

605.660.2341 | mfeimer@sdba.com

December 2022 Premium Holiday!

Remember, we will still be collecting the Service Fee that goes to SDBIS – just not the Insurance Premium, so make sure you do not charge any employees for the December 2022 insurance premium.

Each year we go through and evaluate all of our risks, and our pricing actuary makes recommendations for the upcoming year. So, for 2023, we will be experiencing a 4% rate increase across the board for all plans, and we will not be collecting a health premium this December, only the SDBIS fee.

In evaluating our risk, reserves, and membership, we assess previous and projected claims and the cost of covering excessive claims (Stop-Loss Coverage). Once we attain a comfortable level of reserve dollars, we must weigh the cost advantage of staying with a 50K stop-loss or increasing it to 75K. This stop-loss is

the MET's responsibility to pay the first 50K of a claim. We have always had a 50k stop-loss level. However, our pricing actuary has recommended we increase that level to 75K. After careful consideration, we (the Board) have made the decision to increase our stop-loss to 75K.

This means there will be a little more exposure to the MET to pay the additional claims above 50 thousand to the 75K limit. However, we have to weigh the cost of having the insurance company provide the coverage for that 25k risk. After a full analysis, the plan would benefit from between 800K to 1.2K by increasing our stop-loss to 75 thousand. Because we had established the 4% increase in premium for 2023, that has allowed us to enact a December 2022 Premium Holiday. 📊



Emerging Leader of the Month: Kelsea Kenzy-Sutton



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 Kelsea Kenzy-Sutton from First Fidelity Bank in Burke.

First-Ever Job

My first job was working as a Teller at First Fidelity Bank. I was lucky to have this job as a teenager, and I often still miss that work. I got to interact with so many people in the community every day.

Emerging Leader Story

For my leadership story it's of note that I've been drawn to leadership most of my life. As a first born, high-achieving type, I often think I have good ideas mostly because I'm sure I've thought and strategized about them the longest. I often naturally seek leadership roles.

But it's also very important to talk about the ways in which my leadership was nurtured by mentors I was privileged to have access to – like other experienced and well-respected attorneys and bankers, including my father George Kenzy. I've also had the good fortune of often having my voice and confidence encouraged and elevated by mentors, friends, and family.

I've been the Compliance Officer at First Fidelity Bank, a leader in local and statewide nonprofits, and a community project manager. I co-chair the SD State Bar Association's Ag Law Committee, and I helped steer the beginnings of the SDBA Women in Banking conferences. I'm very proud to have served as the first female elected as a commissioner in Gregory County.

Many of these roles were directly suggested to me or enthusiastically encouraged by people who love me. **All of these opportunities** are both the result of *and* a recommitment to properly shepherding the privileges I've been given. My goals for stewardship mostly amount to doing the best work I can for colleagues, customers, communities, and as many other people as possible. I love my home(s): Burke, Gregory County, South Dakota. I'll keep seeking leadership when I think I can help, and I will try to elevate others when that's better. I'll hope I can look back and have succeeded more than I've failed.

What She Most Likes About Her Job

I am a lawyer by training, and my title at the bank is *Compliance Officer & Corporate Counsel*. I also serve

on the First Fidelity Bank Board of Directors. I probably lean more toward compliance duties in my day to day work, and I work in a lot of different areas of the bank including BSA, fraud, appraisal, lending, accounts, and IT. I write most of the bank's major policies and procedures.

What I love about my job is that I'm a part of an organization that provides high quality essential services in rural communities, and I get to help make the bank a strong place for customers and for coworkers. I also treasure the encouragement and space I get from the bank to be a deeply engaged community member. Community development work is my passion, and I get to do that for the places and people I love most every single day.

If She Could Have Any Job

I would probably work full time in rural economic development. I've gotten to be skilled at and enthusiastic (and competitive) about grant writing. I love systems work and putting together projects that make my community more well, sustainable, equitable, and joyful.

Her Life's Passions

In addition to the community work I've described, I also love reading of all kinds but especially historical fiction, the expanse of fabulous television shows we have now, justice, empowering other leaders, and swimming in the Missouri River absolutely any time I can. There are few things better than wakeboarding at dusk in August on glass water.

How She Unwinds

After significant health issues over the past several years, I've had to do a lot of work on rest and recovery. I've currently landed on heavy weightlifting, walking outside in all seasons, and of course spending time with my very cool husband, three beautiful sons, and the other family I am so lucky to live nearby. My phone goes to bed in the kitchen at night. 🌈



KNOW AN EMERGING LEADER?

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

SDBA Chair Appoints Fitzke to Board of Directors



Terry Fitzke

SDBA Board Chairman, Dave Bangasser, SVP - Chief Banking Officer, Dacotah Bank, announced on Monday that Terry Fitzke, Head of Lending for BankWest, accepted his appointment to complete the 2022-2023 term on the SDBA Board.

Terry lives in Pierre and before being promoted to Head of Lending in April 2021, he was Regional President. Terry

is married to Amy, and together in their blended family, they have five children: Tanner (Jamie), Travis (Sydney), Sadie (Allen), Kortney (Eric) and Kelsey (Tanner). Terry and Amy also have eight grandchildren. 🌈

SDBA Bank Squawk Podcast Hosts SD Division of Banking Director, Bret Afdahl

Bret Afdahl, South Dakota Division of Banking Director, recently joined Karl at the SDBA office to talk about trends and topics currently affecting the banking industry. ESG, the SAFE Act (cannabis), and inflation were all touched on. What's ahead in the banking industry, and how can we continue to engage and advocate for the banking industry? Tune in to the latest episode of "SDBA Bank Squawk" on Spotify. The episode is titled, "Today's Banking Trends w/South Dakota Division of Banking Director, Bret Afdahl."

We're looking forward to sharing our next episode with a special secret guest in the upcoming days! Hint: He shares gifts with many this time of year! 🌈

SDBA Sponsors Tree for Christmas at the Capitol

The SDBA has once again sponsored a tree for Christmas at the Capitol. The SDBA tree, which is pictured on the front cover of SDBANKER Magazine, is decorated in honor of Midwest Honor Flight. Midwest Honor Flight is a non-profit organization in Northwest Iowa, South Dakota, Northeast Nebraska, and Southwest Minnesota dedicated to providing Veterans with respect, honor, and closure with an all-expense-paid trip to our nation's capital.



The Grand Lighting Ceremony was held on Tuesday, Nov. 22. The 2022 South Dakota tree, which was harvested in Pierre, measures an impressive 29.5 feet. The South Dakota Shriners decorated the South Dakota tree to commemorate the 100th anniversary of the Shriner hospitals, and the 150th of the fraternal organization. SDBA's Board Chairman, Dave Bangasser, SVP - Chief Banking Officer, Dacotah Bank in Sioux Falls, is a member of the El Riad Shriners. He and a delegation of Shriners opened the Lighting Ceremony with a beautiful selection of Christmas carols.

This year's display of roughly 82 trees is themed is "Merry Prairie Christmas." Christmas at the Capitol is open 8 a.m. to 10 p.m. CST daily through Dec. 26. For more information including the entertainment schedule at the State Capitol, visit christmasatthecapitol.sd.gov. 🌈



The Shrine Chanters, including SDBA Chair Dave Bangasser, entertained those in attendance for the Grand Lighting Ceremony with their Christmas carol selections. (Photo from Governor Kristi Noem)

SDBA Welcomes New Associate Member

VGM Forbin

Contact: Sarah Bacehowski,
VP Business Development
Address: 1111 W San Marnan
Drive, Waterloo, IA 50701
Phone: 515.451.8628
Email: sarah.bacehowski@vgm.com
Website: www.forbin.com



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

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

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

SDBA Adds New CRA Peer Group

The SDBA has added a new peer group for CRA (Community Reinvestment Act) professionals. If you'd like to join the new group, please email Natalie Likness at nlikness@sdba.com or call 605.224.1653 and she'll add you to the email list.

The peer groups are generally informal but a good way to stay connected to cohorts from other banks across South Dakota. The goal of the CRA Peer Group is to create a forum/space for compliance officers, fair lending officers, community development officers and other regulatory officers to connect and discuss current issues. The peer group is meant to serve as a space for CRA professionals at your institution to gather and discuss the Community Reinvestment Act, its implementing regulations, and regulatory guidance.

Thank you to Lesa Jarding, Community Development Officer for First Interstate Bank in Sioux Falls, for helping get this peer group started. For other ways to get involved with the SDBA, such as committees, work groups and peer groups, go to <https://www.sdba.com/committees-work-groups-peer-groups>.



Explore SD Housing.

SDHDA.ORG



1927

Huronite - December 14 - 1927

Tells Financial World of South Dakota's "Come Back"

We Appreciate Our Friends Who had faith in South Dakota

Though they have gone through many trying days during the past few months, South Dakota banks never once lost faith in their ability to "come back" quickly with a return of normal conditions.

Note The Following

- With more normal conditions prevailing now, including a normal crop:
1. Bank deposits have already increased \$17,000,000 per bank.
 2. Further increases are yet to come in the big corn and hog territory of South Dakota during the winter and early spring months.
 3. Banks uniformly have a greatly improved reserve condition, and generally are diversifying bonds, loans by carrying secondary reserves in
 4. There will be a great decrease in the delinquent tax list.
 5. While farmers as a whole do not have much immediate working capital left after reducing their bills payable, yet—
 6. They are more optimistic for the future, in that there is a lively demand for farms and as a whole for next season.
 7. Banks are more uniformly changing for services rendered, charging on unprofitable checking accounts and charging on unprofitable check.
 8. Bank patrons are generally taking more kindly to these changes in banking practice.

All the foregoing imply a return of public confidence.
South Dakota Has Faith In Herself
South Dakota Bankers Association
Huron, S. D.

George Starring, secretary of the S. D. Bankers Association, inserted the above advertisement in The American Banker, New York City; The Chicago Banker; The Northwest Banker, Des Moines, Ia.; and The Commercial West Banker, Minneapolis—leading financial publications of the United States.

Mr. Starring believes in telling the financial world about the general prosperity of South Dakota. We believe he has set an example through his organization that every other South Dakota organization, and every South Dakota business institution should follow.

THE EVENING HURONITE

"The Newspaper for Central South Dakota"

bankers in action.....

First Dakota National Bank Celebrates 150 Years by Giving Back

First Dakota National Bank was founded in 1872 in Yankton, before South Dakota was recognized as a state. 2022 marked 150 years in business for the bank, and First Dakota planned an unprecedented, multi-faceted, year-long celebration of their Sesquicentennial. The goal of the celebration was to show appreciation for all things South Dakota – especially the communities and people that have supported First Dakota along the way.

The year began with updated signage at all First Dakota locations, featuring a new brand identity created to reflect the bank's deep connection to the region. South Dakota's open skies and rolling prairies are represented in the icon which anchors a clean, modular identity system.

To prepare for a full year of celebrations, First Dakota partnered with Yankton-based Ben's Brewing Company to create a pair of craft beers – Dakota Thirst and Cash Flow -- featuring natural South Dakota ingredients. Not merely novelty beverages for the occasional company party, these beers were made available at hundreds of establishments and retail locations throughout the region. For every glass or can sold, First Dakota donated one dollar to the South Dakota Community Foundation's Stronger Communities Fund. To date, more than \$400,000 in grants have been awarded to area non-profits requesting funding.

In appreciation for the region's natural beauty, and to encourage its enjoyment, First Dakota purchased

and gave to its customers and employees more than 2000 South Dakota State Parks annual passes. They were claimed by customers in a matter of hours. During summer months, customers were encouraged to submit photos of themselves and their families experiencing state parks and recreation areas. Monthly photo contest winners received prize packages that included tents, outdoor stoves, coolers and camp chairs.

Perhaps the highest-profile events of the 150th anniversary celebration were a series of Ford F-150® pickup giveaways. The public was encouraged to nominate deserving individuals making a difference in their communities. From the thousands of nominees, seven winners – including a widower raising a young family; a coach, speaker and safe-driving advocate; a teacher and FFA leader; a community angel; a minority youth organizer; and a housing assistance advocate -- were chosen to receive brand new pickups with custom tailgate wraps featuring South Dakota landscapes.

Finally, area residents were asked to contribute their favorite recipes for inclusion in a one-of-a-kind collection of 150 South Dakota recipes and the stories behind them. Much more than a cookbook, this hardcover edition entitled *Savoring South Dakota* celebrates the diverse spirit of the region, including its rich culinary heritage. It includes family favorites passed from generation to generation, and is meant to encourage a deeper appreciation for the unique culture of the area First Dakota calls home. ■■■



Left: Larry Ness presents a check to SDSU.

Above: Larry Gehle of First Dakota presents the keys to a new F150 to Moses Idris.

Below: Aaron Ness presents checks to the Yankton Soccer Association. (Checks from FD and Larry & Dianne Ness)



DOING GREAT THINGS?

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

UPCOMING EVENTS


SDBA's State Legislative Day

February 15, 2023 | Pierre

The SDBA State Legislative Day will be held on Feb. 15, 2023, in Pierre. This event is your opportunity to stay up-to-date on both state and federal legislation which could affect the banking industry, visit with state legislators and constitutional officers, and make sure our industry is heard.

The day will include an SDBA Legislative Committee meeting, lunch, SDBA update, featured speaker James Nowak, Gov. Kristi Noem (invited), the chance to visit with state legislators at the State Capitol, and an evening reception with state legislators and constitutional officers.

The day will also include special sessions specifically designed for emerging industry leaders.


Find more information at sdba.com/events. 

ABA Washington Summit

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

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

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

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

ANTICIPATING AN EVENT?

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

WISHING YOU A
*Happy Holiday
Season!*

FROM YOUR FRIENDS AT THE SDBA



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.

Who here has watched the Will Ferrell cult classic "Step Brothers"? It's OK to openly admit it. Really, it is! Or at least admit to being forced to watch it, as it happens in my household. For those of you less fortunate who have not yet seen this show, here is the cliff notes version. Main characters "Brennan" and "Dale" become stepbrothers at the age of 40, while both are still living at home. While bonding, there is a scene where the 'boys' collaboratively remodel their bedroom with the goal of gaining 'so much room for activities'.

Ahhhhh. Activities. Some of us love them. Some of us, not so much. For others, it depends on our mood. Or who will be there. Or how late it runs. Or how much it costs. Or lots of other 'ors'. But one thing is for certain, activities are a large part of the SDBA/NDBA convention. If you've been to convention before, you know. If you haven't been yet, we strongly encourage you to come next June and see! We promise activities for everyone. There will be golf. But don't worry if you aren't a golfer. We have something fun planned for you. We'll have networking. Lots of networking. We will have food, fun, friends and fluids. There will be games in the exhibit hall. There will be great speakers. There will be entertainment. And there will be celebrations of all sorts. Stay tuned to learn more.

In short, there will be so many activities. There will be something for everyone. Our goal is to bring smiles to each of you several times throughout convention. Our goal is that everyone goes home feeling welcomed and celebrated. Our goal is to leave you wanting more. Join us in June to see if we can make Brennan and Dale proud! 🍌



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Stacking the Deck: Secrets of High Performing Banks

By Sean C. Payant, Ph.D.

Many financial institution executives spend considerable time thinking about strategies to improve overall profitability and create sustainable growth.

The focus across industry press and conference best practices is generally aimed at strategies to cut expenses – using technology, looking at staffing levels, increasing productivity, etc. Although this advice is sound, is that actually what high-performing banks do? To answer this question, we looked at 81 institutions who have been in the top five for return on equity for five consecutive years and compared them to peers. For these institutions, they averaged an efficiency ratio of 52.04%.

Metric	High-Performing	Other	% Variance
Return on Assets	3.18%	1.14%	179%
Return on Equity	31.22%	10.76%	190%
Net Interest Margins	3.60%	3.27%	10%
Cost of Fund	0.33%	0.33%	0%
Yield on Loans	5.64%	5.08%	11%
Loan/Deposit Ratio	69.27%	67.67%	2%
Noninterest Income to Assets	\$22.30	\$5.25	325%
Noninterest Expense to Assets	\$28.76	\$23.26	24%
Equity Capital to Assets	11.11%	10.81%	3%

Note: Data Through 9/30/2021

As the data illustrates, high-performing institutions don't attempt to save their way to prosperity. They underperform in noninterest expense to assets by 24% to overperform in noninterest income to assets by 325%. So, how does your bank stack the deck in its favor?

The key to better results is aligning marketing and execution. As noted by high-performing banks, it's about making an investment in growth to create a sustainable advantage that produces superior results. After 35 plus years, here's what we know:

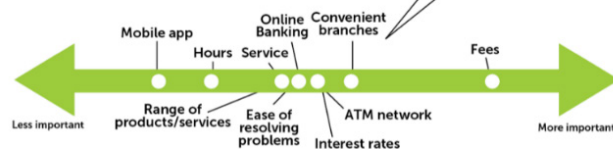
Product - get product right: People hate fees.

Compressed margins and decreased profitability can lead to the discussion of increasing monthly service fees or minimum balance requirements. Below is recent research on the criteria consumers use when selecting a primary financial institution. Compression in bank earnings will continue to have little impact on what consumers desire from their banking partner. Your retail and business product considerations must remain compelling if you want to have the greatest opportunity to grow core customers.

Processes - remove barriers: Stop getting in your own way. We must be in compliance; however, over compliance creates barriers. Look at your Customer Identification Program (CIP) as well as your retail and business account opening policies. Do they create barriers to growth? Is it easy for a consumer to open a retail or business account at your bank? Do you have restrictive scoring metrics that are actually costing you revenue opportunities?

Top criteria consumers use to choose new banking provider

Results for consumers of all age groups



Results for consumers under 40



Promotion - marketing to grow: Increase your spending on strategic marketing.

- Proactive – According to Novantas, 65% of consumers only consider two options when they decide to change primary financial institutions, meaning 65% of your current customers already know where they would bank if they didn't bank with you. You must be top-of-mind before consumers and businesses know they want to switch. Your marketing must create the opportunity for them to pick you.

- Targeted – You need to use data and analytics to help you understand where to market before you market. Your marketing resources must be allocated to target consumers and businesses who haven't chosen your bank yet, but could and should.

- ROI Focused – You must define what and how you will measure success before you market, not after. Make sure your marketing investment is working to create tangible, measurable results.

People - invest in training your team: Too often our industry treats training as an event rather than a way of life. Employees who do not understand your product will never be able to recognize opportunities with customers let alone speak in terms of benefits rather than features. It is crucial your institution commits to regular training initiatives regarding your products and services. Then once you have trained everything, start over and do it again – knowledge leaks unless it is reinforced regularly.

The actions of high-performing banks tell the story. Banks that invest in growth reap the greatest rewards. While it may not be intuitive, make sure you have all of the right strategies in place to capitalize on the growth opportunities that present themselves in any environment. ■■■

Sean C. Payant, Ph.D., is Chief Strategy Officer at Haberdell, a data-driven consulting firm specializing in core relationships and profitability growth for community-based financial institutions. Sean can be reached at 402.323-3614 or sean@haberdell.com.

Cryptocurrency: Safe or "Sus"?

By Carol Ann Warren, JD, Associate General Counsel



In today's financial regulatory environment, two of the hottest topics are: (1) cryptocurrency and (2) cyber-security. Within the past year, multiple agencies have released various regulations and guidance regarding cryptocurrency, banking, and cyber-security, both individually and collectively.

As my teachers would say, if something is said more than once, it is probably important, and you will likely see the material again. Similarly, cryptocurrency and the threat of cyber-security is likely here to stay, and regulators are preparing for those implications. Banks are now put on the spot to adapt to the market shift and the regulations that will surely follow.

What is cryptocurrency?

The Merriam-Webster's dictionary defines cryptocurrency as "any form of currency that only exists digitally, that usually has no central issuing or regulating authority but instead uses a decentralized system to record transactions and manage the issuance of new units, and that relies on cryptography to prevent counterfeiting and fraudulent transactions."

How does cryptocurrency relate to banking?

For bankers, the question of how cryptocurrency relates to banking is pressing and it is hard to answer. Cryptocurrency usage is typically stereo-typed between two different groups: underground-market transactions (i.e. drug market or selling a kidney online) and GameStop/Reddit kids that almost crashed the stock market in 2021. Volatility and illicit activity are two of the biggest regulatory fears for bankers; so how do banking and cryptocurrency relate?

First, who are the individuals that actually invest or use crypto currency?

According to a November 2021 article from Pew Research, 16% of Americans have used or are invested in crypt-currency. Of those 16% of Americans, 52% of those individuals are between the ages of 18-49. The individuals in this age group are not the typical "in person" banking customers. As the market is shifting and these individuals have more market power, banks are scrambling to advertise to this group. Cryptocurrency may be a way to successfully do that.

The guidance from regulators is that banking, one of the most highly regulated industries in the country, is supposed to mix with crypto currency, one of the most unregulated commodities in the world. The two seem to be like oil and water, but the Office of the Comptroller of the Currency (OCC) argues in Interpretive Letter #1170 that it is more like M&Ms and popcorn, an unlikely, yet satisfying combination.

The OCC didn't actually say that, but they did argue that for banks, providing custodial services related to cryptocurrency would be in line with a bank's intended purpose -- "safekeeping" of assets.

As the banking world has been shifting from physical currency and safekeeping to virtual safekeeping for many years now. Therefore, the argument is that providing services for cryptocurrency is not a far fetched idea, but a natural progression.

How does cryptocurrency relate to cyber-security?

Because cryptocurrency is "so hot" right now and because of its anonymity, it is a prime target for hackers and bad actors around the world. From what the banking industry is seeing with P2P activity in Relation to Regulation E and the new Interagency Guidance on cyber-security, the question many bankers are asking is "do we want to add cryptocurrency to this dumpster fire?"

The answer: Maybe.

The Interagency Guidance defines a "cyber-security incident" that rises to the level of a "notification incident." A cyber-security incident "is an occurrence that:

(i) Results in actual or potential harm to the confidentiality, integrity, or availability of an information system or the information that the system processes, stores, or transmits; or

(ii) Constitutes a violation or imminent threat of violation of security policies, security procedures, or acceptable use policies."

This new guidance is giving rise to new policies, procedures, and safeguards for banks to have to implement. Ultimately, this is giving time to prepare for the inevitable cyber-security attack, but this is not without cost to the bank.

The next question is if a bank takes on servicing cryptocurrency customers, does this increase the risk of a cyber-security incident?

The answer: Probably.

Ultimately, this will be more of a cost-benefit analysis for the bank. According to a recent CNN article, there were over \$1.9 billion worth of cryptocurrency stolen in 2022, so far. According to FIN-CEN, ransomware attacks are at an all-time high and only continue to increase.

There is an argument that combining the banking with cryptocurrency will only lead to an increase in cyber attacks on banks, which is likely true.

Is it worth it?

The answer: Maybe.

Banks need to have safeguards in place to protect current assets, private information, and to comply with the myriad of new guidance. There is an argument that the infrastructure is already there.

Lastly, several agencies acknowledge the risk associated with servicing cryptocurrency and still push for banks to consider servicing this group.

At the end of the day, a bank is one of the safest places to keep assets, virtually or physically. Therefore, banks may want to consider servicing this group, because banks have specialized in safekeeping from its existence. If they choose not to service this group, they may miss out on a lucrative market opportunity. 🌈

Carol Ann Warren serves as Associate General Counsel for Compliance Alliance. She graduated cum laude from Mississippi College with a Bachelor of Finance. She earned a Juris Doctorate and a Master of Business Administration through a joint degree program at Mississippi College School of Law and Mississippi College. During law school, she received Best Paper Awards for Securities Regulation and Electronically Stored Information. She is one of our featured authors on the B/A ACCESS magazine and for other publications.

Financial Abuse of the Elderly

According to the Federal Bureau of Investigation (FBI), millions of elderly citizens are targeted annually with some form of financial fraud, and many of these attempts are successful. It has been estimated that seniors lose approximately \$3 billion per year as a result of these scams, which are becoming more widespread and sophisticated.

Surprisingly, much of the criminal activity is initiated by a friend or family member. A recent study by the University of Southern California revealed that 55% of respondents reporting any type of elder abuse categorized those acts as financial, and that family members were the most alleged perpetrators of elder financial abuse.

With these facts in mind, banks should maintain heightened sensitivity around transactions that involve elderly clients, particularly if these clients have historically managed their own finances and may be exhibiting signs of cognitive decline. Increased vigilance, in general, can assist in uncovering fraud.

Knowing the customer, coupled with a comprehensive employee training program, can act as a strong front-line tactic to help banks prevent and expose elder financial abuse.

Here are some best practices for recognizing "at-risk" clients:

- Be on the lookout for non-family members being added to banking or investment accounts.
- Monitor large money transfers and changes in spending patterns, as these could be signs that some form of abuse is occurring. A senior's spending habits are often predictable in frequency, volume and payees.
- Be alert for large amounts of funds exiting accounts to payees who had not been previously paid in any manner.
- Keep detailed notes in the form of dated, journal-type entries, recording any spending or personal

behavior that seems unusual. These notes would be in addition to those kept on risk tolerance, goals, objectives, etc.

- Follow up with clients via phone or email to discuss any sudden financial decisions that seem out of character.
- In addition to making personal contact, encourage the client to engage an independent attorney to assist in their financial matters.
- Understand the laws that apply to the financial abuse of an elder client. Follow prescribed protocols if any illegal activity is suspected.
- Implement internal procedures to elevate

circumstances which may present the need for further inquiry and analysis to the appropriate decision-makers.

"It's important not just to have a system in place to detect elder financial abuse, but to also act on situations where potential fraud or malicious intent has been identified," said Kristin Roger, Vice President and Head of Financial Institutions at Travelers. "We know banks want to serve as trusted advisors to their customers, and by taking simple steps, they can better protect their customers from potential financial harm."

Elder financial fraud is on the rise and counts as one of the more heinous abuses of trust that senior citizens might endure. Along with the financial damage inflicted on customers, incidents of elder financial fraud can cause serious reputational harm. Therefore, implementing a sound method of prevention,

detection, identification and reporting of this criminal behavior is paramount. 📊

Travelers is committed to managing and mitigating risks and exposures, and does so backed by financial stability and a dedicated team – from underwriters to claim professionals – whose mission is to insure and protect a company's assets. For more information, visit www.travelers.com.



Press 'Pause' to Enjoy the Holidays

Shared from Wellmark Blue Cross Blue Shield

"It's the most wonderful time of the year..." Or is it?

If popular holiday songs have you pondering where your joy has gone, you're not alone. Most of us feel stress or anxiety at some point this time of year. According to one Consumer Reports survey, 97 percent of us dread at least one aspect of the season, like long lines at the store, getting the house in order, and aggressive or thoughtless driving in parking lots.

With many of us juggling work and home obligations, adding holiday-related tasks like shopping and even small-scale entertaining to the to-do list can be overwhelming. By the time you check each item off your list, it can feel as if there is no time left to simply sit back and enjoy the season.

What's more, the holidays can make already stressful situations worse. For example, if you are already struggling to pay off debt, the holidays can sabotage those plans. If you are having a disagreement with someone in your family, a holiday gathering may make the problem even more tense.

With the holidays fast approaching, it's up to each of us to determine how to manage. If you want to enjoy the process, or at least most of it, these tips might help you along the way.

Adjust your expectations.

While certain holiday traditions may bring you joy, remember that you are not obligated to continue holiday traditions that leave you broke, overwhelmed or tired.

- Decide to do less. Limit baking to one favorite cookie instead of several desserts. Decorate one room instead of the whole house. Skip holiday greeting cards, or send Valentine's Day greetings early next year.
- Step away from certain traditions. Just because you started a holiday tradition when your kids were young doesn't mean you have to continue when they're teenagers. For example, it may be time for The Elf on the Shelf™ to take the year off — or retire altogether.
- Switch the focus. It's true: Giving makes us happier than receiving. Instead of shopping for each other, shop for a family in need. Sign up to ring bells for charity, or treat your neighbors or total strangers to random acts of kindness.
- Delegate. Put older kids in charge of wrapping presents, taking down the tree or cleaning the house.
- Avoid perfectionism. It's more enjoyable for children to decorate the cookies or the tree the way they want to — not the way you want them to.

Stick to a budget.

Nearly 30 percent of us are worried about going into debt over the holidays. Here are a few ways to prevent the stress of paying for holiday gifts from spilling over into the new year:

- Buy fewer presents. Even though you want to give your children everything, it may not be in their — or your — best interests. One way to keep this manageable is to give four gifts to each child: Something they

want, something they need, something to wear, and something to read.

- Get creative. Make your own gifts or find alternatives.
- Switch gears. If your toddler is more interested in playing with a new toy than opening another present, quietly put the remaining gifts in storage to open on a rainy day, save the present for an upcoming birthday, or donate to children in need.

Make family gatherings more fun.

More than a third of us dread political discussions with certain family members — or visiting them altogether. When spending time with relatives, try these tactics:

- Make the best of it. For example, if you find out that your sister and her family can't make it to the family gathering, plan a visit after the holidays.
- Don't expect people to change. Rather, expect old patterns or behaviors to emerge. For example, if your father-in-law grumbles every time he opens a present from you, expect that he'll probably do it again this year.
- Don't engage. If the topic turns to politics, excuse yourself if you don't want to be get involved.
- Breathe. Slow, deep breathing will keep your stress responses to a minimum.
- Choose one destination. If you can, simplify your schedule to avoid shuttling everyone between households. Instead, spend some quality time in one place.
- Get outdoors. Ask if anyone would like to join you for a walk. Bundle up the kids and take them outside to play. A trip outside will not only be refreshing, it will also ease the tension.

Three simple reminders that require no effort.

There will be things you will not accomplish this holiday season as well as circumstances beyond your control. Instead of focusing on those things, focus on what you can accomplish and what you can control. These three reminders are simple and require little to no effort:

1. Take time for yourself. Do whatever makes you feel refreshed — walking the dog, getting coffee with a friend, reading a book, getting in a workout or drawing a nightly bubble bath. Just a little self-care can make a big difference.

2. It's okay to feel sad. Memories — both good and bad ones — tend to resurface during the holidays. So if you are already feeling down about something, the holidays will probably make the situation a little worse. Don't force happiness upon yourself or others. Remember that the season will pass quickly and you'll be able to cope better with grief and sadness once they are over. If you are wondering if and how to get help with anxiety, depression or stress, a virtual doctor visit might help you decide.

3. It doesn't take much to make holidays magical. A day of sledding, a walk among the twinkling lights or a night of tree-decorating may be all it takes to make the holidays magical for children and adults alike. These are the moments to pause and cherish. 🌈



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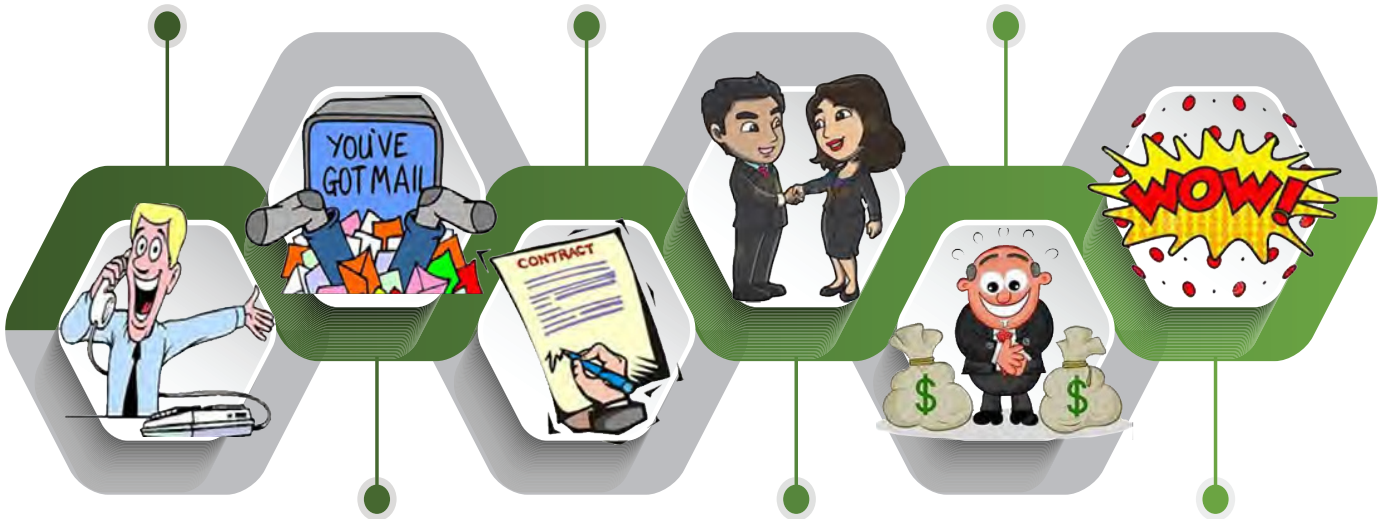
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information.

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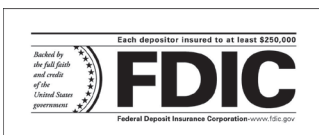
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Larry Ness Honored for Contributions to Banking Industry



Larry Ness

If you're in the banking industry in South Dakota, then you probably know the name Larry Ness. Larry has worked in the banking industry for more than 50 years and will celebrate his retirement from the industry and First Dakota National Bank at the end of 2022.

Larry began his employment with First Dakota National Bank in August 1983. Today, he is the Chief Executive

Officer and Chairman of the Board of First Dakota, and President of First Dakota Financial Corporation.

Prior to coming to First Dakota, Larry was a national bank examiner with the Office of the Comptroller of the Currency. He worked at Mitchell National Bank in Mitchell, S.D., as a commercial lender from 1974 to 1981, and then became executive vice president of First National Bank in Volga, South Dakota. Larry served in the South Dakota National Guard and retired as a Major in the United States Army Reserve, completing 24 years of service. He also graduated from the Command and General Staff College at Fort Leavenworth, Kansas. In 2012, Larry was inducted into the South Dakota Hall of Fame, which honors and recognizes outstanding individuals who have shaped the fabric and culture of South Dakota.

Larry has served, or currently serves, with the following organizations:

- President of the South Dakota Bankers Association
- Government Relations Council of American Bankers Association
- South Dakota Investment Council
- South Dakota Gaming Commission
- South Dakota Heritage Foundation
- South Dakota Game, Fish, Parks Foundation
- South Dakota Art Museum
- National Music Museum
- Center for Western Studies National Advisory Council
- Mount Marty College Board of Trustees
- SDSU Foundation Board of Trustees
- SDSU Economics and Management Task Force

In observance of Larry's retirement, Gov. Kristi Noem joined the celebration, proclaiming Dec. 7, 2022, as Larry Ness Day in South Dakota. Additionally, the city of Yankton declared Dec. 7 as First Dakota National Bank Day and Dec. 4-10 as Larry Ness Week. Dec. 7 is significant to First Dakota National Bank, as it's the day the bank became the first official government-chartered bank in the Dakota Territory 150 years ago.

From everyone at the SDBA and banks across

South Dakota, we extend our warmest congratulations to Larry on his retirement. Thank you for serving the industry and South Dakotans for more than 50 years! 🌈



Pioneer Bank & Trust Welcomes New Vice President & Commercial Lending Officer Josh Horak



Josh Horak

Pioneer Bank & Trust is proud to announce the addition of Spearfish native Josh Horak to our commercial lending team in Spearfish.

Josh is joining Pioneer Bank & Trust as Vice President & Commercial Lender - bringing 20 years of banking experience ranging from student loan sales to branch president. Most recently he was the branch president at another Black Hills bank.

"I am really excited to have Josh join Pioneer Bank & Trust in Spearfish," commented Dan O'Shea, Vice President of Pioneer Bank & Trust. "His years of banking experience combined with his dedication to the Spearfish community, will only strengthen our local team."

Josh is a graduate of Spearfish High School and after attending Black Hills State University, he graduated from South Dakota State University with a bachelor's degree in education.

Josh has resided in Spearfish since 1994 and is heavily involved in the Spearfish community. He has held leadership positions on a number of non-profit boards including the Spearfish Chamber of Commerce, Northern Hills Training Center, Grace Balloch Memorial Library, N.H. CASA, Northern Hills Chapter RMEF, and Black Hills Christian Academy. 🌈

Pathward Reveals New Brand Identity, Following Name Change from MetaBank


Pathward™, N.A., an industry leading financial empowerment company, announced the unveiling of its new corporate brand and the launch of the company's new website, Pathward.com. This follows the company's name change from MetaBank®, N.A. earlier this year. The new name and branding reflect the company's commitment to providing a path forward for individuals and businesses to reach the next stage of their financial journey.

Pathward has showcased its new brand identity with a team of experts on site at Money20/20 held in Las Vegas, Oct. 23 - 26, at the Secured Finance Network Annual Conference held in Austin, Texas, Nov. 9 - 11, and will showcase it at other events in the coming months.

"At Pathward, expanding financial access is at the heart of our business. We work with diverse partners to deliver financial products for individuals and businesses that traditional financial institutions have historically overlooked," said Brett Pharr, CEO of Pathward. "For many, the issue of financial access is deeply personal, and we make it our business to disrupt traditional banking norms, guide our partners, and deliver financial products, services and funding to the people and businesses who need them most."

Pathward President Anthony Sharett shared Pharr's enthusiasm as the company opens a new chapter in its history: "It's an important year for Pathward as we rebrand and unify everyone in the company under one brand, reinforcing our commitment to providing the underserved with solutions they need to achieve financial wellness. Through our partnerships, forward-thinking solutions, and deep expertise, we help provide a path to access the financial system."

For many years, Pathward has focused on increasing financial access through innovative banking as a service and commercial finance solutions. The company will continue to focus on its purpose of powering financial inclusion for all™.

Pathward™, N.A., a national bank, is a subsidiary of Pathward Financial, Inc.™ (Nasdaq: CASH). Pathward is a U.S.-based financial empowerment company driven by its purpose to power financial inclusion for all™. Pathward strives to increase financial availability, choice and opportunity across our Banking as a Service and Commercial Finance business lines. The strategic business lines provide end-to-end support to individuals and businesses. Learn more at Pathward.com. 



South Dakota Housing Honors Top Lenders

South Dakota Housing recognized the seven top loan originators of its homeownership loan programs. These programs provide affordable homeownership financing opportunities, which in turn provides security for families, stabilization for communities and the foundation from which dreams are built upon.


The top South Dakota Housing loan originators of 2022 are: Ryan Spellerberg, First Premier Bank, Sioux Falls; Julie Brownell, American Bank & Trust, Aberdeen; Cory Marek, Plains Commerce Bank, Mitchell; Jamie Olson, American Bank & Trust, Huron; Sarah Erickson, Fairway Independent Mortgage Corporation, Watertown; Ellen Hesla, Dacotah Bank, Webster; and Thomas Myers, Dakotaland Federal Credit Union, Huron.

Together these seven loan originators contributed more than \$54 million in homeownership loans in twelve months. In a year when it was challenging to become a homebuyer, these lenders consistently promoted affordable homeownership products so that our agency was able to assist more than 2,100 homebuyers purchase a home.

"I am proud that with the help of our lender partners, our agency financed more than \$421 million in loans," said homeownership programs director Brent Adney. "It is truly a group effort and our partners played a key role in the homebuying process for our homebuyers and the success of our programs."

In addition, South Dakota Housing also honored the top five lending institutions within the state. They are Plains Commerce Bank, First Premier Bank, Fairway Independent Mortgage Corporation, Gateway Mortgage, and First International Bank & Trust.

The South Dakota Housing Loan Originator Recognition Program is an annual honor designed to recognize loan originators who consistently promote affordable housing by offering South Dakota Housing's programs. Loan originators from South Dakota Housing's Participating Lenders were divided into seven geographic areas by county population base and the number of South Dakota Housing loans purchased.

South Dakota Housing Development Authority was created by the South Dakota Legislature in 1973 with a stated mission to provide opportunities for quality, affordable housing for South Dakotans. South Dakota Housing is a self-supporting, nonprofit entity known for our commitment for providing innovative financing solutions to create and preserve affordable housing. South Dakota Housing utilizes housing bonds, tax credits, and other federal and state resources to fund housing programs which provide mortgage and downpayment assistance, housing construction and rehabilitation, homelessness prevention, rental assistance, and educational opportunities. For more information: Brent Adney, Homeownership Programs Director, SD Housing, 605.773.5157 or Lorraine Polak, Executive Director, SD Housing, 605.773.3181. 

First District Development Company Awarded Chad Weier, a Business Banker with BankStar Financial in Brookings, SD, Their 2022 Lender of the Year

In 1993, Chad Weier started his banking career with Norwest/Wells Fargo Bank as a phone banker and ended as a personal banker in 2004. From 2004 to 2010, Weier was a branch manager / business banker for Home Federal Bank. In 2010, Weier left banking for two years and sold commercial health insurance before returning to finance two years later to work as the finance manager at a car dealership for six years. Weier started at BankStar Financial in Brookings in 2018 as a Business Relationship Manager and is now a Vice President of Business Banking.

Weier graduated in 1993 from North State University with a degree in finance.

Prior to graduation, Weier was a diesel mechanic for his family business – an ag repair shop in Salem, SD.

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://fddc.1stdistrict.org/> 📊



L-R: Amy Waite, FDDC; Greg Fargen, Chad Weier, Julie Puetz - BankStar Financial, Brookings; Shelby Kraemer and Brittany Rost, FDDC

Ross Julson Promoted to Business Development Officer



Ross Julson

BankWest is pleased to announce the promotion of Ross Julson to Business Development Officer in Pierre. Prior to his promotion, Ross served as a Credit Analyst for BankWest, with four years of overall banking experience.

BankWest's Regional President Andy Hubbard notes Julson's experience in the financial services sector and background in agriculture will help him serve Pierre area customers well.

"Ross is a great asset for the Pierre area," Hubbard noted. "He understands his customers' needs and has both the knowledge and desire to help them achieve their goals."

Ross grew up north of Wall, SD, where his parents still ranch. He earned his bachelor's degree in Animal Science from South Dakota State University. Ross and his wife, Brittany, moved to Pierre in 2020 and have a one-year-old son, Huxley. Julson is a member at Community Bible Church and a current member of Leadership Pierre.

"I have a strong working knowledge and passion for business, agriculture, and banking," said Julson. "The rest of the staff at BankWest and I will provide you with the best banking services available, along with the customer care of a hometown bank."

Ross's office is located at 420 S. Pierre St., in Pierre.

BankWest is a full-service, independent community bank with 18 branches in 15 South Dakota communities including: Armour, Colman, Delmont, Geddes, Gregory, Kadoka, Kennebec, Madison, Mitchell, Onida, Pierre, Rapid City, Selby, Tripp and Winner. It also has stand-alone insurance offices in Murdo, Philip, Presho, Rapid City, Salem and Spearfish. 📊

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.

classifieds.....

Senior Credit Analyst, BankWest, Pierre, S.D.

BankWest, a family-owned business with more than 130-year history, is seeking an experienced, highly analytical individual to join our team in Pierre, SD. They will be responsible for specific tasks that will deal with overall analysis of Agriculture and Commercial Credits to help in determining the risk to the bank; training of bank personnel; will perform specialized analytical functions for the bank-wide lending process to include credit analysis, loan presentation preparation, and review of credits. A degree in Agriculture, Economics, Accounting, or Business Administration preferred with comparable work experience. Applicants are invited to review the full job description and complete an online application at: www.bankwest-sd.bank/about/careers/. Please contact BankWest Human Resources at 800.253.0362 with questions. EO/AA. ■

Trust Officer, Liberty National Bank, Dakota Dunes, S.D.

This is an extraordinary opportunity for the right candidate to work for a leading National Bank that desires to add a position to its Wealth Management office located at our Dakota Dunes branch. We are Liberty National Bank headquartered in Sioux City, IA with branch offices located in Johnston, Okoboji, and South Dakota (North Sioux City, Dakota Dunes, Elk Point, and two branches in Sioux Falls). Responsibilities: Manage, administer and retain a book of high net worth investment agency and IRA accounts and relationships; Maintain contact with existing clients and organizations regarding account performance, administrative matters, tax planning and other issues to provide outstanding personal service and ensure the clients' financial goals are being achieved; Initiate new Wealth Management client relationships through proactive sales efforts and by leveraging fiduciary skills and knowledge in the marketplace including investment management, personal trust and private banking services; Cultivate and maintain relationships with numerous sources of new business referrals and centers of influence including bank personnel, attorneys, accountants, financial services professionals and various social contacts. Requirements: Bachelor's Degree; Minimum of 5 years of prior wealth management, trust, investment management and related administrative experience in the financial services industry; Possess a proficient understanding of investments, asset allocation and financial planning techniques; Attention to detail and strong organizational skills; Excellent presentation, verbal and written communication skills; Ability to work in a very team-oriented environment along with trust officers, investment officers, banking officers and operations personnel; Excellent interpersonal communication and relationship management skills; Compensation: Liberty National Bank provides a competitive salary commensurate with background and experience, full benefits and the opportunity for career growth and professional development. Questions: carrien@libertynational.bank ■

HAVE A JOB OPENING?

Post your classified ad in SDBANKER Magazine and at 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.

Business Banker, Dacotah Bank, Brookings, S.D.

Dacotah Bank is seeking an experienced, self-motivated individual with 5 years of Business lending experience to join our team, in Brookings, SD. Looking for individual with strong relationship management and interpersonal skills; commitment and enthusiasm for community banking; experience managing a diverse portfolio and be a team player. Responsibilities of this position include: Managing relationships with community banking customers; Prospect and develop new customer relationships; Retain and expand existing customer relationships. We offer the opportunity for career growth and development in a professional and pleasant working environment. We offer a competitive salary and exceptional benefits package including: Health Insurance and Dental Insurance premiums individual and family coverage 100% paid for; Health Savings Account; Life Insurance for the employee and family; Paid Vacation and Sick Time; Retirement Plan Options; Additional Perks and Benefits. Apply online at: dacotahbank.com/careers. Dacotah Bank is an Equal Opportunity Employer of women, minorities, protected veterans and individuals with disabilities. ■

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Special ends December 31, 2022

Events/Webinars/Schools

SDBA EVENTS

ABA Conference for Community Bankers

February 12, 2023 | Washington, D.C.

SDBA State Legislative Day

February 15, 2023 | Pierre

ABA Washington Summit

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

2023 SDBA/ NDBA Annual Convention

June 4-6, 2023 | Sioux Falls

National School for Experienced Ag Bankers

June 26-29, 2023 | Spearfish

SDBA Agriculture Credit Conference

July 19-20, 2023 | Pierre

Digital Innovations for Today's Banking Environment Conference

August 30, 2023 | Sioux Falls

IRA School

September 19-21, 2023 | Sioux Falls

SDBA LEAD STRONG: Women in Banking Conference

September 26-27, 2023 | Pierre

WEBINARS

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

Bi-Monthly Compliance Briefing - December 2022

December 15, 2022

Seven Habits of Effective Credit Administration

December 15, 2022

Most Common TRID Issues

December 19, 2022

FFIEC BSA/AML Exam Manual Part 3: SARs and CTRs

December 19, 2022

COPPA Compliance: Frequently Asked Questions

December 20, 2022

How Does Your Outsourced Third Party Risk Management Program Stack Up?

December 20, 2022

Understanding the Basics of Cryptocurrency and Digital Assets

January 5, 2023

Mortgage Origination Compliance - 2 Part Series

January 6, 2023

January Jumpstart for Supervisors

January 9, 2023

You've Been Served: Best Practices in Processing Subpoenas, Garnishments and IRS Tax Levies

January 10, 2023

FFIEC BSA/AML Exam Manual Part 4: Monetary Instrument Records, Funds Transfers, and More!

January 10, 2023

Utilizing Ratio Analysis to Determine Financial Strength

January 11, 2023

Current Matters and Common Questions Impacting the Call Report

January 12, 2023

8 Keys to Teller Excellence

January 12, 2023

Bank Accounting: The Basics - 5 Part Series

January 13, 2023

The Right of Setoff: What Bankers Need to Know

January 17, 2023

New Accounts Study Part 2: When One Person Acts for Another - Fiduciary Accounts

January 17, 2023

Fair Lending Essentials

January 18, 2023

IRA Update - Annual Review for Banks

January 18, 2023

Reg E Error Resolution: Top Mistakes to Avoid

January 19, 2023

Compliance Management

January 19, 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.

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.

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.



Educate. Advocate. Grow.

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



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