

November 2022  
Volume 48 • Issue 6

# Banknotes

*Meet our  
famous friends:*

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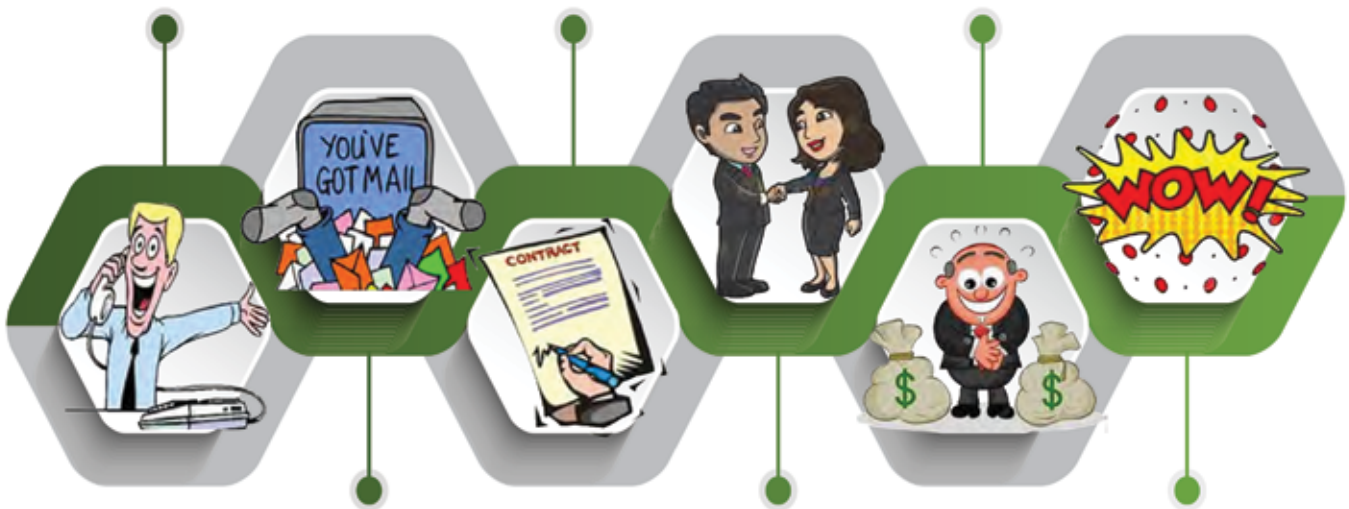
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# Meet Our Famous Friends: CBAI 2022-23 Board of Directors

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**Doug Parrott, Chairman**

President and CEO, State Bank of Toulon

**EDUCATION:** Graduate (associate's), Lake Land College, Champaign; Graduate (bachelor's), University of Illinois, Urbana; Community Banker's School, Bloomington, IL; Graduate School of Banking, Madison, WI; Moore School of Business Graduate School for Bank Investments and Financial Management, University of South Carolina.

**PERSONAL:** Resides in Toulon with his wife, Karin; one son, one daughter, three grandsons.



**Sheila Burcham,  
First Vice Chairman**

President and CEO,  
Community Trust Bank, Irvington

**EDUCATION:** Graduate (bachelor's), Southern Illinois University, Carbondale; Graduate School of Banking, Madison, WI

**PERSONAL:** Resides in Nashville with her husband, Matt; three daughters, four grandsons, one granddaughter.



**David Stanton,  
Second Vice Chairman**

President/CEO and Vice Chairman,  
PeopleFirst Bank, Joliet

**EDUCATION:** Graduate (bachelor's), DePaul University, Chicago

**PERSONAL:** Resides in Mokena with his wife, Phyllis.



**Patrick McShane, Chicago Area  
Regional Vice Chairman**

President, CEO and Chairman,  
American Metro Bank, Chicago

**EDUCATION:** Arizona State University, Tempe and St. Xavier University, Chicago

**PERSONAL:** Resides in Orland Park with his wife, Jackie; five children.



**Andrew Black,  
Northern Illinois Regional  
Vice Chairman**

President and CEO,  
Princeville State Bank

**EDUCATION:** Community Bankers School, Bloomington, IL; Graduate School of Banking, Madison, WI

**PERSONAL:** Resides in Princeville with his wife, Lesa; one son.



**Chad Martin, Central Illinois  
Regional Vice Chairman**

President and CEO,  
Goodfield State Bank

**EDUCATION:** Graduate (bachelor's), Illinois State University, Normal; Community Bankers School, Bloomington, IL; Graduate School of Banking, Madison, WI

**PERSONAL:** Resides in Roanoke with his wife, Brenda; four sons.





**Dan Graham,  
Southern Illinois Regional  
Vice Chairman**

President, Flora Bank & Trust

**EDUCATION:** Graduate (bachelor's),  
Columbia College, Columbia, MO;  
Graduate School of Banking, Madison,  
WI; Community Bankers School,  
Bloomington, IL

**PERSONAL:** Resides in Flora with his  
wife, Dana; two sons, one daughter.



**Jim Weast, Treasurer**  
President and CEO, Warren-Boynton  
State Bank, New Berlin

**EDUCATION:** Graduate (bachelor's),  
Kansas State University, Manhattan;  
Graduate School of Banking, Madison,  
WI; Community Bankers School,  
Bloomington, IL

**PERSONAL:** Resides in New Berlin with  
his wife Sara; two daughters.



**Jeff Bonnett,  
Immediate Past Chairman**

President and CEO,  
Havana National Bank

**EDUCATION:** Graduate (bachelor's),  
Millikin University, Decatur; Certified  
Public Accountant

**PERSONAL:** Resides in Havana with  
his wife, Vicki; two sons, one daughter,  
five grandchildren.



**Kraig Lounsberry, President**  
President, CBAI, Springfield

**EDUCATION:** Graduate (bachelor's), Knox  
College, Galesburg; Graduate (master's),  
Sangamon State University, Springfield  
(now University of Illinois – Springfield)

**PERSONAL:** Resides in Pawnee with his  
wife, Debbie; one son, one daughter.

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Shawn Davis, CNB Bank & Trust, N.A., Carlinville  
Gregg Roegge, Rushville State Bank  
Tom Marantz, Bank of Springfield



## Leadership Address: Jeff Bonnett, CBAI Chairman

*President & CEO, Havana National Bank*

As you know, my term as your chairman concludes today. I consider myself privileged to have served as the 48<sup>th</sup> Chairman of CBAI. It has been a challenging but rewarding year where we accomplished a lot and managed to have some fun celebrating community banking.

Although COVID-19 is still around, we managed our way through it and were able to hold nearly all of our traditional events (and a few new ones) even if they were still subject to COVID-19 mitigations. An early adjournment and continued lack of access to the state capital forced us to call an audible in February in order to hold our first capital conference in two years. Our Governmental Relations and Education team got together and held Capital Conference and the C Conference back-to-back days at the Springfield Wyndham. The Capital Conference was a great success with legislators coming to meet us instead of us going to meet them. The following day, bankers, service partners and friends of community banking participated in the first C Conference since February 2020, and I can tell you folks, we were all happy to be back.

Later that month, many of us attended our first ICBA Live Convention since March of 2020. It was great to gather with community bankers across the country once again to celebrate this great profession. Throughout the year, our CBAI education offerings continued to set the industry standard as we continued to host live, remote and on-demand seminars, forums, and special events to meet the needs of thousands of Illinois community bankers from the teller line to the C-suite. We held 11 Group meetings attended by nearly 700 individuals; and 72 students, including 35 graduates, (the largest class since 2015) attended our Community Bankers School. These events and activities were taken for granted until 2020 and 2021 when we were unable to hold many of these events. I am sure you all will agree with me that although remote can be more convenient, nothing beats in-person activities. We are community bankers, after all, and creating and maintaining those

personal relationships are what separates us from the rest of the financial world. When it comes to community banking, together is definitely better.

Back in 1974, community bankers came together and formed the Independent Community Bankers of Illinois to provide an advocacy voice they felt was lacking under the existing bank trade association structure in Illinois. Now, 48 years later, advocacy is still our number one mission, and the past year exemplified the ongoing need for an autonomous community banking voice both in Illinois and in Washington, D.C. This past year also highlighted our great partnership with the ICBA. Last fall, I appealed to our convention delegates to educate their customers about the potential harmful IRS reporting mandate. The only way Congress was going to listen to us was if they heard directly from our customers — their VOTERS. In cooperation with the ICBA and other ICBA-affiliated state associations, our grassroots endeavors resulted in over 850,000 letters to Congress opposing this mandate, 11,000 from Illinois bankers and customers, and although nothing is ever dead in Washington, D.C., that proposal was put on life support last October and has remained there ever since.

In another first for both associations, CBAI joined the ICBA in opposition to the appointment of Saule Omarova as head of the OCC. The ICBA was the only national bank trade association that took a public position on the Omarova nomination. It was a risky position to take, however, as an OCC bank, I just couldn't tolerate having someone head that agency whose written beliefs and policies could, in effect, destroy my community bank charter. The community bank position on this nomination was referenced multiple times during the confirmation hearing and although it looked like the nomination would fail, it was quite a relief to all of us when Ms. Omarova withdrew her candidacy.

Finally, just this summer, our continued advocacy to close the ILC Charter Loophole was rewarded with legislation passing out of the House Financial Services Committee. CBAI joined the ICBA and

***“Back in 1974, community bankers came together and formed the Independent Community Bankers of Illinois to provide an advocacy voice they felt was lacking under the existing bank trade association structure in Illinois.”***

the Independent Bankers of Texas in taking the lead on this issue. CBAI is the only Illinois bank trade association working to pass this bill, and our staff worked very closely with lead sponsor Illinois Congressman Garcia to pass this bill and successfully lobbied Illinois Congressmen and Committee Members Foster and Casten who both voted for this bill.

At the state level, CBAI took the lead in trying to shine more light on the unfair credit union advantage, especially as it relates to credit unions purchasing tax-paying banks. Our proposal, to charge an exit fee when a credit union buys a community bank, received national attention, and although we were the only trade association supporting the bill and did not expect it to pass, it created some much-needed momentum on this issue which we hope to carry forward in the future.

Finally, our GR team defeated a last-minute attempt by the retailers to move the cost of all credit, debit and ACH retail-related fraud solely on the backs of the card issuer. Swift action by our lobby team succeeded in removing this language from an otherwise politically popular retail theft bill.

This past year also saw our Payments Committee shift from all faster payments all the time to digital currencies and what a Central Bank Digital Currency (CBDC) could mean to community banks. Led by Chairman Mark Field, CBAI's Payments Committee held several meetings with the Federal Reserve, ICBA and other major players in the field to develop our policy position on these issues.

Our newest committee, the Innovation Committee, hit the ground running and

never looked back. Led by Chairman Andy Tinberg, CNB Bank & Trust, N.A., Carlinville, (Oak Forest) our committee went from its first meeting last fall, to participating in the ICBA Accelerator program in Little Rock, Arkansas, in March, to a partnership with BankTech Ventures and our own Special Purchase Vehicle to give community banks and their directors the opportunity to participate as investors in the BankTECH fund by the end of June. Wow, that timeline makes me tired just thinking about it. Even though we had just three months to get it done, CBAI member banks, individuals and the Community BancService Corporation stepped up and invested \$3.1 million into this important fund. Innovation is our future, and that is why I personally invested in the fund. I am proud that CBAI has partnered with the ICBA and is blazing the innovation trail in Illinois.

So, as you can clearly see, and despite the fact that we were still dealing with multiple COVID-19 variants and mitigations through much of this year, CBAI did not miss a beat and continued to provide for the services, education and advocacy needs of Illinois community banks. It was a busy year, and a fun year, and I almost hate to see it end — almost.

As our fearless leader Kraig says, the best title in association leadership is “past chairman” and I am about to begin enjoying that title. However, before I pass the gavel along to my good friend Doug Parrott, I'd now like to take this opportunity to recognize some people

who are very near and dear to me. First, I want to thank the board of directors and the executive management team at Havana National Bank for their support while I have been serving as chairman this year as well as serving on the CBAI Board for the past 11 years.

Most importantly, I'd like to thank my wife, Vicki. You deserve a big thank you for your support and understanding throughout my leadership roles with CBAI. Thanks very much. I am blessed to have such a supportive spouse.

I'll conclude by saying that my many years in leadership have given me first-hand knowledge of all that CBAI does for our member banks, and it is impressive. I can only imagine what life would be like for the community banking profession without CBAI after all these years.

We've accomplished great things this past year, but our work is not done. CBAI and community banking have both challenges and opportunities in the coming years, but I know our staff and leadership, and especially our new Chairman Doug Parrott, will continue to meet those challenges and take advantage of those opportunities. However, to help keep community banking competitive and profitable going forward, ladies and gentlemen, we will all need to work together within CBAI and ICBA. As long as we do, I'm confident about the future of our great and noble profession.

Thank you again for the honor and privilege of serving as your chairman.



## Leadership Address: Doug Parrott, CBAI Chairman-Elect

*President & CEO, State Bank of Toulon*

Thank you, Jeff. You're a great leader, a great community banker, and an even better friend. The dedication you've shown to CBAI and community banking is second to none and should be commended.

Thank you for all you've done and all you will continue to do!

First of all, let me say that I consider myself to be the luckiest, most fortunate person in this room today! As a young 22-year-old community banker, starting my career 40 years ago at State Bank of Toulon, (SBT), I had the opportunity to walk into CBAI Headquarters. At that time, you would walk into the entryway and see the pictures of the past chairman, names like Murray, Marantz, Winningham, Paige, Easton, and Shafer. Then I got involved in CDD and got to work with Pogue, Ghiglieri, Ashworth, Field, Johnson, Smith, and Hesker. Famous Friends and ICONS! All of them! These people didn't need an introduction, didn't have to be nice and patient with a young kid who just wanted to learn from them, but they were, and taught me so much. Then I got elected to the CBAI Board, with names like Loftus, Sulser, Estes, Jameson, Wubben, Beckemeyer, Roegge, another Marantz, Pirsein, and Davis. Now I get to follow Mr. Bonnett! Talk about Famous Friends! These people are not only icons in the industry but truly my bank family and some of my best friends today! Not once did I dream far enough to ever think I would even be mentioned in this company! And then you have the young people who will follow all of us one of these days: Burcham, Martin, Black, McKee, Graham, Homan, Stanton, Weast, and more Famous Friends. I know I'm forgetting many, but I can tell you, ladies and gentlemen, we are in good hands! How in the world did I get ever get chosen to work with all these amazing people?

My CBAI family! Working with first Bob Wingert, now Kraig Lounsberry, Mike Kelley, Andrea, Tracy, Val, Melinda, Lesa, Terri, Jeff, Stacy — my government team Jerry, Megan and Jessie — and all the other people who have helped me all throughout the years and really make

what we do for a living fun and meaningful. You all really are second to none and great at what you do.

For the last few years, I've had the honor and opportunity to work with the ICBA — talk about icons of the industry. I think you can all start to see the theme of my thoughts today.

I come from a big family of community bankers, very much in the non-traditional way. Starting with my mother, Juanita, who worked for our local banks in Arthur for nearly 40 years, and including my son Adam, who currently works for a community bank in Yates City, I have over 17 of my family members who have worked in and around community banking since the 1960s. We didn't have a family owned bank or any ties to one, just people who got jobs, some right out of high school, and never left. I grew up on and around a family farm and still love working with our local farmers today! But my passion grew for our local bank and community banking in general when I could see the impact locally that we make on all of our communities. PASSION for the industry!

I want to say a few words about the board of directors and staff at SBT. The board has been nothing short of supportive all throughout the years and my exec team and staff have given me the encouragement, the direction, and the window to be so involved, and cover for me while I'm out of the bank trying to make a difference in our profession. Again, PASSION for the industry! THANK YOU!

Last and certainly not least, my wife, my best friend, my partner in life, Karin! I met this young lady in Toulon as she came into the bank for her student loan! Smitten? I was so smitten, I actually gave her the loan and then paid it back for her! She made it possible for me to be a community banker, work on my career, and be very involved in every aspect of the bank and community, all the while being employed fulltime herself, not to mention raising two kids! She has embraced the CBAI family and been embraced by them, and for that, I am ever thankful. She was even given the opportunity to work with Tracy on partner programs for conventions. Just ALWAYS been there! Thank you, honey!

But enough about me — Let's talk about where CBAI has been and where we need to be. Jeff and the CBAI staff have done a wonderful job accomplishing all they have done this year, but as Jeff has said, there is more to do.

Over the past two years, Education and Special Events staff have shown a unique ability to pivot between in-person, remote, on-demand and live stream events. We need to continue to utilize all of these venues to keep community banks on the cutting edge of education and training. I think you all know our education department is second to none. We need to continue to provide the most innovative, highest-quality and timely education on the market. I've had the privilege of serving on the ICBA Education Committee the last few years, and I can attest no other state association offers a better education platform!

The CBAI Innovation Committee will continue to seek out the new technology and innovation we all need to continue to serve the needs of our customers. Chairman Andy Tinberg, CNB Bank & Trust, N.A., Carlinville (Oak Forest), is leading this charge and will continue to work closely with the ICBA ThinkTECH to accomplish that goal.

On the legislative front, we will continue to push for tiered regulatory and tax relief for community banks. At the federal level, ECORA is a game changer for ag banks like State Bank of Toulon or Havana National Bank. We need to continue to push our congressional delegation to pass this legislation.

We also need to continue to beat back the onslaught of tax-exempt credit unions buying community banks. Ten in Illinois is 10 too many. At the state level, we will continue to press for legislation to end this practice, and at the federal level,

we will continue to join with the ICBA to educate Congress and the public on this unfair advantage that is slowly eroding our tax base. The Illinois General Assembly and Congress need to wake up to the fact that these large credit unions have long ago surpassed their common bond argument and they need to be treated and taxed like every other regular business. If you can afford to advertise during the Superbowl, (Navy Federal) you can afford to pay taxes.

I love this state, and I love community banking. My pledge to all of you as chairman of CBAI is to continue to work to strengthen community banking in this great state. Some of my best Famous Friends are in this room, and I never would have met them without CBAI.

So again, thank you for this honor. I promise I will do my best and pour my heart and soul into the effort!

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(L to R) Doug Parrott, State Bank of Toulon;  
Lucas White, The Fountain Trust Company;  
and Jeff Bonnett, Havana National Bank

## Leadership Address: Lucas White, ICBA 2022 Chairman-Elect *President, The Fountain Trust Company, Covington, IN*

The keynote speaker for the 2022 Annual Business meeting was ICBA Chairman — **Lucas White, President, The Fountain Trust Company, Covington, Indiana.** White's remarks included ICBA's mission based on three separate pillars. CBAI appreciates the time White and his family took to spend with us. He is a true community banker and will make a great ICBA chairman. Below are some excerpts and highlights from White's speech.

Like you, I believe in the ICBA mission to create and promote an environment where community banks flourish. Let me assure you, every ICBA staff member is working toward that community bank mission every day, from Washington, D.C., to Sauk Centre, Minnesota, and our regional offices, ICBA staff ONLY work for community banks.

I would like to highlight some of ICBA's victories over the past year. We defeated a proposal to report bank account information to IRS. ICBA-led grassroots efforts kept several tax provisions out of the spending package that would have hurt community banks.

Secondly, ICBA was the only national association to publicly oppose the OCC nomination of Saule Omarova and was successful in getting her nomination withdrawn.

We also helped convince the Fed to move up the launch of FedNow to 2023.

These are far from our only successes over the past year — there have been many others.

We're also working on several key issues right now that serve your interest, including opposing the creation of a Central Bank Digital Currency (CBDC). It's one of the most critical issues at the moment as it could fundamentally change our banking model.

Under their proposal, the digital dollar would be a liability of the Fed. Banks would provide a digital

wallet and be responsible for all compliance (BSA, CIP, etc.). The Fed calls this an "intermediated" model. Basically, they want banks to have the expense of compliance and digital wallets, but they get to use the money. This reduces our ability to lend and increases the chances of a run on the bank. This needs congressional authorization, so I encourage everyone to learn about the issue and ask your member of Congress to vote against the creation of a CBDC as it is currently proposed.

ICBA is also pushing back against the 1071 proposal. ICBA and Ag-Rural America Committee met with CFPB on September 7. Jeff Bonnett was in that meeting, and he said this was the quote from Director Chopra: "We are well aware of community banker concerns, and I expect the final section 1071 to be much different from what it is today." This is certainly good news.

ICBA is also focused on credit union and the Farm credit system overreach. Our Wake-Up campaign has been critical in this effort. This is a key issue for ICBA.

Another key issue is seeking to close the ILC loophole. CBAI was essential to getting the ILC bill out of committee in the House. It passed out of committee with a vote of 28–25. Garcia was the lead sponsor on the bill thanks to CBAI, and Casten and Foster were the key "moderate" votes. Thank you to all the Illinois community bankers and CBAI.

ICBA is also standing firm against interchange price controls, overdraft restrictions, and postal banking.

We're also working hard to ensure that climate change regulation doesn't adversely affect community banks. We are experts at managing risk — whether it is credit, option or climate risk. We have already been doing this for generations and we don't need more regulations to manage climate risk.

**“We’re also working on several key issues right now that serve your interest, including opposing the creation of a Central Bank Digital Currency. It’s one of the most critical issues at the moment as it could fundamentally change our banking model.”**

The SAFE Banking Act Update has passed in the House seven different times now. In early September, it was attached to the Defense Authorization Bill and passed in the House. Typically, the Defense Bill passes both the House and Senate each year, so it is promising. The problem in the Senate is that Democrats want to expand it into criminal justice issues instead of just limiting it to banking issues and don’t have Republican support.

We are also working to advance the ECORA Act. This bill modifies the requirements for calculating taxable income to exclude from gross income interest received by a lender from real estate loans secured by agricultural real estate or by a leasehold mortgage (with a status as a lien) on agricultural real estate. Cosponsors are continuing to be added at this point. Our hope is to attach it to any tax bill that has movement. In the House, Mary Miller is the only cosponsor. Neither senator has cosponsored it yet.

As you can see, ICBA is advocating a lot for community banks, but it can’t do it without you. Lobbying efforts are always more effective when community bankers take part. Legislators like to hear from constituents more than lobbyists. Please stay engaged every day with ICBA’s Be Heard grassroots action center. Our goal is to make it easy for you to advocate because your individual and unique voice matters.

On the innovation front, ICBA is the only national association doing an Accelerator program, and we are bringing the Accelerator in-house. We think the Accelerator is important enough for innovation that we wanted to make sure we controlled the future of the program. We want to expand the Accelerator program and offer more opportunities for community bankers to engage.

ICBA recently wrapped up the fourth year of the ThinkTECH Accelerator Program. The selection committee vets and selects 10 fintech companies that have products relevant to community banks. Products range from cybersecurity to lending to compliance to profitability analysis. The companies spend three months meeting with bankers. The bankers make suggestions about the product and pricing and the companies take that information to make their products more useful to community banks.

As a selection committee member, I can vouch for the truly phenomenal job ICBA and volunteer bankers are doing to ensure we are finding the best, brightest and most relevant fintech companies to bring to the table to partner with community banks.

We realize all banks are in different places with technology. The Accelerator program is designed to help community banks anywhere on that continuum see what is available to help solve specific problems and make them easier to implement. I appreciate the Accelerator and ICBA’s Service Network of Preferred Service Providers. They are all vetted by ICBA. I can rely on ICBA to do the initial due diligence and know that the company is a reputable company.

Finally, ICBA offers a lot of education geared toward helping banks have successful succession planning. ICBA’s Community Banker University offers live events, webinars, on-demand recordings, professional certifications and more.

I encourage you to attend three events. The first is ICBA LIVE in March. It is taking place in Hawaii, so if you weren’t convinced before, I hope you are now. The second is ICBA’s Capital Summit next May. I would love to see you there fighting the good fight. Building relationships with policymakers help us all flourish in the future. And finally, I encourage you to attend ICBA’s LEAD FWD Summit in September of 2023. Succession planning is critical to every community bank, and this is one of the best events for emerging and future leaders.

Lastly, stay informed with ICBA’s publications and social media. I read *NewsWatch Today* every morning. For me, it’s the best way to get the latest news that affects our industry. *Independent Banker* also provides incredible articles to help with strategy and get ideas for your bank. Don’t forget to connect on social media with ICBA, as well. And remember, Tim Daly is a great resource on all things ICBA. I encourage you to reach out to him with any questions.

What I am most excited for over the next year as ICBA’s Vice Chairman is the opportunity to meet fellow community bankers from across the country. Please don’t be shy about reaching out or introducing yourself. I would love to meet you.

Thank you so much for your hospitality and for welcoming me to your state convention. I really appreciate it and I have enjoyed getting to know many of you. If you are ever in Indiana, you have an open invitation to come by my bank. I’d love to show you around.



# GOLF TOURNAMENT

## FLIGHT #1

### 1<sup>st</sup> Place Team

Matt Beavers, First National Bank of Pana  
Jeff Bonnett, Havana National Bank  
Dale Boyer, Arcola First Bank  
Bob Swartz, FORVIS, LLP

### 2<sup>nd</sup> Place Team

Kennedy McNamara, Federal Home Loan Bank of Chicago  
Cameron Ohlendorf, First Community Bank & Trust, Beecher  
Greg Ohlendorf, First Community Bank & Trust, Beecher  
Jonathan Smith, Xamin

### 3<sup>rd</sup> Place Team

Keith Douglass, Tompkins State Bank, Avon  
Eric Harland, The Baker Group, Oklahoma City, OK  
Craig Hepner, OSB Community Bank, Ottawa  
Bob Lyvers, Community Bank, Winslow

## FLIGHT #2

### 1<sup>st</sup> Place Team

Keith Gerstein, Tipton Systems  
Jason Knoedler, Bank of Springfield  
Kraig Lounsberry, CBAI  
Amber Robinson, KlariVis

### 2<sup>nd</sup> Place Team

Jason Enos, The Fisher National Bank  
Mike Estes, The Fisher National Bank  
Rick Jameson, CBAI Past Chairman  
Julie Welborn, The Fisher National Bank

### 3<sup>rd</sup> Place Team

Brent Heinold, Goodfield State Bank  
Gregg Knapp, Goodfield State Bank  
Mike Sauder, Goodfield State Bank  
Norm Wettstein, Goodfield State Bank



### HOLE CONTEST WINNERS

#### Longest Putt

Scott Smith, State Street Bank & Trust Co., Quincy

#### Longest Drive

Lesley Sanchez, Anders CPA

#### Closest-to-the-Pin

Chris Gordon, Community State Bank, Franklin



Through “Skins and Mulligans,” more than \$ 1,160 was raised for *Community BancPac*.

#### Skins Winners

There were four skins winners at the tournament, on holes 7, 10, 13 and 17.

Keith Douglass, Tompkins State Bank, Galesburg; Eric Harland, The Baker Group, Oklahoma City, OK; Craig Hepner, OSB Community Bank, Ottawa; and Bob Lyvers, Community Bank, Winslow, had a birdie on the seventh hole.

Keith Gerstein, Tipton Systems; Jason Knoedler, Bank of Springfield; Kraig Lounsberry, CBAI; and Amber Robinson, KlariVis; had an eagle on the tenth hole.

Manuel Flores, SomerCor; Margaret Griffin, SomerCor; Tyler Hodge, The First National Bank in Tremont, New Holland Banking Center; and David Pickering, The First National Bank in Tremont; had an eagle on hole 13.

Matt Beavers, First National Bank of Pana; Jeff Bonnett, Havana National Bank; Dale Boyer, Arcola First Bank; and Bob Swartz, FORVIS, LLP; had a birdie on hole 17.





## Welcoming Reception/BancPac and Foundation Auctions

This year's Annual Convention attracted nearly 500 attendees, including 180 bankers from 80 banks, and exhibitors manning more than 80 booths. The Welcoming Reception, with a theme to follow the Convention title of "We've Got Some Famous Friends," featured food, music and the annual silent and live auctions to benefit Community BancPac, the only political action committee that solely benefits Illinois community banks, and the Foundation for Community Banking Scholarship Program. The auctions netted more than \$27,800 for Community BancPac and the Foundation thanks to our generous participants.





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Contact Jenny Dial, CBAI SVP of Operations  
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# EDUCATION





David Stanton, PeopleFirst Bank, Joliet and Torrillo



# GENERAL SESSIONS



Torrillo and Chad Martin, Goodfield State Bank



Speaker Joe Torrillo





Community bankers attending the Closing General Session were eligible to win a full convention registration for a banker and guest at CBAI's 49<sup>th</sup> Annual Convention & Expo in Indianapolis, Indiana.

The winner was Connie Boyle, The First National Bank in Tremont.



Speaker Holly Hoffman



# FINTECH SHOWCASE

New this year, CBAI's Annual Convention featured a Fintech Showcase on Friday afternoon. Attendees experienced the live presentations of five emerging companies in the CBAI Fintech Showcase, brought to you by the ICBA ThinkTECH Accelerator. Participants learned about the companies' new technologies and opportunities for their banks to implement innovative solutions and flourish. This session was designed to allow bankers to engage with early-stage fintech companies that focus on developing products and solutions specifically for community banks and/or their customers.







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[plural noun]  
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# EXHIBIT HALL

A must-visit for every convention-goer, CBAI hosted a sold-out exhibit hall with 82 booths featuring the product and service offerings of 80 exhibiting firms.



Winners of the Walk-Around drawing were (L to R) Rachael Jarman, Guardian Savings Bank, Granite City (Vera Bradley tote with Harry Potter print); Cameron Ohlendorf, First Community Bank and Trust, Beecher (Apple AirPods Pro and Apple Pencil); and Tom Marantz, Bank of Springfield (bottle of Barrell bourbon).



CBAI CFO Patrick Beveridge presented the Grand Prize of \$1,000 cash to Amy Logsdon, Alliance Community Bank, Petersburg.



**Thank you to all of our exhibitors that participated in CBAI's 48<sup>th</sup> Annual Convention & Expo.**



- 2Novas Inc.
- Adlumin, Inc.
- American Bank Systems
- BHG Bank Group
- CBAI Career Development Division
- CBAI Enhanced Email Service and Website Hosting
- CBAI Foundation for Community Banking
- CBAI Governmental Relations
- CBIS, A Gallagher Company
- Charles Vincent George Architects
- College Ave Student Loans
- Community Banc Mortgage Corp. (BancMac)
- Comptroller of the Currency
- Computer Services, Inc.
- CRA Partners
- CSC
- CSPI - Computer Service Professionals, Inc.
- Curinos
- Data Business Equipment, Inc.
- Econocheck
- Evan Lloyd Architects
- Federal Home Loan Bank of Chicago
- Federal Protection
- Finlytica, Inc.
- Fiserv, Inc.
- Fitech by Deluxe
- FORVIS, LLP
- Hawthorn River
- IBT Apps
- IL Society of Professional Farm Managers & Rural Appraisers
- INTEGRA Software Systems
- Independent Community Bankers of America
- Innerview Inc.
- IntraFi Network
- IRONCORE, Inc.
- IZALE Financial Group
- JMFA
- Kasasa
- Keeley Construction Group
- Kirk Gross Company
- Leap Strategic Marketing, LLC
- Locknet
- Midwestern Securities Trading Co., LLC
- Ncontracts
- NFP Executive Benefits
- Petefish, Skiles & Co. Bank Correspondent Mortgage Lending
- PG Design + Build
- Plante & Moran, PLLC
- PMA Financial Network, LLC
- PortX
- ProcessMaker
- Profit Resources, Inc.
- QSI/Titan Armored
- Quad City Bank and Trust Co. Quilo
- Regency 360
- Remedy Consulting
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- Single Source Architects & Builders
- Small Business Growth Corporation
- SomerCor 504, Inc.
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- UFS, LLC
- Vericast/Harland Clarke
- Wipfli LLP
- Works24
- Xamin
- Young & Associates, Inc.
- ICBA ThinkTECH Firms**
- Accrue/Core10
- DocFox
- KlariVis
- Vero Technologies

# RECOGNITION

## Recognition Luncheon Speaker

The featured speaker for the Recognition Luncheon was CBAI SVP Governmental Relations Jerry Peck, who provided an up-to-the-minute briefing on key issues and highlighted CBAI's ongoing grassroots and professional lobbying efforts.

## Outstanding Member Award



Shawn Davis receives the prestigious Outstanding Member Award from CBAI Chairman Jeff Bonnett and CBAI President Kraig Lounsberry. (L to R) Lounsberry, Davis, Bonnett.

Every year, CBAI recognizes one outstanding member for their valuable and selfless commitment to advancing the principles of community banking at an extraordinary level. Their very involvement elevates everybody's game. The 2022 Outstanding Member of the Year is **Shawn Davis, president/CEO of CNB Bank & Trust, N.A., Carlinville.**

Davis' service to community banking through CBAI leadership now spans more than two decades. He served as CBAI's Board Chairman in 2020–2021 and as the CBSC Board Chairman the previous year. Davis has chaired and served on countless committees during his tenure and is currently a member of the CBAI and CBSC Boards, as well as the Audit, Finance, and Strategic Planning Committees, just to name a few. He is one of two CBAI members serving as an ICBA State Delegate, where he serves on the ICBA Payments Committee. He also serves on the CBSC Payments Committee, the SHAZAM Board of Directors, and the Illinois Transfer System Board of Directors.

Davis has been a passionate supporter of the Foundation for Community Banking scholarship program over the years. CNB Bank & Trust, N.A., is one of only four banks that have

reached the Platinum level as a contributor, which is attained by donating more than \$25,000 to the Foundation.

Davis is also a big supporter of CBAI's education programs. This year, his bank was recognized for attending the most educational programs of any CBAI member bank with more than \$225 million in assets. CNB is not only consistently in the top five in that category but has been awarded the number one spot every year since 2016.

Davis also serves on the CBAI Legislative and Regulation Committee. A generous personal supporter of both Community BancPac and CBAI FedPac, he also consistently meets the CEO Challenge, which is attained when 100% of a bank's directors and officers donate to Community BancPac and/or FedPac. Davis is a regular attendee at CBAI's Capital Conference, Call on Washington, and legislative roundtables, often bringing key staff members with him, as well.

Davis is consistently one of the first bank members to volunteer to vet a new associate member or preferred provider product or service. For nearly two decades, CNB has been the largest user of CBSC's business partners.

With all of his incredible support of the association, it is no wonder that his bank has earned the Patron of Community Banking Award every year since 1996.

After two decades of service to CBAI and community banking, Davis has earned the respect and admiration of his peers. This year, he led by example and convinced his bank's board to invest in the BankTech Venture fund and now they are the largest CBAI member bank investor. As a member of leadership, he helped form and support the CBAI BankTech SPV1, which is a feeder fund that aggregates smaller dollar investors and invests in the BankTech Fund.

Not only is Davis extremely involved in the association and the community banking profession, but he also encourages and supports his staff's involvement, as well. Andy Tinberg, senior EVP and chief banking officer, serves on the CBSC Board and is chairman of the CBSC Innovation Committee. Katie Ashworth, director of marketing and communications, is chair of CBAI's Career Development Division and serves on the CBAI and Foundation Boards. Jim Ashworth, vice chairman at CNB, is a past chairman of CBAI and currently the chairman of the Federal Home Loan Bank of Chicago Board of Directors. To honor his many contributions to the profession of community banking during his illustrious career, CBAI recognizes Shawn Davis as CBAI's Outstanding Member.

**Patrons of Community Banking**



Representatives of winning banks (L to R) Doug Parrott, State Bank of Toulon, Kelly Greene, Rushville State Bank; Andrew Black, Princeville State Bank; Patty Clarke, The First National Bank of Raymond; Dan Graham, Flora Bank & Trust; Jennifer Beard, Farmers State Bank of Elmwood; Shawn Davis, CNB Bank & Trust, N.A., Carlinville; June Kidd, The First National Bank in Tremont; Mark Field, Liberty Bank.

A Patron Bank has actively contributed to community banking and supported CBAI through nine very specific criteria, including, but not limited to, representation at Capital Conference, Call on Washington, Group Meetings and Convention, CBAI Board or Committee participation, donations to BancPac/FedPac and the Foundation for Community Banking, attendance at a pre-determined number of education events, and utilization of CBSC services. Twenty-three CBAI members achieved the Patron status for 2021–22. We thank you for your continued support of the Association!

**Patrons of Community Banking for 2021–2022**

- Apple River State Bank
- Scott State Bank, Bethany
- CNB Bank & Trust, N.A., Carlinville
- Buena Vista National Bank of Chester
- Dieterich Bank, Effingham
- Legence Bank, Eldorado
- Farmers State Bank of Elmwood
- The Fisher National Bank
- Flora Bank & Trust
- German-American State Bank, German Valley
- State Bank of Graymont
- North Central Bank, Hennepin
- Community Trust Bank, Irvington
- Liberty Bank
- Midwest Bank, Monmouth
- BankORION

- First National Bank in Pinckneyville
- Princeville State Bank
- The First National Bank of Raymond
- Rushville State Bank
- Bank of Springfield
- State Bank of Toulon
- The First National Bank in Tremont

**Outgoing Chairman Award**



CBAI Chairman-Elect Doug Parrott, State Bank of Toulon, (L) recognizes Outgoing Chairman Jeff Bonnett, Havana National Bank.

This award was presented to Jeff Bonnett, Havana National Bank, for his commitment of time, energy and leadership to the advancement of community banking in Illinois as CBAI Chairman for 2021–2022.

**Board Service Awards**

These awards are presented to individuals whose tenures on CBAI corporate family boards have ended.

**Community Bankers Association of Illinois Board Service Awards**

- Mike Radliff, The FNB Community Bank, Vandalia (2016–2022)

**Community BancService Corporation Board Service Awards**

- Kerry Hoops, German American State Bank, German Valley (2016–2022)
- Patty Clarke, First National Bank of Raymond (2011–2022)

**Foundation Board Service Awards**

- Kim McKee, North Central Bank, Hennepin (2014–2022)
- Jason Semple, Dieterich Bank, Effingham (2016–2022)
- Tracy Downs, German-American State Bank, German Valley (2014–2022)

**Community BancPac CEO Challenge**

The CEO Challenge is met by bankers who qualified for a \$250 prize because 100% of their banks' directors and officers donated to Community BancPac and/or FedPac. The following CEOs have met the challenge this year. The winner of the \$250 prize is **Andrew Black, Princeville State Bank.**

**Joel Holland**, Apple River State Bank

**Greg Ohlendorf**, First Community Bank & Trust, Beecher

**Tod Jeffers**, Scott State Bank, Bethany

**Brent Baker**, Byron Bank

**Shawn Davis**, CNB Bank & Trust, N.A., Carlinville

**Brian Ury**, Buena Vista National Bank, Chester

**Chuck Deters**, Dieterich Bank, Effingham

**Kevin Beckemeyer**, Legence Bank, Eldorado

**Ryan Heiser**, The Fisher National Bank

**Doug Smith**, Farmers National Bank of Griggsville

**Tina Callaway**, Farmers & Merchants Bank of Hutsonville

**Mark Field**, Liberty Bank

**Dan Nederhoff**, Milledgeville State Bank

**Steve Backlund**, Backlund Investment Company, Peoria

**Steve Backlund**, Better Banks, Peoria

**Andrew Black**, Princeville State Bank

**Steve Backlund**, State Street Bank and Trust Co., Quincy

**Tom Marantz**, Bank of Springfield

**Doug Parrott**, State Bank of Toulon

**June Kidd**, The First National Bank in Tremont

**CBAI FedPac 100% Director Participation**

**Kevin Beckemeyer**, Legence Bank, Eldorado

**Mark Field**, Liberty Bank

**Mary Jo Homan**, First National Bank of Pinckneyville

**Tom Marantz**, Bank of Springfield

**Community BancPac Top Corporate Contributors**

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Legence Bank, Eldorado

Itasca Bank & Trust Co.

Lisle Savings Bank

First State Bank, Mendota

Prospect Bank, Paris

Bank of Springfield

First Neighborhood Bancshares, Inc., Toledo

State Bank of Toulon

SHAZAM, Inc., Johnston, IA

**CBAI FedPac Platinum Contributor**

**Mark Field**, Liberty Bank

**Excellence and Innovation FORVIS Award Presented by CBAI**

The First National Bank in Tremont was the winner of the Excellence and Innovation FORVIS Award, presented by CBAI. (L to R) David Pickering, June Kidd, Wes Johnson, FORVIS, Tyler Hodge, Connie Boyle, Dr. John Baer, Jim Shafer.

The **winner** of The Award for Excellence and Innovation for 2022 is **The First National Bank in Tremont** for its initiative, **Downtown Revitalization Project**. The First National Bank in Tremont and the village of New Holland worked together on a large project for the village of New Holland's downtown. The project consisted of a newly constructed bank building located on Route 10, relocating the current village offices, community center and historical society, and the donation of a building in between the old bank building and the new bank location. The bank donated their old bank building to the village of New Holland, along with a \$20,000 grant they received from the Federal Home Loan Bank of Chicago, to help pay the remodeling costs of the project for the village. The donated building is the new home for the village offices, the New Holland Community Center, and the New Holland Historical Society. The village's previous location was too large a space for them and very costly to maintain. The former hardware store, located next to the former bank building, was also donated to the village by the New Holland Development Foundation for further downtown revitalization.

The **Honorable Mention** goes to **Providence Bank & Trust** with its entry: **Community Stewardship Loan**. The bank developed the Community Stewardship Loan program to meet the needs of the communities it serves. This low-interest loan supports small businesses and nonprofit organizations in low-to-moderate income communities of the Chicagoland and Northwest Indiana areas. This loan program was developed during the height of the pandemic and civil unrest that was affecting the communities served by Providence Bank & Trust. By uncovering the need for low-interest loan opportunities

to help those small businesses and nonprofits that may not qualify for traditional loans, the bank is able to help deliver needed capital, inspire continued success, and ultimately help strengthen the communities it serves.

### Service Provider of the Year Award



CBAI President Kraig Lounsberry presents the Service Provider of the Year Award to Andy Minneker and Joe Carty of IRONCORE, Inc. (L to R: Carty, Minneker, Lounsberry).

CBAI is privileged to partner with many outstanding companies that help give community banks an edge and drive innovation. Each year, CBAI recognizes a standout partner that has exceeded expectations for delivering value to CBAI member banks. This year's Service Provider of the Year is IRONCORE, Inc.

This year marks the 32<sup>nd</sup> consecutive year the award has been presented, and it remains one of the highest honors CBAI bestows upon a business partner that has truly had an impact on serving Illinois community banking through CBAI.

Although there were many worthy candidates, IRONCORE stood out for its remarkable effort. They have made inestimable contributions in providing cyber security training and managed IT services to scores of community banks.

For example, IRONCORE provided a Free RapidFire scan of the information network to many CBAI member banks. While the scans proved most community bank networks are very secure, all scan results revealed vulnerabilities that needed to be addressed by bank management and many of the bankers have asked IRONCORE to repeat the scan annually.

IRONCORE made the strategic decision to further strengthen community banking security and forged a partnership with AduMin, a new CBSC Preferred Partner that provides 24/7 real-time network security monitoring and breach mitigation services.

While there are many cyber security experts at IRONCORE committed to our cause, no one at IRONCORE epitomizes the commitment to community banking more than Joe Carty. Carty is the CBAI Iron Man at IRONCORE. During the past year, Carty attended all 11 CBAI Group Meetings, which takes incredible dedication. (Only Kraig Lounsberry, Tracy McQuinn and Jerry Peck attended all 11 group meetings). He also attended every legislative roundtable; convention, Capitol Conference, the FedPAC Baseball game, the C-Conference, the Directors Conference, CEO Forums, and co-sponsored and attended the CBAI reception during the ICBA Convention in San Antonio.

Additionally, Carty and IRONCORE co-founder Andy Minneker attended the first CBSC Innovation Committee meeting and Andy subsequently became an investor in the CBAI BancTech SPV1, a feeder fund for BankTech Ventures, which has raised \$111 million dollars and invests in community bank-friendly fintechs.

Carty and Minneker set the bar high for future candidates for this distinguished award. No one is more deserving than these two, along with the rest of the IRONCORE staff. Congratulations to IRONCORE, CBAI's Outstanding Service Provider of the Year.

### Anniversaries in Community Banking

**Dale Brockmann**, Old Exchange National Bank, Okawville (50 years)  
**Philip C. Carlson**, Granville National Bank (50 years)  
**Sandra Deitz**, Community Bank of Elmhurst (56 years)  
**Richard Dennis**, Alliance Community Bank (50 years)  
**Rebecca S. Helton**, Marine Bank, Springfield (51 years)  
**Karen Miller**, The First National Bank in Brownstown (50 years)  
**Arthur R. Murray**, Citizens State Bank of Milford (53 years)  
**Phyllis M. Murray**, Citizens State Bank of Milford (53 years)  
**Robert Marshall**, Illini State Bank, Tonica (50 years)  
**Mildred Roseman**, The Gifford State Bank (71 years)  
**James A. Ruckstaetter**, Devon Bank, Chicago (50 years)  
**Eugene Schmidt**, The Gifford State Bank (64 years)  
**Preston Smith**, Washington Savings Bank, Effingham (50 years)  
**Kathy Storey**, Legence Bank, Eldorado (50 years)  
**Nancy Timmons**, Scott State Bank, Bethany (50 years)  
**Bob VerHeecke**, Peoples National Bank of Kewanee (52 years)  
**Marilyn Wente**, First National Bank of Steeleville (50 years)  
**John Williams**, CNB Bank & Trust, N.A., Chapin (50 years)

**CBAI Foundation for Community Banking Scholarships**  
 (see Foundation Report)

### New Member Recruitment Drawing

Whenever a bank or associate member firm is successfully recruited into membership by a member banker, that banker's name is entered in a special drawing. The winner of the \$500 cash prize was **Dan Eichelberger, Trust Bank, Olney**.

**Group Meeting Awards****Highest Banker Attendance****Travis Clem**

SouthernTrust Bank, Marion  
Group 12

**Highest Percentage of Members Participating****Colleen Henkel**

The First National Bank in Amboy  
Group 3

**Education Participation Awards****More Than \$225 Million**

1. CNB Bank & Trust, N.A., Carlinville
2. MidAmerica National Bank, Canton
3. The FNB Community Bank, Vandalia
4. Legence Bank, Eldorado
5. Fairfield National Bank\*  
State Bank of Toulon\*

\*Indicates a tie within the asset category for the number of education programs attended.

**\$150 Million–\$225 Million**

1. The Fisher National Bank
2. Goodfield State Bank
3. State Bank of Whittington, Benton
4. First National Bank of Raymond
5. Jersey State Bank, Jerseyville

**\$75 Million–\$150 Million**

1. North Central Bank, Hennepin
2. The First National Bank in Tremont
3. Midland Community Bank, Kincaid
4. Farmers National Bank of Griggsville
5. First Community Bank of Hillsboro

**Less Than \$75 Million**

1. Farmers State Bank, Elmwood
2. Beardstown Savings, s.b.
3. Chester National Bank
4. Table Grove State Bank
5. Preferred Bank, Casey\*  
The First National Bank of Brownstown\*

## In Memoriam

**Arthur R. Murray**, 91, chairman of the board of **Citizens State Bank of Milford** and **Dewey Bank**, passed away on Thursday, October 20, 2022, at his home. Murray purchased Citizens State Bank in 1969 and continued to run it ever since with his family, where he stayed actively involved. Murray was a founding member and first chairman of the Independent Community Banks in Illinois (ICBI), now known as the Community Bankers Association of Illinois (CBAI). His leadership and dedication were instrumental in the creation of the association. His inspiring passion for community banking was unparalleled, and he will be deeply missed by our entire community banking family. We offer our sincere condolences to his wife Phyllis and the entire Murray family and to the staff at Citizens State Bank of Milford and Dewey Bank.

*Please see the January issue of Banknotes for a full article in remembrance of Arthur R. Murray. ■*

**Jerry Vainisi** died October 4, 2022, at age 80. Jerome Robert Vainisi was born on October 7, 1941, to Anthony and Marie Vainisi (nee Delisi). He is best known for his 15 years with the Chicago Bears, where he served various financial and legal roles until NFL founder and Bears' owner George "Papa Bear" Halas appointed him general manager in 1983. During his four years as GM, Vainisi helped lead the Bears to an overall record of 47–17 and architected arguably the best team in NFL history — the Super Bowl XX champions. More recently, since 1999, Vainisi has been owner and chairman/CEO of **Forest Park National Bank & Trust Company** in Forest Park, Illinois. ■





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## CBAI CAREER DEVELOPMENT DIVISION

The Career Development Division (CDD) again conducted its popular “Skins and Mulligans” game during CBAI’s Annual Golf Tournament and raised \$1,160 for Community BancPac via the effort. Thanks to all who participated in this event.

The annual fall meeting and membership were promoted at CDD’s booth in the Convention Exhibit Hall; visitors to the booth could play a “Lock & Key” game in conjunction with the CBAI Governmental Relations & CBAI Foundation booths to win \$50 cash during each exhibit hall session. Special thanks go to the CDD members who assisted with the booth from set-up to teardown:

**Katie Ashworth**, CNB Bank & Trust, N.A., Carlinville

**Doug Blunier**, State Bank of Toulon

**Olivia Bradley**, Legence Bank, Eldorado

**Bethany Dunham**, Farmers National Bank of Griggsville

**Jason Enos**, The Fisher National Bank

**Tyler Hodge**, The Frist National Bank in Tremont,  
New Holland Banking Center

**Cameron Ohlendorf**,  
First Community Bank and Trust, Beecher

**Bob Stachowski**, First National Bank of Sandoval



(L to R) CDD members Jason Enos, The Fisher National Bank; Cameron Ohlendorf, First Community Bank and Trust, Beecher; and Tyler Hodge, The First National Bank in Tremont, New Holland Banking Center; sold skins and mulligans to benefit Community BancPac.

# SATURDAY NIGHT DINNER DANCE



*CBAI President Craig Lounsberry (R) congratulates Kevin Beckemeyer, Legence Bank, Eldorado, as the winner of the Grand Prize trip drawing for a \$3,000 travel voucher to the destination of his choice.*



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# Prevent Harassment IN THE WORKPLACE

*Patti Tobin, Producer, Financial Practices Division  
Community BancInsurance Services, A Gallagher Company, Springfield, IL*

To prevent harassment in the workplace, it's probably a good idea to know what it is. Harassment is namely a form of misconduct and unlawful discrimination. Understanding it means first breaking it down into some key concepts. While there's no exact checklist to measure it, these concepts can help you identify behaviors that can violate the law.

#### **Unwelcome Conduct**

Someone who is exposed to the conduct doesn't want to hear, see or experience it.

#### **Offensive to a Reasonable Person**

A reasonable (average) person would find the conduct unacceptable. The law recognizes that each of us is different, with varying sensitivities and definitions of "offensive." So, we rely on a reasonable person to determine if conduct constitutes unlawful harassment. A reasonable person is someone who uses average care, skill and judgment in conduct. This approach takes into consideration the victim's perspective and not stereotyped notions of acceptable behavior.

#### **Severe or Pervasive**

The law recognizes that coworkers will make mistakes and say things that can offend. So, to violate federal and some state laws, harassing conduct must generally happen very often or be very bad behavior. To be unlawful, the conduct must reach a significant level. However, some employers and some laws are broader than this. So, most prohibit harassment even if it has not reached the level of unlawful harassment.

#### **Related To or Done Because of a Protected Characteristic**

Not all offensive conduct violates the law. For conduct to be unlawful harassment, it must be related to or done because of a protected characteristic. Generally, rude or insensitive behavior that is not related to, or done because of, a protected characteristic is not a form of unlawful harassment. It may violate other policies, however, and if serious enough, it could be considered abusive conduct.

### What is a protected characteristic?

It is a term that has a very specific meaning. Federal and state laws can vary, but some of the most commonly-protected characteristics include:

- Race
- Color
- Gender
- Sex
- Sexual Orientation
- National Origin
- Disability (Including Being Regarded as Disabled)
- Religion
- Age (40+)
- Pregnancy (Including Pregnancy, Childbirth or Related Medical Conditions)
- Genetic Information
- Military or Veteran Status
- Citizenship Status

### Understanding Quid Pro Quo Harassment

Quid pro quo harassment is most commonly associated with sexual harassment. It can exist when the employer (such as a manager or supervisor):

- Requests sex, sexual favors or a sexual relationship with an employee
- And involves either
  1. A promise to give a benefit, or
  2. A threat to retaliate or take a significant negative action based on the employee's response to the request

### Hostile Work Environment Exists When:

- There is unwelcome conduct based on a protected characteristic AND
  1. Enduring the harassment becomes a condition of continued employment OR
  2. The conduct is severe or pervasive enough that it makes the work environment intimidating, hostile or abusive.
- In some states, different criteria may apply.

### Sexual harassment is one form of prohibited, unlawful harassment and a type of sex discrimination.

Including, but not limited to:

- Unwelcome sexual advances
- Requests for sexual favors
- Offensive or sexual remarks about a person's appearance
- Generally offensive comments about any gender
- Demanding sex or other favors in exchange for a promotion or other benefit

### Verbal Harassment

Offensive jokes, or words, like racial slurs or stereotypes OR yelling and name-calling OR bullying.

### Written Harassment

Inappropriate texts, emails or online posts OR offensive reading materials OR cyberbullying.

### Visual

Inappropriate, sexual or offensive images, cartoons, objects, signs OR lewd gestures OR leering.

### Physical

This includes sexual touching OR massaging OR intimidation or violence OR offensive or inappropriate pranks OR sabotaging or destroying someone's work or work equipment.

Managers can make workflow and scheduling decisions as long as they are not based on sex, gender or any other protected characteristic. Although a threatening tone of voice may not be appropriate, this is not sexual harassment. Making blanket statements about any sex or gender IS a form of sex stereotyping and sexual harassment.

### Who can be a harasser?

Anyone employed by your community bank can be considered a harasser, as well as non-employees, customers, interns, business partners and third parties, independent contractors, those

employed by companies contracting to provide services in the workplace, and others you interact with for work. Harassment can occur between anyone, including between people of the same or different sex or gender. Workplace harassment can happen away from the workplace and after work hours!

### Harassment does not need to be intentional.

One of the reasons it's so important to use care with your words and actions is that when it comes to harassment, intent doesn't matter. Even if you didn't mean to offend someone, your conduct can still violate the law or your employer's policy. Think about the people around you and how they might receive your comments or gestures. Suggestions:

- Stay professional
- Avoid controversial topics, especially personal beliefs tied to a protected characteristic
- Treat everyone with the same respect
- Remember your words and actions may be witnessed or shared with unintended recipients
- If unsure, don't say it or do it
- If you make a mistake, be prepared to learn from it, be willing to apologize, and learn to prevent another issue
- Hold others accountable by speaking up if you hear or see conduct that violates the law or your employer's policy. ■



For questions on this subject, please contact Community BancInsurance Services, A Gallagher Company, the exclusively-

endorsed insurance representative of CBAI/CBSC. Ask for Patti Tobin, CIC, insurance advisor, area financial institutions director at 217/414-4485 or patti\_tobin@ajg.com.

This article is provided for informational purposes only and is not necessarily the views of Arthur J. Gallagher & Co.

### DID YOU KNOW?

In the United States, courts have held that an employer who responds quickly and effectively to a complaint by taking steps to remedy the situation and prevent future harassment will not be liable to the same extent, if at all, as an employer who fails to adopt such steps.

Source: <https://bit.ly/3VA7L08>

## DON'T FULLY BE ON ONE **RATE OUTCOME**

*Dale Sheller, Senior Vice President, Financial Strategies Group, The Baker Group, Oklahoma City, OK*

**A**S A YOUNG aspiring bank examiner in 2009, I first learned about interest rate risk management during a period of zero interest rate policy, which has previously never existed. Less than a year later, updated regulatory guidance on interest rate risk management was released to better update the original guidance created 14 years prior in 1996. Within the new guidance, there was specific mention of measuring potential exposure to interest rates increasing 300 or 400 basis points. At that point in time, the thought of the Federal Reserve raising rates by 300 or 400 basis points seemed wildly unlikely as they were in the midst of several rounds of quantitative easing. However, the regulatory guidance directly or indirectly pushed many institutions' focus on interest rate risk to faster and higher-rising rate scenarios, rather than a prolonged low-interest rate environment.

Since 2008, rates have remained relatively low when compared to where rates were prior to the financial crisis. Zero bound interest rates and regulatory guidance helped shape the mentality that interest rate risk is primarily associated with rising-rate environments. However, the long-term trend for institutions' net interest margins has followed the overall path of market interest rates by moving lower. Prolonged low-interest rates have recently pushed net interest margins to historic lows. This then begs a question. Should we fear rising interest rates?

Today, many community banks are asset sensitive and, as a result, will see their net interest margins expand during rising interest rates. Institutions make loans at higher rates and purchase securities at higher yields. Additionally, a fundamental assumption for asset-sensitive banks to see expanding net interest margins during rising-interest rate environments is that they will be able to "lag and drag the Fed" with deposit rates. This concept of "lagging and dragging the Fed" refers to the fact that most institutions will not have to increase their deposit rates very aggressively as the Fed increases its target rate. This year to date, most institutions' non-maturity deposit beta factors are likely single digits as they have either not raised those rates or have raised them minimally.

Here is a friendly reminder of the reason the Federal Reserve increases interest rates. The Federal Reserve increases the Fed Funds Target Rate to cool off the economy to ensure they are meeting their dual mandate of maximum employment and price stability. Rising interest rates increase the cost of borrowing, which disincentivizes people from borrowing money for various expenditures. Currently, the Federal Reserve is engaging in an aggressive tightening cycle to cool off the economy in an effort to cool inflation, which is running very hot. With further rate hikes a real possibility, many asset-sensitive institutions are poised to see margins expand in the near term. This raises the next question. What about when the Fed-tightening cycle ends?

No one possesses the crystal ball that tells where rates are headed. However, history tends to repeat itself and we know that, at some point, the Fed's job of raising interest rates to fight inflation will conclude. Regardless of whether they achieve the coveted "soft landing" or they don't, there will come a time when the Fed must lower interest rates. Most institutions' earnings and margins now have some exposure to falling interest rates, and the probability of seeing falling rates in the near term becomes more of a possibility as the Fed takes rates higher. Balance sheet managers should ensure they are not just looking at whether their margins do better if rates rise, but how much exposure they will have if rates fall. Don't bet the bank on one rate outcome versus another. The goal of interest rate risk management is to minimize the overall volatility of your net interest margin, whether rates go up, down or sideways. ■



*Dale Sheller is senior vice president in the Financial Strategies Group at The Baker Group. He joined the firm in 2015 after*

*spending six years as a bank examiner with the Federal Deposit Insurance Corporation. Sheller holds a bachelor's degree in finance and a master's degree in business administration from Oklahoma State University, Stillwater. He works with clients on interest rate risk management, liquidity risk management, and regulatory issues. Contact: 800/937-2257, dsheller@gobaker.com.*

## CDD SPOTLIGHT

# ▶ QUESTIONNAIRE



## Michael Gill

Vice President  
Flora Bank & Trust

### What do you find most challenging about your job?

The most challenging part about the job of any community banker is balancing the many different roles you fill. Staying focused when you're trying to juggle multiple projects, including emails, conference calls, proposals, approvals, paperwork and form submissions and implementation and training can sometimes be difficult. Between all of that, you still need to assist customers and help keep the day-to-day operations of the bank flowing smoothly. Some days "challenging" isn't the right word.

### What do you find most rewarding about your job?

The most rewarding part of my job is when I'm able to benefit the bank or my fellow employees in some way. If through my effort, we are able to change how we do things and increase efficiency or save time and effort, I'm happy. Or, if we deploy a new product or service that our

customers love, it makes me feel like I've been successful. Plus, all of those things build a good reputation for my bank in the community, which is the ultimate goal for any community banker.

### What is the best advice you have ever received? Or, what quote most inspires you, and why?

"If you can't put it off until tomorrow, it wasn't worth doing today." — Lawrence Gill

While that was definitely meant to be a joke, my great uncle's words contain some wisdom. I believe he meant that you only have a certain amount of time and energy in a day. If you have multiple deadlines, try to prioritize them in a manner that uses today's energy to complete what's important THAT DAY and don't stress about tomorrow. Losing sleep or not relaxing with your family in the evenings because you're stressed and worrying about tomorrow will only take away from tomorrow's energy and compound the stress.

### How did you get involved with CBAI?

I started with my bank in 2009. I initially only attended the annual group meetings held in Effingham. As the years with the bank progressed, management found value in my work and invested in my continued growth by sending me to the CBAI Community Bankers School. That was a fantastic experience that really opened my eyes to all the different facets of what it takes to run a successful community bank. I encourage anyone whose goal is a career in community banking to attend that school. From there, I joined CDD. The biannual meetings with fellow bankers have been invaluable and are something I look forward to.

### What is something most people don't know about you (or your bank)?

Something most people don't know (and have no reason to know) is that my bank and I were born in the same year. That also happened to be the year that the first Susan B. Anthony dollar coin was struck at the Philadelphia Mint.

### What are the biggest challenges your community bank faces today, and what are you doing to combat these challenges?

The biggest challenge facing my bank today is technology. COVID-19 hastened an already increasing thirst for online services. However, while consumers expect those services to be instant and free, they aren't free for the businesses offering them. So, there are a few questions we ask ourselves almost daily. How do we stay relevant in the technology game? If we launch a new product or service, will it generate enough new business to offset the expense? Will we lose customers if we don't add some new technology?

### What is your favorite initiative that your bank has implemented to support your community?

Being from a pretty small community, our financial education initiative with the local school district and the annual senior scholarship isn't the only thing that supports the community. I'm proud that our bank is also involved in community events like the three-day 4<sup>th</sup> of July celebration downtown, the Clay County Fair and 4-H auction and the Flora Volunteer Firefighters Memorial Golf Scramble, to name just a few.

### If you weren't in banking, what would you be doing, and why?

I'm originally from a technology background. I started in IT at age 11 when my father opened one of the first computer stores in southern Illinois. I've installed, configured and administrated networks, programmed accounting and scheduling software, and deployed some of the early IP-based digital TV services in our area. Though I'm called a banker, I am, and always will be, "the IT guy." ■



**FHLBank  
Chicago**

**LIQUIDITY, STABILITY, COMMUNITY:**

# The Federal Home Loan Banks at 90

*Dave Feldhaus, Senior Vice President, Director of External Affairs, FHLBank Chicago*

*Katie Nafziger, Vice President, Community Investment Officer, FHLBank Chicago*

**S**ometimes the most important institutions are those we take for granted. The American public may not be aware of the Federal Home Loan Banks (FHLBanks), but for nearly a century, the U.S. financial system has relied on these little-known entities as critical sources of liquidity, stability and community support. To celebrate the 90<sup>th</sup> anniversary of the Federal Home Loan Bank System, we're highlighting the FHLBanks, our impact on community banks here in Illinois and across the nation and how we are evolving to meet your communities' needs now and in the future.

## **Liquidity and the American Dream**

The FHLBank System was born from the Great Depression when roughly 1,700 savings institutions failed, 40% of all home mortgages went into default and a House committee observed that America was "drifting into a nation of tenants." In 1932, Herbert Hoover responded to the crisis by recommending "the establishment of a system of home-loan discount banks as the necessary companion in our financial structure of the Federal Reserve Banks and our Federal Land Banks," aiming to "relieve present distressing pressures against home and farm property owners."

And so, Congress created the FHLBank System to promote homeownership by providing liquidity to thrift institutions — savings banks, savings and loan associations and building and loan associations — which originated most home mortgages at the time and were not eligible for membership in the Federal Reserve System. The Federal Home Loan Bank Act of 1932 represented one of the first pieces of U.S. public policy to support homeownership as a national goal.

Since then, as the financial system has changed and evolved, Congress has expanded the FHLBanks' mission by broadening it to include economic and community development in

addition to housing finance. This shift began in 1989, when Congress expanded membership to include commercial banks and later expanded the collateral community financial institutions allowed to pledge to back their FHLBank borrowings.

Throughout these changes, though, two defining characteristics of the FHLBanks have remained constant:

**Cooperative ownership.** By creating the FHLBanks as cooperatives, Congress ensured the interests of our shareholders are aligned with our customers, because the two groups are one and the same. Also, our not-for-profit structure ensures an appropriate risk appetite for the cooperative. We exist to serve our members and their communities.

**Regional management.** Rather than one centralized FHLBank with local branches, the FHLBank System is a confederation of independently run regional Banks, each with its own board of directors, president and management. This separation ensures that we're focused on the unique needs of our local member institutions and their communities — which can differ dramatically across the country. The needs of the FHLBank of Chicago's district of Illinois and Wisconsin can be quite different than other states across the nation. Individual FHLBanks also have the freedom to innovate in ways that can benefit the entire system. A great example of this is the Mortgage Partnership Finance<sup>®</sup> (MPF<sup>®</sup>) Program, a secondary mortgage market option that hundreds of community banks across the country have used to compete with larger mortgage originators, retain the servicing of their customers and improve their profitability. Originally begun by Chicago, the MPF Program is offered by five other FHLBanks, and several others have adopted variations of the program.



### Stability in Uncertain Times

Most importantly, the FHLBanks continue to fulfill their mission as a reliable and stable source of short-term liquidity and long-term funding for community financial institutions, nearly always on the same day.

This reliability is a nice feature in normal times but essential during times of economic uncertainty, especially when other sources of wholesale funding dry up. The FHLBanks are designed to be available when members need us the most. With sufficient collateral, members know they can always turn to the FHLBanks for same-day funding at the best price possible given the current market conditions. We are their “break glass in case of emergency” option, as Congress intended.

How can we lend when others can't? As a creation of Congress, we have the implicit backing of the United States government. Our unique structure also permits accordion-like flexibility: we can expand the balance sheet and our borrowings when needed, and then contract when demand lessens, all done safely and soundly. For example, during the financial crisis of 2008–09, the FHLBank System accommodated a massive surge in borrowing, expanding from approximately \$600 billion system-wide to nearly \$1 trillion. Conversely, in recent years as community banks have been flush with deposits, advance levels at many FHLBanks have declined significantly — some by as much as 50%. For most institutions, this contraction would be catastrophic. But because of our cooperative structure, the FHLBanks have scaled back safely, ready to lend when our members need us.

### Investing in Our Communities

Supporting affordable housing and the economic health of communities throughout our districts is a core element of the FHLBanks' mission today. It's also a critical way we back our member financial institutions, as these investments expand opportunities for those who live, work and do business in the neighborhoods our members serve.

In many cases, FHLBank community investment programs directly facilitate business opportunities for members as they support local individuals and initiatives. This is one benefit of our service delivery model, which leverages our partnership with members and, in turn, their partnerships with local beneficiaries. Our members are the experts on their communities, so we support them as they take the lead in applying for affordable housing and economic development resources on behalf of local organizations or individuals, and we rely on their guidance in adapting our offerings over time.

Our program offerings — including the Affordable Housing Program (AHP) General Fund and the Downpayment Plus® (DPP®) programs — are shaped and reshaped each year in response to identified local needs. For example, given strong member demand for year-round access to our DPP grant

program, FHLBank Chicago has supplemented its required contribution to this program with additional voluntary funding. In recent years, FHLBank Chicago has also initiated innovative programs to meet local needs for equitable access to homeownership, small business development and equity in the affordable housing development industry, among others. In 2020, FHLBank Chicago responded to the pandemic by introducing the COVID-19 Relief Program, which offered zero-rate advances as well as grants for members to distribute to local small businesses and nonprofits.

In 2021 alone, FHLBank Chicago provided:

- \$29 million in AHP General Fund grants creating 2,315 units of affordable housing
- \$19 million in DPP grants supporting 3,400 homebuyers
- \$157 million in Community Advances funding 518 affordable housing units and 1,062 jobs
- \$300,000 in Community First® Capacity-Building Grants to benefit six nonprofit community lenders
- \$1.7 billion in COVID-19 Relief Program zero-rate advances, drawn by 52% of members

Each of these programs, along with others added this year, has made a tremendous impact throughout Illinois and Wisconsin. The numbers alone don't tell the full story. Families achieved their dream of owning a home. Small businesses were able to survive and thrive. Safe and affordable rental housing was created or renovated. Seen in this light, the data hints at how the FHLBanks, through partnerships with our members, transform lives and communities.

### Evolving with Our Members

Today, with accelerating demand for online banking, increased competition from fintech companies, cyber security threats and changing social norms, community banks face tremendous pressure to change — and the FHLBanks will continue to evolve alongside them. We are constantly gathering feedback from members through our elected board members, group meetings and individual consultations with FHLBank sales directors. Our close partnership trade associations like CBAI also are an important resource for understanding the unique needs of Illinois community banks.

The general public may not be aware of the Federal Home Loan Banks, but over the past 90 years, they've benefited from our activities supporting homeownership and affordable housing, more vibrant local economies and a financial system that is the envy of the world. As we approach a century of FHLBanks, we will continue to work behind the scenes, to serve our members and improve their communities. ■

## Member News



David Loundy

**David Loundy**, chairman and CEO of **Devon Bank, Chicago**, has joined the CBAI Board as the Group 1 Director. He serves on Devon Bank's Executive, Asset/Liability, IT Steering, Directors' Loan, Trust, and Trust Investment committees. He has a Bachelor of Arts in telecommu-

nications from Purdue University, West Lafayette, Indiana; a Juris Doctorate from the University of Iowa, Iowa City, Iowa; and he completed the Loyola University Family Business Center's 18-month "Next Generation Leadership Institute" and "Stewardship Institute." He holds a certificate in Corporate Social Responsibility, Loyola Quinlan School of Business, and three certifications in specialty finance, insurance and financial analysis. He also has earned sufficient credit hours for a "professional director" certification from the American College of Corporate Directors. Loundy was first elected to the Devon Bank board in 2003, becoming vice chairman in 2010 and chairman in 2012. He is also a board member of Devon Bank's holding company, investment pool affiliates and the bank's "sponsored" public charity, The Loundy Charitable Foundation. Devon Bank was a founding member of the Community Bankers Association of Illinois (CBAI). Loundy is a third-generation CBAI Board member and a current board member of the Community BancService Corporation. He is also a member of CBAI's Chicago Area Education Subcommittee.



Chuck Deters

**Chuck Deters** joined the CBAI Board of Directors on October 1 as the Group 11 Director. Deters serves as CEO and Director of **Prime Banc Corp.** and **Dieterich Bank**. He joined the bank in 2008 as vice president of business development. In 2011, he was named president of

Prime Banc Corp. and was appointed a director of Prime Banc Corp. and Dieterich Bank. He currently serves as the CEO for both Prime Banc Corp. and Dieterich Bank, a position he has held since 2014. Deters previously worked at Consolidated Communications for more than 20 years in multiple senior management positions. He is a graduate of Eastern Illinois University with a bachelor's degree in accounting. Deters resides in Teutopolis with his wife, Anita. They have four children and two grandchildren. Deters participates in CBAI's CEO Forum, as well as legislative events, the annual convention and Group Meetings.



Katie Ashworth

**Katie Ashworth**, director of marketing and communications, **CNB Bank & Trust, N.A., Carlinville**, recently joined the CBAI Foundation Board of Directors. She received her bachelor's degree in business management and associate's degree in psychology from

Liberty University in 2010, graduated from CBAI Community Bankers School in 2016 and is finishing her second year of the Graduate School of Banking in 2022. Ashworth was elected by her GSB class both years to serve as class vice president. She has been involved in CBAI's Career Development Division for several years and recently served as chairman. She received the honor of Economic Educator in 2018 and 2019 and the Career Banker of the Year in 2021. Ashworth was selected by the ICBA in 2021 as one of their 40 Under 40 leaders. Ashworth's civic duties include being a mentor and board member for the Macoupin County CEO program and volunteering for various organizations.



Karrie L. Dotson

**Karrie L. Dotson**, vice president/mortgage loan officer of **Tuscola First Bank**, is a new addition to the CBAI Foundation Board. Dotson has been in banking for 32 years and is a graduate of CBAI's Community Bankers School. She has served as secretary and chairman of CBAI's

Career Development Division (CDD) and earned the Career Development Banker of the Year Award in 2013/2014. She is currently a member of CBAI's Special Events Committee. Dotson has one daughter, Olivia, and one son, Derek. She also has two grandchildren from her stepdaughter, Mary.



Michael Radliff

**Michael Radliff, The FNB Community Bank, Vandalia**, has joined the CBAI Foundation Board. Radliff received his Bachelor of Science degree in accounting at Milliken University in Decatur. His career has included 29 years in financial institutions, with the past

eight years as president/CEO at The FNB Community Bank. He also worked for accounting firms Kerber, Eck & Braeckel in Springfield and KPMG in Decatur. In addition to serving as a board member for The FNB Community Bank and its holding company, First Vandalia Corp, he serves as a board member for Community Bancservice Corp., Fellowship of Christian Athletes of Illinois, the South-Central Illinois Area Fellowship of Christian Athletes, Vandalia Park District

Board, Vandalia TIF Advisory Board and Fayette County CEO Board (Creating Entrepreneurial Opportunities). Radliff and his wife, Robin, reside in Vandalia. They have two grown children and two grandchildren.



Alan Stremmler  
and Bob Marshall

**Bob Marshall, Illini State Bank, Tonica**, was recently recognized for devoting more than 50 years to the banking industry and was presented an award from the Community Bankers Association of Illinois to recognize his impressive accomplishment. Marshall was presented the award by **Alan Stremmler**, CEO of Illini State Bank. Marshall

first joined the bank in August of 1971 as the assistant cashier. He became president in 1981 and served in that capacity until his retirement in 1998. He continues to serve on the bank's board of directors.

**Bradford National Bank** recently announced that **Nick Lampen** has joined the bank as a lending officer. Lampen will serve both as a consumer and commercial lending officer and will work primarily out of the Highland office.

**BankORION** recently announced the addition of **Luke M. Gierach** as a vice president, agricultural and commercial lending officer. Gierach joins BankORION with many years of banking and lending experience throughout Illinois.

**Itasca Bank & Trust Co.** recently made several staffing additions and promotions. **Angela Bowen** was recently promoted to assistant vice president, loan operations manager. She began her career with Itasca Bank & Trust Co. in April of 2021 as the loan operations officer and assistant manager and has close to two decades of loan operations and credit experience.

**Thomas Hatzis** recently joined the bank as vice president, commercial loan officer. He has over 20 years of banking experience in both underwriting and commercial lending.

**Michael Pallares** was recently appointed vice president, real estate lending. With more than 25 years of combined banking and mortgage industry experience, he will focus his efforts on providing financing for owner-occupied and non-owner-occupied residential and commercial real estate properties, along with small business and consumer loan requests.

**Brian Severson** was recently appointed senior accounting officer. This is a newly created role within the Administrative Services Department. Severson has over 25 years of experience in accounting.

**Claribel Veslino** has recently been appointed to the position of operations officer, customer service manager. With more than 20 years of management experience in the banking industry, she most recently served as a branch manager.

**Lena B. Whitaker** recently joined the bank as the trust operations officer in the Trust Department. She has over 15 years of Wealth Management Operations experience.

**First Neighbor Bank, N.A., Toledo**, wholly-owned by **First Neighborhood Bancshares, Inc.**, recently celebrated the opening of its branch in Arthur, Illinois. A grand opening was held for the Arthur community, including a ribbon-cutting ceremony. First Neighbor Bank's temporary home is located downtown at 119 South Vine Street. Plans are already in motion for the bank's permanent branch building to be constructed at the intersection of Illinois Route 133 and Vine Street.

**The First National Bank in Tremont** recently opened a new branch in Lincoln, Illinois. A ribbon-cutting ceremony and open house were held in September.

**BHG Financial** is the leader in unsecured business and personal loans and the creator of one of the country's largest community bank loan and product networks — the BHG Bank Network. Growing to over 1,450 members who purchase these top-performing loans, BHG Financial now reports a record milestone, with its network banks reaching a combined \$1 billion in interest income since 2001.

**ProcessMaker**, in order to further the company's mission to automate complex mission-critical processes for enterprise clients, acquired an intelligent document processing specialist, based in Amsterdam, The Netherlands. Through the application of machine learning and artificial intelligence, Intelligent Document Processing (IDP) can classify and extract meaning and data from documents. The IDP acquisition's unique intelligence can handle not only structured data that resides in known forms and tables, but it can also handle completely unstructured data from documents, images, chats, emails and much more. ■

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# Foundation Report

## CBAI Foundation for Community Banking Scholarship Winners\* Named.

The following banks were awarded scholarships to the Community Bankers School for 2023–24:

- **PeopleFirst Bank, Joliet**  
*(Federal Home Loan Bank of Chicago Scholarship)*
- **Security Bank, s.b., Springfield**  
*(The Baker Group Scholarship)*
- **Bank of Yates City**  
*(CBAI Career Development Division Scholarship)*
- **State Bank of Toulon**  
*(Howard & Howard Attorneys Scholarship)*

These students were awarded \$1,000 per year for up to four years to continue their educations:

- **Brooke Alspach, First National Bank in Pinckneyville** *(Community BancService Corporation Scholarship)*
- **Dominic Geerts, Apple River State Bank** *(KASASA Scholarship)*
- **Alexis Norwood, CNB Bank & Trust, N.A., Carlinville** *(SHAZAM® Scholarship)*

\*To be eligible, banks must simply pledge/donate a minimum of \$2,500 to the CBAI Foundation, which is tax deductible. While payments may be made over a period of years, banks are eligible for the scholarship drawings with their first payment.

**Fairfield National Bank** donated \$1,000 to the Foundation.

**First Community Bank of Hillsboro** made a donation to the Foundation.

### Foundation Live Auction Donors

Carol Jo Fritts, First Neighbor Bank, N.A., Toledo  
Kim McKee, North Central Bank, Hennepin  
Amy Thiede, Prairie Community Bank, Marengo  
Bank of Springfield  
College Ave, Wilmington, DE  
Grand Bear Resort, Utica, IL  
Senica Oak Ridge Golf Club, Utica, IL  
Cigars for Aficionados, Springfield, IL

### Foundation Wine Pull Donors

Katie Ashworth, CNB Bank & Trust, N.A., Carlinville  
Patrick Beveridge, CBAI  
Andrew Black, Princeville State Bank  
Lesa Black, CBSC  
Jeff Bonnett, Havana National Bank  
Sheila Burcham, Community Trust Bank Irvington  
Joe Carty, IRONCORE, Inc.  
Patty Clarke, First National Bank of Raymond  
Travis Clem, SouthernTrust Bank, Marion  
College Ave, Wilmington, DE  
Shawn Davis, CNB Bank & Trust, N.A., Carlinville  
Chuck Deters, Dieterich Bank, Effingham  
Didi Drake, Bank of Chestnut  
Mike Duke, CBSC  
Chris Gordon, Community State Bank, Galva (Franklin)  
Dan Graham, Flora Bank & Trust  
Terry Griffin, CBAI  
Colleen Henkel, First National Bank in Amboy  
Mary Jo Homan, First National Bank in Pinckneyville  
Kerry Hoops, German-American State Bank, German Valley  
Valerie Johnston, CBAI  
Mike Kelley, CBSC  
June Kidd, The First National Bank in Tremont  
Rick Klinedinst, MidAmerica National Bank, Canton  
Chad Martin, Goodfield State Bank  
Melinda McClelland, CBAI  
Kim McKee, North Central Bank, Hennepin  
Tracy McQuinn, CBAI  
Pat McShane, American Metro Bank, Chicago  
Jennifer Nika, CBAI  
Doug Parrott, State Bank of Toulon  
Lori Pieper, Community State Bank, Galva  
Megan Peck, CBAI  
Jerry Peck, CBAI  
Jeff Rabenort, CBSC  
Michael Radliff, The FNB Community Bank, Vandalia  
Gregg Roegge, Rushville State Bank  
Jessie Schmidt, CBAI  
David Schroeder, CBAI  
Jason Semple, Dieterich Bank, Effingham  
David Stanton, PeopleFirst Bank, Joliet  
Alan Stremlau, Illini State Bank, Tonica  
Amy Thiede, Prairie Community Bank, Marengo  
Andy Tinberg, CNB Bank & Trust, N.A., Carlinville (Oak Forest)  
Dianna Torman, OSB Community Bank, Ottawa  
Jim Weast, Warren-Boynton State Bank, New Berlin  
Stacy Workman, CBAI

**Foundation Wine Pull Ticket Sales**

Phil Aderton, IZALE Financial Group  
 Ryan Anselment, Quad City Bank & Trust  
 Jim Ashworth, CNB Bank & Trust, N.A., Carlinville  
 Katie Ashworth, CNB Bank & Trust, N.A., Carlinville  
 Jennifer Beard, Farmers State Bank of Elmwood  
 Mandy Bennett, Vericast  
 Patrick Beveridge, CBAI  
 Richard Binder, State Bank, Waterloo  
 Doug Blunier, State Bank of Toulon  
 Jeff Bonnett, Havana National Bank  
 Amy Braack, Quad City Bank & Trust  
 Sheila & Matt Burcham, Community Trust Bank, Irvington  
 Joe Carty, IRONCORE, Inc.  
 Jerry Cavanaugh, CBAI  
 Tonya Cowan, Buena Vista National Bank, Chester  
 Shawn & Cheryl Davis, CNB Bank & Trust, N.A., Carlinville  
 Linda Davis, Apple River State Bank  
 Karrie Dotson, Arcola First Bank  
 Keith Douglass, Tompkins State Bank, Galesburg  
 Rob Fulscher, BancMac  
 Chris & Lindsay Gordon, Community Trust Bank,  
 Galva (Franklin)  
 Sharon Gorrell, Federal Home Loan Bank of Chicago  
 Dan Graham, Flora Bank & Trust  
 Brenda Hermann, Princeville State Bank  
 Rick Hiatt, IL Society of Professional Farm Managers  
 and Rural Appraisers  
 Mary Jo Homan, First National Bank in Pinckneyville  
 Rick Jameson, CBAI Past Chairman  
 Tod and Karen Jeffers, Scott State Bank, Bethany  
 Mike & Sande Kelley, CBSC  
 Mo Kelley, The Baker Group  
 June Kidd, The First National Bank in Tremont  
 Jason Knoedler, Bank of Springfield  
 Stephanie Kraus, First National Bank of Okawville  
 Jack Kuebel, Quad City Bank & Trust  
 Ty Lewis, Quad City Bank & Trust  
 Adam Luechtefeld, The First National Bank of Okawville  
 Kraig Lounsberry, CBAI  
 Dave Manning, CBAI  
 Greg Marantz, Bank of Springfield  
 Tom Marantz, Bank of Springfield  
 Chad Martin, Goodfield State Bank  
 Kim McKee, North Central Bank, Hennepin  
 Scott Richardson, IZALE Financial Group  
 Doug & Karin Parrott, State Bank of Toulon  
 Jerry Peck, CBAI  
 Megan Peck, CBAI

Gregg Roegge, Rushville State Bank  
 Jim Rupert, First National Bank of Nokomis  
 Jessie Schmidt, CBAI  
 David Schroeder, CBAI  
 Preston Smith, Washington Savings Bank, Mattoon  
 Amy Thiede, Prairie Community Bank, Marengo  
 Dianna Torman, OSB Community Bank, Ottawa  
 Stephanie & Jim Washko, BancMac  
 Jim Weast, Warren-Boynton State Bank, New Berlin  
 David Wexler, PortX  
 Peggy Windisch, Petefish Skiles & Company Bank  
 Wayne Wrangle, Bank of Yates City  
 Rick Yarger, State Bank of Toulon

Board and committee members of the CBAI corporate family donating travel expenses to the Foundation are **Katie Ashworth, CNB Bank & Trust, N.A., Carlinville; Jennifer Beard, Farmers State Bank, Elmwood; Sheila Burcham, Community Trust Bank, Irvington; Travis Clem, SouthernTrust Bank, Marion, Marion; Shawn Davis, CNB Bank & Trust, N.A., Carlinville; Dan Graham, Flora Bank and Trust; Mary Jo Homan, First National Bank in Pinckneyville; Doug Parrott, State Bank of Toulon; Gregg Roegge, Rushville State Bank; Ken Scott, Preferred Bank, Casey; Dianna Torman, OSB Community Bank, Ottawa; and Jim Weast, Warren-Boynton State Bank, New Berlin.**

**The Foundation received \$170 from CBSC and CBAI board members** as a result of the “dress-down” board meeting in August.

## Welcome Members

### NEW ASSOCIATE MEMBERS

**Titan Armored**

Jason Buckley, President  
 107 Schuler Drive  
 Bardstown, KY 40004  
 502/264-3059  
 jason.buckley@titanarmored.us  
 www.titanarmored.us  
*Armored Car Cash Services*

**Xamin**

Evan Greenberg  
 475 Half Day Road, #500  
 Lincolnshire, IL 60069  
 919/633-3663  
 egreenberg@xamin.com  
 www.xamin.com  
*Managed IT Services*

### NEW BANK MEMBER

**Guardian Savings Bank, Granite City**

Rachael Jarman, President

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