

COMMUNITY spirit



**Community Bankers of Michigan
Annual Convention & Expo**

**September 13 – 15, 2023
Grand Traverse Resort & Spa**



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officers + directors 2022-2023

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president's corner

Where did our summer go? I can't believe it is August already. The Lions are in training camp, and season tickets are sold out for the first time in a long time. It looks like we may be playoff bound if this team can perform up to their potential. This team has remained focused on getting down to business and avoiding off-field distractions. They are not flashy but focused on doing all the little things that make a difference on the field. The Lions were having a great year once upon a time, and then they got cocky and started taunting teams after victories by playing the song "Another One Bites the Dust" and dancing to it in the locker room after games. Guess what? They never won another game that year. It's true for our industry too – no matter what we have going on around us, we must stay focused on our business and do the best possible job for our clients. These are challenging times, and the Fed interest rate increases are really putting a squeeze on bank interest margins. Everyone in our industry is looking for every edge we can get – and there is no better place to get the latest and greatest solutions than at the "Grand Daddy of Them All", the CBM Annual Convention and Expo, September 13 -15, 2023 at Grand Traverse Resort. This year's theme is perfect for our industry – Community Banking: Persistent – Resilient.

We've had a lot thrown at us in the past couple of years, with lots more curveballs coming our way. Still, our industry and each of you have shown remarkable persistence and resilience, and you have kept your banks sailing smoothly through it all. Our speakers and exhibitors will share all the latest and greatest solutions for your bank. Our expo hall is sold out with over 60 exhibitors who have solutions to help you run your bank more effectively and efficiently. Rooms are selling out too, so don't wait; make your reservation today and contact us to get registered for the event. It already looks like a record crowd. Our keynote speaker will be Janine Stange. She is an exceptional speaker, and we are glad she will be with us for this event.

We also look forward to honoring this year's banking award winners. We are excited to let you know Jae Evans, Isabella Bank, has been selected for the Best of Community Banking Award. Jae has done a great job leading Isabella Bank, and he has been

a long-serving director and former chair of the CBM. Jae walks the walk, and talks the talk of community banking every day, showing leadership in the bank and in the community. The Nominating Committee and the CBM Board made a big change to the Rising Star Award this year. We see so many outstanding up-and-coming community bankers each year who are nominated for the award, and it has been hard to pick just one when so many deserve to be recognized for their outstanding efforts. The board decided to change the award to the Rising Stars Award – plural – so this year, we are pleased to recognize three outstanding community bankers. Teresa Beegle of Chelsea State Bank, Kayla Dennert of Shelby State Bank, and Amy Persyn of First State Bank as this year's honorees.



Michael J. Tierney
CBM President & CEO

We have been hard at work advocating for your bank. Things are pretty crazy in Washington, D.C., and even crazier in Lansing. Hopefully, the FDIC will stick with its initial position on the increase in deposit assessments and exempt all deposits under \$5 billion. Thank you, banking leaders, for taking the time to write comment letters. This exempts every Michigan community bank from the assessment. This will be critical over the next two years as the impact of record Fed rate increases is now taking its toll on many of our banks. You can surely see it in this year's earnings with the interest margin pressure and its impact on liquidity. Given time, as assets reprice, the pain of these rapid increases will gradually subside – but in the meantime – it is putting a big squeeze on bank interest margins. The CFPB is moving ahead with the 1071 implementation, and we continue to push back in concert with the ICBA looking to set a higher reporting threshold or to exempt community banks. Don't bet the ranch on a positive outcome; we must keep pushing. The ICBA is taking steps to ensure their member banks get exempted, too, under the Texas court ruling. Stay tuned.

Things are even crazier here in Lansing than they are in Washington, D.C. We have a legislature

intent on turning our state into a Midwest version of California, ala San Francisco, or making us look more like Seattle or Portland. People and businesses are fleeing San Fran, Seattle, and Portland in record numbers. Why in the world would we want to make our state like any of these three cities? I was just in Seattle for a layover on my way to a fishing trip in Alaska. They moved all the homeless people outside of the city for a few weeks for the MLB All-Star Game to make it look safe and normal on the city streets. They are starting to come back, and the problems are coming back too. We do not want our state to go down this path – but unfortunately, that is where we are headed. The legislature is looking at a local minimum wage bill that would wreak havoc on banks with multiple branches and their commercial clients with multiple locations. They are looking at the Renters Bill of Rights, which I shared with you. This is an absurd piece of legislation that takes away most rights of landlords. If implemented, it will lead to loan losses for banks and a lack of investment in affordable housing in our state over time as capital will flow elsewhere. The Garnishment Bill is also a travesty and would make it very difficult to collect most debts. We all know that this bill, if implemented, will lead to higher borrowing costs and less availability of credit for those who need it most. They are also kicking around a Homeless Persons Bill of Rights. Not sure we need this in Michigan. There are homeless people in many communities who need help, and affordable housing is a serious issue in many parts of our state – but we will not solve any of it with this kind of legislation. We are going to have to work hard to counterbalance the unduly socialist legislation being proposed in our state. Our economy is doing well – we should not try to screw it up. The unions have tremendous influence in national politics and here in our state. They are trying to tilt the state, and they are succeeding. They will likely introduce a proposal to make union dues tax deductible here in Michigan this fall, which means we would be subsidizing their dues. The auto unions are asking the Big Three for an astronomical wage increase of 46% and a 32-hour workweek. Inflation and rising interest rates have had a negative impact on all of us – so yes increases are necessary, but these demands are not going to make the U.S. auto industry more competitive on the global stage. We could be in for

a tough and prolonged negotiation which could have an impact on our Michigan economy if they can't work things out smoothly. We are certainly living in interesting times. We cannot give up – we need to fight for our state and work our best to find real solutions that work for everyone in Michigan and keep our state competitive and growing. Seems pretty simple – follow Indiana and Ohio – they are growing much better than we are, and they are not doing any of these crazy things.

We will be inviting many of you to join us in attending fundraisers over the next few months. It is important to meet our elected officials in person and develop relationships with them to get their attention and keep them focused on solutions that work here in the Midwest – not crazy off-the-wall stuff from both coasts. We need you to support the CBM PAC – now more than ever, as our state is under attack. Our support has been up significantly over the last few years as more banks and bankers have leaned into the CBM. The next year is critical, and the Michigan House is up for election in 2024, and we need to support pro-business candidates and work to defeat socialist candidates who will ruin our state if elected or reelected. The truth is, though, not all banks are assisting in the process and while we have a much stronger voice than ever before, we could still use more banks to join in to support the cause. If your bank wants to help defend our state, give me a call, and I can help you run a PAC campaign for your officers and directors.

On a more positive note – we are happy to welcome a new colleague to the CBM. Our team is growing so we can provide even more value to all our members. We are glad to have Tori Oldford join the team as a college intern as she returns for her senior year at MSU.

I want to call your attention to pages 22 and 23 in this edition of the Community Spirit. Listed are our newest associate members with a short summary sharing how their businesses' products and services will allow your bank to continue to grow and thrive. These new associate members are ready to support you in any way they can, and you'll have the opportunity to meet most of them in person when you are at the convention next month. All of our preferred partners

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president's corner

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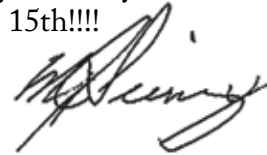
and associate members are dedicated to supporting your bank and we are proud to work with them.

To support the growth of your team, CBM offers various training programs and forums. Encourage your team members to take advantage of these opportunities. Recently, we hosted our fifth annual Upper Peninsula Executive Banking Forum in Marquette, Michigan. We hosted golf and an education event held at Northern Michigan University. It was a fantastic event that provided valuable insights to all attendees. If you haven't joined us before, plan to attend in 2024!

We have some exciting programs in September and October you won't want to miss. The Michigan Bank Directors' College will take place on September 13th in conjunction with our convention. If you haven't registered yet, we encourage you to do so today, as this event is sure to be fantastic! We're offering some excellent leadership programs this year, including Emerging Leaders and Branch Leader Fundamentals. As I write this column a few seats are still available for these programs, so be sure to register your leaders before the registration closes.

We will be offering another session of our Credit Analyst Certification program this fall as the feedback from our first session was very positive. We successfully certified 20 bankers as CBM Certified Credit Analysts at that session and we look forward to continuing to help educate credit analysts with these additional programs. If you have credit analysts who lack experience, we encourage you to register them for this class. By the end of the program, they will have gained extensive knowledge and the confidence necessary to analyze your commercial loans effectively.

We can't wait to see you all at the CBM convention. This year's speakers and our fun activities will set the stage for a really big celebration next year as we celebrate the 50th anniversary of the CBM. The Traverse City area is always one of the most beautiful parts of our great state. We are back in the middle of the month time slot, so the weather should be excellent, and we might be there with the Red Wings again. Have a great August and Labor Day holiday and see you in Traverse City September 13th to the 15th!!!!



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Flourish

By Rebeca Romero Rainey, President and CEO of ICBA

As we enter budget season, the adage “You can’t save your way to prosperity” hits home. With regulatory and financial pressures, community banks face tough decisions as they allocate resources for 2024.

I was just speaking with a banker who reiterated that it’s been a while since we’ve been in this interest rate environment, and its impacts on the cost of credit and renewals send us down a path of unknowns. So, when we begin budgeting, we have to find a meaningful way to anticipate what lies ahead.

“So much of what we’ve seen in the last six months is banks doubling down on what they’re good at doing: helping their customers and communities in ways that nobody else can.”

But with this uncertainty comes an opportunity to look at solutions with a new perspective. The current economic environment has bank management teams laser-focused on how we grow and create new revenue, all while managing expenses. The reality is that interest expenses will be significantly higher moving into the coming year, so we need to be asking, “What are we doing on the other side of the income statement to grow revenues?” Now’s the time to think outside the box to ensure we continue to grow.

Whether it’s stories of banks continuing to increase deposit balances based on trusted relationships in the community or others who are introducing different types of deposit products or identifying continued loan growth despite economic challenges, so much of what we’ve seen in the last six months is banks doubling down on what they’re good at doing: helping their customers and communities in ways that nobody else can.

Community banks are building on their tried-and-true relationship-based business models, exploring opportunities for new sources of revenue generation, whether of payment products, specialty or niche areas of finance, or seeking other solutions that speak to individual customer bases.

So much of what we do in budget season is “put your head down, plug in the numbers and proceed forward.” But pulling out of the weeds allows us to see how we can take advantage of this time and think creatively about how we’re innovating for the future of our organizations.



Rebeca Romero Rainey
President and CEO
of ICBA

And we’re not in it alone; we have a network of community banks on which we can rely. In fact, ICBA has just launched ICBA Community (community.icba.org), a digital platform to help community bankers network and share information. I encourage you to use it to get insights into creative ways your peers are managing this budget cycle.

Because as community bankers, we have the benefit of learning from one another. Let’s leverage that connection to identify strategies to prosper, even as we’re faced with challenges. We are stronger together than we are individually, and that will serve us well as we prepare for what’s next.

Where I’ll be this month

I’ll be speaking at the Bluegrass Community Bankers Association and Indiana Bankers Association conferences, encouraging bankers to continue using their peer network as they think about the future.

Connect with Rebeca at [@romerorainey](https://twitter.com/romerorainey)





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"Our institution engaged MCC to provide a final external review of our CECL methodology. Having known and worked with the principals for over 20 years, we chose MCC based on firsthand knowledge of their experience, expertise and thorough professionalism. The report we received was prompt, encompassing and insightful. We have incorporated all of their recommendations into our final methodology."

Paul Hinkson, Chair + CEO

The Miners State Bank,
Iron River, MI

"First National Bank of Michigan (FNBM) was one of the first banks to partner with Mackinac Credit + Compliance (MCC) after identifying a need for a shared resource to assist Community Banks in Michigan. FNBM seized the opportunity to have MCC support our Loan Operations and Credit Department teams. The experience and professionalism at MCC is second to none and FNBM will continue to use MCC to augment various areas in the future."

Daniel E. Bitzer, President + CEO

First National Bank of Michigan,
Kalamazoo, MI

From the Top

By Derek B. Williams, Chairman of ICBA

When it comes to the community bank relationship banking model, the relationship we describe is as much about our connection with our employees as it is with our customers. Without committed, happy and engaged staff, we have little chance of meeting the needs of our customers, stockholders and communities.

A bank that demonstrates it truly understands and cares about individual needs will create a meaningful relationship with that employee and strengthen retention in the process.

So, as we enter another budget cycle, in a tight economic environment, we still need to place compensation and benefits near the top of our priority list. But it can't be an exercise of placing a lump sum in a salary line and leaving it at that. Just as we structure individualized opportunities for our customers based on their needs, so too do we need to take the time to understand what our employees seek and what will keep them deeply engaged with our banks. It's hard to define, but sometimes it's more about the feeling than the facts.

For example, some employees prioritize knowledge, and offering them more training dollars and time to take courses shows them that you are willing to invest in their growth. Some want to see advancement opportunities early on, so developing and helping them fulfill a career path speaks to their needs. Others seek support from the bank so they can tend to their families—aging parents, young children and more—and providing flexible work schedules makes all the difference. A bank that demonstrates it truly understands and cares about individual needs will create a meaningful relationship with that employee and strengthen retention in the process.

Of course, there is the reality of compensation. Our employees care about making a difference and took jobs with us because they see the impact we have in the community. But if they can't meet their financial needs, they will seek higher-paying options. That

reality has to be reflected in our budget. In fact, my bank recently undertook compensation studies to determine where we needed to make market level increases. It's something we all need to do consistently to be sure we are being fair to the key people we want to keep.



Derek B. Williams
ICBA Chairman

Yet, the deciding factor in someone's decision to join or remain a part of our banks comes down to whether they truly feel a part of it. So, continue to extend that relationship banking approach to your employees. Connect with them and make them a part of your bank family. Provide them with the same individualized attention you give to your customers. Those actions speak volumes, and when it comes to compensation, they are worth their weight in gold.

Quote of the month

"Don't tell people how to do things; tell them what to do and let them surprise you with their results."

— *George S. Patton, general in the U.S. Army*

Connect with Derek @DerekBWilliams



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**2023 BHG
borrower:**

WA = Weighted Average

WA FICO: **736**

WA Income: **\$295,613**

Avg Loan Size: **\$142,017**

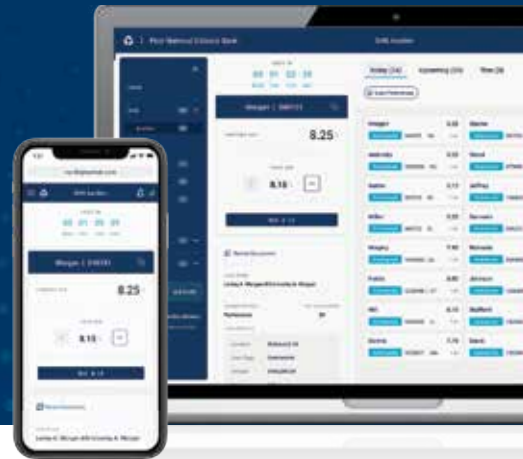
WA Years in Industry: **19**

WA DSCR: **2.26**

To learn more about
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CBM Platform Insurance Opportunities: for Community Banks - Finally!

We have witnessed over the past few years an incredibly rapid integration of insurance products within the financial services sector to support core banking activities, primarily lending. The use of insurance to support community banks' core business models can provide significant benefits, improved customer experience and development of significant levels of recurring noninterest revenue.

As I have previously outlined, other segments of the financial services sector, and yes, most all credit unions, have been integrating insurance products to attract new customers. Added services keep existing customers from moving to other providers and enhance the overall customer experience.

After many months of due diligence vetting and negotiation, CBM is working with two premier fintech platforms delivering multi-carrier insurance offerings in a customer driven environment. These platforms, until now, had been primarily focused on the largest institutions. Technology and new, innovative insurance products have made the delivery of these platforms financially viable for the vendor as well as the community bank - with market driven levels of compensation available to bank insurance agencies.



James Harvin
Managing Director
and Principal
JLH Associates, LLC

Covr Financial Technologies This platform provides a technology driven internet-based system to deliver life insurance products across the highest quality insurance carriers. Customers cannot buy insurance at lower rates. Insurance offerings include a proprietary individual term life insurance product that is truly designed for loans. The customer can buy the exact amount of insurance to pay off the loan, not more or less as is currently the case. The product target is mortgage lending and SBA loans, which typically require life insurance. This is a replacement for group products that were historically offered for installment and mortgage lending made obsolete by regulation and operational dictates and are no longer generally offered.

Matic Insurance Services Provides sophisticated technology to integrate with bank systems, both loan application and core, to facilitate the delivery of property and casualty products. The focus is on homeowners insurance at loan application and renewal with cross sale bundling of auto and personal liability coverages. Matic represents approximately 50 top rated P&C carriers assuring mortgage customers the most competitive premium rates and coverage.

Both of these platforms support core lending areas and are white labeled to support your brand with overall customer marketing.

Homeowners insurance is a required coverage. Why not make the offering of homeowners insurance through multiple carriers an integral part of the lending process? This offering significantly improves the customer experience and creates internal processing and servicing efficiencies.

The offering of life insurance products fills an increasing void in the insurance market providing significant levels of personal family risk management and risk mitigation for community bank customers. In the case of SBA loans, life insurance is typically required. Why not make it an integral, positive and efficient part of the lending process?

A Michigan community bank just recently launched the Matic platform. Several community banks that previously had offered a life insurance platform are looking to upgrade to the next generation through the Covr platform.

This is good news! Technology has made it possible for *community* banks to add these services at minimal cost without having to license bank employees and divert attention from core bank responsibilities. The process is also supported by Community Bankers of Michigan.

To learn more about the rapid transformation of the financial services industry and how these two opportunities might fit the strategic plans of your bank, call Kate Angles at Community Bankers of Michigan (kateangles@cbofmorg / 517.336.4430) or Jim Harvin (jharvin@jlhassociatesllc.com / 517.351.4158) for more details.



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Strobl PLLC Adds Additional Banking Expertise to the Team

Bloomfield Hills, MI – Strobl PLLC is excited to announce the addition of Michael A. Kus to their team of seasoned and trusted lawyers.

Michael A. Kus (Mike) brings a strong background in banking law to the team with his expertise in regulatory compliance, real estate, corporate law, and licensing for finance companies throughout the United States. His extensive experience in advising financial institutions on compliance and regulatory laws allows banks to reduce risk and improve profitability. He has represented the Community Bankers of Michigan for over 25 years, and will continue to support the CBM in this new role.

Prior to joining Strobl in May, Mike was the co-founder of Financial Law Associates, P.C., which then became Kus, Ryan & Associates, PLLC, which specialized in representing financial institutions in all aspects of their legal needs for more than 30 years.

Prior to starting his own law firm, Mike worked at a large Midwestern banking group and went on to serve as their in-house counsel for 11 years. Mike was also the co-founder of Compliance Systems, Inc. a software company which provided legal compliance for loan and account documentation through modern technology.

Mike was also a founding member of the Board of Directors of the Mortgage Industry Advisory Board for the State of Michigan. Mike regularly speaks and writes articles on banking matters for various banking publications. Mike resides in Bloomfield Hills and is an avid golfer.



Michael Kus
CBM Legal Consultant

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Value, Added

High baseline yields accompany surprisingly wide spreads

By Jim Reber, ICBA Securities

If your responsibilities include your community bank's bond portfolio, you've been confounded by several elements of its performance in the last 18 months. To the extent your portfolio has mortgage-backed securities (MBS) and government agency bonds, and the clear majority of all bonds owned by banks are in these two categories, they've certainly lost value since 2022. It is easy enough to put the "blame" on the Fed's Federal Open Market Committee (FOMC), which as of this writing has taken overnight rates up fully 500 basis points (5%) since March of last year.

However, something else has occurred in period that's contributed to the decline in bond prices: Yield spreads have actually widened during this time frame, which is highly unusual for a rising rate scenario. It has aggravated the market losses in community bank portfolios, which stood at around 8% as of June 30. About one-fifth of the market losses can be attributed to spread widening. What's going on here?

Maybe it's time to review why spreads widen and tighten, and why the various bond market sectors behave differently. If we can conclude with the notion that there are some opportunities for long-term benefit for your bank, all the better.

Spread basics

First, a refresher on "spreads" in this context. It is the incremental yield for a collection of bonds, over and above the benchmarks. The benchmarks are comparable maturity Treasuries, which are presumed to be risk-free. (We don't have time here to revisit the recent elaborate game of chicken over the debt ceiling. Notice I said "elaborate" and not "elegant.")

Incremental spreads on bonds will tend to widen as rates fall, as lower yields accompany an economy that is losing momentum. This slowdown brings with it a higher likelihood of debt service problems, so lenders, including bond investors, ask for additional yield protection.

In 2023, there's no slowdown, yet, and so the FOMC has now hiked overnight rates to their highest levels in 15 years in its quest to get inflation under control. And still, spreads are wider in virtually all bond sectors, so something different is in play. One factor is the Fed's posturing related to its own balance sheet. Currently, the Fed is removing \$95 billion per month from its own Treasury inventory. It has reserved the right to actually shed some of its \$2.5 trillion MBS portfolio, but hasn't yet.

Another difference this time around is the well-documented decline in excess liquidity on bank balance sheets, which I hasten to add is not the same thing as deposit runoff. Globally, the banking sector has gone from too much uninvested cash, to probably about right. Again, this has removed some demand from the fixed-income markets as the banking sector has purchased very few bonds in 2023.

Some sectors are not like others

The callable agency market gives us a good example of how spreads are historically wide. Way back in 2021 (hyperbole), a bond that matured in three years and could be called in a year ("3/1 callable" in bond-speak) would have had a stated rate of interest of around 0.50%, which was about 10 measly basis points (0.10%) over the curve. Today, the "coupon" for the same bond would be around 5.50%, which has a full 1% spread over the three-year Treasury.

Similarly, popular mortgage securities have improved yields and spreads today, over just a few months ago. A staple of community bank portfolios is a 15-year MBS issued by Fannie Mae or Freddie Mac. A "current coupon" pool has right at a 5% yield to maturity, again around 1% over the Treasury curve. A year ago? A current coupon would have been about 3.5%, and its spread around half of today's.

(continued on next page)

industry news + information

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Act now, thank you

It's time to speak into the microphone and state that things can get worse before they get better. Which is to say, Treasury yields, and spreads, can continue to gap higher and wider before coming back in line. The Fed sure doesn't sound like it's finished with tightening, and even though banks are making use of wholesale funding sources to maintain liquidity levels, banks aren't likely to become deluged with excess cash in the near future.

Nonetheless, we have a baseline of yields (Treasury curve) that is at a 15-year high, coupled with spreads that are nearly unprecedented for this stage of the rate cycle. This causes me to suggest that your portfolio will thank you later for bonds you purchase in mid-2023. If more yield is considered good, then it's summertime, and the livin' is easy.

FedNow® is Here, But Our Work is Far From Over

By: Reed Luhtanen, Executive Director, FPC

What a historic month for faster payments in the United States! The second instant payments system, FedNow®, formally launched, enabling new opportunity and innovation for financial institutions, payments providers, businesses, and consumers.

While this launch offers a significant industry milestone, our work is far from complete. In an exclusive, members-only Town Hall session in late June, we took a deeper dive into the 2023 Faster Payments Barometer findings, which revealed that while we have traction in faster payments, adoption still needs to build, particularly when it comes to businesses.

The Barometer showed us that nearly 80 percent of organizations have or plan to implement RTP®. We also learned that almost 70 percent of organizations plan on making use of FedNow. Of those that haven't implemented the systems, turnaround time to do so is fast: 46 percent of organizations plan to implement FedNow in 1-2 years and 40 percent have the same timeframe for RTP.

Though this is promising, if you look at it from the other perspective, there is still work to be done. Twenty percent of organizations have no plans to implement RTP and 30 percent have no plans for FedNow. And a major segment of those with no plans to implement the real-time systems are businesses.

It could very well be that there hasn't been enough progress made around barriers to adoption. One of the biggest issues remains around interoperability. Organizations want systems to interoperate and want to get to ubiquity. Fifty-eight percent of financial institutions and 56 percent of businesses want to see this. And it's not just interoperability. High upfront costs/complexity remain a challenge with 59 percent of financial institutions and 33 percent of businesses indicating this to be the case. A lack of common rules and standards continues to serve as a pain point as well, with 42 percent of businesses and 26 percent of financial institutions citing this as a top challenge.

The takeaway from these new findings is pretty clear: While we are making great progress, there is more for us to do, particularly on the business side. So, while we should celebrate that we now have two instant payments systems in the United States, and we have traction in faster payments, we can't lose sight of the long-term goal: ubiquitous, safe, easy-to-use faster payments. And we're not there just yet. We must continue the work and activities we are tackling now to get us there.



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ICBA's Independent Banker Features Top Lenders for 2023

ICBA's Independent Banker magazine announced in the July issue its rankings of the top community bank loan producers based on 2022 FDIC data.

This year's list features agricultural, commercial, consumer, and mortgage lenders across three asset classes.

Mortgage Lending:	Dart Bank University Bank
Ag Lending:	Thumb Bank & Trust
Commercial Lending:	The State Bank

The CBM is pleased to extend its warm congratulations to the banks that have been recognized as Top Lenders for 2023!

Electronic Lien and Title (ELT) Program Mandatory October 1

Michigan law requires the electronic exchange of lien and title information with lienholders in lieu of a paper certificate of title for all financial institutions effective October 1, 2023. If an institution is not signed up by this date, title applications presented to the Secretary of State's office must be rejected.

MDOS strongly encourages institutions to enroll in the Electronic Lien and Title (ELT) program as soon as possible. A high volume of financial institutions enrolling at the same time may delay ELT application approval.

The Michigan Department of State (MDOS) implemented the ELT program in March 2021, following the state Legislature's passage of Public Acts 290-292 of 2014.

As a reminder there are two ways to sign up for the ELT program:

- Sign up with one of the following State of Michigan service providers:
 - DDI Technologies, DealerTrack, PDP Group, and Secured Title Administration (STA)
 - Service providers are third-party companies that handle all ELT transactions including adding, releasing, and removing vehicle liens
- Apply through Michigan Department of State online services:
 - The ELT- 45 Access Request Form and ELT- 20 Account Manager Application need to be filled out and uploaded through MDOS online services
 - The application requires the financial institution's name, address, and Federal Employer Identification Number (FEIN)
 - Entering a Corporate ID number is optional
 - To apply go to Michigan.gov/SOS and choose Online Services
 - From the Business Services Section, choose Lienholder and Provider Services
 - Then choose Electronic Lienholder Application

Please email any questions regarding enrolling in the ELT program to: MDOS-MIEFS-ELT-Helpdesk@Michigan.gov

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Wednesday, September 13, 2023

- 9:30 a.m. Registration Desk Opens
- 10:00 a.m. – 4:00 p.m. Exhibitor Move In and Setup
- 11:00 a.m. Michigan Bank Directors' College
Introduction and Welcome
Mike Tierney, President and CEO, Community Bankers of Michigan
Anita Fox, Director, DIFS
- 11:30 a.m. They Don't Really Expect Me to Know That Do They?
Doc Bodine, Gerrish Smith Tuck, PC
- 12:30 p.m. Buffet Lunch
- 1:15 p.m. Industry Executive Session
Moderator: Mike Tierney, Community Bankers of Michigan
Joe Zito, Doeren Mayhew; James Reid, Honigman; Andrew Christians, Donnelly Penman & Partners; Michael Kalil, Farbman Group
- 3:00 p.m. Break
- 3:15 p.m. Regulatory Panel Discussion with Q&A
Moderator: Aaron Luetzow, DIFS Office of Banking
- 4:15 p.m. Michigan Bank Directors' College Adjourns
- 4:30 – 5:15 p.m. CBM PAC Contributors Reception & Legislative Update – Invitation Only
Marcia Hune & Bill Zaagman, GCSI
- 5:15 p.m. Grand Opening Reception with Exhibitors in the Expo Hall
- 6:30 p.m. Expo Hall Closes
- 8:45 p.m. Afterglow Reception – *With Bourbon & Vodka Tasting*

Thursday, September 14, 2023

- 7:00 a.m. Breakout Session 1 – A banker, a customer & a chatbot walk into a bar...
Tony Repanich, Shield Compliance & Radhika Lipton, RADD
- Breakout Session 2 – Driving Productivity and Engagement: Workforce Optimization Strategies
John Ball, CH Training & Coaching & Eric Gerdes & Jeremiah Worthington, Endurium Advisors, LLC
- 7:30 a.m. Expo Hall Opens – Continental Breakfast with Exhibitors
- 8:15 a.m. General Session Begins
Welcome
Mike Tierney, President and CEO, Community Bankers of Michigan
Introductory Remarks
David C. Williams, Chairman 2022-2023, Community Bankers of Michigan
President & CEO, Upper Peninsula State Bank
Lucas White, ICBA Vice Chair & President & CEO, The Fountain Trust Company
- 9:00 a.m. Legislative Update
Marcia Hune & Bill Zaagman, GCSI
- 9:25 a.m. Banker Panel – Current Issues in Banking
- 10:20 a.m. Break with Exhibitors
- 11:00 a.m. Keynote Presentation
Janine Stange
- 12:00 p.m. Presentation of the CBM Rising Star Awards
- 12:20 p.m. Cook Out Lunch

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- 1:15 – 4:30 p.m. **Sponsored Activities (For Registered Attendees)**
- Trap Shoot – Nye’s Trap Range
 - Tasting Tour – Left Foot Charley & Grand Traverse Distillery
 - Golf Outing – Wolverine Golf Course (Front nine)
- 5:30 p.m. Reception in Expo Hall
- 7:00 p.m. Banquet/PAC Program
- The Best of Community Banking Award
 - Community Bankers PAC Contributor Recognition
 - Community Bankers PAC Auction – Silent and Live Auction
- 9:15 p.m. Banquet Afterglow

Friday, September 15, 2023

- 7:45 a.m. Expo Hall Opens – Continental Breakfast with Exhibitors
- 8:30 a.m. General Session Begins – Door Prizes and Awards
- 8:45 a.m. Michigan Fiscal Policy
Michael D. LaFaive, Mackinac Center for Public Policy
- 9:30 a.m. Break
- 9:45 a.m. Hot Topics in Banking
Lucas White, ICBA Vice Chair & President & CEO, The Fountain Trust Company
- 10:20 a.m. Folds of Honor Scholarship Presentation
- 10:35 a.m. Closing Keynote: Economic Forecast
Lauren Henderson, VP, Economist, Stifel
- 11:30 a.m. Membership Meeting
David C. Williams, Chairman, CBM Board of Directors and President & CEO, Upper Peninsula State Bank
Kevin Collison, Incoming Chairman, CBM Board of Directors and President & CEO, Commercial Bank
- 12:00 p.m. Grand Prize Drawings and Convention Closing



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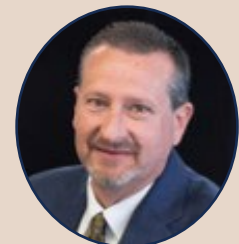
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BCU Mortgage Services is a division of Merchants Bank of Indiana. We provide banks access to secondary mortgage market products. BCU offers a third-party origination program that maintains bank lender contact with their customers all the way to closing to maintain the customer relationship. We provide expertise and automation to process the loan applications and communicate with all parties. Merchants Bank of Indiana also offers correspondent lending programs to purchase loans that are processed and closed by participating banks.

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Visa is a trusted network and world leader in digital payments, working to remove barriers and connect more people to the global economy. Our purpose is to uplift everyone, everywhere by being the best way to pay and be paid.

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AEG began in 1995 as an asbestos, air quality and environmental site assessment consulting firm. Over time, AEG has evolved into a unique technical firm offering a full spectrum of environmental services in multiple markets. Areas of focus include education, commercial, industrial, financial institutions and more. Headquartered in Farmington Hills, AEG also has an office in west Michigan allowing them to service the entire state. Our staff of professional consultants and technicians are prepared to handle your due diligence needs for transaction screen assessments, Phase I and Phase II ESAs. Our professional teams provide complementary services for our clients including healthAIR (industrial hygiene, air monitoring and laboratory services), cleanWATER (stormwater, wastewater, drinking water, and geology/ESA services), and safeEARTH (regulated waste, emergency response and recycling services).

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Wide Receivership

Midwest market receivership landscape in a post-pandemic era

This article is provided by new CBM Associate Member Farbman Group. Read more about Farbman Group on page 23.

In the wake of the pandemic, a turbulent commercial real estate landscape is seeing a significant uptick in receiverships. That trend is especially noticeable across the Midwest, where several major cities continue to grapple with distressed assets, new opportunities, and new post-pandemic realities.

Which markets are the most affected? What commercial real estate categories are bearing the brunt of the receivership volume, and what are the prospects for owners, operators, real estate professionals, and communities looking to calibrate a new normal in the wake of a historic and disruption in the marketplace?

A region-wide phenomenon

Receiverships are up virtually across the board in the Midwest, with Illinois leading the way. Distressed or underperforming assets, as well as non-performing loans on the special servicer side, have become commonplace, resulting in unstable rent rolls from declining occupancy. Things are not expected to be as bad as in 2008-2009, when the market paid the price for years of aggressive loan underwriting and questionable credit, but the expectation is that the next couple of years will continue to be busy. The main focus is on the office market, undergoing a seismic shift as the result of new hybrid and remote work models, but retail has also been affected. While that does present an opportunity for real estate professionals who have expertise in this highly specialized space, it also presents a challenge for several Midwest markets that were undergoing significant expansion prior to the pandemic.

Market-to-market variation

Relative to some other Midwest markets, Chicago has seen a particularly high level of defaults and receivership activity, in part due to problems that predate COVID. High taxes, pension burdens, and crime concerns were already presenting challenges before spring of 2020. Add pandemic pressures to that mix, and the result was the perfect storm to tip the Chicago office market into a tough spot. While we saw many workouts on hotel and office assets, the hotel market has generally rebounded well. Office remains an open question, and we are likely witnessing a broader structural correction in that space. Chicago also had a surge of new construction, with the iconic Loop and downtown area not just a large office sub-market, but one that remains heavily reliant on mass transit—which has also been heavily impacted by the pandemic. Smart property owners have been working to lessen the tax burden by appealing unfavorable tax assessments. However, simply appealing is an expense unto itself. Even successful appeals can be followed by subsequent increases, and so landlords have to make worst-case-scenario assumptions regarding their tax burden.

Ohio has also seen a steep rise in receivership activity. Perhaps even more assets in REO than Illinois

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(continued from previous page)

and more distressed assets than places like Wisconsin, Michigan and Minnesota. Unlike Illinois, where it is relatively easy to identify factors contributing to that increase, Ohio is tougher to figure. One dynamic to watch is playing out in Cleveland, where a couple of large employers that have undergone significant post-pandemic downsizing has been enough to create turbulence in the market.

Michigan, on the other hand, is performing well relative to most other Midwest markets. This could be appointed to a comparative dearth of new office construction, or maybe because lenders have generally been a bit more conservative in Michigan compared to Chicago and other markets.

Office and retail

The receivership roles are filled with a wide variety of office tenants. Brands and businesses large and small are struggling to adapt to new realities—with varying degrees of success. Landlords working to keep office tenants are facing decisions when asked to downsize space, which may require costly reconfiguration—at a moment when construction costs are at historic highs. The high costs of tenant improvements put some office landlords in a difficult position, some of which are understandably leery about investing in costly repositioning for an uncertain return. In the retail sector, the outlook is more varied. Neighborhood centers are doing very well, but many big box retailers are struggling. Regional malls (many of which face larger structural challenges) are another significant source of retail receivership across the Midwest.

Solutions and opportunities

On the positive side, we are seeing some creative and compelling conversions from downtown office buildings to hotel and multifamily in cities like Cleveland and Chicago. Big box retail, and even some older hotels, are also being converted to multifamily. Multifamily conversions are the most common category of adaptive reuse, but storage also continues to expand, both in big box spaces and multistory office space. Developers are looking for opportunities—and acquiring a vacant or underutilized office building at the right price could be a win-win scenario. Going forward, it's incumbent upon receivers to work with owners and architects/developers to try and find those solutions.

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Michael Kalil, Chief Operating Officer, and William Bubniak, Executive Vice President, are receivership experts and brokers for Midwest full-service commercial real estate firm, Farbman Group. To reach Michael and William directly, email kalil@farbman.com or bubniak@farbman.com.

Associate Membership Bundles

Thank you to our associate members who are saving money and bundling their membership with other events and activities at the Community Bankers of Michigan. You will see those bundling sponsoring events, attending and sponsoring at our convention, advertising in the *Community Spirit* magazine, and much more. We appreciate the support of these associate partners, and ALL of our members! One Mission. Community Banks.

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CBM's networking forums meet multiple times per year where individuals with shared interests in a specific banking field gather to share information, ask questions, and connect. CBM forums serve as a valuable resource for banking professionals to learn about the latest trends and developments in the community banking industry.



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August 24, 2023



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Network and collaborate with other CLOs within the community banks across the state of Michigan to continue advancing the lending industry.

October 24, 2023



CONSUMER LENDING FORUM

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October 5, 2023



HUMAN RESOURCES FORUM

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2024 dates will be announced soon



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August 29, 2023 & December 7, 2023



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November 8, 2023



RISK MANAGEMENT FORUM

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BANKING BONUS TIME PODCAST

BANKING BONUS TIME PODCAST

A photograph showing an hourglass in the center, surrounded by several stacks of coins. To the right of the hourglass is a small, light-colored piggy bank. The background is a plain, light surface.

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The logo for the Community Bankers Webinar Network, featuring a circular dot pattern and the text "COMMUNITY BANKERS Webinar network" and "Powered by FinEd".



Community Bankers of Michigan Partners with Bankers Insight Group to Offer Credit Analyst Certification Training

The Credit Analyst Certification Program (CACP) is designed to address the needs of beginning credit analysts and reinforce the credit skills of current credit analysts in all aspects of credit analysis. CACP will provide credit analysts with the foundation required to be successful in commercial credit analysis and development into a possible lending position.

The program starts with an understanding of accounting fundamentals, which is essential to the application of sound financial statement and credit analysis. It then progresses into basic credit analysis to determine the five vital financial factors of each economic unit including; Liquidity, Leverage, Asset Management Capability, Operating Performance and Cash Flow. The CACP will conclude by demonstrating advanced credit analysis including Net Working Investment Analysis utilized in Short-Term Loan Structuring; Advanced Cash Flow Analysis; Financial Forecasting; Sustainable Growth Analysis and Writing an Effective Credit Memorandum. Focus will be primarily on Commercial & Industrial type borrowers and utilize multiple case studies to reinforce the learning process.

“I am excited to bring this important program to the community bankers in Michigan,” said CBM Director of Training and Development Nannette Lytle. “Jeffery Johnson has more than 40 years of experience and is highly regarded in the community banking industry. I know his knowledge and experience will be helpful in the development of newer credit analysts.”

If you or someone in your organization is interested in participating in this training, please contact the CBM office at 517.336.4430 or visit the CBM website cbofm.org for more details.



LEADERSHIP DEVELOPMENT

The future of community banking depends upon a new generation of bankers and organizational leaders. Our programs are designed to help develop and hone the vital skills needed to manage a team and community bank effectively.



Branch Leader Fundamentals

September 21 | November 2

Two full-day, in-person sessions, supplemented by two virtual/web de-brief and accountability sessions.

This new program is designed to equip new and aspiring retail branch leaders, starting with a self-assessment of their strengths and gaps in the key success factors for the role of branch management. Participants will learn about branch business and action planning, objective and expectation-setting, feedback and coaching fundamentals, and tactics for developing team and individual skills in sales and customer service. They will leave with a toolkit of supporting templates.

Designed for:

- New-to-role Branch Managers and Assistant Branch Managers
- High potential branch bankers who are currently on a development path towards a branch leadership role

Emerging Leader Program

September 20 | November 1 | March 12 | April 16 | May 14

Five full-day, in-person sessions, supplemented by three virtual/web de-brief and accountability sessions.

The Emerging Leader Program (ELP) is an annual leadership development program designed to build competencies and confidence for your next generation of community bank leaders. Participants will be guided through Five Exemplary Leadership Practices®, DISC® communication styles, Strengths Finder® and the basics of Performance Management and Development, concluding with their individual presentation to build executive presence. A mentor from your organization is utilized throughout the program to bring application of the learning to life and provide for personal and professional growth opportunities.

Designed for:

- First-level high-performing leaders with *1-5 years of experience managing employees
- Mid-level individual contributors who are high-potential candidates for promotion to a leadership role

The CBM is excited to share some remarkable news set to ignite the growth and success of our community banks. To foster strong leadership and enhance professional development within the industry, we are thrilled to introduce two cutting-edge training programs: **Emerging Leaders** and **Branch Leader Fundamentals**.

Community banks play a pivotal role in driving local economies, supporting small businesses, and serving the financial needs of individuals within our communities. Recognizing the importance of effective leadership in this context, these comprehensive training programs have been carefully designed to equip bank professionals with the necessary skills, knowledge, and confidence to thrive in their roles.

The **Emerging Leaders** program is specifically tailored for the next generation of community bank leaders who exhibit the potential to assume leadership positions in community banks. This program focuses on developing the fundamental leadership competencies needed to excel in a rapidly evolving banking landscape. Participants will engage in a series of interactive workshops, group exercises, and case studies that foster critical thinking, problem-solving, and decision-making skills. Additionally, the program provides mentorship opportunities, allowing participants to learn from experienced industry leaders and gain invaluable insights into the complexities of community banking.

The **Branch Leader Fundamentals** program is designed to equip new and aspiring branch leaders, starting with a self-assessment of their strengths and gaps in the key success factors for the role of branch management. Recognizing the unique challenges faced by branch leaders, this program equips participants with the essential skills required to manage teams, enhance customer experiences, and drive branch performance. The program covers a wide range of topics, including branch business and action planning, objective and expectation-setting, feedback and coaching fundamentals, and tactics for developing team and individual skills in sales and customer service. Participants will have the opportunity to engage in practical simulations, role-playing exercises, and real-life case studies, allowing them to develop a robust toolkit to effectively navigate the intricacies of branch leadership.

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education

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Both programs are structured to provide participants with a well-rounded educational experience, combining theoretical knowledge with practical application. The training is facilitated by a seasoned industry professional, who brings extensive experience and insights to the table. Participants will be encouraged to collaborate, network, and learn from their peers, fostering a vibrant community of aspiring and current leaders within the community banking sector.

By investing in the professional development of our community bank leaders, we aim to cultivate a thriving ecosystem that empowers our institutions to adapt, innovate, and excel in an ever-changing financial landscape. These training programs will undoubtedly enhance leadership capabilities, foster innovation, and ultimately contribute to the sustained success and growth of our community banks.

We encourage all community banks to explore the benefits offered by the Emerging Leaders and Branch Leader Fundamentals programs. By prioritizing leadership development, we will ensure our community banks continue to serve as pillars of support and financial empowerment for the communities they serve.

For more information on these training programs and how to participate, please visit cbofm.org or contact the CBM office at 517.336.4430. Together, let us nurture the leaders of tomorrow and secure a bright future for community banking.



Register Now

Michigan Bank Directors' College
& Regulatory Round Table

September 13, 2023

Grand Traverse Resort



The banner features a background image of a modern office interior with large windows. The text is centered and overlaid on a semi-transparent grey rectangle. At the bottom center is the logo for the Community Bankers of Michigan (CBM), which includes the letters 'CBM' in a large, bold, serif font, with a blue wave-like graphic above the 'M'. Below 'CBM' is the text 'Community Bankers of Michigan' in a smaller, sans-serif font, and a silhouette of the state of Michigan is positioned at the bottom of the logo.



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EVENT	2023 DATE	LOCATION
CFO Leadership Forum II	August 24	CBM Office, East Lansing
IT Forum I	August 29	CBM Office, East Lansing
Michigan Bank Directors' College	September 13	Traverse City
CBM Annual Convention & Expo	September 13-15	Traverse City
Emerging Leaders I	September 20	CBM Office, East Lansing
Branch Leader Fundamentals I	September 21	CBM Office, East Lansing
Credit Analyst Certification I	September 26-27	CBM Office, East Lansing
Consumer Lending Forum II	October 5	CBM Office, East Lansing
Credit Analyst Certification II	October 17-18	CBM Office, East Lansing
CLO Forum II	October 24	CBM Office, East Lansing
CEO Leadership Network II	October 27	CBM Office, East Lansing
Emerging Leaders II	November 1	CBM Office, East Lansing
Branch Leader Fundamentals II	November 2	CBM Office, East Lansing
Community Bankers for Compliance IV	November 2	The Henry Center, Lansing
Midwest AG Conference	November 2	Virtual Event
Retail Banking Forum II	November 8	CBM Office, East Lansing
Credit Analyst Certification III	November 28-29	CBM Office, East Lansing
IT Forum II	December 7	CBM Office, East Lansing

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County National Bank Expanding Service Area to Kalamazoo County

Hillsdale, MI – County National Bank (“CNB”) has experienced unprecedented growth in the last few years. In order to best serve both our existing and our growing client base, we continually examine the possibilities of new service locations. We are excited to announce that we will be opening a Loan Production Office in Kalamazoo County in the near future.

Travis Grimwood has been appointed to the position of Regional Vice President – Kalamazoo Market Executive. Travis brings nearly 20 years of commercial banking experience to CNB, with his most recent position being Kalamazoo Regional President for another financial institution. He is a graduate of Western Michigan University with a Master’s Degree in Business Administration and is involved in the Kalamazoo community through a number of current and past board positions and service club memberships.

Trent Pierre joins CNB as Vice President – Commercial Loan Officer. Trent has over 23 years of commercial banking experience, with his most recent position being Vice President Commercial Lending. He is an alumnus of Grand Valley State University with a Bachelor’s Degree in Finance, and he is a graduate of Perry School of Lending at Central Michigan University. Trent is a volunteer for the American Heart Association.



Travis Grimwood



Trent Pierre

“I am thrilled to announce that County National Bank is expanding into Kalamazoo County,” said Joe Williams, President and CEO of County National Bank. “We have the extreme good fortune to grow our client base and add high-quality bankers in the region with the addition of Travis Grimwood and Trent Pierre. At CNB, we have seen success in our expansion efforts because of two truths that we will not deviate from: we must have both the right community and the right people for our community-focused banking model to be successful. In Kalamazoo County and with Travis and Trent, we have the ideal combination for successful growth of both the community and County National Bank.”

Stephanie Chapin Celebrates 45 Year Anniversary with KCSB

Schoolcraft, MI – Kalamazoo County State Bank (KCSB) is pleased to announce Loan Clerk Stephanie Chapin is celebrating 45 years of service with the Bank.

“While Kalamazoo County State Bank is celebrating our 115th Anniversary this year, Stephanie is also celebrating a significant milestone with our Bank,” said KCSB President and Chief Executive Officer D. Scott Hines. “Stephanie joined KCSB 45 years ago when she was a senior in high school and has made banking her lifelong career. Today, Stephanie is responsible for preparing documents for our business, agriculture and consumer loans. Lending is a major part of our business at KCSB, and it takes employees like Stephanie to help our customers throughout their financial journey with our Bank. Please help me congratulate Stephanie on her 45 years of service.”



Stephanie Chapin

Stephanie Chapin began her career with KCSB in 1977 as a part-time employee in bookkeeping and started working full-time in 1978. A true community banker, Chapin has worn many hats throughout her career working in the Computer Department (now the Operations Department) before settling into her current position in February of 1997 as a Loan Clerk in the Loan Department.

When asked about some of the significant changes she has seen in banking over the years, Chapin said, “I have been here for 45 years and have seen a lot of changes in banking. It has been interesting to see how technology has progressed over the time I have been here. It just amazes me what services we can offer today like Online Banking, Mobile Banking, Mobile Deposit, and Zelle®. We also have many more regulations to protect our customers.”

community connections

1st State Bank Announces the Promotion of Five Officers



Kimberly Amley

Saginaw, MI – Jim Milroy, President & CEO of 1st State Bank, is proud to announce the following promotions:

Kimberly Amley has been promoted to Vice President, Deposit Operations Manager and Compliance Officer. In this role, Amley is responsible for the supervision of the 1st State Bank Deposit Operations Department, as well as providing valuable guidance to ensure the bank's strict adherence to all government regulations. Amley joined 1st State Bank in 2018 as Compliance Specialist, was promoted to Compliance Officer in 2019, and in 2022 assumed the role of Deposit Operations Manager. Amley has 21 years of banking experience.

Angy Dixon Hale has been promoted to Vice President, Branch Services Administrator and Physical Security Officer. In this role, Dixon supervises all bank branch activities and staff at the five branch locations. She joined 1st State Bank in 2013 as Branch Manager of the Wilder Road office. In 2017, Dixon added the Downtown Bay City office to her management scope. In 2021, she transitioned to the Main Office as Branch Manager and in 2022 was promoted to Branch Services Administrator. Dixon has 20 years of banking experience.



Angy Dixon Hale



Brittany Welke

Brittany Welke has been promoted to Vice President, Loan Administration Manager. Welke started at 1st State Bank in 2012 as a Loan Specialist. In 2017, she was promoted to Loan Administration Supervisor. At the beginning of 2023, Welke took on the added responsibility of leading 1st State Bank's mortgage servicing department. Welke now provides leadership for all bank loan operation functions. She has 16 years of banking experience.

Lindsey Barsaleau has been promoted to Assistant Vice President, Human Resources Director. Barsaleau joined 1st State Bank in 2020 as Human Resource Generalist and was promoted to Human Resources Director in 2021. Barsaleau has elevated 1st State Bank's human resource efforts beyond payroll and benefits, to include a greater focus on employee development and engagement.



Lindsey Barsaleau



Cynthia Holliday

Cynthia Holliday has been promoted to Assistant Vice President, BSA (Bank Secrecy Act) Officer. Holliday has over 22 years of banking experience and began working at 1st State Bank in 2017 as a Deposit Operations Specialist. She was promoted to Bank Secrecy Act Officer in 2018. In this role, Holliday oversees the implementation of 1st State Bank's Bank Secrecy Act and Anti-Money Laundering policies, and processes. Her responsibilities also include overseeing customer fraud issues, and the Bank's Positive Pay Service.

Upper Peninsula State Bank Elects Nicholas Bink to the Board of Directors

David C. Williams, president and CEO of Upper Peninsula State Bank, has announced that Nicholas R. Bink has been elected to the board of directors of the Upper Peninsula State Bank. Bink is a graduate of Escanaba Area High School and graduated with a bachelor's degree in business administration from Northern Michigan University in 1995 where he also played football. He has worked in his family business, Bink's Coca Cola, since his youth while also spending time working for Coca-Cola Enterprises in Grand Rapids, Mich. In 2000, Bink was instrumental in starting the very successful Bink's Wines & Beverages business covering five counties in Michigan.

community connections

"I am very pleased that Mr. Bink will be joining our board of directors as he brings with him a strong business mind and an in-depth knowledge of many of our U.P. communities. He will be an outstanding addition to an already strong and accomplished group of individuals that comprise our current board," said Williams. "As those who know Nick would agree, his personal character and reputation are impeccable, and we are looking forward to many mutual benefits of having him on our great banking team."

"Upper Peninsula State Bank is a forward-thinking financial institution that represents the best in safe, sound, and secure banking," said Bink. "Their more than 120-year commitment and sole focus on the Upper Peninsula, as evidenced by their recent expansions into Gladstone, Marquette, and now Houghton is second to none."

They are bringing the best technology to our markets while maintaining the highest level of personal service. This is a commitment that mirrors my own and I'm looking forward to a great and long-term association with them," Bink added.

Bink is a lifelong native of Escanaba with a long history of giving back to his community. Bink is an active supporter and charitable contributor to countless civic organizations and community projects. He also serves on the finance committee of his church and has served on several Boards and organizations including Big Brothers Big Sisters, OSF Advisory Board, and Escanaba Area Junior Hockey Association. He has also been active for many years coaching youth in baseball, softball, hockey, and football.



Nicholas Bink



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Nels W. Nyblad

Nels W. Nyblad Retires from ChoiceOne Boards of Directors

Sparta, MI – It is with sincere appreciation that the Boards of Directors of ChoiceOne Financial Services, Inc. (NASDAQ: COFS) (“ChoiceOne”), and ChoiceOne Bank announce the retirement of Nels W. Nyblad from the Boards of Directors of ChoiceOne and ChoiceOne Bank effective June 28.

“As we celebrate our 125th Anniversary this year, we are honored to have worked with Nels for the last 15 years,” said ChoiceOne CEO Kelly Potes. “Nels has served as a director of ChoiceOne and ChoiceOne Bank since 2008. His substantial experience in business, agriculture, and as an entrepreneur has been invaluable to our organization throughout the years.”

Nels W. Nyblad was appointed a director of ChoiceOne and ChoiceOne Bank in June 2008. Nyblad owns Nels Nyblad Family Farm, LLC. He is also a director of Nyblad Orchards, Inc., Nyblad Farms, LLC, and Ross-Roy Enterprises, Inc. Nyblad is a member of the Casnovia Planning Commission and served as a former director of the Michigan Agricultural Cooperative Marketing Association, Inc., Cherry Growers Inc., and Kent City Community Schools. He also served on the Michigan Plum Committee for 18 years.

“As a leader in agricultural lending, ChoiceOne operates in some of the most abundant agricultural regions in our country, and as an agricultural lending partner, we serve hundreds of agricultural businesses in Michigan, from local farms to international distributors,” said Potes. “Nels’ extensive expertise in farming, especially in the apple industry, brought a unique perspective to our Boards. We will miss Nels’ keen vision and guidance, and we wish him, and his wife Luanne, the best in retirement.”

First National Bank of Michigan Appoints Board Member

First National Bank of Michigan appointed Rachel Michaud to its Board of Directors effective June 16, 2023.

“We are pleased to welcome Rachel to the First National Bank of Michigan Board,” said Daniel Bitzer, President & CEO of First National Bank of Michigan. “Rachel’s extensive experience in Real Estate, Commercial Construction, Marketing, Sales and Management will be invaluable to FNBM as we continue to grow our business and pursue our mission to serve our local communities.”

Ms. Michaud is the Vice President of Gillespie Group headquartered in Lansing, MI. Her responsibilities include oversight of all day-to-day business operations of Gillespie Group, all leases, overall asset management and equity services. Rachel is a current member of the Wharton Center Advisory Council and serves as a member of the Lansing Board of Water and Light General Manager’s Roundtable. Additionally, she has worked with multiple groups such as March of Dimes, McLaren Foundation (as a Board Member), Women’s CEO Network, Capital Area Women & Lifestyle Editorial Board and Volunteers of America. Rachel was recognized in 2022 as a Notable Women in Construction, Design & Architecture by CRAIN’S Detroit Business.



Rachel Michaud

The State Bank Announces Appointment of Bob Herdoiza to Fentura Financial’s Corporate Board of Directors

Fenton, MI – Fentura Financial Inc. and The State Bank are excited to announce the appointment of Bob Herdoiza to the Board of Directors for both Fentura Financial Inc. and The State Bank.

Bob Herdoiza is a Partner at Stonebridge Financial Group. He is a serial entrepreneur who has grown his companies organically and exited through acquisition. He began his career as a certified public accountant, auditing companies in Southeast Michigan. He is currently a partner of Stonebridge Financial Group, leading strategic direction for its corporate retirement plan practice and consulting with clients. “I am excited about the expertise that Mr. Herdoiza will bring to our Boards,” said Ron Justice, President and CEO of Fentura Financial and The State Bank. “I look forward to working with him and the contributions that he will bring to our organization.”



Bob Herdoiza



Kirstyn Monroe

Kirstyn Monroe Joins First National Bank of Michigan

Grand Rapids, MI – First National Bank of Michigan continues to expand its commercial banking team of local industry experts by hiring Kirstyn Monroe.

“We are pleased to welcome Kirstyn to our commercial banking team,” said First National Bank of Michigan Market President, Mike Hollander. “Kirstyn has over 17 years of commercial banking experience in the Grand Rapids Market. With her extensive knowledge in commercial lending and financial strategy, combined with her highly relational approach, she will make a great addition to the First National Bank of Michigan Grand Rapids team.”

Monroe is a graduate of Grand Valley State University and holds a Bachelor of Business Administration degree. “I am beyond thrilled to join a team of veteran bankers that are acutely focused on serving the needs of Grand Rapids businesses,” said Monroe.

Citizens National Bank Participates in Federal Home Loan Bank’s Elevate Program and helps Urban Bird & Company, recipient of an Elevate Small Business Grant

Congratulations to Lindsey Clark, owner of Urban Bird & Company in downtown Cheboygan, MI for receiving an Elevate Grant from the Federal Home Loan Bank (FHLB) to be used for improvements to her store.

As a member of FHLB, Citizens National Bank has access to grant programs for its business customers and can aid in the application process when grant monies become available. The Elevate small business grant aids the growth and development of small businesses in Michigan and Indiana. The grant money can be used for capital expenditures, workforce training, working capital, and a variety of other needs.

Nicole Drake, Senior Vice President at Citizens National, worked with Ms. Clark from the first application through to the winning grant announcement. “It is opportunities like this that makes me love what I do. When I can help a small business succeed, and flourish, I know that I have done good for the customer and the community.”

Urban Bird & Company opened its doors in 2017 and has moved several times from its original location, but has always remained on Main St. At the current location of 229 N. Main Street, an excellent expansion opportunity opened, which will allow the store to continue to grow its product offerings including additional footwear brands. The expansion project is nearly complete and has more than doubled the space for Urban Bird & Company.

A unique, trendy women’s boutique, found in Cheboygan and recently Rogers City, Urban Bird & Company will now expand into the neighboring building in downtown Cheboygan adding an additional 1200 square feet of retail space, and allow for the addition of more shoe inventory. In fact, Urban Bird & Company was recently approved as a Birkenstock retailer starting in January 2023! Mrs. Clark also worked with a consultant at the Small Business Development Center to prepare a business plan. Renovations are already underway with the goal of opening the new space for the holidays.

“Cheboygan has embraced me, and my store, since opening, and it is with that sentiment that I want to expand and grow my footprint downtown. In 2017 I was honored to win start up ‘shoe money’ from the Northern Lakes Economic Alliance Invest Cheboygan competition (like a mini shark tank) that started me on the path of expanding what was already started and enhancing my current offerings with our first global brand Sorel Footwear,” said Ms. Clark.

Important things are happening in downtown Cheboygan and Citizens National Bank is proud to work with existing business and encourage entrepreneurs.

“If we can help one business, or twenty, I’m here to aid and support in any way that I can through the various programs available to Citizens National through the Federal Home Loan Bank,” said Drake.



community connections

Chelsea State Bank Raises Money for Veteran Focused Group Who Rescues Shelter Dogs

Washtenaw County, MI – Chelsea State Bank donated \$1,618.16 to Blue Star Service Dogs, a veteran focused, non-profit group who rescues dogs from shelters, provides training to assist veterans who are in combat with invisible wounds after discharge, while creating a long lasting bond between each other. The dollars raised for this donation came from Chelsea State Bank (CSB) employees as part of their ongoing Blue Jean for Charity Fund.

Over 10 years ago, Chelsea State Bank employees kicked off their Blue Jeans for Charity fund to raise money for local charities. Employees donate \$3 per person each week, which allows them to wear jeans to work on Fridays. Chelsea State Bank then matches the employee donations for the selected non-profit agency.

“Blue Star Service Dogs is an asset to the Washtenaw Community, rescuing dogs while providing a companion for those who fought for our freedom,” said Joanne Rau, President and CEO, Chelsea State Bank. “We support a variety of veteran related causes, and I am proud to add Blue Star Service Dogs to the list as another way we can give back to those who selflessly fought for our country.”

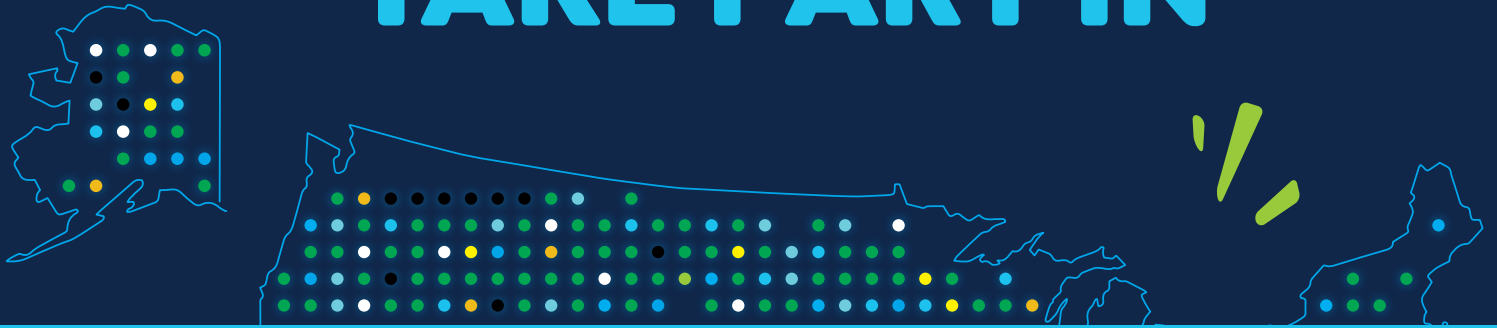
At the beginning of each year, the Enrichment Team casts a poll to employees to determine which 4 non-profit agencies will be a recipient of the Blue Jean for Charity Fund. Nina Herrst, Vice President nominated Blue Star Service Dogs “for the meaningful and unsung work they do with veterans and shelter dogs, both positively influencing each other’s lives.”

“All of us at Blue Star Service Dogs are grateful for the continued support from Chelsea State Bank and their employees,” said Christine Myran, Executive Director, Blue Star Service Dogs. “Donations like these are quickly put to work to help another veteran and rescue the next shelter dog. We can’t thank CSB enough!”



Chelsea State Bank presents donation to Christine Myran, Executive Director, Blue Star Service Dogs (and Sarge, the Pug).

TAKE PART IN



THE NATIONAL CAMPAIGN FOR COMMUNITY BANKS

ICBA launched a national campaign to raise consumer awareness of community banking. ICBA members can plug in and be part of the campaign at the local level by leveraging the free ICBA national campaign toolkit, which offers research insights and turnkey marketing assets.

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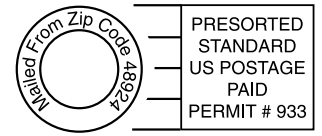
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