

# NORTHWESTERN Banker Newsletter

Vol. 13 No. 49

Des Moines, Iowa

March 25, 1985

## "It's Time to Look to the Future!"

**M**ANY state and national banker associations, farm groups and ag-related groups have talked about, written about and tried in various ways to resolve the current difficulties that beset the midwest ag economy—a conspicuous island in the midst of recovery on all sides. One such meeting was the Iowa Bankers Association 1985 Ag Conference held last week on the campus of Iowa State University in Ames. The program was geared to helping bankers meet "Today's Ag Challenge."

At the conclusion of a panel presenting representatives of eight commodity producer groups in the state, IBA's Ag Chairman Richard A. Halverson, executive vice president of Corwith State Bank, asked the eight farmers and 350 bankers present to start accentuating the positive. His remarks follow:

**I**T HAS been an interesting and trying past five months for our Ag Committee! I have treated the trying times we are going through as a challenge, and I encourage you to do the same. One message that we hope to deliver is this—YES, there is a future in farming, ag banking, and Iowa! However, we have to start focusing more of our attention on what is right in agriculture, what opportunities are becoming more available, and get off the doom and gloom kick that is so very much with us today.

I am not suggesting that we close our eyes and ears to the problems we have. But, I am suggesting that we start talking about the other side, that we start thinking more about the 85% to 90% *plus* of our customers and banks who are making it and will survive the crisis period that we are going through today!

Let's start looking up! It's not popular today to have an optimistic viewpoint; it's not popular to say that we are doing all right; it's not popular to say that our farms, our banks, or any other businesses in Iowa are holding their own or making money! Why? In fear of what some people might say or think.

I challenge you when you go home to look to the bright spots, and there *are* bright spots! Try to impress on your customer that there *is* a future! Our customers really pick up on our attitude and outlook. If we sit in our banks and agree with the vocal minority, who are greatly hurting the silent majority by continually spreading the doom and gloom which is driving down our asset values by all the bad news we hear and read and talk about, we may be making a mistake.

I ask you, "can we afford to continue with the negative attitude and outlook era that we are in now?"

We realize there are some real hard, economic facts that are not in our favor, and they have been there a long time, but several people feel attitude is a factor in our deteriorating asset values today, and I tend to agree. However, this down attitude is hard to control, and it seems to me that until the silent majority starts showing an interest in turning

it around, we will continue on a steady down trend.

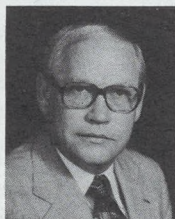
Let's start communicating! Let's look to the future of our banking industry. Let's hope we are near the bottom of the decline we have been going through the past three years, and especially the past 12 months! Let's go home today and let's try to raise the confidence level of our customers! Let's focus on what's *right* about agriculture!

Now, I realize more than ever before in my nine years of banking experience that ag banking is a people business, and not just a numbers game! We have to have faith in our customers, and likewise our customers have to have faith in us! We know that if we just let one of us lose the faith then we have *BIG* problems! Talk to some of the old time farmers who have been through the hard times. Ask them about how they felt about the bankers who worked with them in real hard times; bankers who went the extra mile to help people who had a reasonable chance of survival! I think we all have heard about them and know about the loyalty base those banks and bankers created for themselves! As many of us realize, loyalty in many cases was forgotten about in the boom years, but working with people today and helping those who deserve to get through these times will have its rewards.

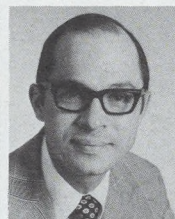
Let's go home today and set the stage for the future of our shops at home! Let's be dedicated, let's be fair, and let's make our customers know we expect the same. Let's also be careful to remember that not everyone is guaranteed to succeed any more than no one is guaranteed not to fail! But most of all, let's be realistic, and also try to be positive and optimistic wherever possible! □

**SPRENGER,  
ROWLAND  
AND MESSINA**

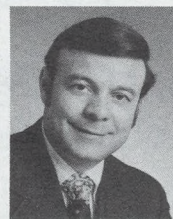
Getting it done for you.



Bill Sprenger  
234-2625



Frampton Rowland  
234-2485



John Messina  
234-2486



**Commerce Bank of Kansas City<sup>NA</sup>**

MEMBER FDIC

Telephone (816) 234-2000





Norwest Bank Des Moines, N.A.

Call (515) 245-3131 or toll-free (800) 362-2514  
Member FDIC



Larry Welch

*Teamwork:  
one of the reasons  
we're first in Iowa.*



Lowell Barkley

### Gary Stern Named President At Federal Reserve Bank

Gary H. Stern, senior vice president and director of research at the Federal Reserve Bank of Minneapolis, has been named president of the Federal Reserve Bank of Minneapolis, effective March 16. He succeeds E. Gerald Corrigan, who left the bank January 1 to become president of the Federal Reserve Bank of New York.

### Iowa News

ANKENY: James Anderlik, previously executive vice president and cashier of Hawkeye-Ankeny Bank and Trust, has been named president effective March 6. He succeeds



**ASK  
DICK RETZ**  
to make MNB  
work for you.

Toll free  
1-800-332-5991

**Merchants  
National Bank**   
Member F.D.I.C. A BANKS OF IOWA BANK

Ken Keniston, who has accepted a post as president of a bank in Baraboo, Wisc. Mr. Anderlik has been with the bank seven years.

HAWARDEN: Alan J. Burke, executive vice president of Farmers State Bank, has announced the addition of Michael J. Wiggins to the bank's staff. Mr. Wiggins will serve as senior vice president.

LAKE CITY: Ervin W. Berg has been named the new president of Lake City State Bank. He replaces Jack T. Patrick, who resigned. Mr. Berg most recently was president of Mt. Carroll National Bank in Illinois, which he joined in 1981.

LAKE MILLS: Lyle E. Abrahamson has joined Hawkeye Bank and Trust here as president. He succeeds Dan Dunlap, who was named president at First National Bank in Lenox. Mr. Abrahamson previously was with First State Bank, Britt, which he joined in 1979 as president.

LENOX: Dan Dunlap recently joined First National Bank here as president. He succeeds Eldon G. Bose, who was named chairman. Mr. Dunlap previously was president and CEO of Hawkeye Bank & Trust in Lake Mills. He had been at the Lake Mills bank four years.

LUANA: George Heins, president of Luana Savings Bank and a director since 1933, passed away in January after a short illness. The board has since appointed Robert A. Schultz as chairman; D.R. Fields as vice chairman; Larry Riveland as president and a director, and Dale Linderbaum as senior vice president.

OSCEOLA: Osceola State Bank and Trust Company recently promoted Vicky Halvorsen as vice president - cashier, and Paula Baker as senior vice president - senior loan officer. Ms. Halvorsen has been with the bank eight years and Ms. Baker has served the bank nine years.

Serving bankers quietly and efficiently.

### CAPITAL PERSONNEL SERVICE

714 U.C.B. Building, 515-283-2545  
Des Moines, Iowa 50309

ROCKFORD: D.R. Wubbena and Clarence DeBoom have acquired controlling interest in The First State Bank through the purchase of First Rockford Bancorporation from previous owners; Douglas Kratz, Scott Vaughn, James Nelson, David Bartels, Arnold Kratz and David McQuown. D.R. Wubbena has been appointed president and will also continue as president and CEO of Osceola State Bank & Trust Co. Marley Wubbena has been appointed executive vice president-cashier and CEO of First State Bank. He had been vice president-cashier of Osceola State Bank and Trust. David McQuown has accepted the post of president and CEO at Panora State Bank. In addition, Marvin Kimm, who has been with First State Bank the past year, has been appointed vice president-senior loan officer.

### Nebraska News

The Annual Convention of the Nebraska Association of Bank Women will be held April 12 and 13 in Lincoln at the Cornhusker.

General session speakers include Mark R. Drabenstott, senior economist, Federal Reserve Bank of Kansas City; Sandra Hewitt, vice president, Union Planters National Bank, Nashville; E. Shelton Burden, attorney, and Carol Hunter, chairman and Tim Rouse, president, The Futures Group Inc.

\* \* \*

### Estate Appraisals

### Purchase of Collections

### Sale of Rare Coins

Reliable and respected service  
for over 20 years

Used by bankers  
throughout the midwest

### Ben E. Marlenee Coins

913 Locust  
Des Moines, Iowa 50309  
515-243-8064

# Call on the "Experienced Professionals"

Ready to meet your correspondent needs.



FIRST NATIONAL LINCOLN

13th & M Streets, Lincoln, NE 68501

A FirstTier Company • Member, F.D.I.C.

The Nebraska Bankers Association is sponsoring its 1985 Head Teller Workshop on April 16-17 at the Kearney Ramada Inn, and on April 18 they will be holding the 1985 Teller/Staff Workshop at the Omaha Red Lion.

Both workshops will be conducted by Bev Licata with Financial Education & Development of Middleton, Wisc.

\* \* \*

Due to the overwhelming response to the Negotiation for Workout Loans Conference held in January, the NBA is offering this conference again on April 15-16 at the Kearney Ramada Inn.

The program for the conference was developed by the NBA and the State Department of Banking. Registration in advance is \$120 and is due into the NBA office by April 5. Registration at the door is \$150.

## Minnesota News

"Bank Ownership in the Eighties: How to Realize the Promise of Bank Holding Companies" will be the subject of the Minnesota Bankers Association's first Bank Holding Company Seminar to be held April 9 at the Radisson Inn, Plymouth. "New and Innovative Ways to Make Use of the Bank Holding Company Method of Ownership" will be the focus of the program, according to

John Berg, president of Wayzata Bank & Trust Co., and chairman of the recently formed MBA Bank Holding Company Committee.

Bud Grant, head coach of the Minnesota Vikings, will be the guest speaker at the noon luncheon.

The program's opening session on non-traditional banking services will be followed by four alternating special interest sessions. The program will conclude with a special panel discussion on "Buying and Selling Banks" featuring Michael J. Pint, president, Metro Banks Financial Corporation, and Carl R. Pohlad, president, F&M Marquette National Bank, Minneapolis. The seminar is for bankers, their attorneys and accountants.

\* \* \*

The MBA is also sponsoring two additional seminars in April. "Insurance and Risk Management Seminar" will be held April 4 at the Hilton Inn in Minneapolis. Stephen L. Marley, president of Marley & Associates, Inc., Coral Springs, Fla., will conduct this seminar. Mr. Marley is a nationally recognized bank insurance expert, security management educator, author and consultant.

"Understanding Consumer Credit Regulation," a one day workshop, will be held April 11 at the Registry Hotel in Bloomington. Thomas Crandall, a professor of consumer and commercial law, will conduct the workshop. He serves as chairman of the Association of American Law School's Section on Consumer and Commercial Law.

EDINA: Wilmar H. Prinsen has been named senior vice president and cashier of Americana State Bank. Mr. Prinsen formerly was vice president and cashier at American State Bank of Bloomington for 11 years.

NORWOOD: Citizens State Bank of Norwood recently elected Steven P. Lawrence executive vice president, and Perry L. Forst, loan officer. Mr. Lawrence joined the bank in 1979 and previously was vice president and cashier of The Ravenna Bank. Mr. Forst is a recent graduate of South Dakota State University.

ST. PAUL: Richard Flesvig has joined the staff of American National Bank as assistant vice president in the correspondent banking division. Mr. Flesvig has over 14 years experience, most recently in the correspondent banking department of First Bank Saint Paul.

## North Dakota News

FINLEY: Citizens State Bank has announced several promotions following the death of Leon Sayer, who served as chairman. Succeeding him as chairman is his son W. Scott Sayer, who joined the bank in 1978 and had been serving as cashier. Roger D. Monson, CEO, has been named president and CEO. He joined the staff in 1981. Les H. Netum, vice president, has been named senior vice president, and will remain in charge of the Citizens Insurance Agency. He joined the bank's staff in 1974.

## FINANCIAL PLACEMENTS

a division of BANK NEWS



Call

Larry Vohs

816/421-7941

### Job Openings

LOAN ADMINISTRATOR — Oklahoma, \$ Open.

VP MORTG. LOANS — Nebraska, \$50,000.

AVP-SVP's COMM'L OFFICERS — New Mexico. Salaries \$30,000-50,000.

#3 AG OFFICER — Iowa, \$30,000.

#2 AG OFFICER — Iowa, \$35,000.

AG/COMM'L OFFICER — Nebraska, \$30,000's.

VP AG OFFICER — Nebraska, \$35,000.

LOAN REVIEW OFFICER — Nebraska, \$35,000.

MARKETING OFFICER — Oklahoma, \$30,000's.

Also positions available in KANSAS - MISSOURI - COLORADO

If you are interested in a career move, mail your resume in strict confidence to FINANCIAL PLACEMENTS, P.O. Box 13786, K.C., Mo. 64199, or call 816-421-7941.

## KREJCI & ASSOCIATES

- Collections/Loan Workouts
- Collateral Liquidations
- Loan Policy & Procedure
- Documentation/Compliance
- Bank Operations
- Pricing Bank Services
- Personnel Management

Available on an interim basis.  
More than 19 years experience.  
References available on request.



KREJCI AND ASSOCIATES  
Financial/Management Services  
12605 Southdale Drive  
Omaha, Nebraska 68137  
(402) 895-6027



### GUMBERT EXECUTIVE EXCHANGE, INC. Since 1956

G.E.E. of Omaha has been in the professional placement business for 29 successful years. Be assured your credentials will be treated with the utmost respect and confidentiality.

Send your resume to:

**Richard L. Beem, CPC, President**  
**GUMBERT EXECUTIVE EXCHANGE, INC.**  
11248 Davenport Street  
Omaha, NE 68154  
Phone: 402/330-3260

### POSITION AVAILABLE

**VICE PRESIDENT**—\$40 million southeast Iowa bank seeking individual with strong credit and operations background needed. Near major college town. Excellent benefits and career opportunity. Send resume and salary history in confidence to file WCS, c/o Northwestern Banker. (PA)

**PRESIDENT**—\$6 million northeast Iowa ag bank. Lending background required. Excellent opportunity to advance in a holding company organization. Send resume to: **Sharon R. Cmelik, P.O. Box 360, Waterloo, Iowa 50704.** (PA)

Western Iowa bank has immediate opening for **AG-LOAN OFFICER**. Prefer ag degree and 3 or more years experience. Significant career with bank or as part of a growing holding company. Send resume and salary requirements to Mike Keim; 707 North 90th Street, Suite 304; Omaha, NE 68114. (PA)

**COMMERCIAL LOAN OFFICER**—Commercial lending experience required. Must have proven success in prospecting, interviewing and structuring good commercial loans. Expert knowledge of handling collateral, documentation and credit analysis necessary. Competitive salary and excellent benefit package. Send resume in confidence to Human Resources, United Federal Savings Bank, Locust at Fourth, Des Moines, Iowa 50308. (PA)

**INVESTMENT OFFICER** for small regional midwestern bank. Needs 10 years' experience. Investment portfolio \$250 million. Must have excellent credentials. Salary commensurate with experience. Contact file WCV, c/o Northwestern Banker. (PA)

**LOAN OFFICER**—\$50 Million Central North Dakota Bank has an immediate position for an enthusiastic, well rounded lender. Lender should have minimum 5 years lending experience. Excellent opportunity with growth potential for right candidate. Send resume and references to: P.O. Box 1074, Bismarck, North Dakota 58502. (PA)

**AG LOAN OFFICER** position available in Northwest Iowa bank. County Seat town. Progressive community. At least 2-3 years experience desired. Send resume and references to Elmer Huizenga, Sr. Vice President, Box 488, Orange City, Iowa, 51041. (PA)

### POSITIONS AVAILABLE

**TRUST OFFICER** - Expanding trust dept in capital city environment. Oppty to grow with dept. One to three years general trust experience necessary. \$27K.

**AG LENDER** - Rural bank, 20 minutes from large metropolitan area. Must be career oriented. 2+ years ag lending, degree and some workout experience a plus. \$25K.

**PRESIDENT** - \$30mm rural bank. Take charge individual to accept challenge of a well financed clean-up operation. In-depth ag and trouble-shooting backgrounds are required. \$50K.

**#2 MAN** - Extremely clean rural bank. Opportunity to play a vital role in the banks direction. 5+ years ag banking experience necessary. Degreed with insurance licenses a big plus. \$36K.

**COMMERCIAL LENDERS** - Dynamic MW bank is seeking introductory level commercial visibility, progressive philosophy and an excellent place to enhance lending skills. UP TO \$40K.

**SENIOR LOAN OFFICER** - Well balanced \$30m+ bank seeks an aggressive and knowledgeable key individual. 15-20 years ag background. A secure and active position. \$38K.

FOR FURTHER INFORMATION  
FOR THESE AND OTHER POSITIONS  
RESPOND IN CONFIDENCE TO:  
R. KURT ROSENCRANTS AT (515) 244-4414



### ROBERT HALF

317 6th Ave, Ste. 650  
Des Moines, IA 50309  
(515) 244-4414

ALL FEES COMPANY PAID

## Ag Banking Specialists

Let us help with your career advancement or staffing needs. Call in confidence, without obligation. Employers pay our reasonable fee to hire the best.



Linda 515/394-5827  
New Hampton, Ia. 50659



Jean 515/263-9598 (W/F)  
712/779-3567 (M/T/TH)  
Massena, Iowa 50853

**agri CAREERS, INC.**  
AG BANKING PERSONNEL SPECIALISTS

### WANT TO BUY

**WANTED**—Minnesota, Iowa or Wisconsin \$10-\$20 million sound bank. File WCQ, c/o Northwestern Banker. (WTB)

**CONTINUOUS FORM MICROFILM MACHINE.** Security Bank, Phone: (701) 878-4451. (WTB)

### BANKING OPPORTUNITIES

**EMPLOYEE BENEFITS/TO**—Large WI bank. Bus. Dev., Invstmnts, 2-5 yrs exp. salary open.  
Contact Pamela J. Swenson

**SR. COMM. LENDER**—\$300mm MN bank. 7+ years exp management opportunity salary \$35-48K.  
Contact Pamela J. Swenson

**AG LENDER**—#3 in \$30mm E NE bank. near college \$25K.  
Contact Barbara J. Rittia

**TRUST OFFICER**—to head dept in \$50mm rural NE Bank, JD preferred. \$30-40K.  
Contact Barbara J. Rittia

**PROFESSIONAL RECRUITERS**  
6818 Grover Street  
Omaha, NE 68106  
Phone: 402/397-2885

### COMMERCIAL-AG LOAN VICE PRESIDENT

Position in northeast Iowa. Minimum 3-5 years lending experience. Cash flow and loan documentation necessary. Excellent benefits and career opportunities with growing multi-bank holding company. Salary commensurate with experience. Send resume and references to:

**Charles V. Perry, President**  
**Parkersburg State Bank**  
Box 70, Parkersburg, IA 50665  
Phone: 319/346-2114 (PA)

### BANKING SPECIALISTS LENDING • TRUST • OPERATIONS



Diane Evans  
816/842-3860

For Prompt, Courteous,  
Professional Attention  
To Your Staffing  
Needs, Call On Us.

**REGENCY  
RECRUITERS, INC.**

1102 Grand Avenue, Kansas City, MO 64106

## Qualified Bankers

**CEO** with 21 years banking experience. Solid background in lending and administration. Doubled bank assets in less than four years. Can assume full responsibility for loan policies and investment portfolio. College grad. .... Salary negotiable.

**CEO** with 17 years commercial lending background and 11 years as president and CEO. Six years as national examiner. References. .... Salary \$50,000.

**CEO** - age 40 - with 15 years experience in ag lending. Currently heads small bank. Iowa State grad. Seeks Iowa or Nebraska position. .... Salary negotiable.

**SENIOR LENDER** in \$100 million bank. Graduate of Iowa State in ag business. .... Salary \$50,000.

**COMMERCIAL LENDER** - age 46 - over 10 years solid lending background in \$60 million bank. Small business and real estate lending is a specialty. .... Salary \$38,000.

**COMMERCIAL LENDER** - age 28 - five years experience in quality bank. Lending background, includes commercial, real estate and installments. .... Salary \$31,000.

**AG LENDER** with four years experience in \$40 million bank and four years in \$75 million bank. Good documentation. .... Salary \$28,000.

**COMMERCIAL REAL ESTATE** - age 44 - College grad - over 12 years experience in \$80 million bank. .... Salary \$38,000.

**AG LENDER** - age 32 - Iowa State grad with six years experience in \$20 million bank. Documentation and collection record excellent. .... Salary \$28,000.

**CASHIER** with lending experience - age 28 - graduate of Univ. of Iowa. Six years in banking plus experience as examiner. Prefers eastern Iowa. .... Salary \$30,000.

**OPERATIONS EXECUTIVE** with 30 years experience in \$60 million bank. Also, experienced in ag and real estate lending. Numerous computer conversions, including IBM-34. .... Salary negotiable.

**TRUST OFFICER** with law degree and excellent knowledge of estate, tax, business and retirement planning. .... Salary \$35,000.

**INSTALMENT OFFICER** with six years instalment and real estate experience. College grad. Now vice president of \$50 million bank. .... Salary \$28,000.

Write or call Malcom Freeland or Cy Kirk at Freeland Financial Service, Inc., 1010 Equitable Bldg., Des Moines, Iowa 50309. Phone 515/282-6462. Employer pays modest fee. We have many other qualified applicants.

### FOR SALE

**NCR 7750-2500 PROOF MACHINE**—8 pocket, excellent condition. Has been on maintenance contract. Contact Alden State Bank, Alden, IA. Phone: 515/859-3391. (FS)

### TRUST OFFICER

for department in \$200 MM bank. Continued growth presents real opportunity. Responsibilities include trust and estate administration and taxation, employee benefit plan administration, extensive customer contact and business development. Trust experience and knowledge of investments helpful. Send resume to:

**J.R. Gordon - Trust Department**  
**Hills Bank and Trust Company**  
Hills, Iowa 52235 (PA)

### POSITIONS AVAILABLE

**INSTAL. LOAN** - \$100MM suburban bank. Requires one or two yrs. consumer lending experience. Some supervision \$18K

**COMML. LOAN** - \$250MM urban bank. Addition to staff. Future advancement possible \$40K

**COMML/REAL ESTATE** - heavy commercial loan experience and some exposure to large R.E. lines. Senior position in \$20MM suburban bank \$40K

**AGRILOAN** - share lending responsibilities with President for \$30MM Ag bank. Some operations background desired \$35K

**PRESIDENT** - \$30MM independent suburban bank. Must have previous CEO experience and strong marketing skills \$Open

### TOM HAGAN & ASSOCIATES

2024 Swift - Box 12346  
North Kansas City, MO 64116  
816/474-6874

"Serving the Banking Industry Since 1970"

Vol. 13 No. 49 Northwestern Banker Newsletter (USPS 873-300) is published weekly by the Northwestern Banker Company, 306 Fifteenth Street, Des Moines, Iowa 50309, (515) 244-8163. Subscriptions \$1.00 per copy, \$18.00 per year. Second class postage paid at Des Moines, Iowa. Address all mail subscriptions, changes of address (Form 3579), manuscripts, mail items to above address.