

# TAKING CHARGE

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## From the President - David Seitze

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Greetings to all Leadership Members!

It is hard to believe it is already 2008. I hope everyone had a wonderful holiday season and a prosperous year. It is usually around this time of year that we all start thinking about resolutions and committing ourselves to our new tasks. Whether it is trying to lose weight or managing time more effectively, there is nothing like the start of a new year. I would like to offer a suggestion to all Leadership Division members: expand your networking circle. How easy and potentially fulfilling this could be!

As we start the year, the Leadership Division Board of Directors has planned their regional meetings which include golf tournaments, social mixers, legislative updates and much more.

We will be looking to you for support at these functions. Make a special effort to attend and meet someone new. I can personally attest to the value and benefit of attending these events. I have gained many new friends and valuable resources for sharing information.

Thanks to all of you who helped make this year's IBAT Winter Summit in Lake Tahoe one of the best yet. What a great setting to get the latest on what's new in the regulatory world from senior officials.

As you read this newsletter, IBAT Chairman Cliff McCauley and President Chris Williston are making their way around Texas discussing the strategic issues facing Texas community banking in the IBAT 2008 Regional Meeting Tour de Texas. Make an effort to join us at one of the 15 stops around the state. More information is included later on in the newsletter.

And if that is not enough, I would like to extend a personal invitation to join your fellow community bankers and IBAT staff during IBAT's 16th Annual Congressional Visit April 29-May 1, 2008. Our goal is to have over **100 Texas Community Bankers** join the fight and make a difference for our industry. There will be IBAT staff and plenty of people who know the routine and will help you along the way. We have many of the Leadership Board of Directors attending and I would hope to see many more Leadership members make this important and meaningful trip.

As always remember our Leadership motto: "Building Exceptional Leaders through Involvement."

Best regards,

A handwritten signature in dark ink that reads "David Seitze". The signature is written in a cursive, slightly slanted style.

## IBAT 2008 Regional Meeting Tour de Texas

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Attendance has been awesome as more than 600 community bankers have registered for the IBAT Regional Meetings being held across the state. Are you one of them? If not, there's still time to register for meetings on February 5-8. These fast-paced, information-filled meetings are **free** and will provide you and your staff with the most current regulatory and legislative information along with tools and resources available to you throughout the year.

Meetings are scheduled for:

February 5	12 Noon	Shiner
February 5	5:30 PM	Weslaco
February 6	7:30 AM	Corpus Christi
February 6	12 Noon	Houston
February 6	6:00 PM	Kilgore
February 7	12 Noon	Sulphur Springs
February 7	5:30 PM	Dallas
February 8	11:30 AM	San Angelo*

*\*Re-scheduled from January 24 due to the weather.*

To register, click here:

[http://www.ibat.org/vc\\_2008\\_regional\\_meetings.asp](http://www.ibat.org/vc_2008_regional_meetings.asp)

## Leadership Division Board of Director Nominations

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If you or someone you know wants to be a part of an exciting group and are willing to put your time and effort into making a difference for the Texas community banking industry, consider a nomination to the IBAT Leadership Division Board of Directors. Nomination forms will be distributed in March. Board nominees must be a current member in the Leadership Division.

**All nominations must include two recommendations, including one from your bank president.**

At a minimum, you need to be able to:

- Attend (4) four board meetings per year.
- Attend the Leadership Conference in June.
- Attend the IBAT Annual Convention.
- Donate an item(s) to the PAC Auction.
- Work during the PAC Auction at Convention.
- Host a Leadership Division Regional meeting in your area to recruit and/or retain members.

The IBAT Leadership Division is the largest of its kind in the nation and serving as a member of the board of directors will enable you to grow both personally and professionally.

For more information, contact Mae Beth Palone at [mbpalone@ibat.org](mailto:mbpalone@ibat.org) or one of the current board members from this list:

[http://www.ibat.org/vc\\_boards\\_leadership.asp](http://www.ibat.org/vc_boards_leadership.asp)

## March is PAC Drive Month

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Has your bank ever conducted a PAC Drive? If not, why not make this year the year? Not only are you supporting IBAT in its efforts to elect state legislators and congressmen who understand and support community banking, IBAT staff may travel to your bank and host an event for you and your employees.

First, ask all of your employees to make a donation to the IBAT PAC or IBAT FedPAC. Even a donation of \$5 lets the employee feel a part of the process.

Second, ask your board members to donate a minimum of \$100 to one of the PACs. Each bank that has 100% participation from its directors donating at least \$100 each is eligible for a drawing for a:

- Steak Dinner for 50 guests
- Fajita dinner for 75 guests or a
- Catfish Dinner for 75 guests

Watch your mail for more details. Deadline for in-bank PAC Drive donations is **Tuesday, April 15.**

### **Catch the Wave to Leadership Excellence!**

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Join us for the IBAT Leadership Conference, June 19-21, at the Moody Gardens Resort in Galveston. You'll go away inspired and energized after hearing from our two dynamic speakers Byrd Baggett and Vince Lombardi, Jr.

Once an All-American athlete at The University of Texas, **Byrd Baggett's** high energy presentation of how he turned tragedy and adversity into success will amaze you and you'll return to your bank with a new attitude and mind-set.

Weaving together his childhood experiences with his father and his adult experiences from law, politics and professional football, **Vince Lombardi, Jr.** brings his audiences direction, enthusiasm, and the impetus to succeed. He allows each individual to do what he does best without losing sight of team goals.

In addition, there will be golf and fun for the whole family, so make plans now to attend. Watch the IBAT website for more information.

### **2008 IBAT Summits**

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Check the IBAT website at [www.ibat.org](http://www.ibat.org) to find out more information on this year's education summits or call Julie Courtney at 1.800.749.4228.

Bank Investment Basics	Feb 12	San Antonio
IT Security	Feb 21	Arlington
Appraisals	Mar 6	San Antonio
How to Create & Maintain a Sales Culture in a Community Bank	Mar 11-12	San Antonio
Operations Compliance	Apr 17	Dallas/Fort Worth
Bank on Boot Camp	Jun 3-4	IBAT Headquarters, Austin
Leadership Conference	Jun 19-21	Moody Gardens Resort & Conference Center, Galveston
Advanced Bonds	Aug 7	Dallas/Fort Worth
Lending Compliance	Aug 21	San Antonio
Liquidity Management	Sept 4-5	Dallas/Fort Worth
IBAT 34th Annual Convention	Sept 21-23	Hyatt Regency Lost Pines Resort & Spa-Austin/Bastrop
Bank Operations Institute	Oct 5-10	SWGSB, Dallas
Sales Culture 201	Nov 4-5	San Antonio
Financial Literacy	Dec 3-4	TBD

Help us reach our goal of having at least **100** IBAT members attend the Washington Congressional Tour, April 29-May 1. For more information or to register, click here: [http://www.ibat.org/documents/08\\_dc\\_visit.pdf](http://www.ibat.org/documents/08_dc_visit.pdf)

### Tip of the Month

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Judge candidates for a job opening with this technique: Did they sign the cover letter? Many candidates fail to do so and the omission speaks volumes about their attention to detail.

## The IBAT Leadership Division Building Exceptional Leaders Through Involvement

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Independent Bankers Association of Texas

[www.ibat.org](http://www.ibat.org)