

FROM THE PRESIDENT—TODD PRICE



It is amazing that we are about to wrap up the year 2009. What a fantastic voyage the year has been.

First, I would like to give a special thanks to all who participated in IBAT's 35th annual convention in San Antonio. Thanks to the sponsors, the attendees and especially those who participated in the auction. Even with the uncertainty in the economy we were able to surpass the PAC fundraising from the previous year. This could not have been accomplished without the support and belief by YOU—the members of one of the greatest trade associations in the world. IBAT is and continues to work for the betterment of banking in Texas for ALL of us.

Second, I want to continue to stress the importance of membership. The IBAT Leadership Division prides itself on involvement. Without an active and involved membership we will cease to exist. Please look around your communities and invite your local bankers to join and get involved in the Leadership Division. As always we are looking for commitments to serve on one of the committees: Leadership Conference Planning, PAC, Membership or Communications/Regional Meetings.

Third, I would ask that you consider attending or hosting a regional meeting in your area. Some of the past successful meetings have ranged from a happy hour to a golf tournament or clay shoot. This is a great venue to get to know local bankers and invite potential members of IBAT and Leadership Division.

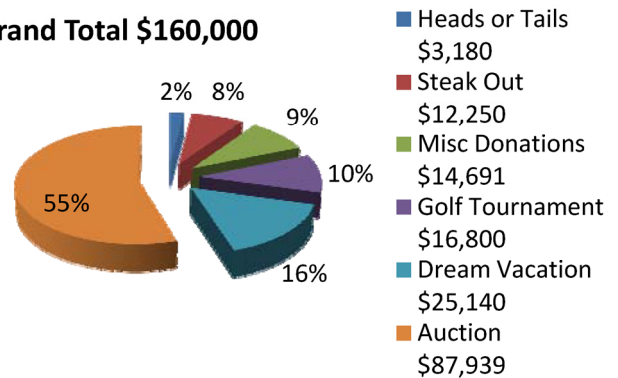
In closing I would like to wish you all a happy holiday and a prosperous New Year....See you in 2010!

PAC Fundraising Breaks Record



This year's Leadership Division activities during the IBAT Annual convention hit a new high: \$160,000! The Division would like to thank everyone who participated to make this year's fundraising events so successful for the IBAT PAC.

Grand Total \$160,000



CONVENTION PAC ACTIVITIES

Dream Vacation Winner – David Williams, HCSB - a state banking association, Kerrville

Steak Out Winner – Jeff Nunn, Citizens Bank, Claude

Heads or Tails Game – Al Jones, American Bank, Corpus Christi

Golf Tournament Winners

Longest Drive #3

- Lee Gaskamp, Bank of Brenham
- Paige Nash, American National Bank of Texas, Dallas

Closest to the Pin #4 – Mark Keator, Citizens Bank, Lubbock

Closest to the Pin #13 – Doug Streater, Extraco Banks, Temple

First Place Team

- Keary Barnes, Catalyst Financial Company, Houston
- Michael Holcomb, TriNet, Dallas
- Norm Ormiston, Grapeland State Bank
- David Rathke, Frost Bank, San Antonio

Second Place Team

- Shawn Dillon, First American Payment Systems, Fort Worth
- Rodney Hansen, Shay Financial Services, Inc., Irving
- Gary Owens, Southwestern National Bank, Houston
- Rusty Spears, TriNet, Dallas

Third Place Team

- Laurie Mayfield, D'Hanis State Bank
- David Mayfield, D'Hanis
- Paige Nash, American National Bank of Texas, Dallas
- Mathew Vaughan

Registration Underway for 2010 Leadership Conference



In 2010, the IBAT Leadership Division will observe its 25th Anniversary and we have some special things planned for the Annual Leadership Conference. Make plans to join in the celebration at the Horseshoe Bay Marriott Resort, June 16-19, 2010. Log on to www.ibat.org in January for registration information.

Effective Leadership in the Workplace

Are you guilty of micromanaging your employees' performance? You may be a micromanager if you recognize any of the following habits:

- Resisting delegation.
- Immersing yourself in the specifics of others' projects.
- Focusing on tiny details instead of viewing the big picture.
- Frequently taking back tasks delegated to others because you are not satisfied with their efforts.
- Discouraging others from making decisions without consulting you first.

If you recognize yourself in any of these descriptions, you may want to take steps to correct your behavior.

TALK to your employees. The best way to build a healthy relationship between manager and employee is through talking. Let them know that you want to change your way of working and ask for frank feedback.

ENCOURAGE your employees. Give them leeway to succeed on their own. If there are employees who you can trust to work more independently of you, delegate more assignments to them.

FOLLOW-UP. Be sure you and the employee have an understanding upfront of how you will check on their progress and evaluate results. Then step back, turn them loose and focus on your own assignments.

Source: Communication Briefings. Adapted from "Avoiding Micromanagement" by James Manktelow and Rachel Thompson.

Are You On Top of Technology?

TechMecca 2010, *Rock the Business*, will be held January 25-26 at the Renaissance Austin



Hotel. As many financial institutions have learned, its not enough simply to have the latest technologies for fraud detection, identity theft and customer services. It's what you do with those technologies that really count. To help you maximize the value of your technology investments, TechMecca delivers targeted strategies and solutions designed especially to

meet the challenges of today's constantly changing financial services market. TechMecca 2010 features dynamic general sessions led by top industry experts who understand the fragile balance between technology and customer service. To register, log on to www.ibat.org.

Don't be Left Out of the IBAT Sweepstakes

On March 12, 2010, one Grand Prize winner of the IBAT Sweepstakes will be announced. Thanks to the generous underwriting of Schwartz & Associates and American Southwest Mortgage Company, one entry will have an opportunity to choose from one of three Grand Prizes:

- Lincoln MKS 27-month lease
- Harley Davidson Motorcycle
- \$15,000 Cash

If your name is not selected as the Grand Prize winner, you will still have an opportunity to be selected for **12** other fabulous prizes.

Tickets are \$50 each and **all** proceeds will benefit the IBAT Legislative Fund and the IBAT Education Foundation. For more information and complete entry rules, go online at www.ibat.org, and click on the [Sweepstakes link](#).

Stay close to your phone on March 12. We may be calling you!

IBAT Tour de Texas 2010



IBAT Chairman Jimmy Rasmussen and IBAT President and CEO Chris Williston have scheduled seven dates in February and March for the annual Regional Meeting Tour. Here is a tentative list of dates and times (specific venues to be determined):

Monday, February 22

Waco • Breakfast • 7:30-9:00 a.m.
Fort Worth • Luncheon • 12:00-1:30 p.m.
Graham • Reception • 5:30-7:00 p.m.

Tuesday, February 23

Amarillo • Breakfast • 7:30-9:00 a.m.
Lubbock • Luncheon • 12:00-1:30 p.m.

Wednesday, February 24

El Paso • Luncheon • 12:00-1:30 p.m.
San Angelo • Reception • 5:30-7:00 p.m.

Thursday, February 25

San Antonio • Luncheon • 12:00-1:30 p.m.

Tuesday, March 2

Galveston • Breakfast • 7:30-9:00 a.m.
Shiner • Luncheon • 12:00-1:30 p.m.
Weslaco • Reception • 5:30-7:00 p.m.

Wednesday, March 3

Corpus Christi • Breakfast • 7:30-9:00 a.m.
Houston • Luncheon • 12:00-1:30 p.m.
Kilgore • Dinner • 6:00-7:30 p.m.

Thursday, March 4

Mount Pleasant • Luncheon • 12:00-1:30 p.m.
Dallas • Reception • 5:30-7:00 p.m.

IBAT Congressional Tour



On April 27-29, IBAT members will travel to Washington, DC for the Annual Congressional Tour. Over the past two years, we've had more than 100 bankers attend this very important event. The community banking industry continues to face critical challenges and we need you in Washington to help protect your franchise. Having 5-10 community bankers show up in a congressman's office makes a difference!

HAPPY HOLIDAYS!



The IBAT Leadership Division Board of Directors would like to wish you and your family a very Merry Christmas and a very happy and prosperous 2010.