

FROM THE PRESIDENT - KYLE IRWIN

A Heartfelt Thank You



A sincere heartfelt thank you to all of those who made the last nine years of being involved in the Leadership Division very special. As my term as president of your Leadership Division comes to a close, I have many people to thank for all the help and support in making this year a success. I could not have worked with a more dedicated and finer group of individuals who comprise the Leadership Board of Directors.

I would like to thank Chris, Steve and the IBAT staff for all their help and support to make this year a success. I would also like to thank the IBAT Executive Team for all their encouragement and support of the Division this past year.

I have watched so many of my best friends, as well as myself, advance in our respective careers because of the many programs and networking opportunities that are involved with Leadership Division. We watch our families and children grow together as they learn and share ideas from each other.

I challenge each of you to become very involved in the Leadership Division and make a

difference for the banking industry. We are in very challenging times and what a great investment this is for **YOU** to make a difference. I encourage you to get to know your Leadership Division Board member in your area and share ideas to make this an even better organization.

A very important date to mark on your calendar is June 18-20 to attend the Leadership Conference at the beautiful Hyatt Hill Country in San Antonio. We want over 200 attendees for this wonderful experience for the entire family. The theme is **Tune In, Turn It Up** and will feature many excellent speakers and a great band on Friday night. As I turn over the reigns in June to your new president, Todd Price from First State Bank in Mesquite, I know I will be leaving the Division in good hands with all his enthusiasm and drive to continue to be the best.

It has truly been a privilege serving as your president and best wishes to all of you!!

From the Top of Texas, God bless you and your family. 'Til next time, stay safe.

Proxy Statements to be E-Mailed

Watch your e-mail during the week of April 13 for your proxy statement on the election of the new members to the Leadership Division Board of

Directors. New Board members will take office during the Leadership Conference in June.

“I wanted to change the world. But I have found that the only thing one can be sure of changing is oneself.”

**Aldous Huxley (1894-1963)
English Writer**

Mr. Community Banker Goes to Washington

Thanks to those of you who signed up to go with IBAT on the Congressional Visit, May 12-14. As of today, we have 111 bankers attending and of those, 50 are members of the Leadership Division. Never has there been a more important opportunity for community banks to distinguish



themselves from the Wall Street financial institutions than NOW! If ICBA and IBAT are successful in making gains for the community banking industry, it's because of the community bankers who stood up and made a difference.

A Special Thanks...

To our sponsors for the 2009 Leadership Conference. **Gold** sponsors include AccuSource Solutions and Sterling Bank. **Silver** sponsors

include Advantage Health Plans Trust, TriNet, R. Kinney Williams/Yennik, Inc. For a complete list of our sponsors, click [HERE](#).

Employee Recognition

Create "Freedom Cards" that you give for superior performance. It is entirely up to you what the card offers employees. It might say, "Thanks for the great work! Now get out of here and relax for awhile." You don't have to give them a week off or even a day. Maybe the card is good for only a couple of hours or a half-day. This will

build employee morale through recognition. Use this tactic when an employee has just finished a difficult task or has been putting in extra hours in order to complete a project on time.

Source: *Communication Briefings*

Tune In. Turn It Up

We have a great line-up of speakers for this year's Leadership Conference. The conference opens with **Dan Lumpkin**, widely regarded as one of the current leaders speaking on change. He is President of Lumpkin & Associates, a management consulting firm that specializes in helping organizations deal with change and build cultures for survival in these fast moving times. He is reviewed as funny, entertaining and informative and is a pioneer of a teaching style called "edutainment."

Our Friday morning session will include a legislative panel, IBAT President and CEO Chris Williston and Eddie Johansson, founding president of Credit Security Group. He trains and manages CSG's staff of credit analysts and researchers and has personally analyzed over 6,000 consumer credit reports. He developed credit score research and analysis tools tested on more than 100,000 credit lines.

On Saturday morning, you'll want to get the whole family up early and enjoy a hot pancake breakfast served by your Leadership Division's

Board of Directors. Then bring the kids to the general session where we'll hear from Red McCombs. McCombs is the founder of the Red McCombs Automotive Group, co-founder of Clear Channel Communications, former owner of the San Antonio Spurs, Denver Nuggets, and the Minnesota Vikings, and the namesake of the McCombs School of Business at The University of Texas at Austin.

To close our conference, we'll hear from Alan Williams, author of ***Walk-On: Life from the End of the Bench***, a true story of life and perseverance from a teammate who was not the star. Kids and parents alike will be inspired by his message.



Governor's Mansion Deadline Extended



Due to a few requests from our members, IBAT has extended the deadline to collect donations for the restoration of the Governor's Mansion to May 29th. If you need

any supplies (posters, donation box, counter cards or statement stuffers), you can call IBAT at 800.749.4228 and ask for Mae Beth.

After the May deadline, we will ask all of you who have participated to send one check for all of your collections payable to the ***Governor's Mansion Restoration Fund***. IBAT will present one check to First Lady Anita Perry with a list of all of the banks that have participated in this effort.



New Emergency Hotline

IBAT has improved its Emergency Hotline! If you'd like to add another option for your bank to communicate with your staff during an emergency, read on or forward this email to the staff member in charge of your Disaster Recovery or Business Continuity Plan.

With the revamped IBAT Emergency Hotline, your employees can now:

1. call the toll free IBAT Emergency Hotline, enter a voice mail box number specifically

dedicated to your bank and hear a message left by one of **your** staff members, and/or

2. go to the new IBAT web site, click on a page specifically dedicated to **your** bank and view messages left by one of your staff.

Each bank must pre-register to participate but it's FREE and EASY. This benefit is courtesy of your IBAT membership.

Information on the plan, step-by-step instructions and the registration form is online [HERE](#). Click on "Download this PDF."

Check It Out...

Log on to www.ibat.org and click on the Leadership Division tab to read the new article from Angie Brown on the role of community bankers in Washington. We also have earlier

articles posted by Craig Roberts and David Seitze. Do you want to be our next author? Just call or e-mail Mae Beth (mbpalone@ibat.org) for more information.

Sign On

If you haven't yet registered for the new IBAT website, we'd like to encourage you to sign-up today. Leadership Division members have their very own page and we want it to develop into a professional networking link for you. Join a

discussion forum, find out the latest happenings at IBAT or read the most up-to-date business headlines from the ***American Banker*** and other industry publications. To register, go to www.ibat.org.

SAVE THE DATE

May 12-14

17th Annual

IBAT Congressional Visit
Washington, D.C.

June 18-20

IBAT Leadership Conference
Hyatt Regency Hill Country Resort
San Antonio, TX

October 10-13

35th Annual IBAT Convention
Westin La Cantera
San Antonio, TX