












-  **PAYROLL PROCESSING**  
Pay your employees seamlessly through ACH direct deposit.
-  **VENDOR PAYMENTS**  
Set up one-time or recurring payments to your vendors.
-  **REMOTE DEPOSIT**  
Don't waste time bringing deposits to the bank. Digitally send checks securely to the bank via check scanner.
-  **FRAUD MONITORING**  
Monitor your outgoing checks and ACH files with our positive pay system.
-  **CREDIT CARDS**  
Easily change limits and make payments with our team. No more waiting on hold.
-  **SWEEP ACCOUNTS**  
Customize automatic transfers between internal accounts and lines of credit.
-  **BILL PAY**  
Pay your vendors using Bill Pay, an easy-to-use, one-click program through internet banking.
-  **ACCEPTING PAYMENT**  
Easily accept credit card payments with a portable machine or create a link on your website for your clients to enter their credit card or banking information.




## Cash Management

*Digital Banking Solutions Tailored for your Business*

 **Setup & Support**  
Through guided onboarding, our local team will walk you through the set up process. We stand readily available to assist you in-person or over the phone as you become more comfortable with our products and services.

 **Quick Follow Up**  
The Cash Management team works together to respond to your inquiries quickly and efficiently. Our customer support team is live and local, ready to assist you so you can focus on your business.

 **One Team**  
F&M Bank prides itself on consistent processes, serving our clients as ONE TEAM. No matter who answers your call, rest assured that you will be taken care of.

 **Get in Touch**  
**Cash Management**  
319-730-5965 • [cashmanagement@fmbank.biz](mailto:cashmanagement@fmbank.biz)

# F&M BANK

*"The Right Choice"*

- 101 E Main St, Manchester, IA 52057
- 220 W Main St, Anamosa, IA 52205
- 4000 1st Ave NE, Cedar Rapids, IA 52402
- 200 1st St SW, Cedar Rapids, IA 52404
- 111 E 1st St, Monticello, IA 52310
- 7641 Lake Dr, Lino Lakes, MN 55014
- 845 E County Rd E, Vadnais Heights, MN 55127



## Holiday Hours

*Christmas Eve*  
Sunday, December 24 - Closed

*Christmas Day*  
Monday, December 25 - Closed

*New Year's Eve*  
Sunday, December 31 - Closed  
Regular Hours on Fri., 12/29 & Sat., 12/30  
*2023 Close of Business: 4PM on 12/29*

*New Year's Day*  
Monday, January 1 - Closed

MERRY  
*Christmas*  
& HAPPY NEW YEAR

# F&M BANK

*"The Right Choice"*

Cedar Rapids WINTER 2023

## F&M Cash Management

Customized for your Business  
PAGE 5

**American Queen**  
F&M Regency Club's  
Mississippi Trip  
PAGE 4

**In the Community**  
Check out our recent activity!  
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## To Our Valued Clients

F&M Bank exists today for three very important reasons. First, to allow our clients to live out their personal and professional dreams. We exist to serve you, our valued clients. Second, to encourage our team members to live out their best version of themselves. Third, to make a greater impact in our communities collectively versus individually. As F&M Bank continues to build upon "One Team, One Culture with One Vision", we want to continue to keep our "Why" at the forefront.

I'm so glad this year you were treated to two guest authors for our President's Letter. Our CFO, Tirzah Wedewer, and our Director of Culture, Lisa McQuillen, did a fantastic job of sharing their views as to where F&M currently is and where we are headed. Tirzah was able to share some of the details of our balance sheet, talked about our prudent and profitable growth, as well as touching on one of our most impactful programs we call F&M Cares. Lisa shared with you more about our Why, our Culture Statement and touched briefly on Project Vision, our innovation project that is currently in motion at F&M.

With our mission statement being "Exceeding Expectations", we asked our clients and team members what needed to change and why, to continue to exceed their expectations. The resounding response was technology. So thus, the birth of Project Vision. With the help of some industry partners, we have developed a road map that will help us increase our innovation and better your experience at F&M Bank. On November 13th, you will immediately notice some positive changes. Earlier posting of ACH and check activity, later cut-off times to make transfers, and a more streamlined customer service experience. There will be other products and services available after November 13th that we will be sure to inform you of, as we roll them out. The next exciting change we will be working towards is a second quarter 2024 roll out of a new internet banking solution. We believe both changes will certainly benefit your client experience. What remains the same is you can always rely on your F&M Team for trusted financial advice for your business and/or personal goals.

With the Wall Street Journal Prime Rate recently hitting 8.5%, the highest mark since February 2001, we are all adjusting to the current inflation and increased interest rates. Historically, these rates are still relatively average when you consider the highest WSJ Prime Rate in history was in December of 1980 at 21.50%. The Federal Reserve has signaled they may be close to the end of their rate increases, but as we know, until they achieve their "ultimate goal" (2.0% inflation), they are keeping their options open. We might have to adjust to higher rates for longer, as future interest rate decreases are unlikely to occur in 2024. These are the times you need to lean into your relationship with F&M and our trusted financial advisors. We are here to offer advice and provide solutions for both your deposit and lending needs.

Once again, in October, our team took advantage of Columbus Day to gather in Mason City for a day filled with team building, training, and celebrations. The impact of all being together in one room for a full day is immeasurable. The opportunity to deepen personal relationships, as well as getting to know new team members, strengthens our team and continues to build "One Team, One Culture with One Vision".

A new tradition we have started at F&M is called "Thankful Thursdays". Each Thursday we ask our team to thank a client, friend, co-worker, or someone who has had an impact on their life. The response from this initiative has been resoundingly positive. As we approach the Holiday Season, I would challenge each of you to do the same. A positive message from you can really make someone else's day. On behalf of the F&M Team & Board of Directors, we wish you a very Merry Christmas and a prosperous New Year.

With Gratitude,

Nathaniel W. Dunn • President & CEO  
ndunn@fmbank.biz

## WELCOME NEW TEAM MEMBERS



### Rich Loy

Rich, Commerical Loan Officer, graduated from Mount Mercy College, and brings over 20 years of banking experience. He and his wife, Crystal, have three children: Bryer, Beckham, and Blakely. Rich enjoys attending sporting events, outdoor activities, and traveling. Welcome, Rich!



### Lillie Kramer

Lillie joined F&M's Mortgage team after graduating from the University of Northern Iowa with a degree in Business Administration. Lillie enjoys working out, reading, and spending time with family & friends. Welcome to the team!



### Mitchel Mangold

Mitchel, Credit Analyst, graduated from the University of Iowa with a B.B.A. with a focus in Finance. Mitchel enjoys boating, golfing, skiing, cooking, and watching just about any sporting event with family & friends. Welcome!



### Drew Arduser

Drew, Junior Credit Analyst, graduated from the University of Iowa. He joined F&M Bank after a career as a high school English teacher. Drew enjoys bowling, golfing, watching sports, and being outside. Welcome to F&M, Drew!



### Kathy Christensen

Kathy, Customer Service Representative, joined F&M with a background in the dental industry. She has two sons, Mitch & Drew. Kathy loves to be outdoors, live music, and traveling. Welcome, Kathy!



### Kristen Carr

Kristen, Customer Service Representative, graduated from Kirkwood Community College. She and her significant other, Broder, recently welcomed their daughter, Josie! Besides new motherhood, Kristen enjoys watching Tennessee football. Welcome, Kristen!



F&M team members Seth Wedewer and Mitchel Mangold have successfully completed the 2023 Iowa Bankers Association

Introduction to Commercial Lending School, an intense three-day program to provide students with a basic understanding of the principles and concepts of commercial lending. Congratulations!

## IN THE COMMUNITY



**ESPECIALLY FOR YOU** | Team members had a great time participating in the 33rd annual Cedar Rapids Especially for You Race Against Breast Cancer! The event provides funds and resources to patients undergoing cancer treatments.



## LEADERS *who* LUNCH

We had a great time at the Leaders Who Lunch event, held on October 3rd at Craft'd in Cedar Rapids. Nine students from Kenwood Leadership Academy met with leaders and discussed their aspirations and future goals. F&M Bank is proud to partner with Women Lead Change to continue to offer these wonderful events!

Interested in joining us? Please email [leaderswholunch@fmbank.biz](mailto:leaderswholunch@fmbank.biz)



## REGENCY CLUB EVENTS

# American Queen

The American Queen Regency trip was a huge success! The Regency Club travellers began in New Orleans, where they spent a wonderful day visiting The French Quarter, the Garden District, The World War II Museum, and Mardi Gras World, all while listening to some jazz and blues.

Once on board, the travelers spent the next few days floating along the Mississippi River, stopping at some wonderful locations. They were able to visit towns along the Delta region, view some beautiful plantation homes, and delve into the history of the region.

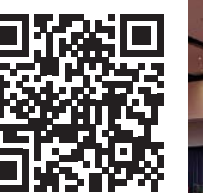
The group ended the trip in Memphis, where they visited Sun Studios and Graceland.



**F&M BANKWIDE MEETING** | Each Columbus Day, all seven F&M Bank branches in Iowa and Minnesota gather to learn, grow, and bond. This year we focused on future innovation, team building, and technology upgrades for the team and clients in 2024.



**GO RED FOR WOMEN - CEDAR RAPIDS** | F&M Bank was proud to support our team member, Heather Bottelman, who shared her story and was featured at the event as a heart disease survivor. **#CRGoRed**



Watch Video