

2025 SPRING CEO/PRESIDENT/ SENIOR MANAGEMENT MEETING

May 15-16, 2025

RiverWalk Resort at Loon Mountain
Lincoln, NH



Join New Hampshire Bankers Association and Vermont Bankers Association, Inc.
at this year's annual Spring CEO/President/Senior Management Meeting
on May 15-16, 2025
at the beautiful RiverWalk Resort at Loon Mountain in Lincoln, NH.

NH Bankers
ASSOCIATION

VBA
Vermont Bankers Association, Inc.

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MAY 15-16, 2025 | RIVERWALK RESORT AT LOON MOUNTAIN, LINCOLN, NH

AGENDA

THURSDAY

May 15

12:00 PM

REGISTRATION

12:00 PM – 1:00 PM

LUNCH

1:00 PM – 1:05 PM

WELCOME

Kristy Merrill, President & CEO
NH Bankers Association

1:05 PM – 2:00 PM

WASHINGTON UPDATE

Frank Pigulski, VP/Congressional Relations
American Bankers Association (ABA)

Frank will discuss how the ABA has a long history of working with members of both parties to develop common sense solutions to the challenges facing the banking industry. Hear what Congress is doing and how ABA is advocating for you.

2:00 PM – 3:00 PM

TOP BANK RISKS FOR 2025

John Hintze

As a writer of banking issues for more than a decade, John will provide a high-level look at the risks banks are facing today. He will look at top risks including cybersecurity, the regulatory impact of the new administration, and uncertainty around interest rates.

3:00 PM – 3:15 PM

AFTERNOON BREAK

3:15 PM – 4:15 PM

THE ENGAGED CEO: LEADING DURING CONSTANT CHANGE IN 2025

David Ciullo, CEO
Career Management Associates

This dynamic session equips CEOs with the tools to adapt to economic, technological, and workforce shifts, ensuring success in 2025 and beyond. Gain actionable insights on navigating the current human capital outlook for 2025. This includes fostering a purpose driven culture that enhances employee engagement and accountability, upskilling and reskilling initiatives needed with AI, and creating strategies that support workforce well-being. Explore the changing talent compliance landscape, including changes in DEI, affirmative action, leadership development innovations, shifting talent trends, and merit/skills-based hiring:

- Human Capital Outlook for 2025
- Embracing AI: How to Enhance Employee Productivity and Satisfaction
- Keeping Up with the rapid changes in Talent Compliance
- Creating and Ownership Mindset that fosters true Accountability
- CEO Well-Being – Starts with You!

4:15 PM – 5:00 PM

CANADIAN – U.S. RELATIONS

The Honorable Bernadette Jordan, *Consul General of Canada in New England*

New Hampshire and Vermont have always viewed Canada as a key trading partner. Tariffs on imports from Canada are rattling global markets and prompting retaliatory trade measures that could harm American exporters. References to becoming a “51st” state are placing a strain on our historically close relationship. Join in a conversation about what this means to our states and the United States as a whole.

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5:15 PM – 6:15 PM	RECEPTION
6:15 PM – 8:00 PM	DINNER
FRIDAY	MAY 16
7:30 AM – 8:00 AM	BREAKFAST
8:00 AM – 9:00 AM	<p>MENTAL HEALTH IN THE WORKPLACE Shannon Prescott, <i>CWCA, COSS, Director of Risk Control</i> The Richards Group</p> <p>Companies are investing in and talking about mental health today more than ever before. While benefits and conversations around mental health have changed, workplace cultures may not have caught up. Explore the challenges employers are facing today and what steps can be made to help your employees in need.</p>
9:00 AM – 10:00 AM	<p>ECONOMIC UPDATE Dr. Jeffrey P. Thompson, <i>VP & Economist</i> Federal Reserve of Boston Research Department</p>
10:00 AM – 10:15 AM	BREAK
10:15 AM – 11:15 AM	<p>CURRENT STATE OF CORE BANKING SYSTEMS (CBS) Tom Grottke, <i>Managing Partner & CEO</i> The NBS Group, LLC</p> <p>The evolution of CBS in our industry is glacial but happening. Amazingly enough a new credit union CBS has converted well over 200 credit unions over the last six years, “sidecar” CBS have opened and are operating hundreds of digital “banks”, and two leading US providers have “modern” CBS that are in varying stages of deployment. So what is happening, who are potential viable options, what should my technology strategy be, and when is it time to modernize my CBS? These questions will be addressed as we navigate these uncertain waters!</p>
11:15 AM – 12:00 PM	<p>ROUNDTABLE DISCUSSION ON THE FUTURE OF BANKING</p> <p>In the rapidly evolving financial landscape, banks are facing challenges that require them to adapt and innovate. Come prepared to discuss what you think the future of banking will look like and suggestions on how banks can work together to survive in the future.</p>
12:00 PM	CLOSING LUNCH