

Best Community Banks to Work For 2022

December 1, 2022



Clockwise from top left: Grand Ridge National Bank, Wheaton, Ill.; Community Financial Services Bank, Benton, Ky.; Bank of Montana, Missoula, Mont.; CNB Bank, Berkeley Springs, W.Va.; Midwest Bank, Norfolk, Neb.

What great resignation? In our annual workplace survey, employees of ICBA's best community banks to work for told us they benefit from engaging cultures, opportunities for advancement and innovative benefits.



Grand Ridge National Bank: The premier league

By Roshan McArthur

Grand Ridge National Bank

Wheaton, Ill.

Assets: \$325 million

grnbank.com

Ask employees at Grand Ridge National Bank (GRNB) in Wheaton, Ill., what they love about working there, and the list is pretty exhaustive. A catered lunch once a week, baked goods for breakfast on Monday mornings, and birthday, anniversary and retirement celebrations all rank highly.

But those treats are balanced with benefits that include 100% health insurance coverage and a 401(k) matched from the very first day of employment. Other benefits include flexible schedules, the option to work remotely as needed and flexible paid time off.



This all contributes to what many describe as a healthy work-life balance, with plenty of opportunities for growth. It's a hardworking environment but one where leaders have an open-door policy, encourage employees to make their own decisions and are highly supportive of professional development.

As team members describe it, theirs is “a culture of value and care.” They also say that “GRNB doesn't take shortcuts when it comes to taking care of its employees and ensuring their happiness at the bank and in their role.”

As a result, it's not surprising to hear that employee turnover at the bank over the past 12 years has been close to zero.

120 years in the making

Founded in 1903, Grand Ridge National Bank has grown from around \$30 million in assets in 2010 to approximately \$325 million today.

Describing itself as a “boutique banking company,” GRNB now serves small to mid-size businesses and individuals throughout Illinois, Wisconsin, Indiana and Florida. Its Tampa Bay, Fla., office opened in 2020.

There is a team pride in our culture for the strong success and quality of work that we accomplish together.”

—Mark Scheffers, Grand Ridge National Bank



Commitment to growth

“Our culture starts at the top,” says chairman and CEO Mark Scheffers. “Our leadership consistently articulates and demonstrates a commitment to being a great place to work.”

GRNB’s high performance and success as a company provides team members with opportunities to grow and gain experience.

“We have established a culture where colleagues are highly supportive of each other, which provides for a great team environment,” he adds. “There is a team pride in our culture for the strong success and quality of work that we accomplish together.”



Educational benefits

To promote professional growth, the bank provides customized training, both one-on-one and for teams, as well as outside conferences and webinars.

“We meet with our team members individually every year to discuss their goals and objectives,” Scheffers says, “and then work together with them to help them to achieve them.”

It would be remiss to end this story without mentioning the VIP baseball and basketball tickets that almost every team member mentioned in their survey response.

“We provide all our employees with complimentary use of VIP tickets to sporting events like Chicago Cubs or Chicago Bulls games,” says Scheffers, “with access to all-inclusive clubs for food and drinks, where they can bring and entertain their family and friends, all at no cost to our team members or their guests.”

Sounds like a winning formula.

Don't settle for less than the best

Asked what advice he has for other banks hoping to emulate Grand Ridge National Bank's success, chairman and CEO Mark Scheffers believes a commitment to being “premier” is key. By that, he means “excellent, industry-leading, among the very elite or best in class.” Apply that goal, he says, to the way you treat your team members and your customers and to how you conduct yourself financially.

“If a company is not successful in any of those three key areas,” he says, “then it ultimately cannot sustain being a great place to work.”
