James D. MacPhee Leadership Development Award Application

About the award: The James D. MacPhee Leadership Development Award was created to develop the next generation of community bank leaders in honor of Jim MacPhee or "Mac", a true community bank champion. Mac passed away in 2020 and left behind a legacy of success in community banking.

To honor the memory of Jim, the CBM, his family, friends and colleagues developed the James D. MacPhee Banking Leadership Center and Scholarship Fund. Thanks to generous donations, the scholarship fund has been created to help develop future community banking leaders who share the passion for community banking Jim had.

What the award will cover: The James D. MacPhee Leadership Development Award will cover tuition to one or more designated education events through the CBM, the ICBA and/or The Barret School of Banking Graduate School. Award winners will be provided tuition costs to one or more event. Please select the award you are submitting a nomination for below. More than one box may be selected. Awards may be given to more than one school or event. The "Official Rules", explaining the application and selection process can be found at cbofm.org.

2027 Events Eligible for the Leadership Development Award

☐ Branch Leader Fundamentals – registration & materials for all sessions in 2027

Two full-day, in-person sessions, **March 17th & April 14th** supplemented by two virtual de-brief and accountability sessions. This program is designed to equip new and aspiring retail branch leaders. Participants will learn about branch business and action planning, objective and expectation setting, feedback and coaching fundamentals, and tactics for developing team and individual skills in sales and customer service. **Apply by January 22, 2027.**

☐ Barret Graduate School of Banking – tuition & lodging covered for all 3 years of the school

The Barret Graduate School of Banking is a three-year graduate school that includes an annual one-week residency session. Included are 40 hours of classroom instruction per year by instructors with decades of experience. The 2027 session will be held **May 23 – 28, 2027** at the Paul W. Barret, Jr. School of Banking in Memphis, TN. The Barret Graduate School of Banking is endorsed by the CBM and the ICBA. **Apply by March 5, 2027.**

☐ ICBA Capital Summit – registration and travel reimbursement (up to $1000)

Join community bankers from around the country as they gather in Washington, D.C. to meet with legislators and discuss issues critical to the future of community banking. The ICBA Capital Summit dates are TBD. **Apply by March 5, 2027.**

☐ **Commercial Lending School – registration & materials for all sessions in 2027**

Designed for credit professionals seeking to deepen their expertise in Commercial, Industrial and Real Estate lending, the Commercial Lending School is a six-session class offered at the James D. MacPhee Banking Leadership Center. This intensive course focuses on leveraging credit ratios and advanced cash flow analysis to accurately assess borrower creditworthiness and structure loans effectively. Dates are **June 16th & 17th, July 28th & 29th and August 25th & 26th. Apply by April 30, 2027.**

☐ **Credit Analyst Certification Program – registration & materials for all sessions in 2027**

The Credit Analyst Certification Program (CACP) is a six-session class offered at the James D. MacPhee Banking Leadership Center. The CACP addresses the needs of beginning credit analysts and reinforces the credit skills of current credit analysts. The focus is primarily on commercial and industrial borrowers, utilizing case studies to reinforce the learning process. Dates are **June 14th & 15th, July 26th & 27th and August 23rd & 24th. Apply by April 30, 2027.**

☐ **Emerging Leader Program – registration & materials for all sessions in 2027/2028**

Five full-day, in-person sessions, supplemented by three virtual de-brief and accountability sessions. The Emerging Leader Program is an annual leadership development program designed to build competencies and confidence for your next generation of community bank leaders. Participants will be guided through Five Exemplary Leadership Practices, DISC communication styles, Strength Finder and the basics of Performance Management and Development. Dates are **September 1, October 14, November 17, 2027, and March 15 & April 12, 2028. Apply by April 30, 2027.**

For detailed information on any of the above programs, please visit www.cbofm.org.

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Nominator Information:

Name: _____

Bank: _____

Email: _____

Direct phone number: _____

About the Nominee: Tell us about the person being nominated for the award.

Name: _____

Position/Title at the Bank: _____

Bank Name: _____

City/Branch: _____

Number of years employed at the bank: _____

Number of years as a community banker: _____

Direct Phone Number: _____

Email Address: _____

Questions for the nominator:

1. Tell us about the nominee (e.g.: career path, goals, awards, hobbies, volunteer activities, etc.). Use this as an opportunity to provide insight into what makes the nominee a great candidate for this scholarship.

2. Tell us why this award will make the nominee a better community banker: How will they use the knowledge and experience gained to improve your community bank and reach their own professional goals?

3. Provide additional information that would set the nominee apart from the other candidates.

Completed applications may be mailed or sent by email to CBM.
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