

north peace
SAVINGS & CREDIT UNION



2014 - 2015

Annual Report



It's your life. Build it here.

2015 Annual Report

Table of Contents

Message from CEO & Board Chair	3
About Us.....	5
Risk Management.....	6
Risk Appetite Statement.....	7
Mission, Vision and Values	8
Membership Growth	9
Auditor's Report	10
Consolidated Financial Statements and Notes	11
CEO Compensation Disclosure.....	13
Corporate Governance	15
Director Remuneration and Expenses.....	16

Message from the Chief Executive Officer and the Board Chair



Mitchel Chilcott,

CEO, North Peace
Savings & Credit Union



Bob Trobak,

Chair,
Board of Directors

Helping our members succeed in life.

This is our unique mission statement that sets us apart as we work to simplify and enrich members' lives with exceptional, locally-relevant solutions. At North Peace Savings & Credit Union (NPSCU) we have a deep understanding of life in North Eastern BC, making us quick to meet the optimism, energy and big ideas of our members with enthusiasm, engagement and financial leadership. We believe that by encouraging the success and wellbeing of our member-owners, staff and community and local businesses, we contribute to a greater member prosperity, local economy and better life for all. It's the story behind our slogan "It's your life. Build it Here."

Modernization. Innovation. Dedication. These three words were the cornerstone for our Hudson's Hope Service

Centre update. We modernized our Hudson's Hope location, and in turn our members' banking experience. As the foundation of our long-term commitment to the community, we offered expanded access to our financial products and services. Refreshing the teller line with two Face 2 Face Video Banking machines allowed us to provide 72 hours of availability per week for members to conduct their daily financial transactions. The addition of a Smart Office now connects members from Hudson's Hope to our full range of experienced staff from Business Services to Wealth Management. This technology allows flexibility to better suit our members' needs.

NPSCU is operating in a rapidly changing and increasingly competitive financial services industry. With this in mind, we continuously evolve and adapt our service delivery models to meet the needs of our members and community. Our financial products and services can be accessed by members through our seamless service experience, including our new Deposit Anywhere and Open Anywhere options. These advanced features contributed to the 5.7% membership growth and an 18% growth in assets this past year. With new players, technologies and partnerships emerging in our industry, our ability to deliver service when, where and how members want is increasingly important.

This past year, we started the preparations for building a new head office and service centre in Fort St John. Building a new service centre gives us the opportunity to contribute to positive growth and development in our community, while preparing for the continued growth of our credit union. In doing so, we uphold our vision of being the preferred financial institution among small and medium sized businesses and residents in every community that we serve.

Message from the Chief Executive Officer and the Board Chair - continued

Overall growth in the organization has enabled NPSCU to continue to remain true to its commitment to community investment. This year, NPSCU invested over \$80,000 back into our communities through the Corporate Social Responsibility Program. This program provides financial support to locally based initiatives that have broad community support, appeal and impact. Community investment provides a strong foundation for skill development, leading to the enhancement and strengthening of our communities – building strong people, building even stronger communities.

Over the past year, the Board and Management have focused on expanding the opportunity for individuals outside of our current locations to experience the benefits of NPSCU membership. Just before the holiday season, we announced our expansion into Dawson Creek, BC. With the expansion, we can better serve our existing members in the area, but also provide new members in the Dawson Creek area with our innovative products and services to meet their business and personal banking needs.

Our Board needs to be commended for their continued commitment to strong and effective governance. Momentum for Governance review and training carried over from the last year. NPSCU is governed by a Board of nine Directors, representing our 13,000 members. Through skill and knowledge development, the Board of Directors provides universal and consistent governance expectations. Each director is elected to serve in the best interests of credit union members, focusing to fulfill our mission. You can learn more about your member-elected Board of Directors from their biographies which can be found on our website at npscu.ca

We expect the year ahead to be filled with opportunities for continued growth and financial success for our members. From Chair of the Board and myself, we would like to thank all of our members for your ongoing commitment to North Peace Savings & Credit Union.

.

About Us

North Peace Savings & Credit Union (NPSCU) is a full-service financial organization offering retail and business banking, investment and insurance products. Located in Northeast British Columbia, all of our decisions are made locally making us quick to meet the optimism and energy of our members with enthusiasm, engagement and financial leadership.

NPSCU has proudly served the north for over 65 years. With 13,000 members amongst our four branches, NPSCU remains committed to the social and economic well-being of the communities we serve. As a local financial institution, we have the ability to provide innovative products and services to meet the personal and business banking demands of our membership.

We work closely with members and have implemented solutions like our unique face-to-face video banking, smart offices, and drive-through ATMs. Our innovative service delivery channels have earned us recognition with the National Credit Union Innovation Award, Canada and runner up for the Innovation Award through the Credit Union Executive Society.

NPSCU Business Services is committed to delivering resources and expertise to small and medium sized businesses to help them achieve their goals. Our financial team's specialty skills cover all the local sectors: forestry, oil & gas, mining, land development, agriculture, construction and retail.

We believe that by encouraging the success and well-being of our member-owners, our staff and community, and the support we offer local businesses, we contribute to greater member prosperity, a healthy local economy and a better quality of life for all. It's the story behind our slogan: It's Your Life, Build it Here.



Evelyn Eggers,
EZ Solution Rentals



James & Susan Willis,
J.A. Willis Contracting Ltd.

Risk Management

Our business activity exposes us to a wide variety of risks in virtually all aspects of our operations. Our ability to manage these risks is a key competency within the organization and is supported by a strong risk culture and an effective risk management approach.

Taking measured risks is part of North Peace Savings and Credit Union's (NPSCU's) business. As a provider of financial products and services, we consider risk management to be critical and integral to our business success. Our risk profile is determined by our own strategies, actions, and changes to the external business environment. We manage these risks within an enterprise-wide risk management (ERM) framework.

Risk Management Principles

The following principles guide the management of risks within NPSCU:

- Balancing risk and reward effectively through aligning business strategy with risk appetite, diversifying risk, pricing appropriately for risk, and mitigating risk through preventive and detective controls.
- Viewing risk as acceptable and necessary to build the business. We only accept those risks that can be understood, managed and are consistent with our cooperative values, code of conduct, and board approved policies.
- Believing every employee is essentially a risk manager and must be knowledgeable of the risks inherent in their day-to-day activities and responsibilities.
- Building stronger relationships with members reduces our risks by "knowing our members" and ensuring the services we provide are suitable for, and understood by, each member.
- Aiming risk controls at minimizing uncertainty and maximizing opportunity in a way that optimizes the credit union's capacity to protect, and sustainably grow, value for our members.
- Using common sense and sound judgment in order to manage risk throughout the credit union.

Enterprise Risk Management Framework

The primary goal of enterprise risk management (ERM) is to ensure the outcomes of risk taking are consistent with the credit union's business activities, strategies and risk appetite. Our ERM framework provides the foundation for achieving this goal and it is constantly evaluated to ensure it meets the challenges and requirements faced by NPSCU. The evaluation includes a comparison to industry best practices, as well as compliance with evolving regulatory standards.

Risk Culture

A strong risk culture emphasizes transparency and accountability. Organizations with a strong risk culture have a consistent and repeatable approach to risk management when making key business decisions, including regular discussions of risk and ongoing reviews of risk scenarios that can help management and members of the board understand the interconnectedness and potential risk impacts.

NPSCU's strong risk culture is the cornerstone of its effective ERM framework. It starts with appropriate leadership that demonstrates and sends clear messages throughout the organization. This strong risk culture is communicated and emphasized by the actions of executive management and the Board of Directors.

Risk Appetite Statement

NPSCU's Risk Appetite Statement facilitates a shared understanding of its philosophy concerning acceptable risk and how that philosophy supports NPSCU's Mission and Strategy.

Mission:

Helping our members succeed in life.

We work to simplify and enrich members' lives with exceptional, locally-relevant solutions.

The Risk Appetite Statement is based on our mission, vision and values in attaining our strategic goals.

The Risk Appetite Statement is the formalization of basic principles and statements that guide discussions on risk-reward trade-offs. It provides a context to discuss risk and risk-related opportunities to determine whether they may be "on strategy" or "off strategy". Additionally, it facilitates a shared understanding of the over-arching risk philosophy to make appropriate risk decisions.

Determining the Risk Appetite Statement is dynamic and requires adaptive processes, as well as the continuous review and guidance from both executive management and the Board. The Risk Appetite Statement principles are incorporated into NPSCU's ERM framework and throughout its policies and procedures.

Key Principles:

- We offer banking and lending services to our members, with a specific focus on small and medium sized enterprises (SME's) and engage in business activities that will not put our long-term value at risk.
- We must be relevant to the membership we serve. Given the nature of our target market, we will provide lending services, beyond mortgages, in the areas of leasing, working capital financing and chattel loans. We undertake such lending with prudent underwriting, credit adjudication and risk mitigation practices.
- We will utilize technology and exceptional service to grow our share of wallet with existing members, as well as expand our service offerings to new members within our target markets.
- We are committed to achieving sustainable financial results.
- We will ensure our experienced management team values and supports a culture of excellence, superior member service and high ethical standards. We will not put our brand at risk and will avoid any situation or action that could jeopardize our reputation.
- We will articulate our appetite for risk and will consider such appetite in all strategic and operational decisions.
- We are willing to collaborate with other cooperative entities, when such partnerships produce opportunities and efficiencies that will benefit NPSCU and its members.
- We take risks required to build our business but only those risk that align with our business strategy and those that can be fully understood and managed.
- We actively model and stress test operations to ensure sound decisions are made, and that results are aligned in support of strategic goals and regulatory compliance.
- We will continue to invest in technology to ensure that we remain relevant in the delivery of banking services to our members.



Mission

Helping Our Members Succeed In Life. We work to simplify and enrich members' lives with exceptional, locally relevant solutions.

Vision

By 2020, be the preferred financial institution among small and medium sized enterprises and residents in every community that we serve.

Values

- Sound financial management
- Adaptability and dexterity
- Local knowledge, local decisions
- Investing in our people and community
- Positive service experiences, every time



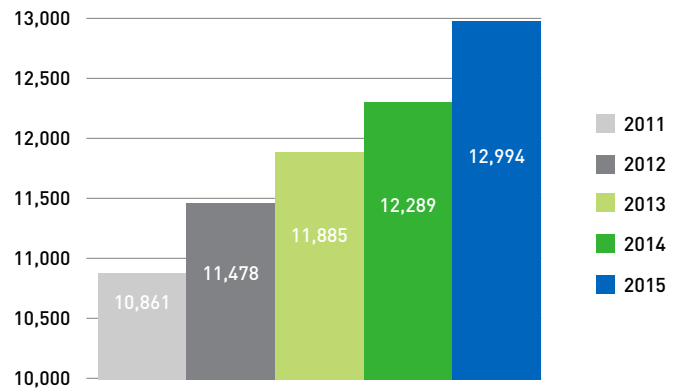
Bob & Mary Scott,
NPSCU Members



Devin Gray,
Homeowner/NPSCU Member

Membership Growth

NPSCU's total membership in 2015 grew by 705 to 12,994; an increase of 5.7% over 2014. This year's membership growth is in line with the 15.7% growth from 2011 to 2014.



Investing in the communities we serve

North Peace Savings & Credit Union (NPSCU) remains committed to the regions we serve through our community investment initiatives. By investing in the community, we provide support for local organizations to thrive and continue to provide services that benefit the community as a whole. Community investment helps establish rewarding relationships with local partners, while contributing to the long-term improvements in the quality of life for residents of our communities.

Donations and Sponsorship – \$50,353

We encourage and support local programs and organizations that provide widespread benefit to the community as a whole. Through our donation and sponsorship program, we were able to help fund over 30 initiatives in the North Peace and Northern Rockies regions. NPSCU is proud to support local programs by:

- Investing in community projects
- Sponsoring various activities and events
- Participating in education programs aimed at fostering a better understanding of financial matters
- Promoting community economic development

Social Responsibility - \$81,024

Remaining committed to investing in the communities we serve is embodied through our Corporate Social Responsibility program. NPSCU provides funding to social responsible organizations that are locally based and supported, and have broad community impact. This year, our Corporate Social Responsibility program supported 13 initiatives in the North Peace and Northern Rockies regions that placed a focus on:

- Literacy and financial literacy
- Homelessness
- Building Strong Families
- Support for Disabled Adults
- Prevention of Domestic Violence & Victim Support

Report of the Independent Auditor on the Summarized Consolidated Financial Statements

To the Members of North Peace Savings and Credit Union:

The accompanying summarized consolidated financial statements, which comprise the summarized consolidated statement of financial position as at September 30, 2015 and the summarized consolidated statements of comprehensive income and changes in members' equity for the year then ended, are derived from the audited consolidated financial statements, prepared in accordance with the International Financial Reporting Standards, of North Peace Savings and Credit Union for the year ended September 30, 2015. We expressed an unmodified audit opinion on those consolidated financial statements in our report dated November 30, 2015.

The summarized consolidated financial statements do not contain all the disclosures required by International Financial Reporting Standards applied in the preparation of the audited consolidated financial statements of North Peace Savings and Credit Union. Reading the summarized consolidated financial statements, therefore, is not a substitute for reading the audited consolidated financial statements of North Peace Savings and Credit Union.

Managers' Responsibility for the Summarized Consolidated Financial Statements

Management is responsible for the fair summarization of the complete audited consolidated financial statements of North Peace Savings and Credit Union.

Auditors' Responsibility for the Summarized Consolidated Financial Statements

Our responsibility is to express an opinion on the summarized consolidated financial statements based on our procedures, which were conducted in accordance with Canadian Auditing Standards (CAS) 810, "Engagements to Report on Summary Financial Statements."

Opinion

In our opinion, the summarized consolidated financial statements derived from the audited consolidated financial statements of North Peace Savings and Credit Union for the year ended September 30, 2015 are a fair summary of those consolidated financial statements.

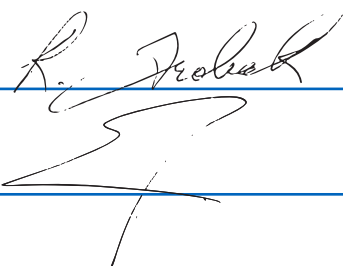
Abbotsford, BC
November 30, 2015

MNP LLP
Chartered Accountants

North Peace Savings and Credit Union
Summarized Consolidated Statement of Financial Position
As at September 30, 2015

	2015 (000s)	2014 (000s)
Assets		
Cash and cash equivalents	15,567	24,631
Investments	31,717	42,899
Members' loans receivable	400,391	313,503
Other assets	4,118	1,971
Premises and equipment	9,247	7,717
Intangible assets	133	282
Deferred tax asset	114	16
	461,287	391,019
Liabilities		
Member deposits	430,229	363,539
Accounts payable and accrued liabilities	2,888	1,783
Income tax payable	350	197
Member shares	813	998
	434,280	366,517
Members' equity		
Member shares	5,233	5,435
Retained earnings	20,470	18,881
Accumulated other comprehensive income	1,304	186
	27,007	24,502
	461,287	391,019

Approved on behalf of the Board of Directors



North Peace Savings and Credit Union
Summarized Consolidated Statement of Comprehensive Income and Changes in Members' Equity
For the year ended September 30, 2015

	2015 (000s)	2014 (000s)
Interest income		
Member loans	14,221	12,665
Investments	1,285	1,219
	15,506	13,884
Interest expense		
Member deposits	3,729	3,313
Borrowings	109	32
	3,838	3,345
Financial margin before provision for loan impairment	11,668	10,539
Provision for loan impairment	10	5
Financial margin	11,658	10,534
Other income	4,406	3,969
Financial margin and other income	16,064	14,503
Operating expenses		
Wages and benefits	7,843	6,887
Administrative expenses	4,108	3,910
Occupancy	1,902	1,576
	13,853	12,373
Income from operations before members' distribution and income taxes	2,211	2,130
Members' distribution	(240)	(256)
Income before income taxes	1,971	1,874
Income taxes (recovery)		
Current	480	410
Deferred	(98)	9
	382	419
Net income	1,589	1,455
Other comprehensive income (loss), net of tax	1,118	(87)
Comprehensive income	2,707	1,368
Members' equity, beginning of year		
Net income	1,589	1,455
Net change in member shares	(202)	(324)
Other changes in unrealized gains/losses	1,118	(87)
Members' equity, end of year	27,007	24,502

Note: Readers are cautioned that these summarized consolidated financial statements do not include all the disclosures required for complete and fair presentation. Copies of the North Peace Savings and Credit Union full financial statements and auditors' report, can be obtained at all of our branches.

CEO Compensation Disclosure

Key policies and practices for CEO compensation

For the fiscal year ending September 30, 2015, the CEO received the following compensation.

Base Salary – \$202,261.55

Bonus paid for FY14-15 – \$50,565.38

Pension, benefit and perquisites: Please see below.

The CEO's bonus is based on objective and subjective performance factors, with a 50% weight given to objective performance factors and 50% on subjective performance factors. Objective factors are measured through the balanced scorecard and entail financial and risk, members and employee measures. Subjective performance factors are measured using a CEO Evaluation Survey completed by Directors as well as select Managers and Staff. Scorecard/performance targets for the bonus are set based on the strategic plan, operating plan and annual performance plan. These measures are reviewed and approved by the board.

The annual compensation review process involves the following steps. This data is used to determine the appropriate adjustments to the Chief Executive Officer's total cash compensation package, based on the credit union's ability to pay.

1. Compiling an annual external market data review for CEO's of National credit unions from the annual Central 1 Canadian Credit Union Executive Compensation Survey to determine the
 - **P75 Total Target Cash position** for comparable credit unions, calculated with respect to NPSCU on balance sheet assets as projected to year end
 - **base salary** by calculating 85% of the P75 Target Cash position
 - **target** (meets expectations) and maximum (exceptional performance) bonus potential
2. Determining the CEO's Total Achievement Score based on assessment of annual performance against targeted goals as determined through objective and subjective performance factors as described above.

Where the CEO achieves a total achievement score for the fiscal year performance of less than 85% (meets expectations), the salary increase, as determined above, and a 15% bonus are granted. Where the CEO achieves a total achievement score for the fiscal year performance of 85% or greater (exceptional performance) the salary increase, as determined above, and an additional 10% bonus are granted.

While this bonus was earned for performance and accrued for in FY14-15, actual payment was made in FY15-16 once FY14-15 results were finalized. For FY14-15 the CEO achieved the exceptional performance or maximum payable bonus under the plan (25%). Compensation increases and bonus payout is contingent on board approval which is based on the overall financial health and stability of the organization.

Pension:

The CEO participates in a Defined Contribution (DC) pension plan with the same terms as other executives. The CEO's Pension is calculated at 7% of gross income.

Benefits

The CEO participates in the employee BC Medical, extended health, dental, disability and life insurance plans. These programs are the same as the plans offered to all NPSCU's employees.

The CEO's full compensation package is reviewed by the board annually. To recruit executive talent, NPSCU generally engages in a national search using an external search firm. North Peace Savings targets the 75th percentile for base salary.

The CEO is fully responsible for setting an executive compensation and bonus structure that supports the attraction and retention of key talent to move the organization forward quickly and meet the strategic objectives of a progressive organization. Compensation increases and bonuses are contingent on the overall financial health and stability of the organization.

The compensation packages received by executives considers the 75th percentile for base salaries within roles of similar responsibility as described in the Central 1 Canadian Credit Union Executive Compensation Survey. Executives, excluding the CEO, are eligible to share in the staff profit sharing plan. Executives are also eligible to earn up to an additional 10% of base salary. The additional bonus payments are based on achievement of financial and risk, members and employee measures as established in the balanced scorecard.

As the CEO, while Executive bonuses were earned for performance and accrued for in FY14-15, actual payment was made in FY15-16 once FY14-15 results were finalized. Payments were 10% of base salary (100% of target) based on the favourable results of the balanced scorecard.

Executives receive the same benefits and perquisites as the CEO and employees.

In FY14-15 North Peace Savings and Credit Union undertook a full job evaluation for all positions in the organization including executive roles and re-evaluated our compensation philosophy to ensure that we continue to be market competitive, and provide a reasonable standard of living to our employees.

Employees participate in a profit sharing program based on our achievement against overall financial targets. For FY14-15 a payout of 10% of base salary was awarded at the discretion of the CEO. Employee bonuses are contingent on the overall financial health and stability of the organization.

Employees also receive a competitive benefits package which includes extended health insurance, dental insurance, employee and family assistance, life insurance, dependent life insurance, short term disability insurance, long term disability insurance, accidental death and dismemberment insurance, a health care spending account of \$500 per year and tuition and educational assistance. NPSCU provides a Defined Contribution pension plan to 1) employees with the following key terms; up to age 50 = 5%, 50 to 54 = 6%, 55 plus = 7%, and 2) executive with the following terms; up to age 50 = 6%, 50 plus = 7%. Employee perquisites also include an employee loan program.

Corporate Governance

The elected directors serving on the Board of Directors (the Board) must bring the skills, experience and competencies required to enable the Board to effectively guide and oversee our credit union. The Board is responsible for governing North Peace Savings & Credit Union's business as well as the obligation to protect and enhance the assets of the credit union. The Board reviews and approves North Peace Savings & Credit Union's strategic direction and risk appetite, sets and monitors corporate policies, and is responsible for overseeing management and ensuring that NPSCU complies with regulatory and statutory requirements.

Governance of North Peace Savings & Credit Union

North Peace Savings & Credit Union uses the Corporate Governance Guidelines for Building High Performance Boards published by the Canadian Coalition for Good Governance as a baseline of best practices.

The Board undertakes a regular process of identifying and reviewing the overall skills and experience required amongst directors to strengthen the Board and to meet the needs of North Peace Savings & Credit Union's governance, both in the present and into the future.

Each year three vacancies occur on North Peace Savings & Credit Union's 9-member Board for three-year terms. After the Annual General Meeting, the Board appoints a Conduct Review/Nominations Committee that is tasked with recommending qualified candidates in the following year for election to the Board. The Committee is responsible for identifying required skills and experience required within the Board to guide and oversee the implementation of North Peace Savings & Credit Union's strategic plan.

The results of each year's Directors election are announced at the AGM by the Chair of the Conduct Review/Nominations Committee.

Director Remuneration and Expenses

The following table summarizes the attendance of directors at Board and committee meetings and also provides the total remuneration paid for the fiscal year ending September 30, 2015. The table also outlines any other designated meetings and events deemed eligible for payments.

Directors' remuneration for the 2014-2015 fiscal year were calculated as follows:

Annual Stipend	\$3,000
Chair Stipend	\$1,500
Board Meeting	\$120
Committee Meeting	\$90
Full day meeting or travel	\$250
Half day meeting or travel	\$125
Every three years – stipend for technology update	\$1,500
Annual Companion Travel	\$1,100

Expenses

- Reimbursement of expenses, including travel, accommodation, & meals.
- When out of town for either training/conference/education an incidental stipend of \$25 per day.

The remuneration of Directors of North Peace Savings & Credit Union in relation to their service as directors is established, allocated and distributed to the directors at the discretion of the Board of Directors.

The Governance Committee conducted a full review of the board's remuneration in November 2015. The review is conducted every three years.

Our directors each bring unique value and experience to the board. Profiles of each director are included on the following pages, with more detailed resumes available on our website at npscu.ca. The following tables summarize the board members, their tenure, roles on the board and total remuneration for the 2014-2015 fiscal year.

Bob Trobak, Board Chair

Committees:

Audit
Governance

Tenure: 7 years

Profile: A retired Chartered Accountant with over 40 years of experience at a public accounting firm, Bob Trobak has lived in the Fort St. John area since 1968. Over the years, Bob has devoted a significant amount of his spare time to volunteering, especially within the local hockey community.

[Read Full Biography Here](#)

BOD Meetings	11	\$1,320
Committee Meetings	17	\$1,530
Meetings – Other	4	\$740
Conference (days)	3	\$750
Stipend		\$4,625
Education		\$360
Technology update		-
Expenses		\$2,365
Total		\$11,690

Augustine Earmme, Vice Chair

Committees:

Investment and Loan
Audit

Tenure: 3 years

Profile: Originally from Seoul, Korea, Augustine Earmme immigrated to Canada with his family in 1971, and has called Fort St. John home since 1992. Augustine earned his Bachelor of Laws degree from the University of Victoria, and has practiced his entire legal career in Fort St. John. He is currently the owner of his practice, Earmme & Associates. [Read Full Biography Here](#)

BOD Meetings	12	\$1,440
Committee Meetings	18	\$1,620
Meetings – Other	2	\$240
Conference (days)		
Stipend		\$3,000
Education		
Technology update		
Expenses		\$7
Total		\$6,307

Carrie Bennett, Director

Committees:

Investment and Loan
Governance

Tenure: 15 years

Profile:

Carrie Bennett has called Fort St. John home for over nineteen years, fifteen of which she has spent on the North Peace Savings and Credit Union Board of Directors. Carrie has a Diploma in Business Administration, and works as Secretary and Educational Assistant I & II at Bert Bowes Middle School in Fort St. John. [Read Full Biography Here](#)

BOD Meetings	12	\$1,440
Committee Meetings	23	\$2,070
Meetings – Other	3	\$360
Conference (days)	8	\$2,000
Stipend		\$3,200
Education		
Technology update		
Expenses		\$4,169
Total		\$13,239

Bruce Chisholm, Director

Committees:

Investment and Loan
Conduct Review / Nominating

Tenure: 9 years

Profile:

Bruce Chisholm retired from his career as an educator after dedicating 33 years to the local education system. Bruce has a Bachelor's Degree in Education and a Master's Degree in Educational Administration, and during his career he fulfilled the roles of teacher, VicePrincipal, and Principal. [Read Full Biography Here](#)

BOD Meetings	10	\$1,200
Committee Meetings	11	\$990
Meetings – Other	2	\$240
Conference (days)	14	\$3,625
Stipend		\$3,375
Education		
Technology update		
Expenses		\$4,583
Total		\$14,013

Jessie Drew, Director

Committees:

Conduct Review / Nominating

Tenure: 1 year

Profile:

Jessie Drew is a Certified HR Professional and coach who is passionate about helping managers and leaders succeed! She has been mentoring and coaching in operations, finance, and human resources since 1996. She holds a C.H.R.P designation, is licensed to administer the EQi, EQ360, and Strength Deployment Inventory tools. [Read Full Biography Here](#)

BOD Meetings	6	\$720
Committee Meetings	7	\$630
Meetings – Other	1	\$120
Conference (days)	11	\$2,750
Stipend		\$1,775
Education		
Technology update		\$1,500
Expenses		\$9,198
Total		\$16,693

Leonard Hamilton, Director

Committees:

Governance

Conduct Review/Nominating

Tenure: 11 years

Profile:

Len Hamilton retired in 2003 after building his career in the local oil and gas industry for over 35 years. Employed at West Coast Energy for 33 years, Len earned his title as Journeyman Maintenance Mechanic early in his career which required the completion of fieldwork training as well as courses through Caribou College and B.C.I.T. [Read Full Biography Here](#)

BOD Meetings	9	\$1,080
Committee Meetings	20	\$1,800
Meetings – Other	5	\$700
Conference (days)	16	\$4,000
Stipend		\$3,425
Education		\$180
Technology update		
Expenses		\$7,551
Total		\$18,736

Bryce Kelly, Director

Committees:

Investment and Loan
Audit

Tenure: 7 years

Profile: Bryce Kelly understands the importance of Credit Union values and community spirit in the North Peace Region. Bryce is dedicated to governing with integrity and with a focus on building a stronger future for the Credit Union, its members, and the surrounding community.

[Read Full Biography Here](#)

BOD Meetings	12	\$1,440
Committee Meetings	15	\$1,350
Meetings – Other	3	\$330
Conference (days)	6	\$1,500
Stipend		\$3,150
Education		
Technology update		
Expenses		\$1,758
Total		\$9,528

Allan Loberg, Director

Committees:

Conduct Review / Nominating
Governance

Tenure: 11 years

Profile: Raised in Fort Nelson, B.C, Allan Loberg has been a resident of Fort St. John since 1984. He currently works as an aircraft maintenance engineer, and also owns and operates his own home construction business in the Fort St. John area. [Read Full Biography Here](#)

BOD Meetings	12	\$1,440
Committee Meetings	19	\$1,710
Meetings – Other	4	\$580
Conference (days)	6	\$1,500
Stipend		\$3,150
Education		\$90
Technology update		
Expenses		\$2,440
Total		\$10,910

Chris Maundrell, Director

Committees:

Investment and Loan
Audit

Tenure: 15 years

Profile: A resident of the Fort St. John area since 1990, Chris Maundrell originally moved to Fort St. John after graduating with a degree in Biology from Simon Fraser University. Chris continued his education in following years, and holds a Masters Degree in Natural Resource Management from the University of Northern British Columbia. [Read Full Biography Here](#)

BOD Meetings	12	\$1,440
Committee Meetings	14	\$1,260
Meetings – Other	3	\$360
Conference (days)	11	\$2,750
Stipend		\$3,275
Education		
Technology update		
Expenses		\$10,857
Total		\$19,942

Fort Nelson Service Center

5420 – 50th Avenue North
Fort Nelson, BC V0C 1R0
Tel: 250.774.5215

Hudson's Hope Service Center

10050 Beattie Drive
Hudson's Hope, BC V0C 1V0
Tel: 250.783.5217

North Peace Financial Planning Services Ltd.

10344 – 100th Street
Fort St. John, BC V1J 3Z1
Tel: 250.787.0365

Fort St. John Service Center

10344 – 100th Street
Fort St. John, BC V1J 3Z1
Tel: 250.787.0361

Taylor Service Center

10007 – 100A St #2
Taylor, BC V0C 2K0
Tel: 250.789.9213