

north peace
SAVINGS & CREDIT UNION



2015 - 2016

Annual Report



It's your life. Build it here.

2016 Annual Report

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Message from the Chief Executive Officer and the Board Chair



Mitchel Chilcott,

CEO, North Peace
Savings & Credit Union



Allan Loberg,

Chair,
Board of Directors

We launched two new, standout products in 2016 with our B.Free personal and B.Smart business accounts. The refreshed line of products ties NPSCU back to its roots of being member owned and operated. Banking account service charges are the biggest impact on our members; we want to help our members reduce theirs. Exceptional service, efficient operations and our ability to do things differently contributed to the 5% growth in membership and 19% growth in assets this past year.

NPSCU is operating in a rapidly changing and increasingly competitive financial services industry in addition to challenging economic conditions. We must manage tight interest rate margins, build strong capital and maintain liquidity to meet our member needs. How we manage change is what will continue to define our success.

Helping our members succeed in life.

On behalf of the Board of Directors, executive management and employees, we are pleased to present the 2016 Annual Report for North Peace Savings and Credit Union. Throughout 2016, we focused on delivering consistent value to our members, optimizing efficiencies and maintaining our commitment to our members.

One of the highlights of the year was the opening of our Dawson Creek Service Centre to better service our existing and new members from Dawson Creek. This new location continues the updated, modern approach to banking we introduced with the modernization of the Hudson's Hope Service Centre in 2015.

The Dawson Creek Service Centre has the convenience of two Face 2 Face Video Banking machines, allowing us to provide 72 hours of availability per week for members. In addition, two Smart Offices connect members from Dawson Creek to our full range of experienced staff to serve all of their banking, borrowing and investing needs. The result is a convenient one-stop experience.

In 2015, we started preparations for building a new head office and service centre in Fort St. John. Due to uncertain economic conditions and prudent use of our capital, the decision to defer the project was made in the spring of 2016. Our Board of Directors continues to be committed to the highest standards of Corporate Governance, to ensure they keep pace with the growth and complexity of NPSCU. We believe this is essential for continued success and trust from our members. Local governance and local decisions that address the needs of members impacted by local economic conditions is our highest priority.

Our success is a result of many factors, but our members are the reason that we do business the way we do. At NPSCU, we promise to continue working hard to service your patronage and maintain your trust. We are excited for what the future may bring and look forward to working with you. Thank you for your business and for your loyalty to North Peace Savings and 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 northeastern 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 75 years. With 13,500 members amongst our five 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 2 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 through the Canadian Credit Union Association, 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.

B.Free personal



“I don't have to worry about service fees.”

- Isaac Tilstra,
NPSCU Member

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.

- An Enterprise Risk Management ("ERM") framework to identify and quantify the magnitude and probability of individual risks faced by the Credit Union,
- A Risk Tolerance definition of these risks, which allows for the effective measurement and control on the individual risks,
- Corporate policies which outline in detail the risks the the Credit Union is willing to engage in and controls which help mitigate against such risks. Integral to these policies are the Capital, Liquidity and Investment & Lending policies,
- The use of an Internal Capital Adequacy Assessment Process ("ICAAP") to determine the appropriate level of capitalization for the Credit Union, given various stress situations,
- And the use of Risk-Capital Allocation tools to ensure that the Credit Union's capital resources are being most effectively utilized against the returns earned on such capital.

Key Principles:

The following principles guide in the management of risks within NPSCU:

- That the strategic direction of NPSCU is aligned with ensuring that risk management targets are achievable and maintained,
- Ensuring that the Credit Union is appropriately rewarded for the risks that it takes in its operations
- Through effective policies, controls, reporting and auditing, ensure that procedures are followed that help mitigate risks associated with credit unions activities, such as lending and investing,
- Limiting the risks associated with our lines of business, through marketing segmentation and geographic diversification,
- And empowering our employees, through training, education and decision-making, to manage risk within their individual responsibilities.

Ownership

Performance against the targets mentioned in this document, shall be reported to the Board, at minimum, on a quarterly basis. Management will also provide projections of these targets out 36 months, on a quarterly basis.

The Board will also ensure that any action plans arising out of non-performance of Risk Tolerance definitions, are carried out in an effective and timely manner.

At minimum, annually, Management and the Board of Directors will review the appropriateness of this Risk Appetite Statement and the targets contained within. The Board will ensure that the strategic direction of the Credit Union aligns with the Risk Appetite Statement.



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

B.Smartbusiness



"You know
your expenses
are capped."

- Michelle & Wayde
Hollingshead,
Norweld Stress Ltd.

Pay \$1 per transaction and cap your monthly fees at \$35 with our new business bank account. Join now and receive up to \$200.

Community Investment

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 long-term improvements in the quality of life of residents of our communities.


Donations and Sponsorship –\$34,755

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 - \$71,147

Remaining committed to investing in the communities we serve is embodied through our Corporate Social Responsibility program. NPSCU provides funding to 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, 2016 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, 2016. We expressed an unmodified audit opinion on those consolidated financial statements in our report dated December 12, 2016.

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, 2016 are a fair summary of those consolidated financial statements.

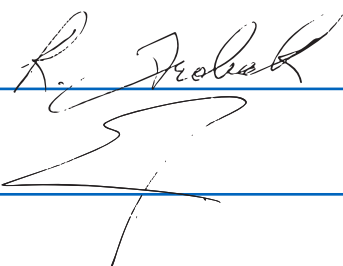
Abbotsford, BC
December 12, 2016

MNP LLP
Chartered Professional Accountants

North Peace Savings and Credit Union
Summarized Consolidated Statement of Financial Position
As at September 30, 2016

	2016 (000s)	2015 (000s)
Assets		
Cash and cash equivalents	31,800	15,567
Investments	37,842	31,717
Members' loans receivable	464,873	400,391
Income taxes recoverable	482	-
Other assets	7,474	4,118
Premises and equipment	9,461	9,247
Intangible assets	147	133
Deferred tax asset	213	114
	552,292	461,287
Liabilities		
Member deposits	459,171	430,229
Borrowings	62,460	-
Accounts payable and accrued liabilities	1,604	2,888
Income tax payable	-	350
Member shares	673	813
	523,908	434,280
Members' equity		
Member shares	6,055	5,233
Retained earnings	21,404	20,470
Accumulated other comprehensive income	925	1,304
	28,384	27,007
	552,292	461,287

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, 2016

	2016 (000s)	2015 (000s)
Interest income		
Member loans	15,795	14,221
Investments	850	1,285
	16,645	15,506
Interest expense		
Member deposits	4,552	3,729
Borrowings	679	109
	5,231	3,838
Financial margin before provision for loan impairment	11,414	11,668
Provision for loan impairment	175	10
Financial margin	11,239	11,658
Other income	3,978	4,406
Financial margin and other income	15,217	16,064
Operating expenses		
Wages and benefits	8,129	7,843
Administrative expenses	4,360	4,108
Occupancy	1,603	1,902
	14,092	13,853
Income from operations before members' distribution and income taxes	1,125	2,211
Members' distribution	(245)	(240)
Income before income taxes	880	1,971
Income taxes (recovery)		
Current	45	480
Deferred	(99)	(98)
	(54)	382
Net income	934	1,589
Other comprehensive income (loss), net of tax	(379)	1,118
Comprehensive income	555	2,707
Members' equity, beginning of year		
Net income	934	1,589
Net change in member shares	822	(202)
Other changes in unrealized gains/losses	(379)	1,118
Members' equity, end of year	28,384	27,007

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, 2016, the CEO received the following compensation.

Base Salary – \$247,711.00

Bonus paid for FY15-16 – \$0.00

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.

Calculated based on results of the objective and subjective performance factors in the annual review, 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. Calculated based on results of the objective and subjective performance factors in the annual review, 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 a 25% bonus are granted.

For FY15-16, while the CEO performance met expectations or average payable bonus under the plan (15%), a bonus was declined by the CEO as financial returns did not warrant general staff profit sharing based bonuses.

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.

For FY15-16, while executives were eligible to earn up to an additional 10% of base salary based on achievement of financial and risk, members and employee measures as established in the balanced scorecard, bonuses were waived by the CEO as financial returns did not warrant general staff profit sharing based bonuses.

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

Employees participate in a profit sharing program based on our achievement against overall financial targets. For FY15-16 bonuses were not awarded to employees as financial returns did not meet budget.

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, 2016. The table also outlines any other designated meetings and events deemed eligible for payments.

Directors' remuneration for the 2015-2016 fiscal year were calculated as follows:

Honorarium	\$3,000
Chair Honorarium	\$2,700
Board Meeting	\$225
Committee Meeting	\$225
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 npsu.ca. The following tables summarize the board members, their tenure, roles on the board and total remuneration for the 2015-2016 fiscal year.

Allan Loberg, Board Chair

Committees:

Audit
Investment and Lending
Governance

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](#)

Tenure: 12 years

BOD Meetings	15	\$3,060
Committee Meetings	32	\$6,795
Conference		\$4,125
Honorarium		\$3,000
Honorarium – BOD Chair		\$1,350
Education		\$375
Total Remuneration		\$18,705
Expenses		\$8,907
Total		\$27,612

Jessie Drew, Vice Chair

Committees:

Audit
Conduct Review / Nominating
Governance

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](#)

Tenure: 2 years

BOD Meetings	10	\$1,935
Committee Meetings	16	\$3,465
Conference		\$1,000
Honorarium		\$3,000
Total Remuneration		\$9,400
Expenses		\$3,398
Total		\$12,798

Bob Trobak, Director

Committees:

Audit
Investment and Lending
Conduct Review / Nominating

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](#)

Tenure: 8 years

BOD Meetings	15	\$3,060
Committee Meetings	25	\$5,355
Conference		\$2,750
Honorarium		\$3,000
Honorarium – BOD Chair		\$1,725
Education		\$180
Total Remuneration		\$16,070
Expenses		\$2,549
Total		\$18,619

Leonard Hamilton, Director

Committees:

Governance
Audit

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](#)

Tenure: 12 years

BOD Meetings	11	\$2,475
Committee Meetings	20	\$4,365
Conference		\$4,000
Honorarium		\$3,000
Total Remuneration		\$13,840
Expenses		\$7,023
Total		\$20,863

Carrie Bennett, Director

Committees:

Governance
Investment and Lending

Tenure: 16 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	13	\$2,610
Committee Meetings	21	\$4,320
Conference		\$3,500
Honorarium		\$3,000
Total Remuneration		\$13,430
Expenses		\$5,073
Total		\$18,503

Bruce Chisholm, Director

Committees:

Governance
Audit

Tenure: 10 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, Vice Principal, and Principal.

[Read Full Biography Here](#)

BOD Meetings	12	\$2,385
Committee Meetings	20	\$4,365
Conference		\$5,500
Honorarium		\$3,000
Total Remuneration		\$15,250
Expenses		\$22,964
Total		\$38,214

Bryce Kelly, Director

Committees:

Investment and Lending
Conduct Review / Nominating

Tenure: 8 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	\$2,835
Committee Meetings	19	\$4,140
Conference		\$250
Honorarium		\$3,000
Total Remuneration		\$10,225
Expenses		\$0
Total		\$10,225

Tracy Wolsey, Director

Committees:

Conduct Review / Nominating

Tenure: 1 year

Profile: Tracey has worked with Suncor since 1998 and has been involved in a variety of oil and gas and wind power projects primarily in Alberta and British Columbia but also in Saskatchewan, the United States and Australia. She is currently the Director of Stakeholder and Aboriginal Relations for Suncor's oil sands operations.

[Read Full Biography Here](#)

BOD Meetings	6	\$1,350
Committee Meetings	4	\$900
Conference		\$2000
Honorarium		\$1,500
Technology update		\$1,500
Total Remuneration		\$7,250
Expenses		\$6,222
Total		\$13,472

Cory Smith, Director

Committees:

Investment and Lending

Tenure: 1 year

Profile: Cory is from from Southern Alberta, and has a background in ranching. Like many others, he came to Fort St. John to “stay for 5 years”. 15 years later, Fort St. John is his home; where he and his wife are raising a family, and plan to retire. He feels that the Fort St. John community has given him so much, and he would like to pay it back.

[Read Full Biography Here](#)

BOD Meetings	4	\$900
Committee Meetings	10	\$2,250
Conference		\$250
Honorarium		\$1,500
Technology update		\$1,500
Total Remuneration		\$6,400
Expenses		\$562
Total		\$6,962

Augustine Earmme, Past Director

Committees:

Investment and Lending

Conduct Review / Nominating

Tenure: No longer on Board (effective February 2016)

BOD Meetings	9	\$1,710
Committee Meetings	8	\$1,665
Honorarium		\$1,500
Total Remuneration		\$4,875
Expenses		\$0
Total		\$4,875

Chris Maundrell, Past Director

Committees:

Investment and Lending
Audit

Tenure: No longer on Board (effective February 2016)

BOD Meetings	8	\$1,485
Committee Meetings	6	\$1,215
Conference		\$750
Honorarium		\$1,500
Total Remuneration		\$4,950
Expenses		\$1,101
Total		\$6,051

Fort Nelson Service Centre

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

Hudson's Hope Service Centre

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

Dawson Creek Service Centre

11040 – 8th Street
Dawson Creek, BC V1G 4V7
Tel: 877.787.0361

Fort St. John Service Centre

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

Taylor Service Centre

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

North Peace Financial Planning Services Ltd.

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