

CEO Report: The Year In Review



We are well into a new year that promises no shortage of excitement. This is the backdrop to the 2025-2029 Strategic Plan that the Board of Directors and management completed last month. Our plan illuminates our path, ensuring we stay steadfast despite the noise around us and any hurdles placed in front of us. It has us acting on the opportunities that appear and the ones we create.

"Raising the Shuswap is...about raising hope."

This five-year plan unites all of SASCU's resources towards a shared purpose to "Raise the Shuswap". Raising the Shuswap is about growing confidence, offering better choices, and strengthening economic well-being. It's about raising hope.

Of course, "hope"—while crucial—is not enough on its own. We are driven to ensure every financial hope is transformed into action. Our freshly formed Vision is for SASCU to be where people come first to be heard, receive clarity amidst all the complexities and distractions around them, and get connected to solutions that recognize what matters most to them. Together, we strive every day to be that for you.

We will reflect on our progress toward fulfilling this Vision with a keen eye, making dynamic adjustments to adapt to the ever-evolving landscape and to seize new opportunities.

I invite you to join us at our Annual General Meeting on May 6 where we will celebrate how this shows up, how this is translating into our services, products, and operations. This date also marks the release of our 2024 Annual Report.

I also encourage you to have a hand in selecting the leaders of this strategic plan by casting your vote during the 2025 Board of Directors Election. Inside this newsletter are biographies from each of the four candidates.



2025 Election Board of Directors

Vote Online or In-Branch:
March 24th to April 5th
Vote electronically after logging into online banking.

Visit our website or follow SASCU's social media for more insights on their intentions if they secure a Board seat.

Voting for your representatives is one of the key benefits of being a credit union member. Don't miss this opportunity.

Sincerely,

Barry Delaney
President & Chief Executive Officer
SASCU Financial Group

SASCU AGM 2025

PLEASE JOIN US IN-PERSON OR ONLINE TUESDAY, MAY 6TH, 2025

**Prestige Inn Harbourfront Resort
251 Harbourfront Dr NE, Salmon Arm**

Time: **11:30 a.m.**

Register at sascu.com/agm or **250.833.1343**

Meet your Board of Directors • Review highlights of 2024 • Lunch Provided

Related materials including **Annual Condensed Financials** will be available on sascu.com or **online banking** by March 31st, 2025.

YOUR CANDIDATES

ROBERT (DOUG) EASTERBROOK

Recommended



Skills & Competencies:

Digital & Technology
Experience

Risk Management

Doug is a professional engineer with 50 years experience building enterprise business software with accounting underpinnings. He founded 'Arts Management Systems' in 1988 to develop a CRM for Arts, Entertainment and Sports organizations across North America. As the Theatre Manager, he handled ticket sales, web sales, donations, gift certificates, financial management, project planning and volunteer management. Unlike other ticketing companies, Doug believed each venue should control their own destiny at all times, a notable exception in an industry that operates on ticket fees.

Doug has volunteered for most of his life. He chairs the North Shuswap Disaster Recovery Society, with a mission to bring people back home. NSDRS distributed \$800,000 from Shuswap Community Foundation to families left homeless by the Bush Creek fire of 2023. Financial assistance was tailored to those without insurance, which included power poles, septic, water, building materials, temporary RV homes, winterization, and rental assistance.

As a member of the North Shuswap Pathway committee, he was responsible for a marketing needs analysis. This resulted in a \$500,000 BC Active Transportation Grant with the first pathway segment scheduled for construction in spring 2025.

He volunteered for Storybook Theatre in Calgary for over 30 years in various committees, in addition to serving as a Board Member for 12 years and President for nine years. In this role he helped set artistic direction, develop budgets, organize fundraisers (raising nearly \$500,000) and wrote three strategic plans, successfully implementing two before retiring from the Board. Doug was also instrumental in designing and building the Calgary Community Arts Center as home to multiple arts organizations.

His proudest moments have been with his wife and family who help keep his world grounded.

CONSTANCE LADELL

Recommended



Skills & Competencies:

Legal, Regulatory &
Compliance

Digital & Technology
Experience

Constance Ladell is a present member of SASCU's Board, currently sitting as Vice Chair. She has served on all board committees and chaired the Governance, Conduct Review, and Audit Committees. Constance maintains her Credit Union Director Achievement (CUDA) designation, having completed all ongoing professional development requirements. She is a 30-year BC Credit Union member, including 11 years as a SASCU member.

Constance is a retired corporate lawyer who oversaw the legal department of a large Crown corporation and fulfilled the positions of Director of Policy and Privacy. Notable areas of her legal expertise include regulatory compliance, risk management, anti-money laundering obligations, privacy, online commerce, major IT contracting, procurement and corporate governance. By ministerial appointment, Constance served on the corporate board of the Interprovincial Lottery Corporation which operates Canada's National Lottery Games. She subsequently led the organization through a significant change in senior management as the Board's Chair.

Constance has over 35 years of experience volunteering with community organizations including serving on the boards of two sexual assault centers, a regional symphony orchestra, YM-YWCA, a community association, a seniors housing society, and the SPCA. She has also volunteered with victims' assistance, local emergency programs, as well as technology oversight committees and trained as a disaster responder. She is a board member of the Shuswap Community Foundation and sorts donations at the Sicamous United Church Thrift Store.

Constance is grateful for the opportunity to use her experience and background as a member of SASCU's Board to support cooperative values, locally centered decision-making, and focus on our members.

Recommendations

The Nominating Committee considers candidates on merit against objective criteria and with intent to diversify the Board's composition. The Committee reviews each candidate's application package and conducts interviews, and then may recommend any number of candidates who would bring beneficial skills and competencies to the Board. These candidates are identified as "Recommended" to our membership. Great effort is made to remain impartial and objective. Incumbent candidates are subject to the same assessment and interview process as other candidates. In the end, the membership decides who to vote for and who is elected.

SASCU Board identified skills and competency needs:

- **Legal, Regulatory & Compliance**
- **Digital & Technology Experience**

Other beneficial skills include:

- Financial Literacy
- Strategic Insight
- Leadership
- Human Resources & Talent Acquisition
- Diversity, Equity & Inclusion
- Community
- Risk Management
- Corporate Sustainability and Environmental Responsibility Experience

Each candidate's two strongest skills and competencies, as identified by the candidate and nominating committee, have been highlighted.



Board of Directors Candidate Questions | SASCU 2025



Part 1



Part 2

CURTIS SLINGERLAND

Recommended



Skills & Competencies:

Legal, Regulatory & Compliance

Risk Management

Curtis Slingerland is a highly accomplished professional with a diverse background in local government, non-profit, and community service. Curtis holds a Bachelor's Degree in Political Science from Simon Fraser University and has earned multiple certificates in local government administration, management, and emergency management from institutions such as the BC Board of Examiners, Coast Mountain College, and the University of Victoria. Curtis is currently working toward a certificate in Human Resource Management at Simon Fraser University.

Currently serving as the Chief Administrative Officer for the Central Coast Regional District, Curtis is responsible for the effective and efficient delivery of services within the district, maintaining relations with external stakeholders and First Nations, and acting as the primary policy advisor to the Board of Directors. Prior to this role, Curtis was the Director of Corporate Administration for the City of Revelstoke and the Manager of Regulatory Services at the Regional District of Kitimat-Stikine.

Curtis also has experience in the non-profit sector, having managed property services and operations for the Canadian Mental Health Association here in Salmon Arm in between in his time in local government.

In addition to professional roles, Curtis is an active community member, serving on the Board of Directors for SASCU since 2022, and contributing to various committees, including the Community Relationships & Sponsorship Committee, and the Governance & Conduct Committee.

Curtis has lived in Salmon Arm since 2020 and enjoys spending time with his family, supporting local coffeeshops, breweries, and walking his two dogs Tundra and Darla.

JUNE STEWART

Recommended



Skills & Competencies:

Leadership

Financial Literacy

June Stewart is a long time Salmon Arm resident with extensive experience on both sides of the board table. Prior to retirement, June held the position of Executive Director for Shuswap Children's Association, providing support to families of children with developmental needs. Prior to that, June spent 20 years as a business analyst for Community Futures, attaining her accreditation as a Small Business Lender. Currently she is using her extensive experience to provide consulting work to local non-profits to strengthen their governance practices.

On the volunteer side of the board table, June has been a director with several non-profits, including Salmon Arm Minor Baseball and Literacy Alliance of the Shuswap. She has also been involved locally by being appointed to various City of Salmon Arm Advisory Committees including Parks, Social Impact, and the Official Community Plan Review.

June was a director of SASCU for 30 years prior to taking a two-term break and returning in 2022 for another 3 years. Her experience and long tenure with SASCU provides depth of corporate history that she feels is very helpful in debate and decision-making on behalf of the credit union members in the Shuswap.

Voting Rules

SASCU

Voter Eligibility

To be eligible to vote, members must:

- Be at least 19 years of age
- Be a member in their own right
- Have the required minimum 5 Equity Shares (for joint accounts, each holder must hold 5 Equity Shares; otherwise, only the first person named on the account may vote)
- For the purpose of this election, our membership list was closed as of February 28th, 2025.

Personal Voting

IN-BRANCH

Each member may vote only once. If more than one ballot per member is received, all ballots submitted by that member will be rejected and no ballots for that member will be counted. A ballot listing the candidates in alphabetical order will be supplied. The member will proceed to a voting screen and mark an "X" for their choice of up to three (3) candidates. Completed ballots are returned to the ballot box at the registration desk. Ballots that could identify the voter will be declared invalid.

ONLINE

To vote online, members must log into online banking and click the link 'Board of Directors Voting Form'. Members may choose up to three (3) candidates and the system will only allow the member to vote once. If a member votes online and also on paper in-branch, both ballots will be rejected and no ballots for that member will be counted.

Business and Association Voting

A **business** may vote only once and must vote in-branch by designating a representative who is **not a member**, and by written authorization provided to the credit union by way of a Designation of Voter Form. Examples of such businesses are:

- Incorporated entities (i.e., Inc., Ltd.)
- Incorporated associations
- Incorporated societies (i.e., Incorporated under the Society Act of BC)

Unincorporated associations must designate a representative who is a **member**. This is an exception to the one member, one vote rule as per the Credit Union Incorporation Act, Section 70.4.

A copy of the Designation of Voter Form naming the person must be signed by a authorized signatory and presented at the time of voting. The Designation of Voter Form is available online and from any branch of SASCU Credit Union.

Election Results

The candidates who rank one, two and three in number of votes received will each serve on the Board of Directors for a three-year term.

The ballots are counted and overseen by BDO Canada LLP, a third-party accounting firm. Polls close **April 5th, 2025**, and the results will be announced at the AGM on **May 6th, 2025**.

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