



# 2017

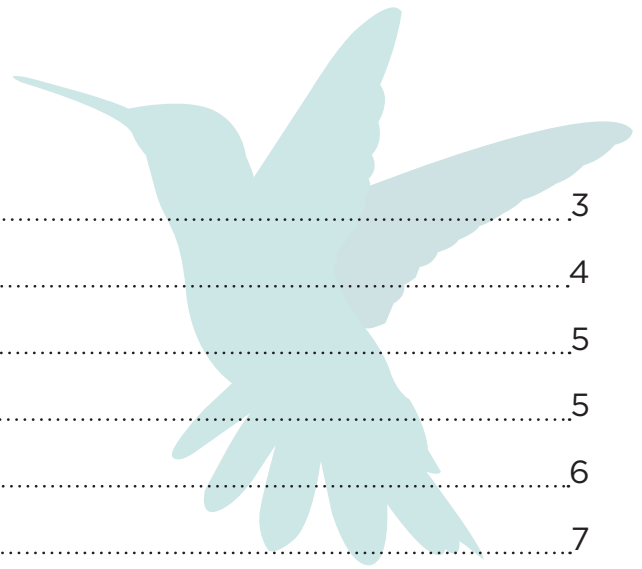
Annual Report

# From here. All in. For you.

## AGM Agenda - April 19, 2018

1. Call to order
2. Registration report and declaration of quorum
3. Appointment of recording secretary
4. Appointment of parliamentary
5. Welcome and introductions
6. Adoption of agenda and rules of order
7. Adoption of the minutes of April 20, 2017
8. Business arising out of the minutes
9. Directors' report
10. Report from the CEO
11. Adoption of the Director & CEO reports
12. Presentation of the financial statements & Auditor's report
13. Approval of the Auditor's report
14. Motion to authorize Directors to set audit fee
15. Nominating / elections committee report
16. New business
17. Good and welfare
18. Adjournment

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# Announcing our New CEO

On behalf of Integris Credit Union, it is an honour and a pleasure to announce the appointment of Alison Hoskins, BBA, CPA, CCE as Chief Executive Officer. From here. All in. For you... this is the Integris promise. Alison is the very personification of our promise: a remarkable woman and a passionate leader dedicated to empowering her people through collaboration and innovation.

Alison was born and raised in Prince George, leaving only to attend post-secondary at Simon Fraser University, where she obtained her Bachelor of Business Administration (BBA) with a concentration in Organizational Behaviour. Alison returned home in 1996 to complete her Chartered Accountant Designation, articling with Deloitte. After ten successful years at Deloitte, Alison recognized an opportunity at Integris she could not resist.

In 2005, shortly after her second maternity leave and the amalgamation of Prince George Savings, Nechako Valley, and Quesnel and District Credit Unions, Alison joined Integris as our Controller. Since then, Alison has been widely recognized as a strong, capable leader at Integris.

In 2013 Alison was promoted to Vice President, Finance and began the Certified Chief Executive Leadership Program through the Credit Union Executive Society (CUES). Alison's strategic vision was recognized and her role elevated to VP, Strategy & Finance. On two occasions, Alison has been appointed as the Interim Chief Executive Officer by the Board, demonstrating strong leadership through periods of challenge and transition.

Alison is All in. Over the years, Alison has proven herself to be a dedicated volunteer and champion of the region in which she lives, works and loves. She currently sits as the Vice President of the Prince George Ski Club and is an active volunteer at Alpine and Ski Cross races throughout the North. Alison's volunteer history includes sitting as Treasurer on the Board of the Canada Winter Games 2015 Host Society, as well as volunteering as a coach for the Caledonia Nordic Ski Club and the Prince George Youth Soccer Association. When Alison is not working for you or volunteering on a race course, she can be found skiing our local mountains or riding her mountain bike with her teenage sons.

**“Integris’ mission and values are my own and to lead our purpose-driven organization is an incredible opportunity made even better by the dedicated people I work alongside. To be selected as the Chief Executive Officer for Integris Credit Union, Integris Financial Planning and Integris Insurance is a great honour and responsibility. I look forward to serving you, the members of our communities, for many years to come.”**

**- Alison Hoskins, CEO**

Congratulations to Alison on her appointment as CEO.

Cooperatively Yours,

**Dave Barry**  
Board Chair





## Message from the CEO



We show up at Integris! We show up in your community and we hope we show up in where you choose to Bank, Borrow, Invest, and Insure! In a commodity environment, we aren't just another bank, we are YOUR Credit Union, and we do things differently. By choosing to be a Member at Integris, you are making a difference where you live.

We empower people in our Community to make a difference. In 2017, we showed up with our BBQ and helped community organizations from Clinton to Ft St James raise over \$50,000 for their causes. We showed up teaching Financial Literacy programs in your children's classrooms within many of our communities. We coached soccer; we volunteered during the BC Wildfires; we walked for 24 hours at Relay for Life; and we handed you water as you ran by in the Quesnel Women's Fall Challenge. We are everywhere! But most importantly, we helped you with your Financial Decisions. Whether you were investing your first dollars, mortgaging your first home, saving for retirement, insuring your new car or treasured boat, protecting your estate, saving for your kids' education - or let's face it, paying your bills - we were here.

As a team of Financial Experts, we know you; we know your name; we know your Grandchildren and we care about your Mother. Our passion for Here - Northern BC - is what makes us, like you, strive to enrich you and your community each and every day.

We have a relationship - Integris and our Members - and every relationship occasionally has its' troubles! We thank you for your patience as we converted to our new banking system, and we still are thanking you as we continue to work hard on our new system. Integris is the 11th largest Credit Union in British Columbia (as published in Business Vancouver) and we are here to stay!

As I start 2018 as your new CEO and reflect on where we have come from in my previous 12 years with Integris, I can honestly say I am excited to be here. Your team of Financial Experts at Integris are worthy of your choice, and the reason for mine. We know you have choices and we are so glad you chose us!

From here. All In. For You.

My very best,

**Alison Hoskins**  
Chief Executive Officer

## Board of Directors



### Back Row (L-R)

Mark Churchill - Vice Chair  
Henk Hanemaayer  
Peter Valk  
Robin Fennell  
Norm Schmitz  
Dave Barry - Board Chair  
Bruce Steele

### Front Row (L-R)

Noella Herod  
Cheryl Wallace  
Wendy Schmidt  
Jennifer Wilczek - Corporate Secretary  
Jillian Merrick

## Executive Team

Alison Hoskins - Chief Executive Officer

Lorne Calder - Chief Finance & Risk Officer

Rita Harder - Chief Human Resources Officer

Brenda Astorino - Vice President, Operations

Jeff Anderson - Vice President, Information Technology



Photo by Member, Glenn King

## **This is what we live for.**

Out here, we have a culture worth celebrating.

We are Integris and here, in Integris Country, we do things a little differently.

Banking, insurance and financial planning is what we offer, but it isn't why we do what we do. Our 'why' is about enriching community for the people who live here.

Out here, we help kids grow up. We help families with their first homes. We help you with your next adventure because we're here for our friends when they need us. We didn't just show up here, we grew up here.

We have total pride in our community - we know who we are, and more importantly, we love what we do.

**Here is where you want to be.**

**From here. All in. For you - that's Life out here.**

**Life Out Here.**



## Thank you message from the CEO

In 2013, Integris found out we had a banking system upgrade in our future. Our current system at the time was being sunsetted due to the acquisition of a competitor. As banking is an evolving industry, we took the chance to look forward. Competition is rampant with non-traditional competitors entering the market and the expectations of our members and future members are changing quickly. As a Credit Union, the best interests of our members, and the communities in which we live and work, are at the forefront of every decision we make. I can assure you, YOU – our members – were at the forefront of this decision too. We set out to pick a system that would have the capacity for us to meet your current and future needs, one that would evolve as quickly as our changing times, and be able to support technological changes as they happen. We assembled a group of subject matter experts from across the Northern part of British Columbia and began system research. In early 2015, we settled on T24, an emerging system in the Canadian market, but one with a strong foothold all across the globe. T24 stood out from other systems based on the ability to adapt and respond to market changes and has been implemented in a number of well-known Canadian Credit Unions in the last couple years.

On October 26th, we implemented our system upgrade. After a two year long project we officially opened our branches running T24 on Tuesday October 31, 2017. As with any new system we anticipated some challenges in the weeks following our upgrade; our staff, who worked endlessly on the project and in the branches, remained committed to your needs and Executive Management thanks them greatly.

On behalf of Integris, and the Credit Union system, we thank you for choosing us. We thank you for your patience and understanding with your money and your banking needs as we made this transition. Your deliberate choice is helping every day to make the community where you live a better place. We are working every day to be YOUR financial experts.

From here, All in, for YOU!

**Alison Hoskins**, CPA, CA, CCE  
CEO

In 2017, our dedicated staff put forward a combined total of **44,917 hours** on the banking system upgrade.

## System Upgrade & Joan's Story



I have been with Integris as a Branch Manager in Fort St. James for 11 years, most recently took on the additional role as Manager of Social Responsibility. Throughout our lives we train for new and different roles, building a toolbox of skills, knowledge, and techniques that can be applied to new and exciting challenges as they arise. I have always been excited about the future of Integris and the opportunities to build on the strong cooperative values we were founded on.

In 2016 I was approached to assist with the banking system upgrade. We needed someone dedicated to managing what was turning into a much bigger and more complicated project than we had initially anticipated. I knew the success of our banking system upgrade was paramount to Integris, and I was excited to tackle this complex and challenging project as Project Manager. While I had extensive experience managing a branch and had completed multiple courses and certificates that incorporated project planning, I had never tackled a project of this complexity. I found myself drawing extensively from the toolbox of experience I had been building for the last 30 years. My time sitting on council for the District of Fort St. James helped me understand and manage multiple layers of bureaucracy. My experience volunteering overseas with the Canadian Co-operative Association broadened my global mindset and allowed me to work successfully with international partners.

The last two years have been challenging for Integris. Many staff were pulled from the branches to develop and build what we feel is a strong, robust banking system that will support Integris' Vision and Mission for the foreseeable future. The choice to develop our skill base internally put staffing pressures on the branches and our members, but it ensured that we developed the knowledge and skills required to continue to innovate and improve our banking system, a platform that is used to facilitate all member financial needs. The system allows us to do everything from processing daily transactions to interfacing with multiple service providers like international ATM networks, online banking, and cheque clearing houses. I apologize for any negative impacts this change had on our members, and also on our staff. We remain committed to continuing to improve our systems to serve you better.

Please know that your Integris team has been developing their toolboxes. We have delved deep into why we do things the way we do, looking for opportunities to improve our processes and culture. Together, we formed strong teams, which allows us support each other and learn new skills that enable us to provide you with the expert knowledge that you have come to expect. As we move forward to face new challenges in 2018, I encourage you, the Member, to continue to build your toolbox; to say yes to opportunities to learn new skills; to build relationships; and to develop your knowledge because together, we will continue to build and support our communities.

Cooperatively Yours,  
**Joan Burdeniuk**



## A Year In Review

### Integris Community Centre

The Integris Community Centre continues to remain a priority in Vanderhoof for the YMCA. Their top key initiatives involved a partnership between the District of Vanderhoof, the YMCA, and Integris Credit Union. The YMCA Annual Report has identified, *“Together we are constructing a community centre in Vanderhoof that will house recreation, child care and the arts community. This project will see people engaged and connected to their community and each other; promoting inclusion and helping families and individuals to be active and healthy.”* We look forward to continuing work on this important initiative.

### Hubspace – Three Year Partnership

We are committed to innovative economic development and as such have developed a three year partnership with The Hubspace. Hubspace is a co-working and event space in downtown Prince George, providing a place for entrepreneurs, innovators, artists and musicians, educators, non-profits and others in the community to connect and collaborate, while also fostering new businesses and social innovations for Prince George.

### YMCA NBC raises over \$65,000+ for Foundry

Foundry Prince George is one of a province-wide network of youth centres removing barriers and increasing access to care for young people seeking mental health and substance use services, as well as primary care and social services. Integris invested \$25,000 to enrich community and keep profits local. Funding efforts supported the YMCA of Northern BC in opening its Foundry centre in 2017.



## **Music on the Mountain - Integris Freedom Arts Youth Series**

Now in its eighth year, the Music on the Mountain arts festival, located in Fort St. James, is one of Northern BC's premiere music events. This annual three-day music and arts festival features local artists from all over BC, Canada and around the world. The Freedom Arts Youth Series is a creative outlet for youth ages 5-17 to learn about performance and production through guided learning. Youth from Fort St. James and Nak'azdli participate free of charge. Participants have the opportunity to delve deep into the musical process and explore adventurous methods of making sound, creating songs, and pushing the boundaries of music. In 2017, MoM honoured passes from music festivals that were cancelled due to the wildfires - a true testament to cooperative values. Thanks MoM!

## **Merger Negotiations Concluded**

In 2017, Integris Credit Union and Lake View Credit Union entered into merger discussions. Both organizations carried out extensive due diligence to determine whether the proposed merger was in the best interest of their key stakeholders, members, employees, and communities. After careful consideration, the board of directors mutually agreed to cease merger discussions.

## **Community Partnerships and Dividends**

In 2017 Integris gave \$592,996 through partnerships, sponsorships, donations, and member dividends. Donations went to a variety of causes supporting animals, arts, community, culture, education, environment, health, seniors, sports, and youth.

Each year our Board of Directors sets a dividend rate on shares that is based on a number of factors including market conditions, deposit rates, capital strategies, and Integris' financial performance. In 2017, we paid dividends at the rate of 1.5% for Class A Shares and 2.5% for Class C Shares. The higher C share rate is meant to compensate members for the five-year restriction to their funds and is well above market for five year term rates. C Shares are an important part of our regulatory capital and are a way for members to not only balance the risk of their own investment portfolio, but also a way to support your Credit Union. \$381,110 went back to members in the form of dividends in 2017.

## Clinton Strong - BC Wildfires

**“Bad things do happen in the world, like war, natural disasters and disease. But out of those situations always arise stories of ordinary people doing extraordinary things.”**

**– Daryn Kagan**

This is just one story from Clinton.

While every community in BC was affected by the 2017 Wildfires, special mention must be made of our members and staff in Clinton. Our Southern Belle lived the Integris promise of “From here. All in. For you.” before, during and after the fires. While the whole Integris organization did our utmost to assist, Clinton shone particularly bright given their remarkable efforts to help their neighbours through the unimaginable.

Jin Woo Kim (Budget Foods in Clinton) put his community first. Jin stayed behind to provide fuel and food to the fire departments, fire crews, and locals fighting the fire. He ensured fuel trucks delivered, brought food/supplies over the mountain through road closures in his own vehicle, and brought supplies to people at roadblocks. Jin is one example (among many) of our compassionate communities. Thank you Jin!



Prior to 2017, few of us could imagine the magnitude and impact of such a disaster here in Integris country. Though much was lost, much was gained. Our gain was found in the way our neighbours and communities came together – cooperating to help one other through the crisis.



# Volunteering

In 2017 Integris staff volunteered a total of **1,866 unpaid and paid volunteer hours** in our communities. We'd like to thank our staff for remaining dedicated to our communities.



## Congratulations & Thank You

Every year Integris staff dedicate themselves to their personal and professional development. We would like to congratulate staff on their accomplishments throughout the year and thank the following individuals for their long-term service; your dedication to our members and the credit union movement is greatly appreciated.

Staff Member	Location	Years With Integris
Brenda Astorino	Corporate Office	30
Lorne Calder	Corporate Office	25
Audrey Carlson	Vanderhoof	41
Lynn Ginter	Vanderhoof	30
Linda Haworth	Prince George	26
Bonnie Lenny	Vanderhoof	31
Holly Musey	Town Centre	30
Sandra Nadeau	River Point	27
Donna Noel	Corporate Office	25
Christina Parr	Corporate Office	25
Macky Pierce	Quesnel	26

## Living Wage

The Living Wage calculation continues to be an Integris led initiative for Northern British Columbia. In 2017 we calculated the living wage for Prince George, Quesnel, Fort St. James, as well as Dawson Creek, Chetwynd and Tumbler Ridge. Due to good public policy and the implementation of the Canada Child Benefit, the living wage fell to \$16.39/hour. Integris remains committed to the living wage; we have not decreased the initial 2015 living wage rate of 2015 \$16.82/hour. Our minimum starting wage is \$19.95 (wage (\$16.82) + benefits (\$3.13)).

## International Credit Union Day - Calendar & Photo Contest

The best part about being a Credit Union is we get our very own day! The third Thursday of October is always Credit Union Day and we were excited to celebrate 2017 with 62,882 global credit unions and 235,762,076 members. International Credit Union Day celebrates the global credit union movement and recognizes financial cooperatives around the world.



# Summary Consolidated Financial Statements, December 31, 2017

## REPORT OF THE INDEPENDENT AUDITOR ON THE SUMMARY CONSOLIDATED FINANCIAL STATEMENTS

To the Members of Integris Credit Union

The accompanying summary consolidated financial statements, which comprise the summary consolidated statement of financial position as at December 31, 2017, the summary consolidated statement of comprehensive income or loss, summary consolidated statement of changes in members' equity and summary consolidated statement of cash flows for the year then ended, are derived from the audited consolidated financial statements of Integris Credit Union for the year ended December 31, 2017. We expressed an unmodified audit opinion on those consolidated financial statements in our report dated March 1, 2018.

The summary consolidated financial statements do not contain all the disclosures required by International Financial Reporting Standards. Reading the summary consolidated financial statements, therefore, is not a substitute for reading the audited consolidated financial statements of Integris Credit Union.

### Management's Responsibility for the Summary Consolidated Financial Statements

Management is responsible for the preparation of a summary of the audited consolidated financial statements in accordance with Article 128 of the Financial Institutions Act of British Columbia.

### Auditor's Responsibility

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

### Opinion

In our opinion, the summary consolidated financial statements derived from the audited consolidated financial statements of Integris Credit Union for the year ended December 31, 2017 are a fair summary of those consolidated financial statements, in accordance with criteria described in Article 128 of the Financial Institutions Act of British Columbia.

*Deloitte LLP*

Chartered Professional Accountants

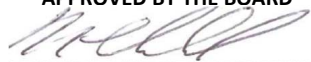
Prince George, BC  
March 1, 2018

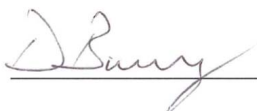
**Deloitte.**

**INTEGRIS CREDIT UNION**  
**SUMMARY CONSOLIDATED STATEMENT OF FINANCIAL POSITION**  
as at December 31, 2017

	2017	2016
<b>ASSETS</b>		
Cash and equivalents	\$ 12,665,195	\$ 17,255,716
Investments	122,489,932	85,320,492
Member loans	614,437,185	588,995,100
Property and equipment	18,748,247	19,649,884
Intangible assets	12,065,201	7,939,929
Other assets	4,808,093	3,904,611
	<u>\$ 785,213,853</u>	<u>\$ 723,065,732</u>
<b>LIABILITIES</b>		
Member deposits	\$ 744,953,292	\$ 682,670,620
Other liabilities	2,838,125	2,704,183
Loan securitization financing	922,003	1,117,686
	<u>748,713,420</u>	<u>686,492,489</u>
<b>MEMBERS' EQUITY</b>		
Members' shares	11,150,287	10,209,294
Contributed equity	6,953,743	6,953,743
Retained earnings	18,773,786	18,978,928
Accumulated other comprehensive income	(377,383)	431,278
	<u>36,500,433</u>	<u>36,573,243</u>
	<u>\$ 785,213,853</u>	<u>\$ 723,065,732</u>

APPROVED BY THE BOARD

 Director



**INTEGRIS CREDIT UNION**  
**SUMMARY CONSOLIDATED STATEMENT OF COMPREHENSIVE INCOME**  
year ended December 31, 2017

	2017	2016
<b>FINANCIAL INCOME</b>		
Interest income	\$ 22,915,631	\$ 23,438,027
Investment income	<u>2,276,696</u>	<u>1,725,562</u>
Total financial income	<u>25,192,327</u>	<u>25,163,589</u>
<b>FINANCIAL EXPENSES</b>		
Interest expense - deposits	8,419,542	8,627,909
Other interest expense	<u>43,829</u>	<u>72,422</u>
Total financial expenses	<u>8,463,371</u>	<u>8,700,331</u>
<b>FINANCIAL MARGIN</b>	<b>16,728,956</b>	<b>16,463,258</b>
Allowance for credit losses	<u>1,002,073</u>	<u>2,067,567</u>
Net interest margin	<b>15,726,883</b>	<b>14,395,691</b>
Other operating income	<u>8,803,602</u>	<u>8,440,500</u>
Operating margin	<b>24,530,485</b>	<b>22,836,191</b>
Operating expenses	<b>24,341,923</b>	<b>22,264,318</b>
Distributions to members	<u>114,175</u>	<u>120,579</u>
Income before income taxes	<b>74,387</b>	<b>451,294</b>
Income taxes	<u>59,731</u>	<u>77,118</u>
<b>NET INCOME</b>	<u><b>14,656</b></u>	<u><b>374,176</b></u>
Other comprehensive loss	<b>(971,948)</b>	<b>(434,697)</b>
Income taxes relating to OCI	<u>163,287</u>	<u>67,312</u>
Other comprehensive loss	<u><b>(808,661)</b></u>	<u><b>(367,385)</b></u>
<b>TOTAL COMPREHENSIVE (LOSS) INCOME</b>	<u><b>\$ (794,005)</b></u>	<u><b>\$ 6,791</b></u>

**INTEGRIS CREDIT UNION**  
**SUMMARY CONSOLIDATED STATEMENT OF CHANGES IN MEMBERS' EQUITY**  
year ended December 31, 2017

	Total
<b>Balance, beginning of year</b>	<b>\$ 36,573,243</b>
Total comprehensive income	(794,005)
Issued membership shares	1,058,805
Redeemed membership shares	(384,747)
Dividends on investment shares	47,137
<b>Balance, end of year</b>	<b><u>\$ 36,500,433</u></b>

**INTEGRIS CREDIT UNION**  
**SUMMARY CONSOLIDATED STATEMENT OF CASH FLOWS**  
year ended December 31, 2017

	2 0 1 7	2 0 1 6
<b>Cash generated (used) from</b>		
Operating activities	\$ 35,300,915	\$ 23,376,743
Investing activities	(40,384,017)	(33,747,833)
Financing activities	486,309	1,204,007
Net change in cash and cash equivalents	(4,596,793)	(9,167,083)
Cash and cash equivalents, beginning of year	17,255,716	26,727,022
Effects of exchange rate changes on the balance of cash held in foreign currencies	6,272	(304,223)
<b>Cash and cash equivalents, end of year</b>	<b><u>\$ 12,665,195</u></b>	<b><u>\$ 17,255,716</u></b>

A full set of financial statements is available from the Credit Union



# Director Background and Compensation Disclosure

The Integris Credit Union Board of Directors consists of twelve directors that represent Integris' membership and works with the Executive management team to determine the direction of the company.

The Board is accountable for hiring the Chief Executive Officer, financial statements, corporate strategies, establishing corporate goals, and approving major financial decisions. The Board is also accountable for allocating major resources, representing the interests of members, supervising the operations of the Credit Union, and representing Integris in the community.

Name	<b>Dave Barry</b>				
Residence	Prince George				
Position	Board Chair				
Director Since	2009				
Current Term	2018 - 2021				
Committees	<ul style="list-style-type: none"> <li>• Chair, Executive Committee (17)</li> <li>• Ex-Officio, All Committees</li> </ul>				
Director Training	Credit Union Director Achievement (CUDA) - Levels A, B & C, CUES Leadership Designation				
Honorarium	Meeting Stipends	Meetings	Travel	Total	
\$5,000	\$11,025	49	\$1,169	\$17,194	

Name	<b>Mark Churchill</b>				
Residence	Vanderhoof				
Position	Vice-Chair				
Director Since	2009				
Current Term	2018 - 2021				
Committees	<ul style="list-style-type: none"> <li>• Chair, Conduct Review &amp; Corporate Governance Committee (8)</li> <li>• Member, Executive Committee (6)</li> <li>• Chair, CEO Recruitment (2)</li> <li>• Chair, Unification Committee (6)</li> </ul>				
Director Training	Certified Credit Union Director designation- Rotman School of Business, Credit Union Director Achievement (CUDA) - Levels A, B & C				
Honorarium	Meeting Stipends	Meetings	Travel	Total	
\$2,500	\$10,925	50	\$2,312	\$15,737	

Name	<b>Keith Brain, BCOMM</b>				
Residence	Prince George				
Position	Director				
Director Since	1982				
Current Term	2014 - 2017 (Partial Year)				
Committees	<ul style="list-style-type: none"> <li>• Chair, Conduct Review Committee (1)</li> <li>• Member, Corporate Governance Committee (2)</li> </ul>				
Other Board Appointments	<ul style="list-style-type: none"> <li>• Board Member of Northline Peer Group</li> <li>• Board Member of Central 1</li> </ul>				
Director Training	Credit Union Director Achievement (CUDA) - Levels A, B & C				
Honorarium	Meeting Stipends	Meetings	Travel	Total	
\$834	\$2,425	12	\$500	\$3,759	

Name	<b>Robin Fennell</b>				
Residence	Clinton				
Position	Director				
Director Since	2005				
Current Term	2016 - 2019				
Committees	<ul style="list-style-type: none"> <li>• Member, Conduct Review &amp; Corporate Governance Committee (6)</li> <li>• Member, Investment &amp; Lending Committee (6)</li> <li>• Member, Nominating Committee (4)</li> </ul>				
Director Training	Credit Union Director Achievement (CUDA) - Levels A, B & C				
Honorarium	Meeting Stipends	Meetings	Travel	Total	
\$2,500	\$9,425	47	\$4,762	\$16,687	

Name	<b>Henk Hanemaayer</b>			
Residence	Clinton			
Position	Director			
Director Since	2015			
Current Term	2016 - 2019			
Committees	<ul style="list-style-type: none"> <li>• Member, Investment &amp; Lending Committee (6)</li> <li>• Chair, Nominating Committee (5)</li> <li>• Member, CEO Recruitment (2)</li> </ul>			
Director Training	Credit Union Director Achievement (CUDA) - Levels A, B & C			
Honorarium	Meeting Stipends	Meetings	Travel	Total
\$2,500	\$9,500	47	\$4,125	\$16,125

Name	<b>Jillian Merrick</b>			
Residence	Prince George			
Position	Director			
Director Since	2016			
Current Term	2016 - 2019			
Committees	<ul style="list-style-type: none"> <li>• Member, Conduct Review &amp; Corporate Governance Committee (8)</li> </ul>			
Director Training	Credit Union Director Achievement (CUDA) - Level A			
Honorarium	Meeting Stipends	Meetings	Travel	Total
\$2,500	\$5,400	27	\$150	\$8,050

Name	<b>Norm Schmitz, CGA/CPA</b>			
Residence	Prince George			
Position	Director			
Director Since	2014			
Current Term	2017 - 2020			
Committees	<ul style="list-style-type: none"> <li>• Member, Audit Committee (5)</li> <li>• Member, Investment &amp; Lending Committee (1)</li> <li>• Member, Unification Committee (3)</li> </ul>			
Director Training	Credit Union Director Achievement (CUDA) - Levels A & B			
Honorarium	Meeting Stipends	Meetings	Travel	Total
\$2,500	\$10,800	40	\$970	\$14,270

Name	<b>Noella Herod</b>			
Residence	Vanderhoof			
Position	Director			
Director Since	2009			
Current Term	2018 - 2021			
Committees	<ul style="list-style-type: none"> <li>• Chair, Audit Committee (9)</li> </ul>			
Director Training	Credit Union Director Achievement (CUDA) - Levels A, B & C			
Honorarium	Meeting Stipends	Meetings	Travel	Total
\$2,500	\$6,650	32	\$1,025	\$10,175

Name	<b>Wendy Schmidt, ACCUD</b>			
Residence	Prince George			
Position	Vice-Chair			
Director Since	1996			
Current Term	2018 - 2021			
Committees	<ul style="list-style-type: none"> <li>• Member, Conduct Review &amp; Corporate Governance Committee (5)</li> <li>• Member, Audit Committee (5)</li> <li>• Member, Unification Committee (3)</li> <li>• Member, CEO Recruitment (2)</li> </ul>			
Director Training	Credit Union Director Achievement (CUDA) - Levels A, B & C, Accredited Canadian Credit Union Director (Dalhousie University)			
Honorarium	Meeting Stipends	Meetings	Travel	Total
\$2,500	\$13,225	66	\$1,319	\$17,044

Name	<b>Bruce Steele</b>			
Residence	Quesnel			
Position	Member At Large			
Director Since	1998			
Current Term	2016 - 2019			
Committees	<ul style="list-style-type: none"> <li>• Member, Audit Committee (5)</li> <li>• Member, Executive Committee - Member at Large (6)</li> <li>• Member, Unification Committee (3)</li> </ul>			
Director Training	Credit Union Director Achievement (CUDA) - Levels A, B & C, Accredited Canadian Credit Union Director (Dalhousie University)			
Honorarium	Meeting Stipends	Meetings	Travel	Total
\$2,500	\$13,400	67	\$3,425	\$19,325

Name	<b>Pete Valk</b>			
Residence	Fort St. James			
Position	Director			
Director Since	2004			
Current Term	2017 - 2020			
Committees	<ul style="list-style-type: none"> <li>• Chair, Investment &amp; Lending Committee (7)</li> <li>• Member, Unification Committee (3)</li> <li>• Member, CEO Recruitment (3)</li> </ul>			
Director Training	Credit Union Director Achievement (CUDA) - Levels A, B & C			
Honorarium	Meeting Stipends	Meetings	Travel	Total
\$2,500	\$8,175	40	\$2,590	\$13,265

Name	<b>Dr. Jennifer Wilczek, OD Optometry</b>			
Residence	Prince George			
Position	Corporate Secretary			
Director Since	2014			
Current Term	2017 - 2020			
Committees	<ul style="list-style-type: none"> <li>• Member, Executive Committee (6)</li> <li>• Member, Conduct Review &amp; Corporate Governance Committee (4)</li> </ul>			
Director Training	Credit Union Director Achievement (CUDA) - Level A			
Honorarium	Meeting Stipends	Meetings	Travel	Total
\$2,500	\$7,200	36	\$310	\$10,010

Name	<b>Cheryl Wallace</b>			
Residence	Prince George			
Position	Director			
Director Since	2017			
Current Term	2017 - 2020			
Committees	<ul style="list-style-type: none"> <li>• Member, Nominating Committee (4)</li> <li>• Member, Investment &amp; Lending Committee (4)</li> </ul>			
Director Training	Credit Union Director Achievement (CUDA) - Level A			
Honorarium	Meeting Stipends	Meetings	Travel	Total
\$2,500	\$5,600	28	\$320	\$8,420

## TOTAL DIRECTOR TRAINING - \$20,475

Honorariums and Meeting Stipends are established by the Board of Directors based on comparative analysis of like sized credit unions every three to five years (last updated in 2015). Training includes CUDA training, conferences, and industry workshops. Board members are encouraged to increase their knowledge and understanding of board governance. Out-of-pocket expenses are covered based on the Integris Expense Policy established for all operations.



# CEO Compensation Disclosure

David Bird, President & CEO (January 1 - September 14, 2017)

Year	Salary	Incentive	Total Cash Compensation
2017	\$176,930	\$26,001	\$391,039

*Based on the fiscal year-end of December 31, 2017*

## Compensation Overview – Base Salary

Integris Credit Union compensation philosophy for all employees, including the CEO and Executives, is to provide a total compensation package (in the form of cash and non-cash benefits) that attracts, retains and motivates highly competent staff. Integris targets base salaries at the 50th percentile (median) job rate which is established through third party compensation surveys of comparable organizations.

On an annual basis, a committee of the Board of Directors reviews the CEO's compensation package. Based on the CEO and organizational performance; marketplace information; and data provided by third party consultants the committee approves compensation package adjustments for the CEO. For the 2017 fiscal year, CEO's base salary earned was \$176,930.00. Total compensation included a severance package paid out under contract.

## Incentive Program (Short Term Incentive)

The Incentive Rewards Program sets out pre-defined goals and weightings, based on the strategic business priorities of the organization and is approved annually by the Board of Directors. A minimum level of each goal must be achieved and incentive pay-outs are not guaranteed.

All Executive level employees participate in the same rewards program. The maximum target payout for the CEO is 25% of base salary for the achievement of stretched goals. The incentive paid \$26,001.66 was based on 2016 goals. For 2017 results, goals were not achieved and therefore an incentive reward will not be paid out.

## Benefits, Pension and Perquisites

The CEO participates in the same benefit plan as all employees in the organization. Coverage includes medical, extended health care, dental care, group life insurance, dependent life insurance, accidental death and dismemberment, short-term disability, long-term disability and an employee & family assistance program.

The CEO participates in a defined contribution Pension Plan, which is the same structure for employees. In 2017, Integris also contributed the difference between the amount of the pension contribution and the maximum RRSP contribution for that calendar year into a registered retirement savings plan.

The CEO receives additional perquisites and expense reimbursement which include a vehicle allowance of \$1,150 per month, spousal travel expenses up to \$5,000 per year and a recreational allowance of \$2,400 per year.

## What our community partners are saying

“The Integris BBQ has become an essential part of ArtsWells, helping us to feed our more than 300 artists and 200 volunteers. During the four days of the festival, ArtsWells cooks upwards of 3000 meals; the Integris BBQ makes that job possible. It’s difficult to put a value on the cooking capacity that the BBQ provides, as without it, we simply could not provide the number of meals that we need to sustain our volunteers and artists, but at the very least if I was to attribute \$3 of every meal for the cooking capacity that’s \$9000 of support!”

Julie Fowler,  
Island Mountain Arts

“For the past 43 years, the Friendship Centre has been holding the Annual Pow Wow in Quesnel. This event has outgrown the Friendship Centre building and in the last 2 years was moved to the Quesnel Indoor Soccer Field. Last year [with support] from Integris Credit Union, we were able to share our culture and traditions with over 875 members of the community.”

Tony Goulet,  
Executive Director, Quesnel Tillicum Society

**“Two Rivers Gallery is proud to work with Integris to grow the maker culture and encourage creativity and innovation in the north, improving life out here.”**

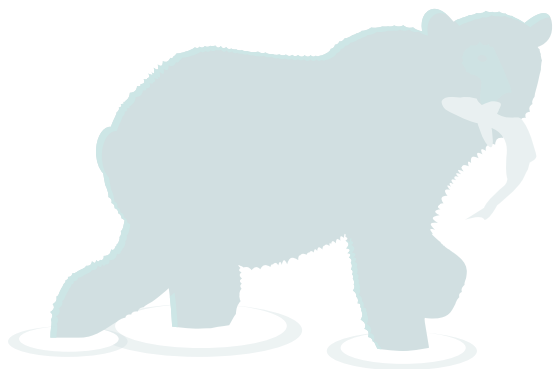
“For the last two years Integris Credit Union has partnered with Two Rivers Gallery to grow Maker culture in the North. MakerLab brings together those building in their woodshops, knitting in their family rooms, crafting at the kitchen table, tinkering in the shed, and experimenting on computers. Integris Credit Union’s multi-year financial support is helping Two Rivers Gallery involve the community in the maker movement. Two Rivers Gallery is proud to work with Integris to grow the maker culture and encourage creativity and innovation in the north, improving Life Out Here.”

Carolyn Holmes,  
Managing Director, Two Rivers Gallery

**“Two Rivers Gallery is proud to work with Integris to grow the maker culture and encourage creativity and innovation in the north, improving Life Out Here.”**

“We promote youth mentorship through various concerts and workshops throughout the year, culminating in the Youth Empowerment program that is supported by and partnered with Integris Credit Union. The success of the program is demonstrated but the youth who have been mentored by professional artists through the years, thus providing an avenue for artistic kids to find inspiration and education in the arts. The importance of mentoring youth in the arts is truly integral to the health and well being of Fort St. James and region.”

Lionel Conant, President,  
Music on the Mountain Society



“Integris has been a valued community partner that has extensively supported the great work that the YMCA does. Integris has clearly made the community centre in Vanderhoof a financial reality for all partners through the contribution of a building site... their support in joining with us in advocating for the importance of quality child care in the community - a platform that supports young working parents to stay and contribute to the community. We know that when we work with Integris on a project, that we will collectively work on the project to ensure the very best outcomes for the community and the people we collectively serve.”

Amanda Alexander,  
CEO, YMCA of Northern BC





## Get in Touch

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