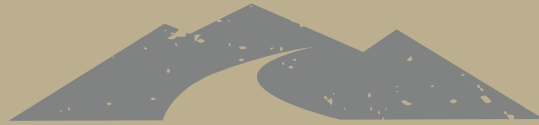


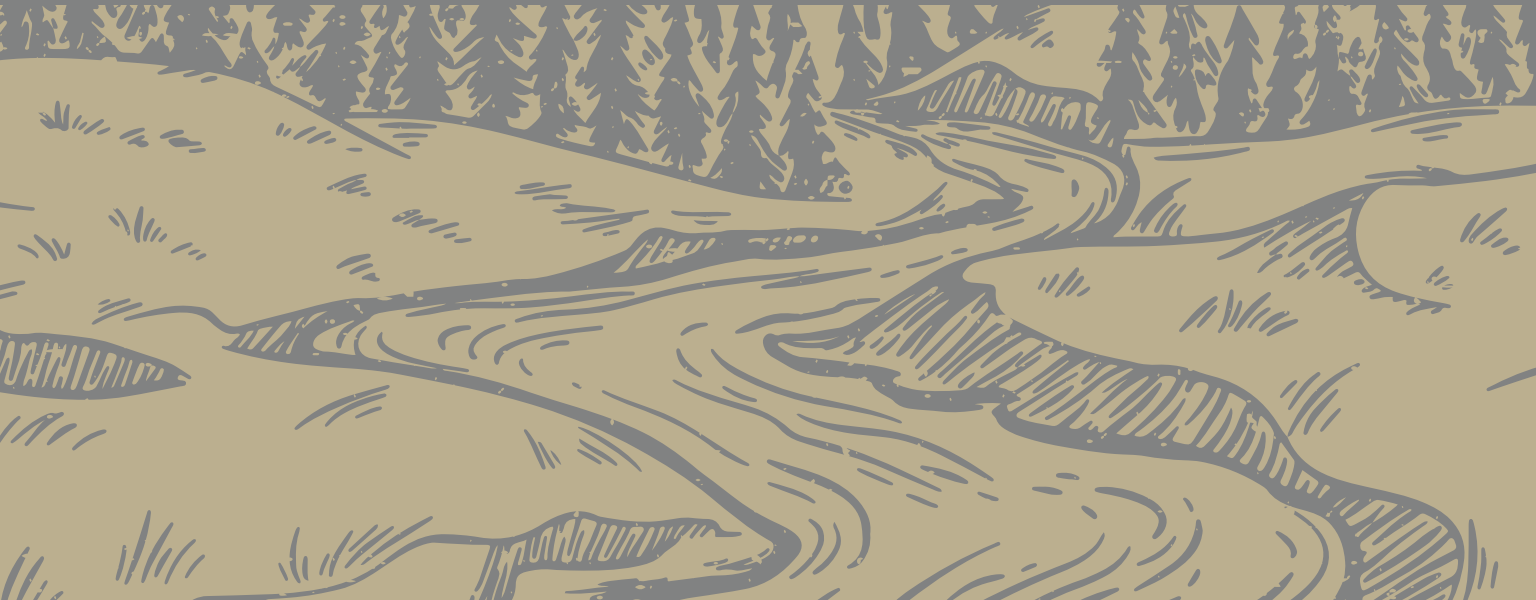
CELEBRATING
75
YEARS

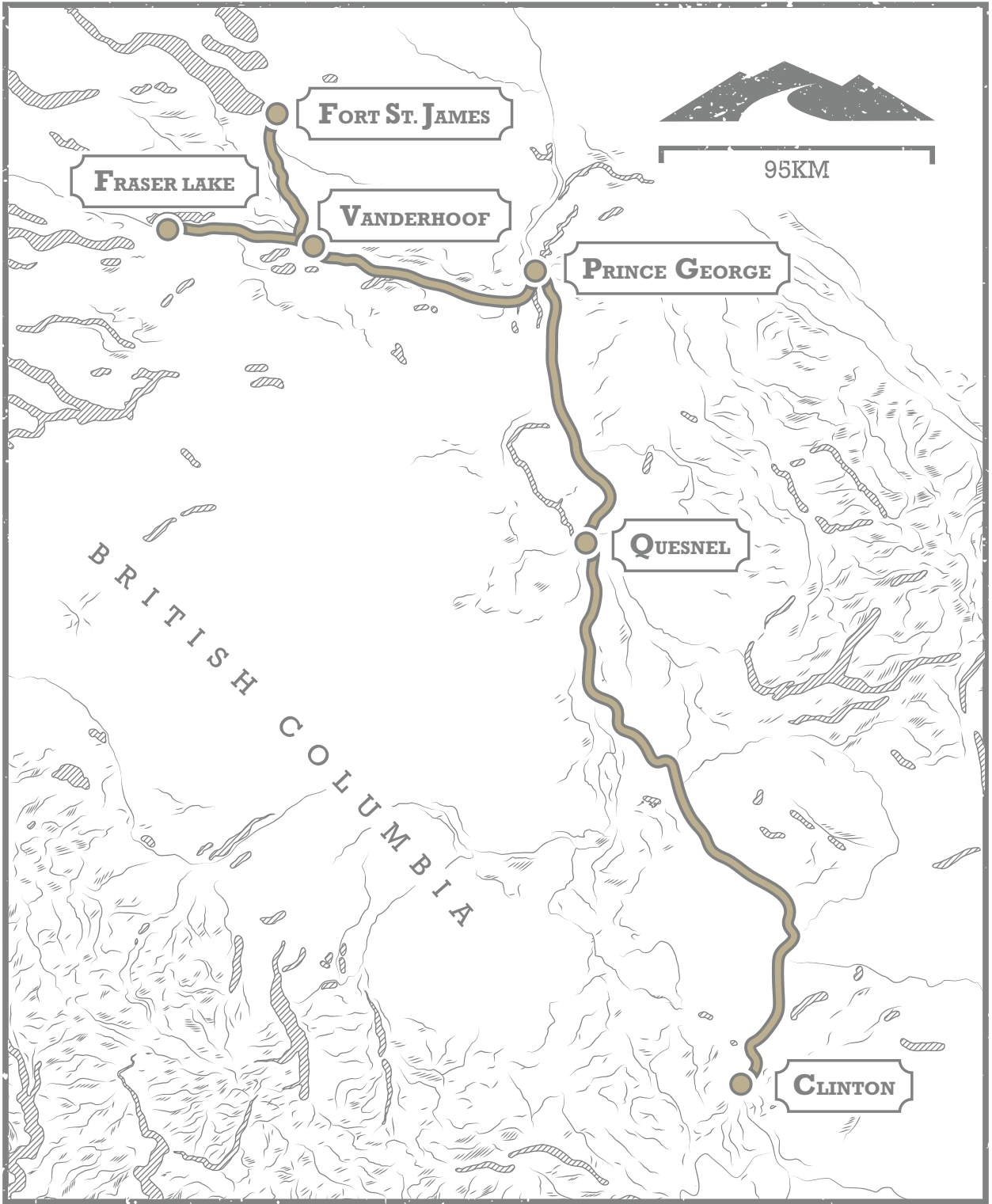


INTEGRIS

ANNUAL REPORT

2021





OUR INTEGRIS COMMUNITIES

CELEBRATING 75 YEARS

CELEBRATING
75
YEARS

VISION

The leading financial cooperative,
enriching the lives of all we serve.



MISSION

As financial experts, we provide
innovative solutions to our communities.



In 2021 Integris celebrated 75 years strong with a legacy of serving members in our geographic region, yet, in many ways it didn't feel like a year to celebrate. As a business within our region, we were still asked to do our part to flatten the pandemic curve and through it all, we were there for you. Integris has been around for 75 years, and as we celebrate the history of our credit union at a point in time when digitization is at its fastest, accelerated across many business models both in and out of banking, we can't help but pause and reflect on this milestone and our collective legacy as a financial cooperative.

Although the first credit union was started in 1849, it was in 1900 when credit unions came to Canada. Credit unions in Canada have a strong history of innovation in the Canadian financial services landscape. In Canada, credit unions were the first to lend to women in their own names in the 1960s, were the first to offer daily interest savings and ABMs, offered the first fully functional online banking, the first debit cards, and the first channel to RESPs. Credit unions were also the first to offer cheque imaging services including what we call our remote deposit capture - the ability to deposit a cheque using your mobile device. From a product innovation perspective credit unions had many other firsts and with Integris' history dating back to 1946, we have been here for it all.

There are also *lasts* that are current legacies of credit unions. Integris is the last financial services provider in 2 of our 6 communities (Clinton and Fraser Lake), and across Canada, credit unions serve 380 communities as the only financial services provider. In our commitment to community, credit unions have provided an important role in the local economy and being a member of your local credit union is a way that you too are building community for that place you call home.

With this Annual Report marking our 75th year of serving you, we, on behalf of the entire team at Integris want to say Thank You! Thank you for choosing local, for choosing your local credit union. We want to earn your support each and every day and we will continue to build a team of financial experts that will serve all your financial needs, whether it's a place to deposit your pay cheque and process your payments, your mortgage for your biggest investment - your home, your well-earned retirement savings, advice for your retirement and estate planning, or even your insurance needs for your car, boat, home or life... we have the right team and the right products because we are From Here, All in, For You! We are the only full service local financial institution in North Central BC and we are so proud to call *here* home.

Jim Rivett,
Board Chair

Alison Hoskins,
Chief Executive Officer

In 2021 we launched a revitalized Member Experience Strategy. Core to the new strategy is giving insights into how our current members perceive us. The data will enable us to make informed decisions regarding areas where we are doing well, areas where we need to do more, and areas that will result in an increased level of member satisfaction.

By creating a more member-centric culture we can help increase retention, loyalty, referrals, and ultimately your financial health. Phase 1 of our strategy will see the branches and the Member Experience Centre (Contact Centre) engage our members with relationship surveys. Delivering a superior level of service is a competitive advantage for Integris, one we are proud to say fits well with our mission and vision.

In 2022, we will expand our Experience Management program to focus on new members and branch service levels using onboarding surveys and post-transactional surveys. The rollout of phase 2 will include increased adoption of the Qualtrics and closed-loop program and an established best practices program for delivering service excellence. This is a journey for both our members as well as our staff – and it is just one more way we are demonstrating how we are From Here. All In. For You.

Pauline De Leon,
AVP, Member Experience & Branch Manager



**BC recommends
Integris Credit Union**



By far the best customer service I have ever received from a financial institution. The level of personal attention has exceeded my expectations and that does not happen very often! Thank you so much.

KAREN LOVELL



They are very knowledgeable. And they remember who you are.

LEO L'HIRONDELLE



Staff were helpful, informative and friendly. Very pleased with the service.

NATHAN SMELA



I have dealt mainly with the staff on the insurance side. Excellent, friendly service with great knowledge of their products.

DWAYNE POMMER



First, I would like to say thank you!

Thank you to our members for their patience and understanding during a year where we found ourselves challenged at times to maintain our regular branch hours. Thank you to our amazing staff who showed up every day to make sure we could continue to provide the service levels you have come to expect from Integris.

In 2021, we experienced many successes, especially with our Branch Leadership Team. I am privileged to introduce you to our new and newly enhanced, branch leaders!

With the retirement of our Vanderhoof Branch Manager, we were pleased to bring home local employee, Mel Wilson, to lead our Vanderhoof and Fraser Lake branches. Welcome home Mel!

We welcomed our new AVP, Member Experience & Town Centre Branch Manager, Pauline De Leon. Pauline made quite the move, arriving from Orangeville, Ontario, last summer. Pauline brings many years of experience in creating authentic member experiences – she is excited to be here for you!

After an extensive search, we were thrilled to welcome our new Quesnel and Clinton multi-Branch Manager, Wade Cummings. Wade's enthusiasm for BC and Integris is contagious, and we encourage everyone to stop in and say hello!

We announced the promotion of Cathy Simon to Riverpoint Branch Manager. Cathy has spent her time at Integris in multiple roles, including Financial Service Officer and Retail Lending Manager. Join me in congratulating Cathy!

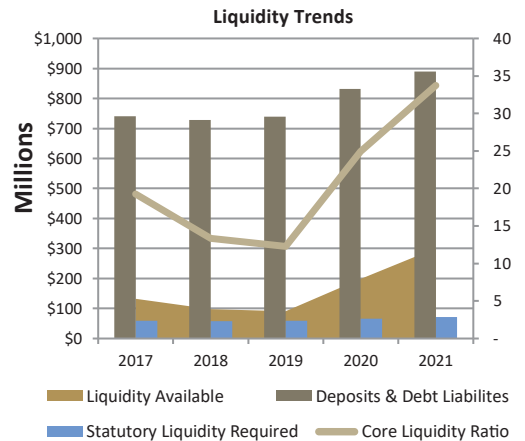
Tracey Hennebury who previously oversaw all Prince George branches has now moved into a new dual role as the 5th & Central Branch Manager and Senior Manager, Retail Lending. Her expertise is highly regarded, and she now works closely with the VP, Operations. Congratulations on your new role Tracey!

As we look to 2022 and beyond, our Integris Branch Leadership Team will help Integris succeed and flourish. Thank you again for your continued support and for choosing Integris Credit Union.

Brenda Astorino,
VP, Operations

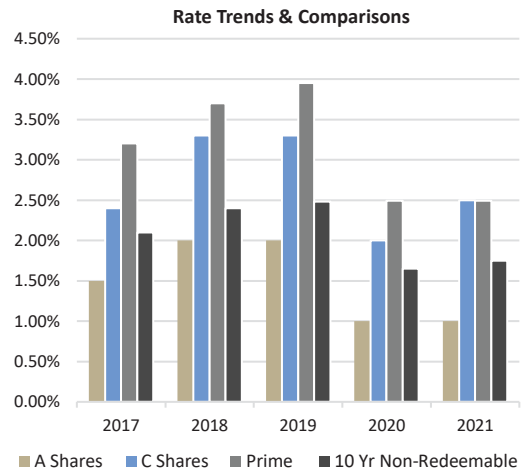
LIQUIDITY

Liquidity is important to all financial institutions, it measures the portion of our assets that are kept in cash or near cash to fund new lending and to ensure that there is adequate cash on hand for members' needs. COVID restrictions and government implemented programs led to an increase in deposits and liquidity over the past two years. Most of the credit union's revenue comes from the ability to invest excess liquidity into interest earning products; as investment rates improve the interest paid on member deposits will also improve.



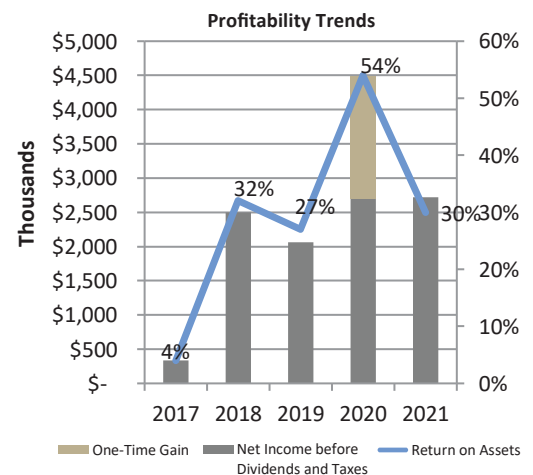
DIVIDENDS

Integrus shares its profits with its members and shareholders. Equity A Shares are membership shares and are required to be held by all members. Investment C Shares are voluntary and intended to be held as part of a long-term investment portfolio; because of their voluntary nature, C Share investments receive a premium rate of return. Integrus targets a dividend rate on the C Shares of the current 5-year average term deposit rate or 5-year Government of Canada Bond rate plus 1%. Due to consistent and improved profitability over the past few years the Board of Directors approved a C Share dividend rate increase in 2021 of half a percent.



PROFITABILITY

To provide sustainable benefit to our members and communities, Integrus targets a return on assets (ROA) greater than 30%. Due to a regulatory change in 2020, the profitability of the Credit Union increased significantly. With a one time gain the downstream impact is lower revenues in 2021-2023, with residual effects reducing over the same term. 2020's ROA before the one-time gain was 34%. As the Credit Union grows in asset size, the net income required to hit the target of 30% increases. In 2021 Integrus was able to offset the reduction in interest income on our investments with improved credit risk and excellent results from the subsidiaries resulting in a slight improvement to operating income, and keeping ROA at 30%.



Our #1 focus is always to ensure our business members, new and existing, find it easy to do business with us, whether borrowing today or in the future.

Trusted advice and personalized solutions are front and centre in all we do from being proactive in understanding our members' businesses so that we can assist with their needs and help them reach their financial goals to being creative in the solutions we offer so our business members know they can rely on us in both good and challenging times.

The COVID-19 pandemic continues to impact all businesses in various ways. While some have operated with little interruption, others have faced temporary or extended challenges that continue today. We truly understand that no two businesses are alike. We have been proactive in reaching out to our business members in the communities we serve to best understand their unique situations. We welcomed new business members wishing to move from other financial institutions, wanting to be treated as more than a number; others were referred, looking for advice or wishing to establish a local relationship.

We look forward to continuing to deepen our business relationships in 2022. As always, we remain committed to our business members who choose to support local by banking local because they know that together we achieve so much more.

From Here. All In. For you.

Your Commercial Services Team



Serving Small & Medium
Businesses and Non-Profits

BUSINESS FINANCING SOLUTIONS FOR:

Commercial, Industrial, Multi-Residential
and Construction Mortgages

Business term loans

Lines of credit

Cash management services

Although the COVID-19 pandemic continued into 2021, there was less economic uncertainty in comparison to 2020 as we saw the economy re-open and recover. The improved economic outlook as well as our continued action on high-risk credit accounts resulted in releasing approximately \$900K in loan loss provisions, demonstrating an improved credit quality in both our retail and commercial lending portfolios. Further, we closed the year with delinquency rates at record lows across both portfolios thanks to the ongoing and collective efforts of our teams.

While the economy continued to recover and improve, member spending did not return to pre-pandemic levels. Consequently, we continued to see high deposit levels throughout the year which helped maintain our strong liquidity position and manage against our funding risk. The ongoing low interest rate environment continued to place pressure on our financial margin throughout 2021; however, as we see interest rates begin to rise in 2022, this will positively benefit Integris and help to improve the risk to our financial margin and overall earnings.

Information technology and cyber risks continue to remain top risks for Integris and other financial institutions as malicious threats continue to rise. Integris continues its vigilance and monitoring against these threats throughout our organization.

Our risk and marketing teams collaborated and published 21 posts throughout 2021 not only related to cyber risk but also related to various frauds and scams that were occurring to better inform our members. These posts were published on our blog as well as our social media channels and were viewed by thousands of members.

With the modernization and introduction of real-time payments, we understand the fraud concerns that can arise with digital payments. Integris has embraced an Enterprise Fraud Management (EFM) platform that has strong functional fraud monitoring, detection, and prevention abilities. The EFM provides alerts for potentially fraudulent Interac e-transfers and bill payment transactions allowing our risk team to conduct more screening to financially protect our members.

As we undertake our 2022 strategies and objectives, we will continue to make risk-based decisions in alignment with our established risk appetite and risk tolerances.

Harmolk Brar,
VP, Risk Management

In 2021 our 5 Integris Insurance offices served over 7,600 customers and managed over \$10 million dollars in general insurance premiums for commercial and personal, farm, recreational and travel insurances. In addition, the division handled close to 23,000 ICBC transactions for personal and commercial auto insurance customers.

This past year ICBC implemented the new Enhanced Care Model for auto insurance which dramatically reduced premiums for the driving public. Overall Integris Insurance saw an increase of 10% in transaction volumes.

As part of our strategies to grow the division, a member contact campaign was carefully considered and implemented in 2021, with the intention of ensuring all of our members know that we can offer insurance for every need by calling, clicking or coming to visit us in-person.

The insurance industry faced its own set of challenges in 2021 including the heat dome, wildfires, flooding, and the ongoing pandemic. Despite these hurdles, our insurance division managed a modest increase of 8% in general insurance revenues.

Moving ahead into 2022 Integris Insurance will continue to work to enhance your customer buying experience, leveraging information

technology, and developing deep expertise of the insurance staff.

Kevin Gull,
Manager Insurance Services



ICBC ONLINE RENEWALS

Online Autoplan insurance renewals will be available to most ICBC customers with a personal insurance policy for renewals effective May 1, 2022, onward. Integris Insurance offers insurance renewals in-person and through a phone and email process – and those aren't going away – but this new online option is another way you can conveniently renew your auto insurance.

PLATE DECAL REMOVAL

B.C. drivers from May onwards will no longer be required to display a licence plate validation decal to show they have valid insurance. This change aligns our province with other jurisdictions in Canada that have successfully eliminated the decal, including Alberta, Saskatchewan, Manitoba, Quebec and the North West Territories.

2021 was extraordinary, a year in which we saw record highs: inflation, home prices, cryptocurrencies and the debt ceiling all broke records. Integris Financial Planning experienced record-breaking growth with assets under administration (AUM) increasing by over \$50M – a 25% increase.

Our wealth team hosted several virtual education sessions for staff and members on various topics from saving for retirement to estate planning. As we move cautiously into 2022, we plan to continue to build on the great work done in 2021.

We would like to thank our members and clients that continue to trust us for their wealth management and personal life insurance needs. We look forward to helping you achieve your financial goals and objectives.

Sukhi Klair,

Manager, Wealth Management, Integris
Investment Advisor, Qtrade Advisor



HOME PRICES

Real estate experienced record setting prices in 2021. Low interest rates fueled home price increases not seen since before the 2007-2008 financial crisis.



CRYPTOCURRENCIES

The crypto market also set new records in 2021, with the total value of cryptocurrencies touching \$3 trillion in November 2021. Bitcoin remained the most valuable of all cryptocurrencies, dominating more than 40% of the total market cap through 2021.



CAR PRICES

The average price of a new car increased more than 12% than in the same period in 2020. Used car shoppers, too, experienced sticker shock. In September 2021, the average price for a used vehicle jumped nearly 25% in just one year.



GLOBAL TEMPERATURES

Global warming continued to disturbingly produce new average high temperatures. According to the National Oceanic and Atmospheric Administration (NOAA), July 2021 was the hottest month on record.



THE STOCK MARKET

Except for a few brief sell-offs, the S&P/TSX Composite Index (headline index for the Canadian Market) gained 25.1% and in the U.S., the S&P 500 gained 26.9% for the year, the Dow Jones Industrial Average (DJIA) gained 18.7% in 2021, while the Nasdaq Composite gained 21.4%.



INFLATION

Inflation was one of the biggest stories in 2021. Consumer Price Index (CPI) rose at the fastest rate on an annual basis since the early 1980s, meaning that it is the first time that many consumers and investors alike have contended with this type of record breaking inflation.



Mutual funds, other securities and securities related financial planning services are offered through Qtrade Advisor, a division of Credential Qtrade Securities Inc.

Integrus has always been ALL IN supporting the people and projects that make Life Out Here the best it can be. Through community investment initiatives, staff engagement, and ongoing partnerships, we have worked hard to create and sustain enriching opportunities for members and communities.

In 2021, we continued work on our strategic plan goals, driving positive impact for members, friends, and neighbours by connecting community and advocating with partners who share our cooperative values.

We also developed our Community Enrichment Strategy – *Communities Connected*. Our new strategy defines and contextualizes what community enrichment means for Integrus and the communities we serve, and how we achieve our objectives. Through our connection to communities we energize conversations, build trust, open business development opportunities, and showcase who we are as a local financial solutions provider.

One example of community enrichment is our partnership with the Spirit of the North (SOTN) Healthcare Foundation. Integrus and SOTN partnered to lead a capital fundraising campaign in Vanderhoof to place an ECHO cardiogram machine in the cardiology unit at St. John Hospital. The Integrus Community Foundation lead the campaign with a kick-off donation of



SOTN ECHO Cardiogram Machine

\$50,000 in honour of Rosalie Nichiporuk. Rosalie was a founding member of the Integrus Community Foundation committee and while her voice and insights are deeply missed since her passing in 2020, we are pleased that the Foundation could contribute to her legacy of fundraising for healthier people and communities in the Nechako Valley region.

When Integrus learned of the collapse of the early Stuart Sockeye Salmon run in 2020, we immediately began supporting restoration efforts lead by our friends at the Takla First Nation. Takla has demonstrated tremendous leadership by acting quickly to acquire an Emergency Hatchery facility and employing the knowledge, experience and technical expertise to ensure those efforts would succeed. To date, the Integrus Community Foundation has invested

\$30,000 in support of the specialised equipment to support Takla and the restoration of this important species. This initiative has been wildly successful as other Dakelh Nations have and/or are developing hatchery projects of their own to contribute to improved outcomes for salmon and their habitat here in Dakelh territory.

Recognizing the importance of digital connectivity with partners, businesses, and community organizations, we launched our community enrichment digital platform Do Some Good. This new platform assists us in administering our community enrichment work more efficiently and provides additional support for our partners. Do Some Good – a Kelowna-based social enterprise & Certified B Corporation – facilitates story sharing across the region helping us to share the good news. We look forward to leading the charge for Do Some Good in the north and growing this online community.



Takla and Tl'azt'en drummers at Sockeye Fry Release Kuzkwa River



Hatchery Lead/Biologist Cory Williamson and Takla youth releasing Sockeye Fry into the Kuzkwa River



Spirit of the North Healthcare Foundation Announcement BBQ in Vanderhoof

Many choose Integris because of our Cooperative Principles and our Brand Promise: From Here. All In. For You. Whatever your reasons, why we thank you for choosing us – your choice to do your banking, insurance and financial planning at Integris enables our community enrichment work!

Yours in Community,

Dan Wingham,
Manager, Partnerships



1 CORPORATE OFFICE

5 FINANCIAL PLANNING OFFICES

8 BRANCHES 5 INSURANCE OFFICES

NUMBER OF STAFF

198

ASSETS UNDER ADMIN.

\$1.8b

RETAIL MEMBERS

24,026

BUSINESS MEMBERS

2,838

TOTAL MEMBERS

26,864

CELEBRATING **75** YEARS

1946

Prince George Savings incorporated as Prince George and District Credit Union, Charter #162

1950

Nechako Valley Credit Union incorporated under charter #215

1951

Quesnel and District Credit Union established under charter #238

1957

Prince George Savings merger with Canadian Legion Credit Union #47

1967

Quesnel and District Credit Union name changed to Quesnel & District Credit Union

1976

Prince George Savings official opening of office at 1532 – 6th Street in Prince George; Quesnel & District Credit Union Ques-Cu Insurance Agency opens

1977

Mackenzie Savings and Credit Union becomes a branch, later closed

1989

Prince George Savings merger with Chem Pulp Credit Union; Prince George Savings name changed to Prince George Savings Credit Union

1994

Quesnel & District Credit Union Clinton branch opens as the community's only financial institution

1999

Nechako Valley Credit Union opens the Fort St. James branch

2004

Prince George Savings, Nechako Valley, and Quesnel & District Credit Unions amalgamate as North Country Credit Union

2005

North Country Credit Union name changed to Integris Credit Union

2011

Vanderhoof new building construction completed and the New Branch Opens

2012

Integris celebrates the Year of the Cooperative recognizing the impact Co-operative principles have had in shaping Credit Union Community Impact

2015

Integris rebrands - launching the Life Out Here brand

2018

Integris Board of Directors appoints the first female CEO, Alison Hoskins

2011

Fort St. James Branch moves to a larger, more inviting space at 366 Stuart Drive

2012

Integris achieves an Asset Under Management milestone of \$1.0B Member Assets

2012

Integris consolidates its Corporate Office Functions in a single location at 6th & Vancouver in PG

2015

Integris 5th and Ahbua branch is moved and re-opens as a Full Service Financial Services Center at 5th & Central offering Insurance, Banking and Wealth Management

2020

Integris Credit Union Fraser Lake branch opens as the community's only financial institution





From left to right: Amie O'Brien, Jeff Anderson, Alison Hoskins, Alex Castley, Harmolk Brar, Brenda Astorino



Within our Integris region we are continually reminded of the significance of history - we have places like Fort St. James and Barkerville that have taught us through the decades of our history how history has shaped who we are, yet as Canadians we are also learning about parts of our history that we need to reconcile for.

As an organization, our test of the ages is about things that are core to the history of cooperatives, and as we move into the future we can't rely on history alone, but we won't leave it behind. We will continue to take with us our co-operative principles. They are showing up for us for example - as we shape the Integris of your future: through Concern for Community - we are building ESG into our corporate strategy with a focus on our environment and social impact, and through a unique governance structure based on Voluntary and Open Membership permitting Democratic Member Control, you, our members have a say.

We provide Member Economic Participation through member pricing and membership dividends and we are building our value proposition for the future on the importance of your financial literacy (Education, Training and Information). History has and will continue to shape your Integris. We have such gratitude for those of you that have been on our journey through the ages and look forward continuing to be your Co-operative Credit Union.



We are from here, all in, for you.

Alison Hoskins,
Your CEO

REPORT OF THE INDEPENDANT AUDITOR ON THE SUMMARY FINANCIAL STATEMENTS

OPINION

The summary financial statements, which comprise the summary consolidated statement of financial position as at December 31, 2021, and the summary consolidated statements of comprehensive income, changes in members' equity and cash flows for the year then ended, are derived from the audited consolidated financial statements of Integris Credit Union (the "Credit Union") for the year ended December 31, 2021. In our opinion, the accompanying summary consolidated financial statements are a fair summary of the audited consolidated financial statements in accordance with Article 128 of the Financial Institutions Act of British Columbia.

SUMMARY FINANCIAL STATEMENT

The summary financial statements do not contain all the disclosures required by International Financial Reporting Standards. Reading the summary consolidated financial statements and the auditor's report thereon, therefore, is not a substitute for reading the Credit Union's audited consolidated financial statements and the auditor's report thereon.

THE AUDITED FINANCIAL STATEMENTS AND OUR REPORT THEREON

We expressed an unmodified audit opinion on the audited financial statements in our report dated February 25, 2022.

MANAGEMENT'S RESPONSIBILITY FOR THE SUMMARY FINANCIAL STATEMENTS

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

AUDITORS RESPONSIBILITY

Our responsibility is to express an opinion on whether the summary consolidated financial statements are a fair summary of the audited 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.



2021

2020

Assets

Cash and cash equivalents	22,869,374	17,055,506
Investments	278,264,469	196,635,249
Derivative financial instruments	-	339,071
Other assets	4,819,086	3,852,361
Member loans	611,510,166	639,616,125
Property and equipment	17,529,141	17,937,598
Intangible assets	10,670,736	11,158,603
Total Assets	945,662,972	886,594,513

Liabilities

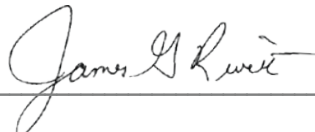
Member deposits	892,874,613	833,824,961
Income taxes payable	41,723	113,202
Other liabilities	2,893,851	3,109,113
Derivative financial instruments	1,089,590	-
Loan securitization financing	661,649	756,236
Lease liability	1,820,500	2,309,534
Deferred tax liabilities	1,034,863	1,051,522
Total Liabilities	900,416,789	841,164,568

Members' Equity

Retained earnings	26,926,131	25,019,645
Member shares	13,032,657	13,184,920
Contributed equity	6,953,743	6,953,743
Accumulated other comprehensive income (loss)	(1,666,348)	271,637
Total Members' Equity	45,246,183	45,429,945
Total Liabilities and Members' Equity	945,662,972	886,594,513

APPROVED ON BEHALF OF THE BOARD


Director


Director

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



2021

2020

Financial Income

Interest on member loans	20,512,122	23,797,124
Interest on investments	2,469,570	3,528,886

Total Financial Income	22,981,692	27,326,010
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Financial Expenses

Interest on member deposits	6,658,289	9,275,945
Interest on borrowed funds	34,130	48,252

Total Financial Expense	6,692,419	9,324,197
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Financial Margin	16,289,273	18,001,813
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Provision of (recovery of) Impairment on Member Loans	(748,790)	627,212
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Net Interest Margin	17,038,063	17,374,601
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Other Operating Income	10,308,116	9,630,767
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Operating Margin	27,346,179	27,005,368
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Operating Expenses	24,467,715	22,391,640
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Distributions to Members	64,225	58,387
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Income Before Income Tax Expense	2,814,239	4,555,341
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Provision for (recovery of) Income Taxes

Current	661,058	123,767
Deferred	(16,659)	769,584

	644,399	893,351
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Net Income	2,169,840	3,661,990
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Other Comprehensive Income (loss) for the Current Year, Net of Income Tax	(1,937,985)	430,465
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Total Comprehensive Income	231,855	4,092,455
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Integrus Credit Union
Summary Consolidated Statement of Changes in Member Equity
as at December 31, 2021

	2021	2020
Balancing, Beginning of Year	45,429,945	40,365,908
Total comprehensive income	231,855	4,092,455
Issued member shares	458,208	3,067,068
Redeemed member shares	(927,765)	(2,139,681)
Dividends on investment shares	53,940	44,195
Balance, End of Year	45,246,183	45,429,945

Integrus Credit Union
Summary Consolidated Statement of Changes in Member Equity
as at December 31, 2021

	2021	2020
Cash Generated (Used) From		
Operating activities	89,877,736	119,521,466
Investing activities	(83,027,954)	(117,000,278)
Financing activities	(1,169,925)	(1,164,129)
Net change in cash and equivalents	5,679,857	1,357,059
Cash and equivalents, beginning of year	17,055,506	15,505,836
Effects of exchange rates on the balance of cash held in foreign currencies	134,011	192,611
Cash and Equivalents, End of Year	22,869,374	17,055,506

TOP 6 EARNERS

Executive Management Compensation

Salaries & Other Short Term Benefits	\$1,139,900
Total Pension & Other Post Employment Benefits	\$121,115
TOTAL	\$1,178,066

Integrus Boards of Directors Total Compensation

Total Stipend / Honourarium Remuneration	\$132,250
Total Training	\$12,721
Total Travel Remuneration	\$0
TOTAL	\$177,156

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



James (Jim) Rivett

Board Chair & Executive Committee Chair
Clinton, BC
Ex-Officio on all Committees

JOINED THE BOARD 2019	CURRENT TERM 2021-24	HONORARIUM \$6,640
DIRECTOR TRAINING CUDA - Levels A, B & C		MEETING STIPENDS \$17,250
No. OF MEETINGS 71	EXPENSES TOTAL \$0	TOTAL \$23,890



Dr. Jennifer Wilczek OD Optometry

Corporate Secretary
Prince George, BC
Investment & Lending (Chair); Executive; Nominating

JOINED THE BOARD 2014	CURRENT TERM 2020-23	HONORARIUM \$2,800
DIRECTOR TRAINING CUDA - Levels A, B & C		MEETING STIPENDS \$10,825
No. OF MEETINGS 47	EXPENSES TOTAL \$0	TOTAL \$13,625



Jillian Merrick BA, Economics & International Studies

Director
Wells, BC

JOINED THE BOARD 2021 <small>Appointed October 2021</small>	CURRENT TERM 2021-22	HONORARIUM \$713
DIRECTOR TRAINING CUDA - Levels A, B & C		MEETING STIPENDS \$675
No. OF MEETINGS 3	EXPENSES TOTAL \$0	TOTAL \$1,388



Cheryl Wallace
MBA, CCD, ACCUD, CMA, CPA

Vice Chair
 Prince George, BC
 Nominating (Chair); Executive; Investment & Lending

JOINED THE BOARD	CURRENT TERM	HONORARIUM
2017	2020-23	\$5,390
DIRECTOR TRAINING		MEETING STIPENDS
CUDA - Levels A, B & C, ACCUD, CCD		\$11,025
No. OF MEETINGS	EXPENSES TOTAL	TOTAL
47	\$5,224	\$21,639



Wendy Fellers
CPA, CGA, MBA

Member at Large
 Prince George, BC
 Audit (Chair); Executive

JOINED THE BOARD	CURRENT TERM	HONORARIUM
2019	2019-22	\$2,800
DIRECTOR TRAINING		MEETING STIPENDS
CUDA - Levels A, B & C		\$13,000
No. OF MEETINGS	EXPENSES TOTAL	TOTAL
56	\$0	\$15,800



Aaron Sinclair
MBA

Director
 Prince George, BC
 IT Governance (Chair); Investment & Lending; Nominating

JOINED THE BOARD	CURRENT TERM	HONORARIUM
2020	2021-24	\$2,800
DIRECTOR TRAINING		MEETING STIPENDS
CUDA - Levels A		\$8,375
No. OF MEETINGS	EXPENSES TOTAL	TOTAL
37	\$0	\$11,175



Ross Hyam
MBA

Director
Prince George, BC
Conduct Review Corporate Governance (Chair); Audit

JOINED THE BOARD 2019	CURRENT TERM 2019-22	HONORARIUM \$2,800
DIRECTOR TRAINING CUDA - Levels A, B & C		MEETING STIPENDS \$6,350
No. OF MEETINGS 28	EXPENSES TOTAL \$0	TOTAL \$9,150



Henk Hanemaayer

Director
Clinton, BC
Conduct Review Corporate Governance; IT Governance

JOINED THE BOARD 2015	CURRENT TERM 2019-22	HONORARIUM \$2,800
DIRECTOR TRAINING CUDA - Levels A, B & C		MEETING STIPENDS \$7,875
No. OF MEETINGS 35	EXPENSES TOTAL \$0	TOTAL \$10,675



Noella Herod

Director
Vanderhood, BC

JOINED THE BOARD 2009	CURRENT TERM 2018-21	HONORARIUM \$965
DIRECTOR TRAINING CUDA - Levels A,B & C		MEETING STIPENDS \$2,975
No. OF MEETINGS 13	EXPENSES TOTAL \$0	TOTAL \$3,940



Norm Schmitz
CPA, CGA, ACCUD

Director
 Prince George, BC
 Investment & Lending; Audit

JOINED THE BOARD 2014	CURRENT TERM 2020-23	HONORARIUM \$2,800
DIRECTOR TRAINING CUDA - Levels A, B & C, ACCUD		MEETING STIPENDS \$10,800
No. OF MEETINGS 48	EXPENSES TOTAL \$0	TOTAL \$13,600



Bruce Steele
ACCUD

Director
 Quesnel, BC
 Conduct Review Corporate Governance; IT Governance

JOINED THE BOARD 1998	CURRENT TERM 2019-22	HONORARIUM \$2,800
DIRECTOR TRAINING CUDA - Levels A, B & C, ACCUD		MEETING STIPENDS \$5,850
No. OF MEETINGS 26	EXPENSES TOTAL \$0	TOTAL \$8,650



Wendy Schmidt
ACCUD

Director
 Prince George, BC

JOINED THE BOARD 1996	CURRENT TERM 2018-21	HONORARIUM \$965
DIRECTOR TRAINING CUDA - Levels A, B & C, ACCUD		MEETING STIPENDS \$2,925
No. OF MEETINGS 13	EXPENSES TOTAL \$0	TOTAL \$3,890

*All Directors met the attendance requirements for 2021. The number of meetings varies depending on the Board position held, the number of and type of committees a director is a member of

RETIRING DIRECTORS



Henk Hanemaayer

Henk Hanemaayer, director since 2015, has decided to retire after seven years on the Integris Board. Serving as Director at Large, Henk was the Nominating Committee Chair and sat on the Executive, IT Governance, Investment & Lending, Conduct Review Corporate Governance, and Corporate Social Responsibility Committees.

“The time has come for me to step aside and make room for a younger generation. It has been a gratifying – sometimes stressful and challenging – but always satisfying time. I would encourage other members to consider serving the Integris Board - we need you! To my fellow Board Directors, it has been a good time of working with you as a team and I’m thankful for this opportunity. Thank you for allowing me to serve on this Board! Blessings for the future!”



Bruce Steele

Bruce is retiring after 24 years of Board service (Quesnel and District Credit Union Board (1998-2004); Integris Credit Union (2004-2022)). A founding Director in the Prince George Savings-Nechako Valley-Quesnel & District Credit Union amalgamation, Bruce’s vision for strong financial resilience and good governance has come to life. With an accreditation from Dalhousie University (2014), Bruce has spent the last three decades helping to create a stronger credit union system seeing Quesnel & District grow from \$52M to \$273M and then to \$945M as Integris.

“I would like to thank all the members, staff, and management for their support and for providing opportunities to attend conferences for both Canadian and World Credit Union organizations. These conferences were so informative and educational, and I am proud to have brought these ideas back to our part of the world.”

Bruce retired from Cariboo Pulp & Paper in 2012 after 40 years of employment. He plans to spend his retirement pursuing life goals and spending more time with his 3 grandchildren and 3 great grandchildren.



Ross Hyam

Ross Hyam, Integris Director since 2019 has relocated to a new community and having completed his first term with Integris, will not seek re-election. With his CUDA Level A, B & C Director Training, Ross served on the Audit, Conduct Review Corporate Governance, IT Governance, and Investment & Lending Committees.

“I have enjoyed the opportunity to work on behalf of the membership as a Board member. As a parting comment I can tell you with conviction that I believe that the Board, Management and staff that I have had the pleasure to meet and work with are all models of integrity and are truly the heart of Integris.”