



Teachers *Plus* Credit Union  
Annual General Meeting  
2018

# A G E N D A

- \*Call to Order, Establishing a Quorum
- \*Approval of Agenda
- \*The Prayer of St. Francis
- \*Welcome to Members and Guests
- \*Moment of Silence for Departed Members
- \*Minutes from the 2017 Annual General Meeting
- \*Business Arising from the Minutes
- \*Prize Draws
- \*Chair's Report
- \*President & CEO's Report
- \*Auditor's Report and Financial Report for 2018
- \*Prize Draws
- \*Committee Reports
  - Audit Committee Report
  - Credit Committee Report
  - Corporate Social Responsibility Committee (CSR)
  - Governance Committee
- \*Nomination Committee Report
- \*Appointment of Auditor
- \*Board and Staff Years of Service
- \*Confirmation of Board for 2019-2020
- \*New Business
- \*Prize Draws
- \*Adjournment and Refreshments

**2017 Annual General Meeting**  
**April 7, 2018 – 11:00am**  
**Holiday Inn & Suites, 980 Parkland Drive, Halifax, NS**

**Minutes**

**1. Call to order, establishing a quorum**

*The meeting was called to order by Board Chair Bill Redden. Jim MacFarlane, Chair of the Governance and Nominating Committee reported that we had a quorum.*

**2. Approval of Agenda**

*Motion: That the Agenda be adopted as presented .*

*Mover: Mike Hurley Seconder: Nigel Mailman Motion Carried*

**3. The Prayer of St. Francis**

*The Prayer of St. Francis was read by Bob Bundell*

**4. Welcome to Members and Guests**

*The Board Chair, Bill Redden, extended a welcome to all attendees. A special word of welcome was extended to Auditor, Rodney Belliveau.*

**5. Moment of silence for departed members**

*Members who passed away during the past year were remembered by a moment of silence.*

**6. Minutes of the 2017 Annual General Meeting**

*Motion: That the Minutes of the 2017 AGM be approved.*

*Mover: Nigel Mailman Seconder: Danny Wadden Motion Carried*

**7. Business arising from the minutes (Called for 3 times)**

- N/A

**8. Prize draws - \$50**

*Winners: Pauline Redden, Tom Creighton*

## **9. Chair's Report**

- *Chair Bill Redden presented his report.*

*Motion: That the Chair's report be received.*

*Mover: Pat Hillier Seconder: Jason Kavanaugh Motion Carried*

## **10. President and CEO's Report**

- *CEO Steve Richard presented his report.*

*Motion: That the CEO's Report be received.*

*Mover: Terry Gallager Seconder: Harold Doucette Motion carried*

## **11. Financial Report for 2017**

*The audit this year was carried out by Grant Thornton, Rodney Belliveau presented their opinion of the 2017 financial statements, found to be accurate. The financial statements for the year ending December 31, 2017 was reviewed by Steve Richard.*

*Motion: That the financial statements, as presented by Steve Richard , be adopted.*

*Mover: Nigel Mailman Seconder: Edgar Wadden Motion Carried*

## **12. Prize draws –**

*Winners: Benita Doucette, Merna Williams*

## **13. Committee Reports**

*Most of the work carried out by the Board of Directors is done through a number of standing committees. The following Committee reports were reviewed:*

- a. Audit (Mike Hurley)*
- b. Credit (Danny Wadden)*
- c. Governance (Jim MacFarlane)*
- d. Corporate Social Responsibility (CSR) (Pat Hillier)*

*Motion: That the Audit, Credit, CSR, and Governance Committee reports be received.*

*Mover: Don Cosby Seconder: Dan Wadden Motion Carried*



#### **14. Nomination Committee presented by Nigel Mailman**

##### **4 Vacant seats**

**Central (non HRM)- Acclaimed, Danny Wadden as only applicant**

**HRM- Acclaimed, Jim MacFarlane as only NSTU applicant (required NSTU seat)**

**HRM- Nomination from floor- Ivan Skeete (required NSTU seat)**

**HRM- Election- Maureen Smith elected (ballots counted by Rodney Belliveau, Mike Hurley)**

**Thank you to candidates Sandy Norman and Derek Harvey for their interest in the BOD**  
**Jim MacFarlane called upon to confirm the 2019 Directors**

**Governance and Nominating Committee Chair Jim MacFarlane Confirmed the Board for 2018- 2019**

*The following are the Board Members for 2018-2019:*

- Alexis Allen
- Ivan Skeete
- Jason Kavanaugh
- Derek Hayne
- Mike Hurley
- Bill Redden
- Danny Wadden
- Maureen Smith
- Pat Hillier
- Jim MacFarlane

#### **15. Appointment of Auditor**

**Audit Chair Mike Hurley to address meeting to nominate auditors for 2019.**

**Motion:** That the firm of **Grant Thornton** be appointed Auditor for the Teachers Plus Credit Union for 2019  
**Mover:** Mike Hurley **Seconder:** Jason Kavanaugh **Motion Carried**

## **16 . New Business- Service recognition**

- *Service recognition presented to Nigel Mailman (12 yrs on BOD).*
- *Service recognition presented to Josie Henneberry (5 years of TPCU service).*
- *Question from floor regarding partnering with other CU's. Bill responded explaining that although it has been considered, finding a suitable CU to partner with proves difficult. No such amalgamation is planned at this time.*
- *Question from floor regarding when we stopped offering educational awards. Bill responded explaining that 2 years ago it was decided to not issue new bursaries as even the recipients failed to join and use the CU for their financial services. We opted to explore other options (grants) that better served a broader group of people.*

## **17. Prize draws-**

*Winners: Turk MacDonald, Lois Leslie*

## **18. Adjournment and refreshments**

*All AGM attendees were thanked for attending and all were invited to stay for a light lunch.*

**Motion:** *to adjourn.*

*Mover: Nigel Mailman*

*Recorded by Nigel Mailman*

## **Chair's Report to the AGM**

Achieving financial success for our Credit Union is certainly becoming increasingly challenging in the current economic environment but, due to our members' continuing to bank with us and due to the hard work of our dedicated staff and the leadership of our CEO, we have weathered the past year very well indeed, ending with a healthy profit. Because of this we are, once again, able to pay out a significant patronage rebate of nearly \$190,000. of our profit directly back to members as a way of thanking them for their business! This is proof that it makes sense to bank with a Credit Union that profits its members, not just a handful of shareholders, as is the case with the big banks.

In addition to the patronage payments, as you will see from the CSR Committee Report and the CEO Report, we have continued to give back to the community through grants to schools for worthy projects and to other affiliated groups.

As I have indicated in past years, this is not without numerous challenges. Cyber security threats through constant hacking attempts coming from all over the Globe are resulting in the need to spend larger and larger sums to ward off these attacks and to protect your identity and funds from falling into the hands of fraudsters. In addition to this, nightly television ads advising people how easy it can be to deal with debt problems by simply filing for bankruptcy or a consumer proposal, has lead to a few members taking advantage of those options, thus cutting into our profitability this year and last year. We are desperately hoping this does not become a more widespread trend. Another challenge comes from the declining membership of the NSTU, our single largest investor. As I am sure most of you are aware , government interference and other factors have lead to a loss of revenue for the Teachers Union from dues which has impacted the amount of business that is directed to our Credit Union so we have had to adjust our budgets.

Some of the impact from these challenges has been offset this year by some small increases in interest rates helping our margins. Also we have seen an increase in mortgage business. But perhaps the most important factor leading to our success this past year was the quick action of our staff to provide timely and valuable information to teachers who were forced by the Provincial government to have to make quick decisions about receiving or deferring their accrued Service Awards. This was a major decision for them and there was no guidance from the Province to help with this. Our staff provided an on-line tutorial that

was extremely well done covering complex issues with easy to understand accurate information. Word spread quickly among teachers and the program received numerous views. This information was greatly appreciated by teachers and fortunately some of that money for investment came to the TPCU. This is a prime example of how our long standing relationship with educators and the NSTU has been of mutual benefit to both parties.

As for your Board, we will have met six times since the last AGM, including a two-day Strategic Planning session in connection with our August meeting. Many of our meetings involve reviewing our policies and procedures to ensure we remain compliant with the Credit Union Act and with the standards set down by our Regulators. The Regulators are charged with ensuring that all CU's have sufficient assets and liquidity to ensure solvency. Given the many challenges faced by all Credit Unions, the Regulator has become somewhat aggressive in requiring compliance on every small detail.

In regards to our Strategic Plan that we developed for the next 18 months, we have re-set our three main strategic targets to: (1) attempt to continue to achieve an increase in memberships, (2) increase the number of products per member, and (3) recruit more younger members to join the Credit Union. None of these are easy targets to achieve! For example, currently we hold the distinction of having the highest average age of members of any Credit Union in Nova Scotia. As each current member ages by one year, we have to attract proportionally younger members to more than offset this increase in age, a challenge indeed.

In closing, I want to thank all the Board members for volunteering their time, for their serious consideration of all matters, and for their support throughout for their continued dedication to making our Credit Union a success in the face of great obstacles. A special thank you to Mary for her help in assisting the Board to have all the things they need to have a successful meeting, and to Steve for his wisdom, his patience and his hard work on all of our behalves. Lastly, thanks to all of you for remaining loyal members.

Respectfully submitted,

Bill Redden, Chair, TPCU



## **CEO REPORT**

2018 was a year of challenges and success for Teachers *Plus* Credit Union. It also continued a trend of great change within the credit union system in Atlantic Canada as well as across Canada and your credit union was well represented at all system events and meetings.

This year started fairly flat with muted demand for loans and deposit business, which carried through to mid-year. Late summer and early Fall were bounce back months for Teachers Plus and we had very active loan growth during that period. Unfortunately, all that growth came in mortgages, and the higher yielding personal loans and lines of credit were relatively flat all year. That said, we were able to show considerable growth in our mortgage portfolio which ultimately led to a higher than projected bottom line for our credit union. We again had to adjust our allowance for doubtful loans as we continued to receive a string of consumer proposals and bankruptcies through the year. This loan loss allowance comes directly off our bottom line, and in 2018 we had to expense \$129,838 to allowance, but we were still able to produce a bottom line of \$256,731 prior to auditor adjustments, patronage rebate, and taxes. Because we did meet our profit targets in 2018, we will be able to pay out a patronage rebate that exceeds last years and gets us back to a level we enjoyed in years prior to 2017. The Board of Directors approved a patronage payout of \$190,000.

As at December 31 we were ahead of budget on our overall loan target due to strong growth in our mortgages, which was somewhat offset by tepid growth in our other loan categories. In early 2018 we were provided with a statistic that 46% of all mortgages in Canada were renewing in 2018. Many of the members who indicated in previous years that would transfer their mortgage to us when it renewed fulfilled that commitment to us and we are grateful for their commitment and support of our credit union. We are, however, a bit of a victim of our own success. Because we continued to grow our loan base without growing our membership and deposit base and a matching level, we are now 85% lent out, meaning that we are running low on liquidity to support future loans. This means that if we are successful in attracting our target market of younger members, who normally would be in the borrowing stage of their life cycle, we will have a hard time supporting that activity without significant deposit growth.

In 2018 the early service award payout offer presented an opportunity for teachers and our credit union. We recognized early from inquiries we were getting that teachers were anxious for more information and direction on this offer. We created a 40-minute YouTube presentation providing unbiased, helpful information about the offer, and that video ended up with over 2100 views. Many who saw it came to the credit union for further help and support, and we were successful in growing our RRSP's deposit by over \$1.1MM from our efforts. These opportunities are rare, and we can't depend on another.

Overall, our assets grew year over year by 1.66% to a final asset number at year-end of \$56,665,307. As with previous years we managed expenses tightly which contributed to our bottom line, and we finished the year \$42,137, or 2.41%, below budget for overall expenses.

We are blessed with a very efficient and dedicated staff and I am thankful every day for the work they do and the effort they put in. This was even more evident this year as we had an extended sick leave, and we had to manage around that vacancy. Our staff, through a weekly donation, raised enough money to provide several significant donations to breakfast programs in schools. As a credit union, our school support program funded \$12,000 toward assisting schools, who were selected from entry presentations, in funding school community support projects.

We continue to provide financial advice through our pre-retirement and budgeting seminars, as well as our conversations with members on a daily basis. We are always striving to ensure that we provide an enhanced member experience to our members so they will tell their friends and family about us. As always, I want to encourage you all to tell your friends and neighbors about Teachers *Plus* and encourage them to join the credit union and share in our success.

In closing, I would like to again thank our staff for their hard work and I thank our Board of Directors who work hard on your behalf and who provide me with outstanding support and direction.

Steve Richard

President & CEO

# Independent auditor's report

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To the members of  
**Nova Scotia Teachers Credit Union Limited**

## Opinion

We have audited the financial statements of Nova Scotia Teachers Credit Union Limited (the "Credit Union"), which comprise the statement of financial position as at December 31, 2018, and the statements of comprehensive income (loss), changes in members' equity and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of Nova Scotia Teachers Credit Union Limited as at December 31, 2018, and its financial performance and its cash flows for the year then ended in accordance with International Financial Reporting Standards ("IFRS").

## Basis for opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the financial statements* section of our report. We are independent of the Credit Union in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

## Responsibilities of management and those charged with governance for the financial statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with International Financial Reporting Standards (IFRS), and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Credit Union's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Credit Union or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Credit Union's financial reporting process.

### **Auditor's responsibilities for the audit of the financial statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Credit Union's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Credit Union's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Credit Union to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.



Halifax, Canada  
March 29, 2019

Chartered Professional Accountants  
Licensed Public Accountants



# Nova Scotia Teachers Credit Union Limited

## Statement of financial position

December 31

2018

2017

### Assets

Cash and cash equivalents (Note 5)	\$ 4,960,273	\$ 5,447,129
Members' loans (Note 6)	47,681,574	45,411,264
Rebates and other receivables	672,998	571,857
Prepaid expenses	19,655	23,727
Investments (Note 7)	3,190,077	4,175,052
Deferred income taxes (Note 13)	10,139	-
Property and equipment (Note 8)	<u>130,591</u>	<u>169,433</u>
	<b>\$ 56,665,307</b>	<b>\$ 55,798,462</b>

### Liabilities

Payables and accruals (Note 9)	\$ 435,335	\$ 336,299
Members' deposits (Note 10)	48,574,352	47,810,413
Income taxes payable (Note 13)	26,615	3,649
Deferred income taxes (Note 13)	-	11,988
	<u>49,036,302</u>	<u>48,162,349</u>

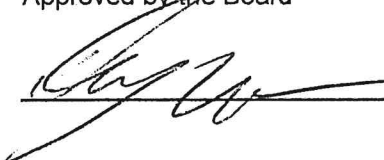
### Members' equity

Members' shares (Note 11)	30,305	30,165
Retained earnings	<u>7,598,700</u>	<u>7,605,948</u>
	<u>7,629,005</u>	<u>7,636,113</u>
	<b>\$ 56,665,307</b>	<b>\$ 55,798,462</b>

Credit facilities (Note 14)

Commitments (Note 17)

Approved by the Board

 Director

 Director

# **Nova Scotia Teachers Credit Union Limited**

## **Statement of comprehensive income (loss)**

Year ended December 31

2018

2017

Financial income (Note 19)	\$ 2,161,232	\$ 2,013,477
Financial expense (Note 19)	<u>344,338</u>	<u>317,901</u>
Gross financial margin	1,816,894	1,695,576
Other income		
Service charges	155,668	155,999
Rebate	-	21,552
Commission and other revenue	<u>90,882</u>	<u>134,152</u>
	<u>2,063,444</u>	<u>2,007,279</u>
Expenses		
Administrative (page 26)	537,180	535,778
Amortization	58,640	79,679
Central service charges	90,194	93,749
Deposit insurance fund	44,087	43,212
Occupancy (page 26)	227,769	217,794
Provision for impaired loans (Note 6)	129,838	121,244
Salaries and benefits	<u>755,876</u>	<u>771,990</u>
	<u>1,843,584</u>	<u>1,863,446</u>
Income before patronage rebate and income taxes	219,860	143,833
Patronage rebate	<u>190,000</u>	<u>143,000</u>
Income before income taxes	29,860	833
Income taxes (Note 13)	<u>5,618</u>	<u>1,130</u>
Net comprehensive income (loss)	\$ <u>24,242</u>	\$ <u>(297)</u>

See accompanying notes to the financial statements.

# Nova Scotia Teachers Credit Union Limited

## Statement of cash flows

Year ended December 31

2018

2017

Increase (decrease) in cash and cash equivalents

### Operating activities

Income before income taxes	\$ 29,860	\$ 833
Adjustments for		
Amortization	58,640	79,679
Members' loans (net), including impact of IFRS 9 adoption (Note 3)	(2,301,800)	(2,992,206)
Members' deposits (net)	763,939	(66,084)
Income taxes paid	(3,649)	(1,378)
Change in non-cash working capital	1,966	(31,609)
	<u>(1,451,044)</u>	<u>(3,010,765)</u>

### Financing activities

Issuance of capital stock	<u>140</u>	<u>(200)</u>
	<u>140</u>	<u>(200)</u>

### Investing activities

Proceeds on disposals of investments	983,398	386,574
Purchase of property and equipment	<u>(19,350)</u>	<u>(24,745)</u>
	<u>964,048</u>	<u>361,829</u>

Net decrease in cash (486,856) (2,649,136)

Cash and cash equivalents, beginning of year 5,447,129 8,096,265

Cash and cash equivalents, end of year \$ 4,960,273 \$ 5,447,129

### Supplemental cash flow information

Interest received	\$ 98,993	\$ 93,500
Interest paid	73,222	49,259

See accompanying notes to the financial statements.

# **Nova Scotia Teachers Credit Union Limited**

## **Schedule of administrative and occupancy expenses**

(Expressed in Canadian Dollars)

Year ended December 31

2018

2017

### **Administrative expenses**

Advertising and promotion	\$ 51,123	\$ 52,359
Accounting, legal and audit	29,774	29,546
Board expenses (see below)	56,968	58,353
Computer costs	201,693	206,837
Donations	15,660	4,700
Insurance	26,971	25,681
League dues	49,975	54,152
Meals and entertainment	948	2,046
Memberships and dues	3,558	1,476
Miscellaneous (see below)	14,008	11,611
Office and stationery	22,555	26,160
Staff training	24,151	20,777
Telephone	29,399	32,550
Travel	4,032	3,330
Trustee fees for registered plans	<u>6,365</u>	<u>6,200</u>
	<u>\$ 537,180</u>	<u>\$ 535,778</u>

### **Breakdown of Board expenses**

Board and planning meeting costs	\$ 21,174	\$ 23,337
Education	18,000	18,000
Honorariums	<u>17,794</u>	<u>17,016</u>
	<u>\$ 56,968</u>	<u>\$ 58,353</u>

### **Breakdown of miscellaneous expenses**

Appraisal fees	\$ 5,554	\$ 1,968
Cash (over) short	(86)	205
Credit bureau costs	3,403	2,723
Delivery, courier and postage	<u>5,137</u>	<u>6,715</u>
	<u>\$ 14,008</u>	<u>\$ 11,611</u>

### **Occupancy expenses**

Rent	\$ 168,196	\$ 166,495
Utilities	23,170	19,935
Repairs and maintenance	<u>36,403</u>	<u>31,364</u>
	<u>\$ 227,769</u>	<u>\$ 217,794</u>



## **Audit Committee Annual Report**

The Audit Committee met seven times since our last AGM – two of which were with our Auditors, Grant Thornton. The first meeting with the Auditor was on December 14<sup>th</sup>, 2018 at which time Rodney Belliveau and Veronica Hunt presented the Audit Plan for the 2018 audit of the Teachers Plus Credit Union's financial statements. The second meeting was on March 28<sup>th</sup>, 2019 when they presented the audited financial statements for 2018 and reviewed the 2018 Audit Findings letter.

During the year, the Audit Committee reviewed the monthly financial statements, the financial report and budget variance statements, allowances for doubtful loans, the Auditor's 2018 Audit Findings Letter, Internal Controls Review Report (CUDIC), Loan Review Report (CUDIC) the FINTRAC audit findings report, the Asset/Liability (ALM) management policy, the Enterprise Risk Management (ERM) policy, the Money Laundering policy, the Credit Card Use Policy, the Investment Policy, the Computer Policy, the Budget for 2018 and a review of the Patronage Rebate calculation. Finally, all expense forms for staff, committees, and Board members were reviewed regularly throughout the year. The Audit Committee reported regularly to the Board of Directors.

At the end of 2018, our auditors reported our net income before patronage rebate and taxes at \$219,860. The Audit Committee recommended, and the Board agreed, that \$190,000 be returned to members with the balance less taxes and auditor adjustments be added to our retained earnings. This brings the total amount of rebates to our members to \$2,669,515 for the past sixteen years. The rebate cheques will be deposited in members' accounts, with the amount of the rebate based on the total business that was carried out by each member at this Credit Union in 2018.

In conclusion, I would like to thank my fellow committee members for their dedicated service during the past year. They are Pat Hillier, Jim McFarlane, and Ivan Skeete. Also, I want to thank management and staff, as well as past committee chair Mike Hurley, for their assistance throughout the year.

I would also like to thank our Auditor, Grant Thornton, for their professional service and advice to this credit union during this audit year.

Prepared by,  
Danny Wadden  
Chair

## **Credit Committee Annual Report - 2018**

During the past year, the Credit Committee of the Teachers *Plus* Credit Union included Alexis Allen, Derek Hayne, Jason Kavanaugh, Maureen Smith, and Danny Wadden. Danny Wadden resigned his position as Chair of the Credit Committee in October as he was appointed Chair of the Audit Committee. Maureen Smith is the current Chair. Attendance at all meetings was very good and the input by members was excellent.

The mandate of the Credit Committee is to review policy and make recommendations to the Board of the Teachers *Plus* Credit Union regarding Capital Utilization. The Committee reviews loans which go beyond the policies of the Capital Utilization Policy. These loans are referred to as Loan Exceptions. After a Loan exception has been approved by the Committee, it is forwarded to CUDIC for approval. Three loan exception were reviewed and approved by the Committee this past year.

The committee reviews all loans to staff members as well as loans to Board members and their families. This past year, four such loans were reviewed.

It is also the responsibility of the Credit Committee to report to the Board on Loan Delinquencies. Thanks to the hard work of management and staff, action plans are in place to deal effectively with these delinquencies as they occur. Delinquency rates are within acceptable limits.

The Credit Committee met on five occasions this past year as one meeting was cancelled due to inclement weather. I would like to thank all members for their hard work and participation. I would also like to thank all Board members; CEO, Steve Richard; Manager, Financial Services, Dale Roode; and the lending department for their continued hard work and support.

Maureen Smith  
Credit Committee, Chair

## **CSR Committee Annual Report**

The Corporate Social Responsibility (CSR) Committee of the Nova Scotia Teachers *Plus* Credit Union included Board members Ivan Skeete, Jason Kavanaugh, Bill Redden, Chair Pat Hillier, and staff member Christine James. The committee met five times this year, with good attendance and participation by all members.

The committee focused during the year on adhering to its mandate, which is to encourage the development of an organizational culture, to promote social and environmental responsibility, to provide quality service when responding to the members' needs, as well encouraging the Board to support sustainable business practices.

For the second year running, the CSR committee concentrated the majority of its budget on providing public school teachers, teaching in the middle and high school grades, the opportunity to apply for grants of up to \$2000. Specific criteria were provided to schools. 45 applications were received from schools throughout eight Regional Centres for Education. Nine grants were awarded this year to schools throughout the province, with a total value of \$12000. Social media as well as the TPCU website have been used to publicize the recipients of the grants of this successful endeavour.

There were two funding requests approved by the committee this year. A donation of \$1000 was approved for the Sherbrooke Village Rally that Gives, and a request was approved for a donation of \$500 to the Dave Maclean Endowment Fund.

The committee continues to look for successful ways to enhance our visibility provincially, to communicate successfully with our members, as well as to seek opportunities to give back to our community locally and at the provincial level.

The staff of the TPCU continues to participate in, and give to a variety of community based undertakings throughout the year. Collectively, they continue to make a committed effort to maintain a carbon conscious workplace.

I would like to take this opportunity to thank all the Board members of the committee for their participation and commitment, as well as Christine James, staff representative on the committee and CEO, Steve Richard for their support to the ongoing work of the committee.

Respectfully submitted

Pat Hillier

CSR Committee Chair



## **Governance and Nominating Committee Annual Report**

The committee is charged with the responsibility of making sure that the Board of Directors conducts the business of Teacher's Plus Credit Union in a manner in the best interests of the members of The Credit Union and complies with the regulations as prescribed by the Superintendent of Credit Unions and CUDIC, our regulatory body. We have policies in place which ensure proper oversight of the Credit Union and how the Board successfully carries out its mandate. The Governance Committee is comprised of Alexis Allen, Maureen Smith, Danny Wadden, Bill Redden and Jim MacFarlane. The Committee met 6 times this year to conduct its business which is briefly outlined below.

The Board conducted a self-assessment to determine how the Board performed in the carrying out of its duties and how the Board fulfilled the competencies required to be effective. The general conclusion is that the Board operates well and that the members of the Boards have completed most of the requirements necessary to continue sitting on the Board. We have also identified some areas which require additional training as the Board is relatively young in experience and action was taken to enhance training.

As indicated last year the by-laws were looked at for a comprehensive review with consideration of the best representation of the membership. This included again some consideration of the regional boundaries, eligibility of membership to run for the Board and required percentage of Board to be Teachers and the definition of teacher. The results has been a proposed by-law change being brought forward at this meeting for approval.

We also had to strike a Nominating Committee to look after this years election. The committee is comprised of Maureen Smith, Danny Wadden, Bill Redden and Jim MacFarlane. There are two positions up for election and one is Eastern Nova Scotia and the other is Halifax region. There is also a 1 year position to fill the vacancy created when Mike Hurley resigned to become CEO of CUDIC.

This summarizes and completes the business of the Governance Committee for the year 2018-19.

Respectfully submitted

Jim MacFarlane

Governance and Nominating Chair