



Teachers Plus Credit Union

2019

Annual General Meeting

Conference Call Instructions

Saturday, March 28, 2020
at 11:00 a.m.

Please call in 5 minutes early, so we can start
the meeting at 11:00 a.m.

Toll Free dial-in number

1-855-453-6962

Conference ID:

2767895#

*0 at any time for Operator Assistance

*6 Mute your line

*7 Unmute your line

**To hear the complete list of Touch features

A G E N D A

Call to Order, Establishing a Quorum

Approval of Agenda

Minutes from the 2018 Annual General Meeting – Approval

Chair Report

CEO Report

Auditor's Report and Financial Report for 2019

Committee Reports – As per package

- Audit Committee Report

- Credit Committee Report

- Community Social Responsibility Committee (CSR)

- Governance Committee Report

- Nominating Committee Report

Appointment of Auditor

New Business

Adjournment

2018 Annual General Meeting
March 30th, 2019 – 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: Danny Wadden Second: Alexis Allen Motion Carried

3. The Prayer of St. Francis

*The Prayer of St. Francis was read by **Edgar Wadden***

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 **Rodney, Veronica & Nicole from Grant Thorton.***

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: Ivan Skeete Second: Turk MacDonald Motion Carried

7. Business arising from the minutes

None

Mover: Second: Motion Carried

8. Prize draws -2 draws \$50

Winners: Fabian Eleftheros, Annette Petrie

9. Chair's Report

Chair Bill Redden presented his report.

Motion: That the Chair's report be received.

Mover: Mike Hurley Second: Pat Hillier Motion Carried

10. CEO Steve Richard presented his report.

Motion: That the CEO's Report be received.

Mover: Harold Dourcette Second: Danielle Eleftheros Motion carried

11. Financial Report for 2018

The audit this year was carried out by Grant Thornton, Rodney to present opinion and Steve to do the Financials presented the financial report for the year ending December 31, 2018.

Motion: That the financial statements, as presented by **Rodney Bellivea**, be adopted.

Mover: Danny Wadden Second: Jason Kavanagh Motion Carried

12. Prize draws – 2 draws \$50

Winners: Mike Hurley, Edgar Wadden

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 b. Credit c. Corporate Social Responsibility (CSR) d. Governance

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

Mover: Turk MacDonald Second: Edgar Wadden Motion Carried

14. Nomination Committee Report

Motion: To approve the Nomination Committee report.

Mover: Jim MacFarlane Second: Bruce Kelloway Motion Carried

Vote for competed director positions, speeches by nominees.

Vote

Scrutineer: Veronica & Nicole from Grant Thorton, Jim MacFarlane

Motion: To destroy the ballots

Mover: Jim MacFarlane Second: Pat Hillier Motion Carried

15. Appointment of Auditor

Audit Chair **Danny Wadden** 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: Danny Wadden Second: Mike Hurey Motion Carried

16. Service Recognition

Three staff members are being recognized for their dedicated milestone service to Teachers Plus Credit Union: Board Chair presented a pin of recognition to: Debbie Stichman, Dale Roode, Christine James for 10 years of service. Congratulate Derek Haynes for his 12 years of service on the Board and a gift for Heather. Gift for Mike Hurley for his years of service to TPCU and a gift for Karen .

17. Governance and Nominating Committee Chair, Jim MacFarlane Confirmed the Board for 2019-20:

The following are the Board Members for 2019-20:

Danny Wadden
Jim MacFarlane
Jason Kavanaugh
Bill Redden
Pat Hillier
Maureen Smith
Ivan Skeete
Coralie Cameron
Danielle Elefthros
Derek Harvey

18. New Business

A) By-law amendment -Article 5.13- switch from "2/3 teachers " to "over 50% teachers" in regards to Board Composition.

Motion:

Mover: Jim MacFarlane Second: Alexis Allen Motion Carried

B) Tom Creighton asked the TPCU to educate it's members on issues around scams & cyber security. Steve responded that the TPCU will post a link to HRP and consider other forms of education.

19. Prize draws- 2 draws \$50

Winners: Cathy Dean, Harold Doucette

20. Adjournment and refreshments

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

Motion: *to adjourn.*

Mover: Ivan Skeete

Recorded by: Ivan Skeete

Chair Report

Looking back over the past year (2019), I believe we were all pleasantly surprised that we were able to produce a year's surplus of just under \$250,000.00. Thus, we are able, once again, to pay most of that surplus back to our members as a patronage rebate based on the amount of business each gave to our Credit Union.

I say "surprised" because we are facing very strong headwinds these days to continue to keep our CU viable. In fact, next year we are predicting that the winds will be even stronger, making the challenges even more onerous.

Please let me briefly explain, even though I know that those of you who have been here for the last several years at our AGM's will recognize that I have spoken before about many of these challenges. At our August 2019, Strategic Planning session, we spent 2 very full days discussing these matters and trying to plot a course of action to continue to meet the needs of our membership. We could probably write a chapter about each challenge, so in the short time allotted to me, I will highlight the most serious of these.

Probably the single most difficult issue is our declining membership and the increasing average age of our members. The trend continues, and I remind you that we now hold the dubious distinction of having the oldest average age of any credit union in Atlantic Canada. Our average age of members is over 60.

The second major issue is the rising cost of technology. You have all heard, no doubt, what happens to the credibility of any business that gets hacked, but you may not know that the hackers are constantly finding new and innovative ways of getting into computer systems – i.e. – ransomware as just one example. The attacks are relentless, especially for any business like ours that holds large pools of assets. The Credit Union system, through League Data, has embarked on a couple of major upgrades to our systems' technology. Though this has not yet cost us, this will come with a very large price tag that will have to be absorbed over the next few years. The full price has yet to be determined, but one thing that we do know is that our ATM's have reached the end of their useful life, so we will be replacing them this coming year. Our CEO, Steve, will say more about this.

Thirdly, continuing low interest rates are hurting our bottom line. It's very hard to attract members' savings when we can only pay such low rates, yet everyone wants to borrow because of the low

rates, so our liquidity is a problem. The Credit Union system is highly regulated and one requirement is that we keep our Liquity within acceptable ranges to protect member's assets. However, it is becoming a real issue when everyone wants to borrow and no one wants to save. We can't lend money we don't have! Our Regulator is keeping a close eye on our liquidity and will intervene if we get outside the acceptable levels.

Next, we have the challenge of competing with new entries into the financial services industry and a host of new ones appearing regularly. They are steep competition because of their strong "brand name" recognition.

Lastly, and perhaps not as great a problem as in the past few years, but we still have to carefully monitor our lending so that we avoid the risk of lending in an environment where people are constantly reminded that they can avoid paying their debts by filing for bankruptcy or consumer proposals. I know you have all seen the adds.

But let me conclude on a positive note. We recently did a survey of our membership and the return rate and response was fantastic. We have a 95% approval rate which, I understand is relatively unheard of in the financial industry. Thanks to all of you in this room who may have participated in that survey.

And lastly, a special thanks to all our staff whose diligent efforts day in and day out earned the high praise of many who completed the survey. We have a great staff and that was truly reflected in the survey responses.

I want to also single out our thanks to our CEO, Steve, who provides the guidance and steady hand on the tiller that keeps everything running smoothly. Thanks, Steve, and thank you to the rest of the Staff.

Thanks also go out to my fellow Board members for your many hours of volunteer time and for your active participation that keeps everyone on their toes, so to speak.

Our Board truly believes that our Credit Union plays an important role in the lives of our members and having you here is an important part of the accountability process. So, in closing, thanks again to all of you for coming out today.

Respectfully submitted,

Bill Redden, Board Chair, TPCU

CEO REPORT

2019 was, again, 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 was definitely a challenge when it came to loan growth for a number of reasons. Personal loans have been a struggle to attract because of all the non-traditional players in the market. If you think about the last time you made any kind of substantial purchase, you probably couldn't get out of the store or dealership without being offered an opportunity to finance the purchase with them. This means that a lot of lending opportunities we used to get are not even making it to our door anymore. On top of that, the HRM housing market is sellers market, creating with the lowest inventory on the market in a generation. This equates to fewer sales and higher competition for those mortgages that do come up.

On the loan loss side of the equation, it was decent year with not a large increase in bankruptcies this year, but we did have to write some money off from previous bad debt that we were carrying on our books. Our allowance reduced considerably from \$319,105 to \$222,319 because we wrote off several loans to that balance that weren't replaced with other bad loans, and that changes to accounting rules meant that we changed the way we calculated the allowance.

We did meet our profit targets in 2019 so we will be able to pay out a patronage rebate similar to last years, which means we will pay out about \$185,000 in rebates. Rebates are based on the amount of business a member has and is calculated as a percentage of the interest the member has paid on loans or the interest received on deposits. We don't actually pay unless the rebate amount is over \$10.00. In 2019 about a third of our members received a rebate and the average rebate was \$167. This means that about two thirds of our members don't do enough business with us to generate a \$10 rebate.

As at December 31 we were behind budget on our overall loan target due to the fact that we missed our loan growth targets in all areas other than lines of credit. Along with that we saw an abnormal number of loan payouts and mortgage payouts throughout the year that made achieving our growth targets even more difficult. We only lost one mortgage because of rates,

which means our rates were reasonably competitive, but we had a number of members who sold their homes to move to apartments or sold rental properties they owned. This is a reflection of the life stage of the majority of our members, with 54% of our members being over the age of 65.

Overall, our assets grew year over year by 9.28% to a final asset number at year-end of \$62,352,994. A large portion of this growth was due to balances increasing in the accounts of our largest member, the Nova Scotia Teachers Union. We are unsure how long those balances will remain. We were able to generate a surplus of \$248,294 before allowing for our rebate and this was the result of higher than expected returns on our liquidity along with our strong expense management.

I feel I must advise our members of the significant changes that are coming. We will see changes our on-line banking platform, MemberDirect, in 2020-2021 as well as providing an on-line account opening and loan program as the credit union system moves toward a more digital platform. These changes are not things we have a choice on but will increase our costs significantly. Other changes coming in that time frame is the federal government's move to an open banking environment as well as payments modernization, both of which are driven by international standards, and both of which will increase our costs of doing business. We expect challenges to our profitability in coming years.

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. 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.

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

*Auditor's Report
and
Financial Report for
2019*



Grant Thornton

Independent auditor's report

Grant Thornton LLP
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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, 2019, and the statements of comprehensive income, 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, 2019, 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
February 21, 2020

Chartered Professional Accountants

Nova Scotia Teachers Credit Union Limited

Statement of financial position

December 31

2019

2018

Assets

Cash and cash equivalents (Note 5)	\$ 11,298,651	\$ 4,960,273
Members' loans (Note 6)	46,696,610	47,681,574
Rebates and other receivables	698,075	672,998
Prepaid expenses	16,648	19,655
Investments (Note 7)	3,121,446	3,190,077
Deferred income taxes (Note 13)	1,306	10,139
Property and equipment (Note 8)	<u>533,144</u>	<u>130,591</u>
	<u>\$ 62,365,880</u>	<u>\$ 56,665,307</u>

Liabilities

Payables and accruals (Note 9)	\$ 470,933	\$ 435,335
Members' deposits (Note 10)	53,740,067	48,574,352
Lease liability	468,298	-
Income taxes payable (Note 13)	<u>684</u>	<u>26,615</u>
	<u>54,679,982</u>	<u>49,036,302</u>

Members' equity


Members' shares (Note 11)	29,915	30,305
Retained earnings	<u>7,655,983</u>	<u>7,598,700</u>
	<u>7,685,898</u>	<u>7,629,005</u>
	<u>\$ 62,365,880</u>	<u>\$ 56,665,307</u>

Credit facilities (Note 14)

Commitments (Note 17)

Approved by the Board

 Director

 Director

See accompanying notes to the financial statements.

Nova Scotia Teachers Credit Union Limited

Statement of comprehensive income

Year ended December 31	2019	2018
Financial income (Note 19)	\$ 2,367,115	\$ 2,161,232
Financial expense (Note 19)	<u>478,061</u>	<u>344,338</u>
Gross financial margin	1,889,054	1,816,894
Other income		
Service charges	150,646	155,668
Commission and other revenue	<u>100,950</u>	<u>90,882</u>
	<u>2,140,650</u>	<u>2,063,444</u>
Expenses		
Administrative (page 26)	547,633	537,180
Amortization	129,181	58,640
Central service charges	96,935	90,194
Deposit insurance fund	45,223	44,087
Occupancy (page 26)	143,452	227,769
Provision for impaired loans	29,611	129,838
Salaries and benefits	<u>869,537</u>	<u>755,876</u>
	<u>1,861,572</u>	<u>1,843,584</u>
Income before other items	279,078	219,860
Other items		
Loss on sale of assets	30,784	-
Patronage rebate	<u>181,494</u>	<u>190,000</u>
Income before income taxes	66,800	29,860
Income taxes (Note 13)	<u>9,517</u>	<u>5,618</u>
Net comprehensive income	\$ <u>57,283</u>	\$ <u>24,242</u>

See accompanying notes to the financial statements.

Nova Scotia Teachers Credit Union Limited

Statement of cash flows

Year ended December 31

2019

2018

Increase (decrease) in cash and cash equivalents

Operating activities

Income before income taxes	\$ 66,800	\$ 29,860
Adjustments for		
Amortization	129,181	58,640
Members' loans (net)	984,061	(2,301,800)
Members' deposits (net)	5,165,715	763,939
Income taxes paid	4,829	(3,649)
Change in non-cash working capital	13,530	1,966
	<u>6,364,116</u>	<u>(1,451,044)</u>

Financing activities

(Redemption) issuance of capital stock	<u>(390)</u>	<u>140</u>
	<u>(390)</u>	<u>140</u>

Investing activities

Proceeds on disposals of investments, net of purchases	68,630	983,398
Purchase of property and equipment	(978)	(19,350)
Principal repayment of lease liabilities	<u>(93,000)</u>	<u>-</u>
	<u>(25,348)</u>	<u>964,048</u>

Net increase (decrease) in cash 6,338,378 (486,856)

Cash and cash equivalents, beginning of year 4,960,273 5,447,129

Cash and cash equivalents, end of year \$ 11,298,651 \$ 4,960,273

Supplemental cash flow information

Interest received	\$ 105,392	\$ 98,993
Interest paid	145,370	73,222

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

2019

2018

Administrative expenses

Advertising and promotion	\$ 66,343	\$ 51,123
Accounting, legal and audit	32,206	29,774
Board expenses (see below)	35,612	56,968
Computer costs	213,641	201,693
Donations	1,900	15,660
Insurance	27,434	26,971
League dues	54,152	49,975
Meals and entertainment	570	948
Memberships and dues	1,573	3,558
Miscellaneous (see below)	14,889	14,008
Office and stationery	21,972	22,555
Staff training	29,365	24,151
Telephone	37,366	29,399
Travel	3,365	4,032
Trustee fees for registered plans	7,245	6,365
	<u>\$ 547,633</u>	<u>\$ 537,180</u>

Breakdown of Board expenses

Board and planning meeting costs	\$ 18,033	\$ 21,174
Education	-	18,000
Honorariums	17,579	17,794
	<u>\$ 35,612</u>	<u>\$ 56,968</u>

Breakdown of miscellaneous expenses

Appraisal fees	\$ 4,055	\$ 5,554
Cash (over) short	1,334	(86)
Credit bureau costs	3,265	3,403
Delivery, courier and postage	6,235	5,137
	<u>\$ 14,889</u>	<u>\$ 14,008</u>

Occupancy expenses

Rent	\$ 75,270	\$ 168,196
Utilities	30,035	23,170
Repairs and maintenance	38,147	36,403
	<u>\$ 143,452</u>	<u>\$ 227,769</u>

Committee Reports

Audit Committee
Corporate Social Responsibility Committee
Credit Committee
Nomination Committee

Audit Committee Annual Report

The Audit Committee met six times since our last AGM – two of which were with our Auditors, Grant Thornton. The first meeting with the Auditor was on December 12th, 2019 at which time Rodney Belliveau, Veronica Hunt, and Nicole MacPherson presented the Audit Plan for the 2019 audit of the Teachers Plus Credit Union's financial statements. The second meeting was on February 20th, 2020 when they presented the audited financial statements for 2019 and reviewed the 2019 Audit Findings letter.

During the year, the Audit Committee reviewed the monthly financial statements, the financial report and budget variance statements, the Auditor's 2019 Audit Findings Letter, the Asset/Liability (ALM) management policy, the Expense Card Limit Policy, the Director Technology Report Policy, the liquidity, investment, foreign exchange exposure, and remittance reports, the Budget for 2020 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 2019, our auditors reported our net income before patronage rebate and taxes at \$248,294. The Audit Committee recommended, and the Board agreed, that \$181,494 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 \$2,851,009 for the past seventeen 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 2019.

In conclusion, I would like to thank my fellow committee members for their dedicated service during the past year. They are Derek Harvey, Pat Hillier, Jim McFarlane, and Ivan Skeete. Also, I want to thank management and staff 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
Audit Committee Chair

Credit Committee Annual Report

During the past year, the Credit Committee of the Teachers *Plus* Credit Union included Coralie Cameron, Danielle Eleftheros, Jason Kavanaugh and Maureen Smith. Danielle Eleftheros 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 are 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. Five loan exceptions 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 well within acceptable limits.

Loan Declines are also reported to the Committee at each meeting. Loans are declined for a variety of reasons including insufficient security, bankruptcy, and/or TDSR (Total Debt Service Ratio). The

Committee also reports to the Board on all consumer proposals and bankruptcies and, when necessary, recommends that these loans be written off. This recommendation is

made when the Committee is convinced that every effort has been made by staff to service these loans.

During this past year, there were three consumer proposals.

The Credit Committee met on six occasions as scheduled this past year. 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.

Respectfully submitted

Danielle Eleftheros

Credit Committee, Chair

CSR Committee Annual Report

The Corporate Social Responsibility (CSR) Committee of the Teachers Plus Credit Union included Board members Ivan Skeete, Danielle Eleftheros, Bill Redden, Coralie Cameron, Chair Jason Kavanaugh, and staff member Christine James. The committee met on six occasions this past year with all committee members displaying regular attendance and engagement.

The committee's main focus was adhering to its mandate, which includes encouraging the development of an organizational culture that will promote social and environmental responsibility while providing quality service in responding to members' needs, as well as encouraging the Board to support sustainable business practices. The majority of the CSR Committee's budget was allocated to Grade 6-9 NSTU teachers and/or PSAANS members, by way of grants (\$2000 max), for school projects that benefit the school community and enhance the social and environmental responsibility within the climate of the school. This past year the committee vetted 20 grant applications, ultimately awarding 9 successful applications, from the 8 Regional Centres for Education, varying amounts totalling the allocated \$12000. Grant recipients and their educational projects were publicized through the use of social media and the TPCU website, bringing appropriate attention to this successful endeavour.

One funding request was received by the committee from the Sherbrooke Village Rally That Gives, a motorcycle rally that raises funds for the Cancer Society's "Lodge That Gives" to allow people to support facilities where many of our local cancer patients stay during their treatments. The CSR Committee approved a \$500 donation to this worthwhile fundraising event.

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

The staff of the TPCU continue to participate in, and give to, a variety of community based undertakings throughout the year. Their commitment to the community and their efforts to maintain a carbon conscious workplace are commendable.

I would like to take this opportunity to thank the members of the CSR Committee for their dedication throughout the year, as well as Christine James, staff representative on the committee, and CEO Steve Richard for their support of the ongoing work of the committee.

Respectfully,

Jason Kavanaugh,

CSR Committee Chair

2019 GRANT WINNERS

Cape Breton

Ocean view Education Center – Water Bottle Refill Station

CSAP

Conseil Scolaire Acadien Provincial –Math & Science Portable
Wood Shop

Strait

St. Andrew Junior High – Outdoor Education & Trail
Maintenance

Annapolis Valley School Board

Central Kings Rural High School – Farm to School Snack
Program

TRI-County School Board

St. Mary's Bay Academy – Garden Planters

South Shore Regional School Board

New Germany Rural High School – Garden Project

Halifax Regional

Gaetz Brook Junior High – Gaga for Gagaball

Chignecto Central Regional

Northumberland Regional – The Karma Closet
A. G. Baillie Memorial School – Mindfull Well –Being Project

Governance and Nominating Committee Annual Report

The Committee met 7 times this year to oversee how Teachers Plus Credit Union conducts its affairs. The committee has 5 members; Maureen Smith, Danny Wadden, Derek Harvey , Bill Redden and Jim MacFarlane. At the last AGM the Articles of Incorporation were amended to ensure the composition of the Board would be at least 50% teachers and since this is the first year that the changes comes into effect, the Committee saw no need for further revisions at this time.

We also reviewed the mandate of the Committee to make sure we were carrying out our functions fully. The Board also conducted a Board Assessment and found that we are a young Board with the lowest average age in years and a slight improvement in diversity and reflecting its measurement accurately. The Board also looked at Board expense and determined no need for change although there was a slight reflection of change due to a rise in CPI in remuneration.

A result in a satisfaction survey with membership was membership which was quite pleased with service and of TPCU yet there was not much need to engage in the governance in the Credit Union. The Committee discussed the timing, day of the week and even live streaming to stir further interest. Based on the engagement survey there was no indicator that these were viable.

The Nominating Committee, Danny Wadden, Maureen Smith, Derek Harvey and Jim MacFarlane will be vetting candidates for election. There are elections in South Shore, Cape Breton, Central region and Halifax.

Respectfully submitted

Jim MacFarlane

Governance and Nominating Chair

2020 Nominating Committee Report

The Nominating Committee is comprised of Derek Harvey, Maureen Smith, Danny Wadden and Jim MacFarlane. Pat Hillier and Bill Redden also Governance Committee members are up for election and could not sit on the committee.

There are 4 spots up for election this year, Cape Breton, Central Nova Scotia, South Nova Scotia and Halifax. The notice for call for nominations was posted on the website and they opened on February 7th closing on March 7th. All nominations were sent through Mary Graham at TPCU. On the 10th of March I was notified that there were 5 nominations made by March 7th. One did arrive afterwards and was rejected.

Cape Breton with only one name has Jason Kavanaugh being acclaimed. Central Nova Scotia with only one nomination had Pat Hillier acclaimed. South Nova Scotia had only one nomination with Bill Redden being acclaimed. Halifax had two nominations and when notified one candidate withdrew in favour of Danielle Eleftheros. As a result Danielle is acclaimed.

With this being the all directors being returned and willing to serve a motion to have the Board accepted will be sought at the meeting.

Respectfully

Jim MacFarlane