2026 BOARD OF DIRECTORS

CANDIDATE GUIDE

Niverville
CREDIT UNION

BECOMING A DIRECTOR

Thank you for your interest in serving as a Director with Niverville Credit Union. As a member owned and operated cooperative, leadership from an engaged, knowledgeable, and proficient Board is essential to the success of Niverville Credit Union. The information provided in this package will provide insight into Niverville Credit Union and the role of a Director.

Introduction to Niverville Credit Union

The idea of establishing a Credit Union in Niverville originated in a corner grocery store during 1948. On March 17, 1949, a general meeting was held at which time 23 persons subscribed for a total of $150.75 in shares.

On March 21, 1949, the organization meeting and first annual meeting of Niverville Credit Union Society Limited was held at the Community Hall. Bylaws were approved and the first officers were elected. The first office of the Credit Union was located at the Niverville B/A Station.

Since those humble beginnings, Niverville Credit Union has grown to become a leading financial services provider in Southeastern Manitoba, with branches in Niverville, Landmark, and Steinbach. Throughout its history, Niverville Credit Union has given back through donations and service to the communities we serve, a tradition that continues to this day.

On the foundation of exceptional growth, we look forward to continue serving our communities.

PRODUCTS & SERVICES

Niverville Credit Union provides a wide range of financial products to consumers, businesses, and agricultural producers. We provide these services through our branches in Niverville, Landmark, and Steinbach as well as through our internet banking, mobile web, and mobile app services. We are committed to investments in technology in order to provide the services our members require.

Vision Mission Values

OUR VISION

To be a neighbourly, people-focused and financially successful Credit Union.

OUR MISSION

Through lasting relationships and competitive, value-added financial solutions, we help our members realize their goals and dreams while enhancing the communities we serve.

OUR VALUES

People First
Our employees, our members, our communities come first

Leadership
Lead by example in everything we do.

Integrity & Trust
Strong professionalism and confidentiality.

Financial Success
Yours and ours.

Good governance is critical to our success.

Niverville Credit Union's Board of Directors' primary responsibility is to lead the Credit Union's strategic direction through strong, responsible, and ethical governance. The Board is committed to ensuring its Directors have diversified skill sets and possess the relevant experience and expertise to optimize our organizational performance.

Call For Nominations

All Directors and nominees for the Board must meet the qualifications specified in the Credit Union's by-laws and the Credit Union and Caisse Populaires Act. Those include, but are not limited to:

- Candidates must be a Niverville member in good standing for at least two (2) years;
- Candidates must not have been an employee of the Credit Union at any time during the last two (2) years;
- Candidates must not be Directors or employees of another Credit Union.

Niverville Credit Union is now accepting nominations for the position of Director. Three (3) Directors are required this year, which includes the communities of:

- Niverville
- Landmark
- Steinbach

One (1) of the three (3) current Directors have indicated they will be seeking re-election for another term.

Nominations close Tuesday, November 24, 2026 at noon

For more information, please refer to the Becoming a Director section of this document or contact:

Nicole English
Executive Assistant
431-317-9818
nicole.english@nivervillecu.mb.ca

Nomination forms are available at each branch or available on our website.

Niverville CREDIT UNION

THE ROLE OF A DIRECTOR

Role of the Board of Directors

The role of the Board of Directors of Niverville Credit Union is to provide governance oversight to the strategic and operational direction of the Credit Union within the Credit Union by-laws.

The Board accomplishes this by working with the CEO and Management who are responsible for the operations of the Credit Union.

The Board of Directors also governs with the interest of members and other stakeholders in mind to protect and strengthen the Credit Union's assets.

Board Composition

The NCU Board is currently comprised of eight (8) seats. Directors serve for a term of three (3) years, at which time they may run for re-election. The executive committee of the Board consists of the Chair, 1st Vice Chair, and 2nd Vice Chair.

In addition to serving on the Board, Directors serve on one or more internal committee such as:

- Audit & Risk Committee
- Governance Committee
- Nomination Committee

Board Elections

The Board of Directors at Niverville Credit Union is elected by the members in a democratic one-member, one-vote system for a three (3) year term.

Time Commitment

Serving as a board member with NCU requires a commitment of approximately **12 hours per month**, including meeting attendance, preparation, and participation in various events and training opportunities.

ESTIMATED ANNUAL PARTICIPATION TIME

Event Type	# of Sessions (Annually)	Prep Time (Approx.)	Total Time (Approx.)
Board Meetings	11 meetings	2–4 hours per meeting	55–77 hours
Committee Meetings	Varies by role	1–2 hours per meeting	35–50 hours*
– Audit & Risk	4 meetings		14–18 hours
– Governance	4 meetings		12–16 hours
– Nomination	3–4 meetings		9–16 hours
Strategic Planning Session	1 full-day session	2–4 hours	9–11 hours
Membership Meeting (AGM)	1 meeting	1 hour	4 hours
Credit Union System Meetings	2 meetings		10 hours
Other Seminars	4 sessions		17 hours
– Directors Forum, DGCM Town Hall, CUSO (Fusion) Workshop			
Training Sessions & Webinars	Varies		12 hours

Notes:

- Prep time is included in the total time estimates where applicable.
- Actual time may vary depending on your committee involvement.

Optional Opportunity:

- Board members and their spouses are invited to attend the CCUA National Conference (a 3-day event) once every three years, with all expenses covered.

Skills & Attributes for Directors

SOUND JUDGEMENT

Evaluate a situation or a problem objectively with a clear head, calculate risks, and make an informed decision.

INTERPERSONAL SKILLS

The behaviors and tactics a person uses to interact with others effectively.

KNOWLEDGE

Knowledge of business, the financial services industry, non-profit organizations and information technology.

Understanding all activities in and around the Niverville Credit Union's core business.

BOARD EXPERIENCE & COMMUNITY INVOLVEMENT

Abilities that consist of a set of skills that help you identify the problem, propose solutions, choose the best one, and implement it.

COLLABORATIVE DECISION MAKING

Can identify and diminish "group think" tendencies and recognize decision making biases in Board discussion. Ability to accept and promote Board decisions. Assists the Board to move towards consensus.

STRATEGIC THINKING

Involves planning to attain a goal by analyzing various factors that can affect the success of the Niverville Credit Union.

ENGAGEMENT

A forward-thinking and collaborative team that strives to put its expertise to use.

QUALIFICATIONS

Qualifications To Be A Director

To qualify to run as a Director candidate on Niverville Credit Union's Board, the following qualifications must be met.

As per Niverville Credit Union By-Laws 6.03:

The qualifications to be a Director of the Credit Union are as set out in the Act and in addition, a Director shall have the following additional qualifications:

Any citizen of Canada who is 18 years of age, a member of the Credit Union and satisfies the requirements set out in the by laws may be a Director of the Credit Union except if that person is:

a) An undischarged bankrupt, or a discharged bankrupt who was discharged within the past seven (7) years;

b) A former employee of the Credit Union, within two (2) years since their employment terminated;

c) In default for more than 60 days respecting any contractual obligations to the Credit Union;

d) Absent from three (3) consecutive regular meetings of the Board or absent from 4 regular meetings of the Board during any calendar year, without being excused for cause by the Board of Directors;

e) A person who has not been a member of the Credit Union for at least two (2) years prior to election;

f) In non-compliance with any of the Credit Union's policies, including the Credit Union's policies on Director training, conduct and confidentiality, unless he or she has a valid reason for non-compliance;

g) A Director, officer or employee of an entity that provides products or services that are competitive to the products and services provided by the Credit Union;

h) A person who has failed to provide consent to a Criminal Record check and Credit Bureau investigation or, having provided such consent, a person whose search results are not satisfactory to the Board Governance Committee.

As per the Credit Union and Caisse Populaires Act: C.C.S.M. c .C301 (current as of August 18, 2026, in effect since June 4, 2024)

Persons Who May Be Directors

77(1) A person may be a Director of a Credit Union if he or she:

a) is a resident of Canada who is at least 18 years of age;

b) is a member of the Credit Union or, in the case of an appointed Director who is not a member, becomes a member before the second Board meeting after the date of the appointment; and

c) satisfies the requirements set out in the by-laws of the Credit Union.

Persons Who May Not Be Directors

77(2) Despite subsection (1), a person may not be a Director if he or she is

a) an undischarged bankrupt;

b) an employee of a Credit Union, the central or the guarantee corporation;

a person who, at any time within 12 months before being elected or appointed as a Director, was an employee of the central or the guarantee corporation whose responsibilities included assessing or determining whether a Credit Union was in compliance with this Act, the regulations or the standards of sound business practice;

c) the Credit Union's auditor, or a professional employee or member of the auditor's firm;

d) the Credit Union's solicitor, or a professional employee or member of the solicitor's firm;

e) an employee of the government whose official duties are concerned with the affairs of Credit Unions, or a person who was such an employee at any time within 12 months before becoming a Director;

f) a real estate appraiser used by the Credit Union, or a professional employee or member of the appraiser's firm;

g) a member who is in arrears for more than 180 days under a debt obligation to the Credit Union;

h) a member who has a significant interest in a corporation or partnership that is in arrears for more than 180 days under a debt obligation to the Credit Union; or the spouse or dependent child of a member referred to in clause (g) or (h).

i) the spouse or dependent child of a member referred to in clause (g) or (h).

In addition to the above, the individual must be a member of good standing for a minimum period of two (2) years and:

a) be bondable;

b) have a satisfactory credit rating, and

c) must take certain courses as prescribed by the Board of Directors from time to time.

Retiring Directors, if qualified, shall be eligible for re-election.

Important Dates

Call for Nominations
Opens October 26 - Closes November 24, 2026

Official Nomination Form Deadline
November 24, 2026 (by noon)
Deadline to submit the Official Nomination Form. Each candidate will send their biography and photo to **info@nivervillecu.mb.ca**

Candidate Interviews
November 26 - December 10, 2026
Nominating Committee confirms candidates.

Notice of Election
February 8 - March 9, 2027
If an election is needed, the Notice of Election will be posted on Niverville Credit Union's website, electronic signage, member statements, and in-branch posters.

Candidate Posting
February 1, 2027
Candidate photo and biography posted on Niverville CU's website and in-branches.

Voting (if election is needed)
February 8 - March 9, 2027

AGM | Announcement of Election Results
April 2027 - date to be determined

NOMINATION FORM

Deadline & Submission

Interested candidates must complete and submit the Nominations Forms by Tuesday, November 24, 2026 at 12:00 p.m. Forms may be submitted in any of the following ways:

- Printed from the website, and emailed to **nicole.english@nivervillecu.mb.ca**;
- Printed from the website, and handed in-person at any Niverville Credit Union branch;
- Printed from the website, and mailed to:

  Niverville Credit Union Limited
  62 Main Street,
  Box 430,
  Niverville, MB
  R0A 1E0
  Attention: Nicole English, Executive Assistant

Printed copies are available at any branch for pick-up and return.

No matter which method of delivery is used, nomination documents are requested by the deadline set above.

DOWNLOADING INSTRUCTIONS

If you are downloading this form to either email directly or to manually complete and hand-in, you should first download the PDF form to your computer or network drive, and then open it with Adobe Reader to complete the form. You can either type information directly into each field, or cut and paste text from your own word processor. You can save your data and re-open the file later to modify or enter additional information.

Application forms must include a signature (electronic signatures are allowed).

ADDITIONAL NOTES

Please ensure you complete all sections. If a particular question does not apply to you, indicate this with “N/A”.

Do not use abbreviations or acronyms.

Be aware of all deadlines for submission documents.

Late submissions will not be accepted.

Niverville CREDIT UNION

A. Personal Information

First Name: **Home Phone:**

Initial: **Cell Phone:**

Last Name: **Work Phone:**

Address: **Email:**

B. Membership with Niverville Credit Union

How long have you been a Niverville Credit Union member?

Do you have relatives employed by Niverville Credit Union? ◯ Yes ◯ No

If yes, please identify:

MEMBER ENDORSEMENT

Must have a minimum of five (5) members of the Niverville Credit Union to sign.

We, the undersigned hereby nominate _____ for the position of Director in the Niverville Credit Union Limited.
Candidate Full Name

Member #1 Name: **Mailing Address:**

Member Signature:

Member #2 Name: **Mailing Address:**

Member Signature:

Member #3 Name: **Mailing Address:**

Member Signature:

Member #4 Name: **Mailing Address:**

Member Signature:

Member #5 Name: **Mailing Address:**

Member Signature:

Niverville CREDIT UNION

C. Professional Information

Current Employer:

Current Position:

Board(s) on which you currently serve/have served in the last three (3) years (if any):

Organization(s) at which you currently volunteer/have volunteered in the last three (3) years (if any):

D. Why Do You Want To Be A Director?

Describe why you are interested in serving as a Director on the Niverville Credit Union Board:

Describe any of the following skills and attributes you have (Sound Judgement, Interpersonal Skills, Knowledge, Board Experience and Community Involvement, Collaborative Decision Making, Strategic Thinking, and Engagement see pg. 5), please expand on your relevant business experience.

Niverville CREDIT UNION

E. Biography

Illustrate why you believe you are a suitable candidate. Unlike the rest of this Nomination Form, we may publish this section during the election process.

F. Director Qualifications

Please review pages 6-7

G. Declaration

1. I confirm that Niverville, its agents, or its representative(s) may obtain any supplemental information necessary to confirm my suitability as a potential Director of Niverville Credit Union, including employment references, credit check, criminal records check, and a bankruptcy/insolvency check.
2. I have read and understood the Director Qualifications listed in section 'F' of this document.
3. I confirm that the information I have provided is true, correct, and complete to the best of my knowledge and belief and I will notify Niverville in writing of any material change(s).
4. I understand that any false or deliberately misleading statement contained in either my acceptance of the Nomination Form or supporting information may result in my disqualification as a candidate.

Signature: **Date (DD/MM/YYYY):**

Niverville
CREDIT UNION

Niverville Branch

62 Main Street, Box 430
Niverville, MB R0A 1E0
Ph: 431-317-9820

Steinbach Branch

103 - 150 Penfeld Drive
Steinbach, MB R5G 1V7
Ph: 431-317-9825

Landmark Branch

207 Main Street, Box 57
Landmark, MB R0A 0X0
Ph: 431-317-9829

→ nivervillecu.mb.ca