SASCU
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2026 Board of Directors
Candidate Application Package

Deadline: 11:59p.m. PST, Thursday, January 22, 2026
For details see: sascu.com/call-for-candidates

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Checklist – Application and Documentation

The Candidate Application Form and all other required items must be completed and returned by email to governance@sascu.com or to the Administration Office of Salmon Arm Savings and Credit Union located on the third floor of the Salmon Arm Downtown Branch (370 Lakeshore Dr NE), by 11:59 p.m. PST, Thursday, January 22, 2026.

To run as a candidate for the Salmon Arm Savings and Credit Union Board of Directors, you must:

- ☐ Complete the Candidate Application Form
- ☐ Complete Background Check Release Form *(not required from incumbents)*
- ☐ Complete the Photographic ("Image") Authorization Form *(not required from incumbents)*
- ☐ Submit your Director Candidate Biography (electronically) (maximum 250 words)
- ☐ Complete Self-Assessment
- ☐ Complete Demographic Disclosure
- ☐ Complete Master Bond Application Form *(not required from incumbents)*
- ☐ Provide your Resume including up to date employment history *(not required from incumbents)*
- ☐ Provide a copy of Primary and Secondary ID *(not required from incumbents)*
  - Primary ID – Government-issued Photo Identification
  - Secondary ID – Additional Identification in the Candidate's Name
- ☐ Commit to completing Criminal Record Check prior to interview or will be considered withdrawn) *(not required from incumbents)*
- ☐ Commit to a current photograph (this is taken at the interview)
- ☐ Commit to a Candidate Video (this is completed after the Deadline to withdraw)

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Candidate Application Form

TO: Member Engagement and Director Recruitment Committee
ATTN: Julia Payne, Corporate Secretary **(governance@sascu.com)**
Administration Office, PO Box 868, 370 Lakeshore Drive NE, Salmon Arm, BC V1E 4N9
T 250.833.1343

Submission Deadline: 11:59 p.m. PST, Thursday, January 22, 2026

I hereby submit my name as a Nominee in the Year 2026 election. I am a member in good standing* and I am willing:

- to stand for election, and if elected, to serve as a Director;
- to observe the provisions of the *Credit Union Incorporation Act*, the *Financial Institutions Act* and other applicable Acts;
- I will complete a Personal Information Return (PIR) for submission to the BC Financial Services Authority;
- I will complete and comply with Policy 16 - Conduct adopted by the Board;
- I commit to completing the required AML & Privacy Training in the first month of being elected; and
- to observe the Rules of the Credit Union and procedures relating to the election.

Personal Information Consent:

I consent to Salmon Arm Savings and Credit Union, doing business as SASCU Credit Union, and its agents and representatives collecting, using, and disclosing my personal information to:

a) verify my identity and maintain records of my personal information
b) process this Candidate Application Package and administer and maintain records of, as applicable, the information collected within
c) keep my records separate from others with the same name

I understand that some of the information collected may be shared with applicable third parties, including but not limited to the BC Financial Services Agency (BCFSA) and other regulators and service providers.

Personal information will be collected, maintained, and destroyed in accordance with governing privacy regulations (PIPA).

LEGAL NAME: _____

ADDRESS: _____

TELEPHONE NUMBER: _____ Alternate: _____

EMAIL ADDRESS: _____

OCCUPATION/EMPLOYER: _____

ALL ACCOUNT NUMBER(S):

Provide any details of any known potential conflict of interest circumstances:

SIGNATURE: _____ DATE: _____

** Any person seeking nomination must be a member in good standing as at the date of their nomination or appointment per SASCU Rules.*

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Candidates Background Check Release Form

As part of our election process, SASCU is required to perform the following checks:

- Criminal Records Check
- Credit Report
- Bankruptcy & Insolvency Check
- Stabilization Central Credit Union Individual Fidelity Bond Application

Please complete this form and the attached consent with the personal information which we require to complete these checks. Your signature below will allow us to collect the required information.

Full Legal Name:	
Physical Address:	
Mailing Address:	
Date of Birth (mm/dd/yyyy):	
Social Insurance Number:	
Email address:	

I hereby certify that the information given in my resume and any other documentation used in the candidate application package is true, correct and complete to the best of my knowledge and belief. I understand that, should I be elected, intentionally making false statements within any documentation used in the election process will be considered grounds for removal.

I understand and agree that the personal information I disclose on this form and the information provided on the Background Check will be reviewed to determine my eligibility to be a Director candidate I have applied for and, if I am elected, for the purpose of our employment relationship. This consent is valid during the nominations period, and if elected, for the duration of my employment.

Date:

_____

Candidate Signature

IF YOU HAVE ANY QUESTIONS OR CONCERNS REGARDING THESE FORMS OR HOW YOUR PERSONAL INFORMATION WILL BE USED AND COLLECTED, PLEASE CONTACT THE CORPORATE SECRETARY, 250-833-1343 OR GOVERNANCE@SASCU.COM

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Photographic ("Image") Authorization Form

I hereby authorize Salmon Arm Savings and Credit Union ("SASCU") and its associated and related entities to publish photographs, audio, and video taken of me (my "Image") for use in SASCU's print, online, and video-based marketing and promotional materials which may include but is not limited to SASCU's newsletter, the Connect, its website, social media, and various other forms of print and electronic advertising. I also authorize the use of my Image for purposes associated with carrying out the duties and responsibilities of my position with SASCU.

I acknowledge and agree that my participation is voluntary and that I will not receive financial compensation of any type associated with the taking or publication of my Image or my participation with SASCU marketing materials or publications.

I understand that this authorization remains in force and effect until revoked by me in writing.

Date:	
Name:	
Address:	
Phone Number:	

☐ I do not authorize SASCU to use my Image for any purposes.

_____
Candidate Signature

IF YOU HAVE ANY QUESTIONS OR CONCERNS REGARDING THESE FORMS OR HOW YOUR PERSONAL INFORMATION WILL BE USED AND COLLECTED, PLEASE CONTACT THE CORPORATE SECRETARY, 250-833-1343 OR GOVERNANCE@SASCU.COM

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Director Candidate Biography Form

Director candidates are required to submit a brief biography of not more than 250 words (due to space limitations written in the third person:

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BOARD SKILLS AND COMPETENCIES SELF ASSESSMENT

Key Steps for Analysis

1. The Member Engagement & Director Recruitment and/or Governance Committee are responsible for identifying the optimal mix of skills and competencies needed for the effective governance of the credit union. Appropriate weightings (if any) should be set.
2. 'Rating' is the raw sum. 'Score' is the weighted calculation of the 'Rating'.
3. 'SA' is the Rating in the Self Assessment. (It is important to be aware self-knowledge biases impact self-assessment. Please view the self-assessment as a guide and not as objective ranking of skills)

Rating

0 – Inexperienced — You have little to no experience or expertise in this skill or competency.
1 – Familiar — You are familiar with the basic concepts of this skill or competency.
2 – Knowledgeable — You consider yourself knowledgeable and proficient in this skill or competency.
3 – Expert — You consider this skill or competency to be a strength of yours and have actively put your knowledge into practice.
4 – Leader — You are highly experienced in this skill or competency and would be confident taking on a leadership role related to it.
5 – Masterful — You are extremely experienced in this skill or competency and could effectively teach others to be experts in this area.

SKILLS AND COMPETENCIES	Rating
FINANCIAL LITERACY Understanding of financial reports and statements, accounting standards and assumptions to oversee the financial performance of the credit union.	
STRATEGIC INSIGHT Understanding of the strategic planning process, the operating environment, industry challenges, and appropriate strategies needed going forward.	
LEADERSHIP Experience leading an organization similar in complexity, including leadership in non-profit, cooperative, or public sector settings, as a senior leader in the organization (e.g. director, CEO, senior executive) with a track record of success and value creation.	
RISK MANAGEMENT Understanding of the oversight of the credit union's risk management practices which involves identifying, measuring and understanding the significant risk events. Experience with board-level responsibilities including setting risk appetite and monitoring risk mitigation effectiveness.	
DIVERSITY, EQUITY AND INCLUSION Understanding of the relationships, philosophies and cultures of acknowledging, embracing, supporting, and including those of all racial, sexual, gender, religious and socioeconomic backgrounds, among other differentiators.	

DIGITAL AND TECHNOLOGY EXPERIENCE Experience with or the oversight of the design and implementation of enterprise-wide information technology systems, client-based digital infrastructures, data analytics, and privacy & cybersecurity strategy and policies.	
COMMUNITY Demonstrate the ability to understand the social environment, identify issues, and build consensus to address community needs. Actively engaged in community initiatives, with a proven ability to translate those needs into informed, board-level decisions.	
CORPORATE SUSTAINABILITY & ENVIRONMENTAL RESPONSIBILITY EXPERIENCE Experience with environmental responsibility and corporate sustainability, including the ability to assess how environmental, social, and governance (ESG) factors impact long-term organizational strategy, risk, and reputation. Familiarity with climate-related risks and opportunities, sustainable resource use, and emissions reduction and an understanding of sustainability frameworks, regulatory reporting requirements, and stakeholder expectations. Able to provide board-level oversight on sustainability goals, climate resilience planning, and aligning business practices with ethical, transparent, and future-focused operations.	
LEGAL, REGULATORY AND COMPLIANCE Experience with identifying, managing, and overseeing compliance and legal issues in a regulated industry, preferably in the financial services sector. This includes familiarity with regulatory frameworks, legal risk assessment, governance responsibilities under applicable legislation, and contract oversight. Understanding of the board's fiduciary duties, liability risks, and the evolving regulatory environment affecting credit unions and financial institutions more broadly.	
HUMAN RESOURCES AND TALENT MANAGEMENT Experience with overseeing or providing strategic direction in key areas of human resources, including workforce planning, organizational culture, performance management systems, compensation structures, and labour relations. Demonstrated experience with executive and CEO succession planning, evaluation, and performance oversight. Familiarity with setting the tone for workplace values and equity, ensuring alignment between human resources practices and the organization's mission, vision, and strategic priorities. Understanding of the board's role in ensuring sound talent development and a healthy organizational culture that supports long-term sustainability and ethical governance.	

DEMOGRAPHIC DISCLOSURE

Age:									
19 to 24 years		25 to 29 years		30 to 34 years		35 to 39 years		40 to 44 years	
45 to 49 years		50 to 54 years		55 to 59 years		60 to 64 years		65 to 69 years	
70 to 74 years		75 to 79 years		80 to 84 years		85 < years			

Board Experience:	
None	
1-3 years not for profit or community	
1-3 years for profit	
4+ years not for profit or community	
4+ years for profit	
I am or have worked adjacent to or reported to a Board	

Resident of:	
Enderby or surrounding area	
Salmon Arm or surrounding area	
Sicamous or surrounding area	
Sorrento or surrounding area	

Optional Disclosure Questions:				
How do you identify (gender/identity):				
Do you self identify as a visible minority * (UBC adapted disclaimer)	Yes		No	
Do you self identify as an indigenous person?				
Is English your first language?				

* We recognize that visible minorities are defined as “persons, other than indigenous peoples, who are non-Caucasian in race or non-white in colour” by the *federal employment equity act* and we also recognize that ‘race’ (‘persons of visible minorities’) has been used to justify the hierarchical ranking of peoples and our intentions are to recognize that belonging to a visible minority still has social implications, and that the creation of a truly integrated society must start with the efforts to identify and address these consequences in a direct and systematic manner.