Becoming a Candidate.

2027 Board of Directors Candidate Package.

Using this form.

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Vancity

2027 Board of Directors Candidate Package.

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Getting started.

Thank you for your interest in joining Vancity's Board of Directors! We're looking forward to your submission.

Read all documents carefully before proceeding. Before you jump in, here are a few tips to help you make the most of your Candidate Package.

Tip #1: **Read through the 2027 Desired Director Attributes and the Election Guidelines** to determine whether your skillset closely matches what the Board is looking for and the expectations of each Candidate during the election period.

Tip #2: **Use the Deadlines and Key Dates Checklist (page 4) to check off each section as you complete it.** This way, you can easily keep track of your progress and the documents you need to submit to ensure your candidacy in the Board of Directors election.

Tip #3: **Send the Nomination Form to your chosen nominators for them to fill out.** Note that you will need to include the completed Nomination Forms as part of your documents when submitting to the Governance Department.

Tip #4: **Submit the Acceptance of Nomination Form, along with the necessary supplementing documents (outlined in the checklist) electronically via email to the Vancity Governance Department.** Whether you choose to fill out digitally or manually, it's your responsibility to ensure these documents can be submitted via email to election@vancity.com.

Tip #5: **Submit your candidacy documents a few days before the deadline** so that the Governance Department can ensure you have provided all the necessary documentation. It is important to note that incomplete submissions or submissions received after the deadline has passed will be disqualified.

Tip #6: **This fillable PDF is best completed using an Adobe PDF platform or within your web browser (Microsoft Edge, Google Chrome).** Issues may persist when trying to complete this form with Apple Preview. Please contact election@vancity.com if you experience any issues.

What we're looking for.

2027 desired Director attributes and experience.

Vancity seeks to build and maintain a Board comprised of leaders committed to Vancity's vision of a transformed economy that protects the Earth and guarantees equity for all. To ensure diversity of thought, background, and experience, we seek Directors who reflect the communities Vancity serves. Recognizing not all Directors will have all the attributes and experience set out below at the beginning of their tenure as Directors, we want Directors that demonstrate a commitment and aptitude to acquire the experience and attributes necessary to make them effective Directors on Vancity's Board.

Vancity is a large, sophisticated financial institution with approximately $41 billion in assets and assets under administration, operating in a complex governance, legal, and regulatory environment. The Board collectively requires the expertise and judgment needed to fulfill its significant fiduciary responsibilities and oversee enterprise risk at a level commensurate with Vancity's scale and complexity.

Community focus.

1. Demonstrated commitment to co-operative values and principles.
2. Deep understanding of the communities Vancity serves, and the opportunities and risks of delivering financial services.
3. Robust networks, relationships, and knowledge that reflect Vancity's current and future membership.
4. Demonstrated familiarity with the role of finance in improving member and community wellbeing, and climate justice.

Leadership.

1. A governance track record.
2. Demonstrated experience in organizations engaged in social justice, financial inclusion, and climate justice.
3. Demonstrated strategic agility and vision.
4. Board experience and a solid understanding of the responsibilities, accountabilities, and liabilities of a Director, including the appropriate roles of both management and the Board.
5. Experience working with management teams to realize long-term vision.
6. Ability to think critically and independently, exercise good judgment, communicate effectively, and foster the creation of positive change.
7. Orientation to work collaboratively and resolve conflict.
8. A learning and development focus, with a commitment to regular Board and Director assessments, and ongoing professional development.
9. Desire to prioritize the time required to participate in a robust schedule (40-50 hours per month) of Board, Director, and leadership duties.

Technical.

1. Understanding of Vancity's values-based business model and the fundamentals of the financial industry.

2. Understanding of the co-operative governance, legal, and regulatory framework in which Vancity operates.
3. Ability to understand and interpret financial reports in relation to an organization's strategic plan and financial outcomes.
4. Experience that demonstrates the skills needed to exercise the fiduciary duty to protect member assets.

Board Diversity Statement.

The Vancity Board believes embracing diversity involves continually seeking to learn, engage, reflect, and act in order to meet the needs of our Members, employees, and communities.

We acknowledge systemic barriers of discrimination and inequity, and power imbalances related to privilege. We recognize we must work to address these issues. The inclusion of people from diverse backgrounds and with lived experiences – aligned with Vancity's values of integrity, innovation, responsibility, and Reconciliation – helps us to be more courageous in our efforts to achieve the transformative change our vision demands.

2027 areas of focus.

The Board welcomes and encourages all candidates, and is particularly interested in hearing from prospective Candidates who have demonstrated experience in governance and leadership, with an ability to add additional value and enhance the Board's existing skills with one or more of the following areas of experience:

- Senior Level Banking Experience
- Technology Start-Up Experience
- Experience working at a national and/or provincial leadership level

Checklist and key dates.

Review the table below for submission deadlines for documents required by the Nominations and Election Committee and check off each document or session as you complete it.

Submission deadlines for documents required by the Nominations and Election Committee.

Important: Document submissions received after cut-off times will not be accepted.

- [ ] **Information session.**

Tuesday, November 24, 2026
(5:00 pm to 6:00 pm)

- Attendance strongly encouraged
- Register for the Zoom session by clicking here. After registering, you will receive a confirmation email containing information about joining the Zoom meeting

Nomination and Campaign checklist.

Submissions cut-off time 12 noon:
Friday, December 4, 2026

- [ ] **Nomination forms.**
Three eligible nominators required (five recommended)

- [ ] **Acceptance of Nomination form (included below).**
Ensure all sections have been completed

- [ ] **Photograph.**
  - Minimum resolution of 1280 x 960 pixels
  - Must be in colour and a headshot

Will be published in Election Bulletin and online

- [ ] **Résumé/CV.**
  - For Committee use

Your résumé is required and will only be published online if you indicate so in section D of the Acceptance of Nomination Form

- [ ] **Email, website address, social media handles.**
Optional – may be published in Election Bulletin and/or online

- [ ] **Bankruptcy and insolvency check results.**
For internal use only. (Note: you are responsible to complete the check through this link)

Key dates and information.

Monday, November 2 to Friday, December 4, 2026	Nomination period
5:00 pm on Tuesday, November 24, 2026	Information session for prospective Candidates
Friday, December 4, 2026 (12 noon cut off)	Official Close of Nominations Deadline for delivery of completed documents
Monday, December 7, 2026	**Certification Services (background check).** Following the submission deadline, the Governance Office will initiate the background-check process through Certification Services. Candidates will then receive an email directly from Certification Services requesting consent and identification.
Monday, January 4 to Saturday, January 16, 2027	Interviews with the Nominations and Election Committee
Late January 2027	Committee meets to approve Candidates
Thursday, February 11, 2027 (12 noon cut off)	Withdrawal from election deadline (If applicable)
Leading up to Monday, March 29, 2027	Campaigning may only occur between Monday, March 29, 2027, and Friday, April 23, 2027 (Campaign Period). However, leading up to Monday, March 29, 2027, candidates may: • Start creating campaign materials but not launch candidate social media profiles or websites until the Campaign Period commences; and/or • Disclose their intention to run for the Vancity Board for the purposes of getting endorsements ready but not publicly announce any endorsements until the Campaign Period commences.
Starting Monday, March 29, 2027	Candidates may begin active public campaigning
Tuesday, April 6, 2027 (start time 9:00 AM)	Election begins
Friday, April 23, 2027 (ends at 4:30pm)	Election ends
Friday, April 30, 2027	Election results
May 2027 (Date TBD)	Annual General Meeting (Election Results Announced to Public)

Candidate Acceptance of Nomination Form.

Complete all sections included below, unless indicated as "optional". Email this form along with all other requested documentation to election@vancity.com. If you experience any problems, technical challenges, or have any questions about filling out this form, please do not hesitate to contact us.

As a member in good standing, I have been nominated, and agree to stand, as a Candidate in the Vancouver City Savings Credit Union ("Vancity") Board of Directors' Election. To the best of my knowledge and belief, I am eligible to run as a Candidate and, if elected, am qualified to serve on the Vancity Board of Directors, as confirmed by the information provided below.

Please note that members of FCU Community Financial, a division of Vancity, can also be considered to join Vancity's Board of Directors.

A. Personal information *(only Latin characters will be visible on the paper ballot). Some of this information may be used to conduct background checks. We will not publicly share your address and personal contact information.*

Last name	First name	Initial	Pronouns	Goes by

How you prefer your name to appear *(e.g., Robert Smith, Robert (Bob) Smith, Bob Smith. Professional designations will not be printed.)*

Address

Previous Address *(if less than 5 years at current address)*

Telephone:	Cell	Home	Work/business	Ext.

Email:	Personal	Work/business

Indicate your preferred method of contact	Date of birth

Do you have any immediate family members employed by Vancity? *(For this purpose, 'immediate family' means a spouse, including a same-sex partner, and anyone living in your household on a part-time or full-time basis.)*

☐ No ☐ Yes, identify:

Have you ever been convicted of a criminal offence involving a breach of trust or dishonesty, for which you have not received a pardon?

☐ No ☐ Yes, provide details of the offence. *(If more space is needed, provide information on a separate page and submit with form.)*

Back

B. Membership with Vancity and/or Prior Membership with First Credit Union *(this will be shared with our membership on our Election platforms). See section 4 of the Vancity Rules for eligibility requirements, including the one year requirement to be a Member in Good Standing with Vancity. If you are unsure of your membership status, please call our Membership Services Centre at **1-888-826-2489** for assistance.*

How long have you been a Vancity Member and/or previously a member with First Credit Union?

C. Conflict of interest

Are you aware of any circumstances that could create a real or perceived conflict of interest between your personal and/or business interests and Vancity's interests?

☐ No ☐ Yes, provide details:

D. Candidate Public Information *(optional and if you consent below, this will be shared with our membership on our Election platforms).*

If you wish to have an email address, website address, or social media handles published in the election material, provide here. List a maximum of three:

Candidate consents to making their Resume public (check Yes or No):

☐ Yes ☐ No

E. Social media history

Disclose all social media handles such as Facebook, Twitter, LinkedIn, Instagram, TikTok, or any other active social media accounts. *(Note: your accounts may be reviewed as part of NEC consideration of your candidacy.)*

Are there any current or historical posts which may be of concern to your candidacy, be damaging to Vancity's reputation, or are not aligned with Vancity's values?

☐ No ☐ Yes, provide explanation:

F. Quotes for Publication on Media Platforms *(for potential publication on one or more Vancity social media channels and our Vancity.com election page)*

- write in first person narrative;
- write in prose form (i.e., no bullet points);
- do not exceed 250 characters (each letter, number, space, punctuation, etc. is a character); and
- proof-read as your quote will be published as received.

Attention: *These will be published as received, subject to the Election Guidelines. If you do not comply with the rules listed above your quotes will be considered void and not shared on our platforms.*

What does 'financial force for change' mean to you?

Note: *Character counts will not update automatically in* ***Apple Preview****.*
Apple Preview users will need to manually ensure their responses meet the 250 character limit.

Character count:

Select one of the 4 Vancity values below and explain why it resonates with you.

☐ Integrity ☐ Innovation ☐ Responsibility ☐ Reconciliation

Note: *Character counts will not update automatically in* ***Apple Preview****.*
Apple Preview users will need to manually ensure their responses meet the 250 character limit.

Character count:

G. Professional information *(to be published online for our members on our Election platforms and reviewed by our Nominations and Elections Committee).*

(Optional) Is there any information you would like to have beside your name? (e.g. any Boards you are on, current employer and position, professional designations, general description of industry, etc). If provided, we will consider including (subject to space).

Are there any challenges that may prevent you from fulfilling your role as a Vancity director?

☐ No ☐ Yes, provide explanation:

H. Attributes and experience *(to assist the Nominations and Election Committee in their review; your responses are not for publication).*

Please indicate your skill level, be brief, and point form answers are accepted:

E = Expert – You possess a degree/certificate/diploma in the skill area and/or have significant experience in that field.

G = Good – You understand the basic fundamentals and concepts that are encountered in this skill area.

B = Basic – You have some knowledge of the competency.

NRE = No Relevant Experience – You have no familiarity with the topic or area.

Please describe your experience in the following areas, and provide relevant examples of why you selected the skill level for each of the areas:

Working with co-operative models and co-operative values.

☐ E ☐ G ☐ B ☐ NRE

Relevant example(s):

Governance experience.

☐ E ☐ G ☐ B ☐ NRE

Relevant example(s):

Social justice issues, including working with financially underserved people.

☐ E ☐ G ☐ B ☐ NRE

Relevant example(s):

Working with organizations engaged in climate justice.

☐ E ☐ G ☐ B ☐ NRE

Relevant example(s):

Credit union experience.

☐ E ☐ G ☐ B ☐ NRE

Relevant example(s):

Working at a senior leadership level.

☐ E ☐ G ☐ B ☐ NRE

Relevant example(s):

Senior Level Banking Experience.

☐ E ☐ G ☐ B ☐ NRE

Relevant example(s):

Technology start-up or business experience.

☐ E ☐ G ☐ B ☐ NRE

Relevant example(s):

Experience interpreting/producing financial reports and audited statements.

☐ E ☐ G ☐ B ☐ NRE

Relevant example(s):

Working within legal and regulatory frameworks.

☐ E ☐ G ☐ B ☐ NRE

Relevant example(s):

Digital technology and AI strategy expertise.

☐ E ☐ G ☐ B ☐ NRE

Relevant example(s):

Experience working at a national and/or provincial leadership level.

☐ E ☐ G ☐ B ☐ NRE

Relevant example(s):

Working towards Reconciliation with Indigenous communities.

☐ E ☐ G ☐ B ☐ NRE

Relevant example(s):

I. Candidate statement *(for publication in the Election Bulletin and Vancity.com)*

- write in first person narrative;
- write in prose form (i.e., no bullet points); and
- do not exceed the listed word limit for each section.

Attention: *Your candidate statement (including Background & experience) will be published as received, subject to the Election Guidelines. If you do not comply with the rules listed above your statements will be considered void and not shared on our platforms. These statements will provide a structured way for members to meet you as a candidate and have a summary insight into your qualifications, experience and values to enable informed voting decisions.*

1) Background & experience *(Word limit: 100 words - This will be shown first in the Election Publications).*

Summarize your professional background and community involvement, demonstrating the strategic leadership and governance experience that qualifies you to serve on the Vancity Board.

Note: *Word counts will not update automatically in* ***Apple Preview****.*
Apple Preview users will need to manually ensure their responses meet the 100 word limit.

Word count:

2) Candidate statement *(Word limit: 150 words - This will be shown second in the Election Publications).*

Provide your candidate statement (your 'elevator pitch'), outlining the unique contributions you would make as a Director and explaining why members should vote for you.

Note: *Word counts will not update automatically in* ***Apple Preview****.*
Apple Preview users will need to manually ensure their responses meet the 150 word limit.

Word count:

J. References.

To confirm suitability as a Director, the Nominations and Election Committee may seek information about a Nominee from other sources. List at least 3 references here (for the Committee's use only).

Note: All Candidate references should hold a professional relationship with the Candidate (based on work, board, or volunteer experience). Family and friends are not acceptable. The Committee may also reach out to other parties for information on the Nominee.

Name	Contact information	Relationship to you	Length of relationship
1.			
2.			
3.			
(Optional). 4.			
(Optional). 5.			

K. Declaration.

Initial all boxes to indicate you have read and agree with each statement.

- ☐ I agree that Vancity, its agents, or its representative(s) may obtain any supplemental information necessary to confirm my suitability as a potential Director of Vancity including but not limited to employment references, personal references, credit and criminal records check, and a bankruptcy/ insolvency check.
- ☐ I have read and will abide by the *Vancity Rules*, *Election Guidelines*, and the relevant sections of the *Credit Union Incorporation Act*, and the *Business Corporations Act of BC* and their regulations, and the *Financial Institutions Act*. I understand that if I contravene any of the aforementioned, I may be disqualified as a Candidate.
- ☐ I will always, during this election, act honestly and in good faith.
- ☐ I confirm the information I have provided is true, correct, and complete to the best of my knowledge and belief – and I will notify Vancity in writing of any material change(s).
- ☐ I understand any false or deliberately misleading statement contained in either my acceptance of nomination form or supporting information may result in my disqualification as a Candidate.
- ☐ I acknowledge and agree all the information provided will be used for the purposes described in the Candidates' Package.
- ☐ My Campaign expenses will not exceed $1,500 as per the campaigning section in the Election Guidelines.
- ☐ I fully acknowledge that external entities, including labor unions, social activist groups, political organizations, or any other organizations, are prohibited from participating in campaign activities on my behalf. I am aware that any violation of this guideline may result in my disqualification from the election.

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- [ ] I understand that Campaign Expenses are not reimbursed by Vancity.
- [ ] I will retain all my campaign receipts and be able to produce them if so requested by the Nominations and Election Committee.
- [ ] I consent to the Nominations and Election Committee to seek and contact references of my professional background beyond the ones I've provided in my Acceptance of Nomination Form.
- [ ] If elected, I will comply with the *Credit Union Incorporation Act* (British Columbia), the *Financial Institutions Act* (British Columbia), and, to the extent applicable, the *Business Corporations Act* (British Columbia), and Vancity's conflicts of interest and Director conduct policies.

I declare that I have reviewed the eligibility requirements for Directors set out in Vancity's Rules Section 4.2, and in particular I declare that:

- [ ] I am not an employee, director, officer, or agent of any organization that carries on the same or similar business to Vancity.
- [ ] I am not currently - and have not been in the past two years - an employee of Vancity, any of its subsidiaries, or the Vancity Community Foundation.
- [ ] I do not have immediate family members, which means a spouse, including a same sex partner, and anyone living in your household (part-time or full-time), who fall into either of the above categories.
- [ ] I am not the director, officer, or controlling shareholder of a corporation that has received more than $20,000 in payments for services from Vancity or its subsidiaries in the past year.

Date (mm/dd/yyyy)	Name of Nominee	Signature

It is Vancity's policy to accept applications from all Members, regardless of age, sex, gender identity, marital status, colour, race, religion, creed, nationality, ancestry, national or ethnic origin, disability, sexual orientation, membership in any lawful organization, or previous conviction for which a pardon has been granted.

For security **this form cannot be reset once digitally signed**; please save a working copy prior to digitally signing if you'd like to continue working on the form at a later time.

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Vancity