



# Raymore



## Credit Union

# ANNUAL REPORT 2024





**Incorporated November 25, 1949 - Charter No. 228**

**Annual General Meeting**

**April 14, 2025 - 5:00 p.m.**

**Raymore Baptist Church Basement**

## **Agenda**

- 1. Registration**
- 2. Call to Order**
- 3. Adoption of Agenda**
- 4. Minutes of Meetings – Annual General Meeting of April 22, 2024**
- 5. Business Arising**
- 6. Reports:**
  - Board of Directors Report**
  - Management Discussion & Analysis**
  - Financial Report**
- 7. Bylaws**
- 8. CUDGC 2025 Message**
- 9. Appointment of Auditor for 2025**
- 10. Election Results – Governance Report**
- 11. Adjournment**





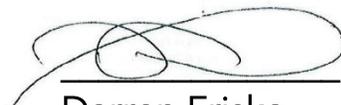
## PROOF OF NOTICE

I, Darren Frisko, of the Town of Raymore, Secretary-Treasurer of the Raymore Credit Union

TO WIT:

That I have personal knowledge that the notice of this annual meeting was duly prepared and given to its members as required by the Credit Union Act. Notice was posted in the Credit Union branches and in the member statements and on the Credit Union website on February 27, 2025.

Sworn before me at the Town of Raymore  
in the Province of Saskatchewan  
this 28<sup>th</sup> of March 2025.

)  
)  
)   
Darren Frisko

  
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Sandra Geber  
A Commissioner of Oaths in and for  
the Province of Saskatchewan

My Commission expires October 31, 2026.



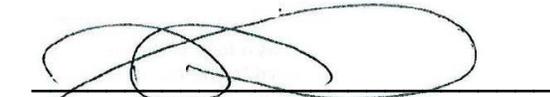


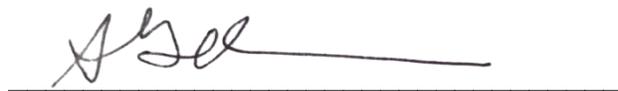
## AFFIDAVIT OF COMPLETION OF REPORTS

I, Darren Frisko, General Manager of Raymore Credit Union, make oath and say that:

The Auditor's Report and Financial Statement were made available to the Membership on March 20<sup>th</sup>, 2025, which is at least 10 days prior to the Annual Meeting.

Sworn before me at the Town )  
of Raymore, in the Province of )  
Saskatchewan this \_28th\_ day )  
of \_March\_, 2025. )

  
\_\_\_\_\_  
Darren Frisko

  
\_\_\_\_\_

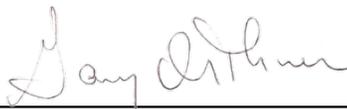
\_\_\_Sandra Geber\_\_\_  
A Commissioner for Oaths in and  
for the Province of Saskatchewan  
My Commission expires: \_October 31, 2026\_\_.



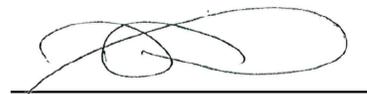
Incorporated November 25, 1949 - Charter No. 228  
Annual General Meeting  
April 22, 2024 - 5:00 p.m. | Raymore Baptist Church Basement

## Minutes

1. Registration – 21 members and no guests attending. Registration list attached.
2. Call to Order – Gary Orthner at 5:05 p.m.
3. Adoption of Agenda – Kimberley Curral moved to adopt the agenda as presented. Seconded by Alicia Sentes. Carried.
4. Minutes of Meetings – Annual General Meeting of April 24, 2023 – Ellen Phillips moved to approve the minutes of the previous AGM as presented. Seconded by Alissa Mann. Carried.
5. Business Arising - Nothing arising from the minutes of April 24, 2023.
6. Reports: The annual report was made available and included the summary financial statements; however, the full set of financial statements were available in hard copy to anyone requesting a full set of statements with note disclosure.
  - Board of Directors Report
  - Management Discussion & Analysis
  - Financial ReportG. Orthner and Frisko reviewed the reports.  
Adoption of reports – Lisa Sich moved that the reports be accepted as presented. Seconded by Shandar Mann. Carried.
7. Appointment of Auditor for 2024 – G. Orthner recommended that MNP be appointed as auditor for 2024. Alicia Sentes moved to appoint MNP as audit for 2024. Seconded by Colleen Buitenhuis.
8. Election Results – Kihn reported that Courtney Orthner and Lora Lynn Digney-Davis were elected by acclamation to the Board of Directors. Colleen Buitenhuis moved to accept the election results as presented. Seconded by Steven Trew. Carried.
9. Adjournment - the meeting adjourned at 5:10 p.m.



Chairperson



Corporate Secretary





## Board of Directors Report

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Raymore Credit Union has once again had a very successful year financially. Net income has reached a level that has not been seen before. The success lies with the dedication of the staff and also the support of our loyal customers. It takes both parties to have the success that we reach every year.

A patronage allocation is once again proposed both cash and into the patronage accounts. I believe this is a success of our Credit Union.

We have staff involved in their communities. We are grateful they take the time to volunteer for various projects. They believe in giving back to the communities they reside in.

There are many issues that are dealt with on a daily basis that go unseen, but contribute to the success we receive. One of the concerns that we deal with is the increase in cyber security. The Credit Union is working very hard to stay ahead of this with diligence internally and the help of outside sources. As technology is changing at an escalated pace there are priorities that we identify yearly that is worked on to deliver the best service to you the customer.

Thank you for your business this past year and we strive to provide you with the service and products to make you successful.

Sincerely,

Gary Orthner  
President

# Management Discussion and Analysis

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## Introduction

Raymore Credit Union (RCU) is an independent Saskatchewan credit union owned by our members. Under the current Credit Union legislation, RCU is able to provide financial services to members and non-members. As at December 31, 2024, Raymore Credit Union had 2,911 (2023 – 3,082) members and 407 (2023 – 409) non-members. Non-members do not participate in the democratic processes of the Credit Union.

RCU serves the communities of Raymore, Punnichy, Dysart, Cupar, George Gordon, Kawacatoose and surrounding areas through two branches. In these communities, we provide a range of financial products and services.

## Vision, Mission and Values

### *Our Vision & Mission*

We partner with members and communities to be their primary financial services provider.

-  *Partner – Assisting, working with, and educating our members and customers*
-  *Communities – Not only the geographical areas our branches reside, but also those groups with common interests that we serve.*

### *Our Values*

To achieve our goals, we are committed to demonstrating the following values:

-  Caring and Integrity
-  Cooperation
-  Leadership
-  Commitment
-  Prosperity

## Co-operative Principles

As a true co-operative financial institution, RCU acts in accordance with internationally recognized principles of co-operation:

### *Voluntary and Open Membership*

Co-operatives are voluntary organizations open to all persons able to use their services and willing to accept the responsibilities of membership, without gender, social, racial, political, or religious discrimination.

### **Democratic Member Control**

Co-operatives are democratic organizations controlled by their members, who actively participate in setting their policies and making decisions. Men and women serving as elected representatives are accountable to the membership. In primary co-operatives, members have equal voting rights (one member, one vote) and co-operatives at other levels are organized in a democratic manner.

### **Member Economic Participation**

Members contribute equitably to, and democratically control the capital of their co-operative. At least part of that capital is usually the common property of the co-operative. Members usually receive limited compensation, if any, on capital subscribed as a condition of membership. Members allocate surpluses for any or all of the following purposes: developing their co-operative, possibly by setting up reserves, part of which at least would be indivisible; benefiting members in proportion to their transactions with the co-operative; and supporting other activities approved by the membership.

### **Autonomy and Independence**

Co-operatives are autonomous, self-help organizations controlled by their members. If they enter into agreements with other organizations, including governments, or raise capital from external sources, they do so on terms that ensure democratic control by their members and maintain their co-operative autonomy.

### **Education, Training and Information**

Co-operatives provide education and training for their members, elected representatives, managers, and employees, so they can contribute effectively to the development of their co-operatives. They inform the public - particularly young people and opinion leaders - about the nature and benefits of co-operation.

### **Co-operation among Co-operatives**

Co-operatives serve their members most effectively and strengthen the co-operative movement by working together through local, national, regional and international structures.

### **Concern for Community**

Co-operatives work for the sustainable development of their communities through policies approved by their members.

## **Corporate Structure and Governance**

The governance of RCU is anchored in the co-operative principle of democratic member control. RCU is established under legislation of the Province of Saskatchewan and is regulated by The Credit Union Deposit Guarantee Corporation of Saskatchewan (the Corporation). We must comply with The Credit Union Act 1998; The Credit Union Regulations 1999; The Standards of Sound Business Practices; RCU bylaws and policy; and all other applicable Provincial and Federal laws. RCU provides regular reporting to the Corporation and are subject to periodic risk based examinations.

### **Credit Union Governance Framework**

RCU is committed to meeting the standards of legal and regulatory requirements in order to maintain member confidence and demonstrate financial success.

## **Code of Conduct and Ethics**

On an annual basis, every director and employee must sign and acknowledge that they have read, understood and complied with the Code of Conduct.

## **Board of Directors**

### **Mandate and Responsibilities**

The Board is responsible for the strategic oversight, business direction and supervision of Management of RCU. In acting in the best interests of the Credit Union and its members, the Board's actions adhere to the standards set out in *The Credit Union Act 1998*, the *Standards of Sound Business Practice* and other applicable legislation.

### **Key roles include:**

- The Board of Directors is accountable to the members of the Credit Union for directing the affairs of the Credit Union and maintaining policies, which are responsive to their needs and the needs of the Credit Union for sound operations.
- Exercising the powers of the Credit Union directly, or indirectly, through employees.
- Directing the management of the business affairs of the Credit Union.
- Acting honestly and in good faith with a view to the best interests of the Credit Union at the exclusion of other interests.
- Exercising the care, diligence and skill of a prudent person in directing the Credit Union's affairs.
- Establishing and maintaining prudent policies for the operation of the Credit Union.
- Provide and maintain a computer and software system to assist in effective, timely communication between Board, Management and the Credit Union.

In performing its role, the Board approves all significant decisions that affect the Credit Union. The Board meets regularly in-camera, without Management present.

### **Board Composition**

Our organization is governed by a Board of Directors. The Board oversees the business of Raymore Credit Union to ensure we are managed and operate soundly and prudently. It sets policy and ensures we adhere to applicable legislation, regulation and standards.

Per our bylaws, article 5.1, the minimum number of Directors shall be five (5) and the maximum will be nine (9). Individuals must be members in good standing for at least three years in order to qualify as a Director. They are elected by the membership and serve three-year terms. Nominations are made by the membership. Voting, if required, is to be conducted by secret ballot in the manner which is approved by the Board. The manner of voting may include but is not limited to voting polls, in branch voting, mail in or electronically or by all such methods.

Our Board meets regularly. In addition to regular Board meetings, directors serve on one or more Board committees and participate in continuous professional development.

**The Raymore Credit Union Board of Directors 2024-2025:**

<b>Name</b>	<b>Years of Service</b>	<b>Occupation</b>	<b>Address</b>	<b>Term Expires</b>
<b>Gary Orthner</b>	<b>11</b>	<b>Labourer/Retired Farmer</b>	<b>Raymore</b>	<b>2026</b>
<b>Gene Unruh</b>	<b>11</b>	<b>Retired School Principal</b>	<b>Raymore</b>	<b>2026</b>
<b>Lynn Digney-Davis</b>	<b>10</b>	<b>Nurse Practitioner/Farmer</b>	<b>Raymore</b>	<b>2027</b>
<b>Pamela McNab</b>	<b>9</b>	<b>Director of Finance</b>	<b>Punnichy</b>	<b>2025</b>
<b>Amanda Kihn</b>	<b>9</b>	<b>Service Manager</b>	<b>Raymore</b>	<b>2025</b>
<b>Jennifer Senft</b>	<b>6</b>	<b>Farmer</b>	<b>Lipton</b>	<b>2025</b>
<b>Courtney Orthner</b>	<b>3</b>	<b>Farmer</b>	<b>Raymore</b>	<b>2027</b>



**Back Row: Lynn Digney-Davis, Jennifer Senft, Courtney Orthner, Amanda Kihn, Pamela McNab**  
**Front Row: Gene Unruh, Gary Orthner**

## Committees

The responsibilities of the Board of a modern financial services organization involve an ever-growing list of duties. Raymore Credit Union maintains several committees comprised of directors. This partitioning of responsibilities enables a clear focus on specific areas of activity vital to the effective operation of our Credit Union.

**Executive Committee** – acts on behalf of the Board of Directors between regular or special Board meetings on most Board matters.

**Governance Committee** – evaluates policies, principles and practices of the Credit Union related to governance and to support the Board in its commitment to oversight, independence, transparency, accountability, protection of assets and resources, recourse and regulatory compliance.

**Conduct Review Committee** – ensures that Raymore Credit Union acts with the full integrity and objectivity of its directors and employees, by having in place policies, processes and practices that protect people and the organization from claims and from the perception of unfair benefit or conflict of interest.

**Audit Committee** – oversees and assesses the integrity of financial reporting and financial statements; adequacy of internal and external audit functions, adequacy and effectiveness of internal controls, compliance with legal and regulatory requirements, external auditor’s qualifications and independence, performance of the external and internal audit functions. The committee consists of 3 directors. The Board determines the skills and abilities needed on the committee and chooses its members accordingly.

**Risk Committee** – ensures enterprise risk management framework and risk appetite statement are appropriate to optimize liquidity, market/interest rate, credit concentration, legal and regulatory, operations, strategic risk and emerging/reputational risk for the protection and creation of member value. The committee consists of 3 directors. The Board determines the skills and abilities needed on the committee and chooses its members accordingly.

**Workplace Violence & Harassment Committee** – promotes and maintains an environment that is free of harassment and violence through development, maintenance and compliance of progressive policies and regulations that govern the safety and well-being of our human resources.

### **Your Executive Committee**

Gary Orthner, President  
Lynn Digney-Davis, Vice-President  
Jennifer Senft, Vice-President

### **Your Governance Committee**

Amanda Kihn, Chair  
Gene Unruh  
Gary Orthner

### **Your Conduct Review Committee**

Gene Unruh, Chair  
Courtney Orthner  
Gary Orthner

### **Your Audit Committee**

Jennifer Senft, Chair  
Pamela Kinequon-McNab  
Lynn Digney-Davis  
Courtney Orthner

### **Your Risk Committee**

Pamela Kinequon-McNab, Chair  
Lynn Digney-Davis  
Jennifer Senft  
Courtney Orthner

### **Your Workplace Violence & Harassment Committee**

Lynn Digney-Davis, Co-Chair  
Gary Orthner, Co-Chair  
Steven Trew  
Jennifer MacTavish

**Compensation and Attendance**

Directors are compensated with a per diem for meetings attended. Remuneration is intended to recognize effort and dedication and provide reasonable compensation for time involved. Directors are reimbursed for all reasonable and justifiable expenses incurred while preparing for or participating in meetings, conference calls or as a representative on behalf of the Credit Union. In 2024, your Board of Directors had an average 87% (2023 - 100%) attendance rate for meetings. Total per diem paid to the Directors in 2024 was \$35,801 (2023 - \$38,909) including mileage.

	<u>Called</u>	<u>Attendance by Directors</u>
Board & Committee Meetings	18	87%

**Director Training**

Raymore Credit Union encourages and supports director training. The Credit Union will provide the necessary opportunities for personal and professional development of Directors and Board Committee members. A minimum of 6 hours of training per year per director is recommended. Directors attend various meetings and training throughout the year. The various courses attended by our Directors in 2024 include: Privacy, Anti-Money Laundering, and a joint credit union session. Director development and training costs for 2024 were \$6,243 (2023 - \$4,259). We are proud of the Board of Director training that has been undertaken in the last few years. We currently have five out of seven directors that are CUDA graduates, with others working on their accreditation.

**Board Assessment**

The Board is committed to effective governance and improvement. Bi-annually, the Governance Committee facilitates a Board evaluation process to assess the effectiveness of Board operations. Results of the evaluation form a basis for recommendations for the Board to improve governance practices and self-development.

**Executive Management**

Raymore Credit Union’s Management team consists of the General Manager and two Executive Managers, who support the General Manager.

<i>General Manager</i>	Darren Frisko
<i>Retail Manager</i>	Steven Trew, FCUIC
<i>Finance, Administration, Risk &amp; Compliance Manager</i>	Jennifer MacTavish, CPA, CA, ACUIC

Our Executive Management team has a total of 70 years combined credit union experience, along with post-secondary and credit union specific educational training.

## Strategy

Each year, the Board of Directors along with the Executive Management team work together to develop a business strategy that is compiled into a formal document called the strategic plan. A balanced scorecard framework is then utilized to measure and monitor our progress towards achieving our strategic objectives. Our balanced scorecard is a working plan that is shared with employees, who all have a stake in delivering the strategy. The scorecard utilizes both financial and non-financial measures along four strategic themes: People and Community, Business Operations & Technology, Membership & Growth and Financial Performance.

Each of these areas has objectives within them; see below for some of these objectives and results for 2024:

Strategic Themes		Performance Measures	Target	Actual
People & Community	<i>Our people demonstrate the skills and competencies required to recognize needs and proactively propose solutions that will contribute to the overall success of Our members, communities and organizations.</i>	Net Promoter Score	Minimum score of 69.9%	74%
		Community Involvement	675 hours	772 hours
Membership & Growth	<i>We proactively seek out partnerships with new and existing members, customers and communities to foster mutually beneficial financial relationships. These relationships make us their financial institution of choice. This occurs beyond regular business hours.</i>	Loans per member	\$48,200	\$48,470
		Deposits per member	\$57,900	\$63,176
		Referrals to Credential Office	25	18
		Net Promoter Score	Minimum score of 69.9%	74%
		New "Young Adult" Members	50	52
Business Operations & Technology	<i>Achieve optimal operational efficiency while maintaining relationships with members. Ensuring service delivery is maintained or enhanced according to our standards, while investing in relevant technology, balancing member requirements and affordability.</i>	Efficiency Ratio	52%	52%
Financial Performance	<i>Achieve sufficient financial success to achieve our strategies, while exceeding regulatory requirements.</i>	Loan to asset ratio	71%	66.31%
		Loan Delinquency	<3.00%	0.48%
		Net Income (prior to patronage)	\$3.4M	\$4.04M

## **Enterprise Risk Management**

As a financial institution, Raymore Credit Union is exposed to a variety of risks. Risk is the downside that exists in almost every component of the Credit Union's activities. Risk represents the potential negative impact, financial loss, or risk to reputation that is possible as we work to achieve our corporate goals. Managing and appropriately balancing risks with business opportunities is the priority of the Board of Directors and Management. An enterprise-wide risk management (ERM) approach is used for the identification, measurement and monitoring of risks. Raymore Credit Union has implemented an ERM framework and actively manages risk.

Risk governance includes setting risk appetite and policy, determining an appropriate organizational structure, and clearly defining authority and responsibility for risk decisions. Our risk philosophy is that we will take on a moderate amount of risk to support our business growth, member commitment and fulfill our capital plan, without undue exposure.

Capital is our primary risk offset. Adequate capital allows the Credit Union to absorb unexpected losses, implement long term strategic plans and signal financial strength.

The Credit Union operations undergo regular independent assessments through external audit, internal audit and regulatory reviews to ensure that the key risks are being mitigated and any potential impacts to capital are reported accordingly.

Following are the groups and committees with authority and responsibility for risk decision within the organization.

### ***Board of Directors***

- Approve risk appetite and policies and oversee execution of the ERM program by management.
- Monitor overall risk profile, key and emerging risks and risk management activities.
- Review and assess the impact of business strategies, opportunities and initiatives on overall risk position.

### ***The Audit Committee and the Risk Committee***

- Monitor major risks and recommend acceptable risk levels to the Board.
- Review the appropriateness and effectiveness of risk management and compliance practices.
- Provide oversight of external and internal audit functions.
- Monitor compliance with policy and procedures and the adequacy of controls.
- Monitor capital position.

### ***Executive Management***

- Co-ordinate strategic and operational planning.
- Monitor compliance with policy and procedures.
- Oversee enterprise-wide management of risk and compliance.
- Implement strategies and policies approved by the Board.
- Oversee credit, liquidity, strategic, market, legal and regulatory and operational risk management.
- Establish pricing.
- Establish balance sheet and operational strategies with a focus on achieving financial targets, managing and marketing liquidity risk and optimizing the use of capital.
- Develop processes that identify, measure monitor and control risks.

The ERM framework sets out how risks will be identified, assessed and documented. Annually, the top risks that could impact Raymore Credit Union over the next year are identified. These risks are rated on the potential impact that they could have, and the likelihood that they might occur. Risks are rated to determine those that are highest priority, and then strategies are developed to manage these risks.

An annual ERM report is provided to the Board, including details such as: a listing of key risks, a risk map, along with any mitigation strategies. The annual ERM report is also used in determining strategic priorities, in development of the balanced scorecard. Quarterly reporting is provided to the Risk Committee based on Board approved policy.

ERM strategies are developed based on overall risk appetite of RCU, as determined by the Board in a Risk Appetite Statement. This statement articulates the degree of uncertainty that RCU is willing to accept in order to optimize the value to the organization and ultimately, it's shareholders.

### **Risk Philosophy Statement**

RCU is willing to accept uncertainty in pursuit of our business strategies and objectives to the extent:

- We understand (or can seek to understand) this uncertainty
- We can manage within acceptable levels
- It maximizes the opportunity for profitable growth
- It benefits our members and communities
- It does not damage our brand or reputation

### **Risk Commitment**

RCU's Board and Management are committed to establishing a risk informed decision-making culture. This enables us to optimize the risk/reward trade-off and more effectively exploit opportunities we identify. Our risk framework aligns with international best practices and ensures risk management is a core capability and integrated into our decision-making process.

### **Strategic Risk**

Strategic risk is the risk of adverse decisions, ineffective or inappropriate business plans, or failure to respond to changes in the competitive environment, customer preferences, product obsolescence or resource allocation that will impact our ability to meet our objectives. This risk is a function of the compatibility of an organization's strategic goals, the business strategies developed to achieve these goals, the resources deployed against these goals and the quality of implementation. The Credit Union has formal planning processes, which result in a strategic business plan and a balanced scorecard that focus on strategic objectives. The Credit Union also uses a comprehensive reporting process to monitor performance relative to plans.

### **Market Risk**

Market risk is the exposure to potential loss from changes in market prices or rates. Losses can occur when values of assets and liabilities or revenues are adversely affected by changes in market conditions, such as interest rate or foreign exchange movement. RCU's primary market risk arises from movement in interest rates. There is defined policies around numerous interest rate risk measures, which is then compared to our current and expected future situation through dynamic modelling. We also utilize income simulation for scenarios and stress testing based on changes in interest rates.

Effective management of these risks includes documented policies, which address roles and responsibilities, delegation of authority and limits, risk measurement and reporting, valuation and exception management. Market risk exposure limits have been set in policy and methods of scenario testing are carried out to determine if limits are exceeded. Results of testing are reported to Executive Management and the Risk Committee.

### **Liquidity Risk**

Liquidity risk is the potential inability to meet obligations, such as liability maturities, deposit withdrawals, or funding loans without incurring unacceptable losses. Liquidity risk includes the inability to manage unplanned decreases or changes in funding sources.

Raymore Credit Union uses a number of sources to fund operating requirements, such as member deposits, cash, line of credits and corporate borrowings.

Examples of these risks include: documented policies, which address roles and responsibilities, delegation of authority and limits, risk measurement and reporting, valuation, and exception management. Liquidity is monitored daily. Reporting is provided monthly to the Board of Directors.

### **Credit Risk**

Credit risk originates primarily from our direct lending activities and syndicated loans or leases not administered by Raymore Credit Union. To a lesser extent credit risk also extends to our holdings of investments securities. Credit risk is the risk of financial loss resulting from a borrowers or counterparty's inability to meet its obligations.

Credit risk management focuses on underwriting and pricing loans according to their risk and ensuring the overall portfolio is well diversified. There are five parts to credit risk management; including policy, credit granting, monitoring and exposure, portfolio management, and audit. Tolerance and lending policies are set by the Board. Review and revision of lending policy is done on an ongoing basis. The credit unions credit portfolio and lending practices undergo regular and independent assessments through external audit, internal audit, and regulatory reviews. Reports are provided to management and the Board of Directors through the Audit Committee and Risk Committee.

Lending practices are set by the Board of Directors in policy and put into practice through procedures as established by management. Credit granting is performed in accordance with approved policies, procedures and applicable legislation. This includes analysis, pricing, terms and documentation of loans. Pricing parameters are in place to support lenders in pricing decisions and to ensure risk is being offset.

Concentration limits in regards to, industry and size of loans have been designed to reflect our risk tolerances.

### **Legal and Regulatory Risk**

Legal and regulatory risk is the risk arising from potential violation of, or nonconformance with laws, rules, regulations, prescribed practices, or ethical standards.

### **Operational Risk**

Operational risk is the risk of loss resulting from inadequate or failed internal processes, people and systems or external events. Exposures to this risk arise from deficiencies in internal controls, technology failures, human error, employee integrity or natural disasters.

Operational risk exists in all products and services and our delivery of them, including supporting back office processes and systems. Operating risks can be classified into three areas; people, systems and processes. People risk includes the inability to attract and retain appropriate talent. Systems risk addresses technology and our reliance on it, encompassing such risks as security breach or failure of critical systems for an extended period of time. Processes are the way we do things and include risks such as inadequate policy and procedure.

## Credit Union Market Code

RCU voluntarily adheres to the Credit Union Market Code. This code has been jointly developed by Saskatchewan credit unions, SaskCentral and Credit Union Deposit Guarantee to ensure the protection of credit union members. The code sets forth guidelines for the following areas:

- Complaint handling, which outlines the process for dealing with all complaints regarding the service, products, fees or charges of RCU
  - Fair sales, by outlining the roles and relationship of staff to all members/clients and in accordance with the financial services agreement.
  - Financial planning process, to advise members/clients on the risks and benefits associated with financial planning services.
  - Privacy, to protect the interests of those who do business with RCU. Privacy is the practice to ensure all member/client information is kept confidential and used only for the purpose for which it was gathered.
  - Professional standards, to preserve a positive image of RCU among our members, clients and communities.
  - Capital management, to ensure our capital structure aligns with our risk philosophy.
  - Financial reporting, to adhere to business and industry standards.
  - Governance practices, to adhere to the intent and stipulation of our corporate bylaws, which are approved by the membership of Raymore Credit Union.
  - Risk management, to ensure all risks are measured and managed in an acceptable fashion.

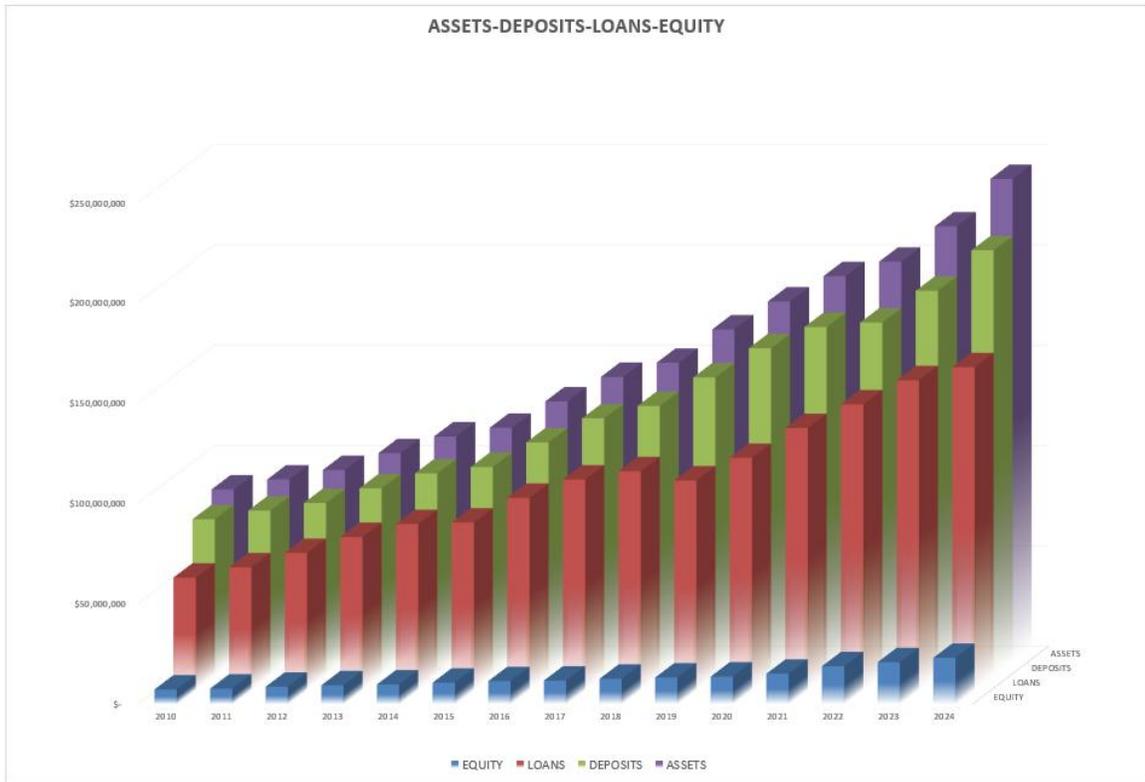
## FINANCIAL RESULTS

In reviewing results for 2024, we focus on a few key areas: growth, profitability, equity, and productivity.

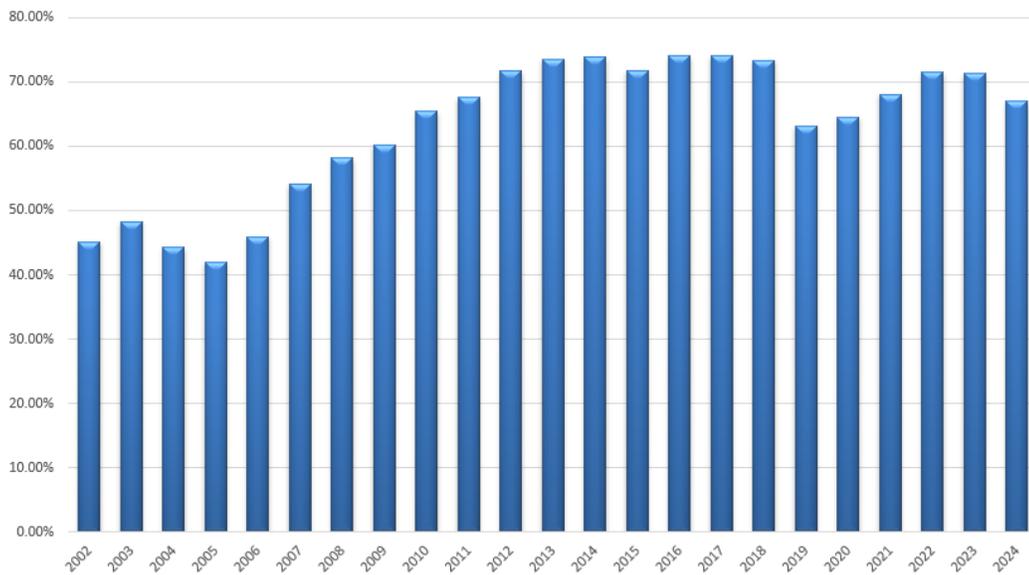
### Growth

We finished the year with total assets under administration of \$272.4M (\$240.2M on book & \$32.2M off book), which equates to growth of 10.92% (2023 – 8.56%) for the year, which came in over budget. Net loans increased \$6.5M to end the year representing 66.95% of assets. It is the goal of our organization to work towards keeping the loans as a percentage of assets in the 70%-75% range. Loan delinquency over 90 days, although increased to 0.48% (2023 – 0.15%), remains relatively low.

We experienced 10.5% deposit growth in 2024 (2023– 9.0%), ending the year at \$211.8M, above budget.



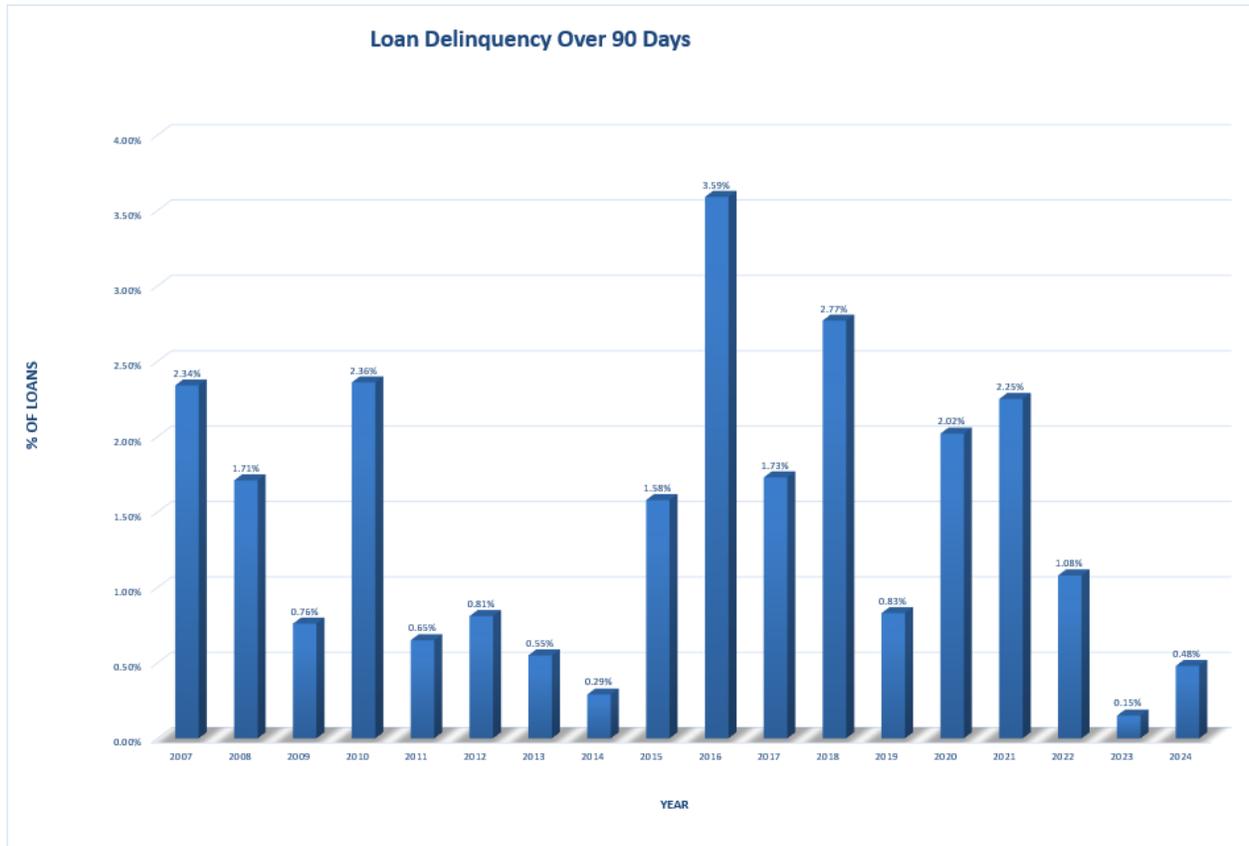
### Loans To Assets Ratio



### Asset Quality

**Delinquency over 90 days increased in 2024. The year ended with delinquency at 0.48% (2023 - 0.15%). Work continues in managing delinquency in an effort to maintain delinquency at a level of less than 1.50%.**

Historic delinquency trends are illustrated in the following graph:



### **Liquidity Management**

One of Raymore Credit Union's primary objectives as a financial institution is to prudently manage liquidity to ensure that we are able to generate or obtain sufficient cash or cash equivalents in a timely manner, at a reasonable price, to meet commitments as they become due, even under stressed conditions. Raymore's liquidity management framework, targets and strategies are established and documented in a Liquidity Management Plan, which is approved by the Board on an annual basis. The purpose of the plan is to ensure the optimal level of liquidity is maintained to meet regulatory and operational needs under both normal and emergency conditions. An inadequate amount of liquidity means that the credit union may not be able to meet member loan demand or that it will not be able to fulfill member demands for withdrawal of their deposits. A surplus of liquidity means that the credit union may not be generating sufficient returns on its funds to achieve an optimum return to its members or depositors.

The principles of Raymore's liquidity management framework are: maintaining a strategy and policies for managing liquidity risk, maintaining a stock of liquid assets, measuring and monitoring funding requirements, managing market access to funding sources, contingency planning and ensuring internal controls over liquidity risk management process.

Raymore has established policy with respect to liquidity and has a number of processes and practices with respect to the management of funding requirements. Raymore's primary source of funding is member deposits in the amount of \$211.8M.

In addition, Raymore maintains external borrowing facilities from various sources. Raymore has secured an authorized line of credit due on demand, with no fixed repayment date, bearing interest at SaskCentral's prime minus 0.50% in the amount of \$4.3M (2023 – \$3.8M). At the end of the year, the amount outstanding was \$nil (2023 - \$nil). Borrowings are secured by an assignment of book debts, financial services agreement, and an operating account agreement.

The Credit Union also has access to an authorized quick line of credit due on demand, with no repayment date, bearing interest at Equitable Bank's prime rate minus 1.25% in the amount of \$4M (2023 - \$4M). At the end of the year, the amount outstanding was \$nil (2023 - \$nil). Borrowings are secured by a second charge security interest, mortgage pledge, and charge over all of the Credit Union's present and after-acquired property; and a \$4M aggregate principal amount of deposits held in Equitable including all interest and income earned from time to time thereon.

Saskatchewan credit unions are required by the provincial regulator, Credit Union Deposit Guarantee Corporation (CUDGC), to maintain 8.65% of their prior quarter-end liabilities on deposit with SaskCentral as manager of the Provincial Liquidity Program. Throughout 2024, Raymore Credit Union held the required amount of investments with SaskCentral for the purpose of maintaining its obligation to the Provincial Liquidity Program. In addition to the statutory liquidity investments on deposit with SaskCentral, Raymore maintains a high quality pool of securities to satisfy payment obligations and protect against unforeseen liquidity events. The majority of Raymore's marketable securities are held with Equitable Bank.

**Operating Liquidity**

In 2017, CUDGC introduced additional liquidity standards based on international requirements. These standards include calculation of and reporting of the Liquidity Coverage Ratio (LCR) on a quarterly basis. The objective of the LCR is to ensure that the credit union has an adequate stock of unencumbered high quality liquid assets (HQLA) that:

- Consists of cash or assets that can be converted to cash at little or no loss of value; and
- Meets its liquidity needs for a 30 calendar day stress scenario.

The minimum regulatory requirement for the LCR during periods of normal operations is 100%. Consistent with Raymore's approach to capital management (see below), Raymore has set its internal target for its LCR at 125%, above the minimum required.

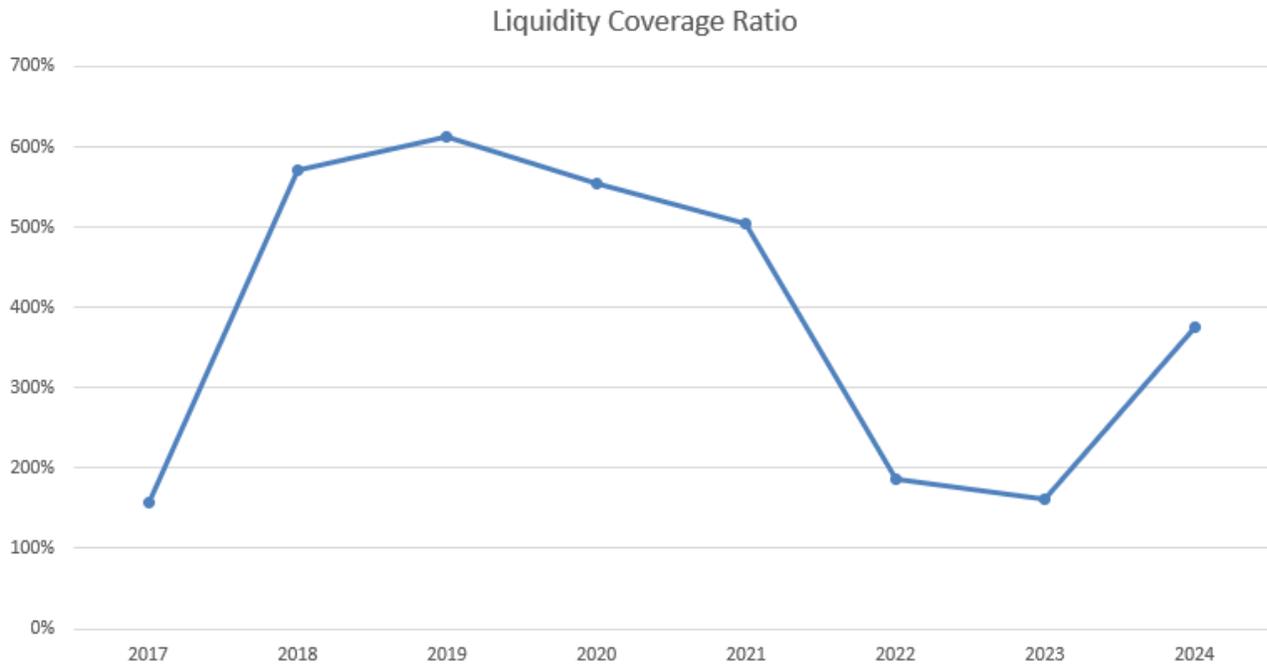
The LCR standard is defined as follows:

LCR =	$\frac{\text{Stock of HQLA}}{\text{Total net cash outflows over the next 30 calendar days}}$	≥ Minimum LCR requirement
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Total net cash outflows – the term net cash outflows is defined as the total expected cash outflows minus total expected cash inflows in the prescribed stress test scenario for the subsequent 30 calendar days. Total expected cash outflow are calculated by multiplying the outstanding balances of various categories or types of liabilities and off-balance sheet commitments by rates at which they are expected to run off or be drawn down. Total expected cash inflows are calculated by multiplying the outstanding balances of various categories of contractual

receivables by rates at which they are expected to flow in under the scenario, up to an aggregate cap of 75% of total expected cash outflows.

As at December 31, 2024, RCU's LCR is 376%, exceeding the regulatory minimum LCR of 100%.

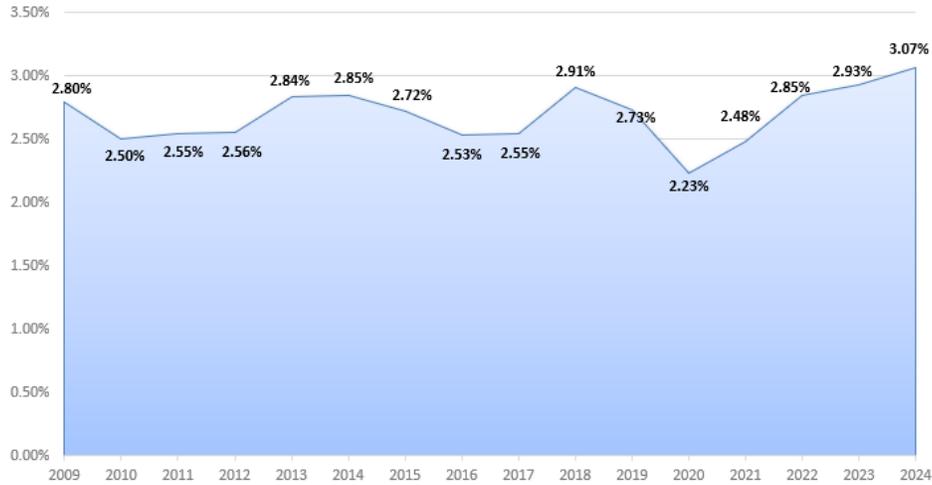


The liquidity management practices that are currently in place have proven to be adequate for the operations of Raymore Credit Union. Our goal, over the long term, is to maintain our loan to asset ratio in the range of 70-75% while at the same time ensuring that credit is granted within policy and procedures. Management will continue to monitor and analyze the assets/liability matrix and projections to ensure that the credit union remains positioned to meet its liquidity demands. As well, management will ensure HQLA is well diversified to optimize the liquidity position of the credit union.

### ***Profitability & Equity***

The *net interest margin (NIM)* for a financial institution is the difference between the average rate that we receive on interest earning assets (loans and investments) less the cost we pay on interest bearing liabilities (member deposits and borrowings) expressed as a percentage of average assets. In 2024, we do see an increase to margin to 3.07% (2023 – 2.93%).

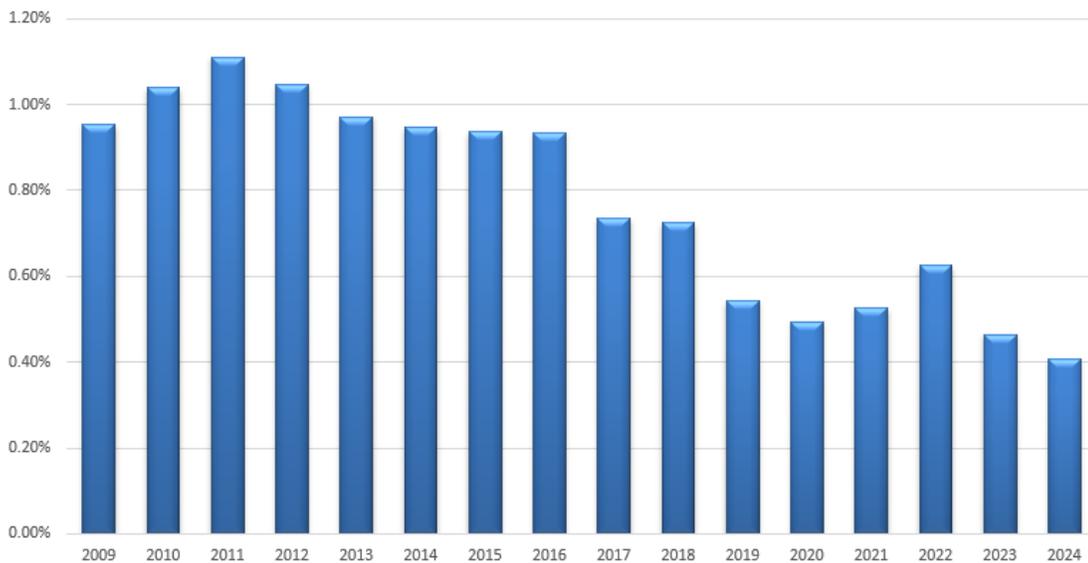
### Net Interest Margin



The year's results were very favorable in terms of profitability. We are pleased to announce a patronage allocation of \$1,000,000, which allowed us to place \$2.2M into reserves. Going forward, we continue to recognize that we need to continue to look for opportunities to increase revenue while minimizing operating expenses, to ensure sufficient levels of profit is generated to support balance sheet growth and maintain our equity position.

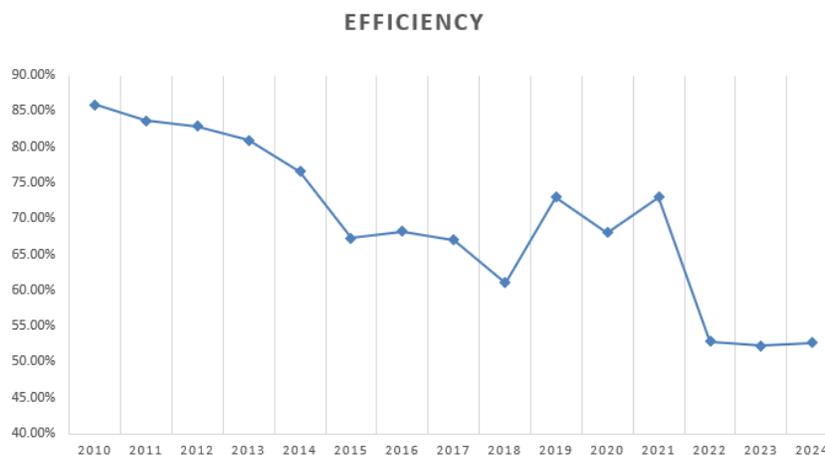
Non-interest revenue (Other Income) is an important source of revenue for the Credit Union. Non-interest revenue streams for the Credit Union consists of items such as service charges and fees, and insurance and wealth management commissions. With increasing assets and the net interest margin challenges we have been experiencing, we will continue to monitor our non-interest revenues into the future.

### Non Interest Revenue as a % of Assets



## Productivity

Productivity is monitored in terms of efficiency ratio. This ratio is a measurement of what it costs us (\$) to earn a dollar, hence, our goal is to minimize this ratio. The following graph is consistent with the rapid decline in interest rates beginning in 2008, which squeezed our net interest margins, resulting in higher efficiency ratios. With a focus on non-interest revenues and controlled expenditures, we have managed to finish off the year at 52% (before allocations), well below our target range of 70-75%.



## Capital Management

Raymore Credit Union's capital management framework is designed to maintain an optimal level of capital. Accordingly, capital policies are designed to ensure that Raymore Credit Union meets its regulatory capital requirements, meets internal assessment of required capital and builds long term membership value. Part of our policy enables us to retain a portion of annual earnings in order to meet capital objectives. Once capital objectives are met, additional earnings may be allocated to members through member patronage authorized by the Board of Directors. The current member patronage program allocated earnings based on interest paid on qualifying loans and interest received on qualifying deposits during the year in which an allocation is declared.

Credit Union Deposit Guarantee Corporation (CUDGC), regulator of Saskatchewan Credit Unions, prescribes capital adequacy measures and minimum capital requirements. The capital adequacy rules issued by CUDGC have been based on the Basel III framework, consistent with the financial industry in general. CUDGC's Standards of Sound Business Practice (SSBP) that incorporate the Basel III framework took effect on July 1, 2013. The Credit Union's capital management practices have been adjusted to ensure compliance with these requirements.

The Corporation currently prescribes four standardized tests to assess the capital adequacy of credit unions:

- risk weighted capital ratio,
- common equity tier 1 capital to risk weighted assets,
- total tier 1 capital to risk weighted assets, and
- Leverage ratio

The Credit Union follows a risk weighted asset calculation for credit and operational risk. Under this approach, credit unions are required to measure capital adequacy in accordance with instructions for determining risk-adjusted capital and risk-weighted assets, including off-balance sheet commitments. Based on the prescribed risk of each type of asset, a weighting of 0% to 1.250% is assigned. The ratio of regulatory capital to risk-weighted

assets is calculated and compared to the standard outlined by CUDGC. Regulatory standards require credit unions to maintain minimum levels of capital (as outlined below); however Raymore Credit Union has set board approved policy targets above regulatory minimums (as outlined below). In totality, Raymore Credit Union continues to remain well capitalized and during the year, the Credit Union complied with all internal and external capital requirements:

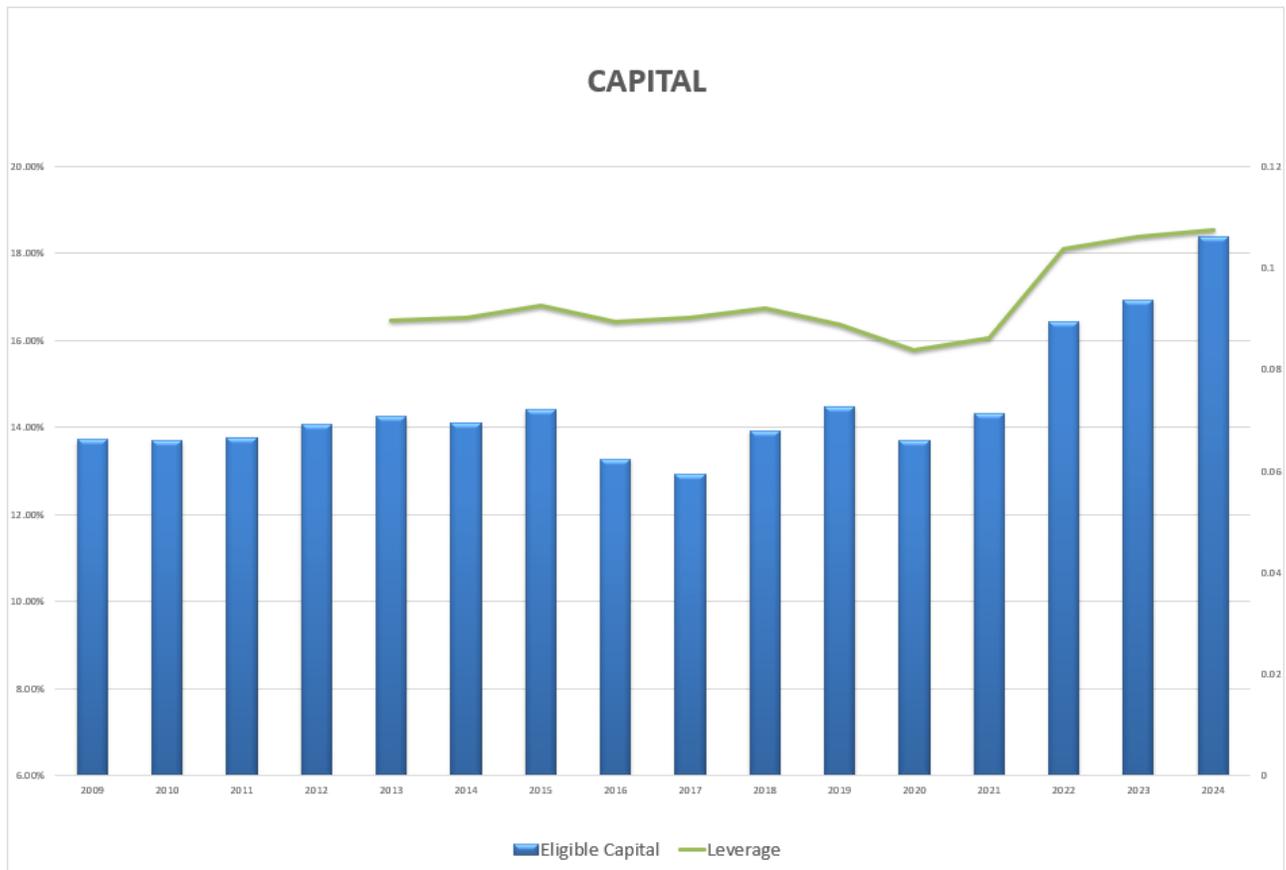
	Regulatory Minimum	RCU Policy	Actual Dec 31/24
Minimum common equity tier 1 capital to risk weighted assets	7.00%	12-15%	16.29%
Minimum tier 1 capital to risk weighted assets	8.50%	12-15%	16.29%
Minimum total eligible capital to risk weighted assets	10.50%	12-15%	18.37%
Leverage Ratio	5.00%	6-9%	10.75%

Common equity tier 1 capital is defined as a credit union’s primary capital and comprises the highest quality of capital elements, while tier 2 is secondary capital and falls short of meeting tier 1 requirements for permanence or freedom from mandatory charges. Tier 1 capital consists of two components: common equity tier 1 capital and additional tier 1 capital. Common equity tier 1 capital includes retained earnings, contributed surplus and accumulated other comprehensive income (AOCI). Currently, Raymore Credit Union’s Common Equity Tier 1 capital includes only retained earnings. Deductions from common equity tier 1 capital include goodwill, intangible assets, deferred tax assets, increases in equity capital resulting from securitization transactions, unconsolidated substantial investments and fair value gains/losses on own-use property. Raymore’s deductions currently include intangible assets (website). Additional tier 1 capital consists of qualifying membership shares and other investment shares issued by the Credit Union that meet the criteria for inclusion in additional Tier 1 capital. Raymore currently has nothing that qualifies as additional Tier 1 capital.

Tier 2 capital includes a collective allowance for credit losses to a maximum of 1.25% of risk-weighted assets, subordinated indebtedness, and qualifying membership shares or other investment shares issued by the Credit Union that meet the criteria for inclusion in tier 2 capital and are not included in tier 1 capital. Raymore’s Tier 2 capital includes membership shares of \$2.44M and collective allowance of \$514,468.

Total eligible capital is calculated by adding Tier 1 capital and Tier 2 capital. Dividing total eligible capital by total risk weighted assets provides the Eligible Capital Ratio.

The leverage ratio is the ratio of total eligible capital to total leveraged assets. Total leveraged assets comprise of total assets, less certain deductions from capital, plus various off balance sheets exposures.



Capital planning is integrated with Raymore’s business planning. RCU’s capital plan must demonstrate its ability to meet both board level capital standards and those established through ICAAP. A capital plan is prepared annually and approved by the Board. Board and Management monitor our capital position on a continuous basis. Both strategic and operational initiatives are analyzed, taking into consideration the potential impacts to capital prior to making any decisions. Credit unions are required to have a process in place for assessing their overall capital adequacy in relation to their risk profile, and a strategy for building and maintaining their capital levels. This process is part of the Internal Capital Adequacy Assessment Process, or ICAAP, that credit unions must implement. As a component of ICAAP, Raymore Credit Union in 2013 started this process, and the process will continue into the future. It will require performing rigorous, forward-looking stress testing to complement and validate risk management approaches and identify possible events or changes in market conditions and their effect on the financial condition of the organization.

### Loan and Residential Mortgage Portfolio

Raymore Credit Union’s loan portfolio can be influenced by excessive concentration in a number of ways: geographic region, type of product, industry, demographic characteristic and associated groups or individuals. Land values, commodity prices, home values and personal incomes all have a direct influence on risk in the loan portfolio. In addition, local industries and the agricultural community are subject to market and weather conditions beyond the control of the credit union and can be difficult to anticipate.

CUDGC introduced Regulatory Guidance relating to Residential Mortgage underwriting. This guideline reaffirms the need for credit unions to have a stress testing regime that considers unlikely, but plausible scenarios and their

impact on the residential mortgage portfolio. Results of these stress tests should be considered in the credit union's internal capital adequacy assessment process (ICAAP). Credit unions should reflect sets with inherently greater risk through risk-sensitive increases in capital identified through their ICAAP.

Raymore Credit Union loan portfolio is comprised of 26.7% consumer, 55.2% agriculture, 13.3% commercial and 4.8% Leases. We do have limited geographic exposure given our two localized branches and therefore use syndication to diversify our portfolio, as well as manage concentration limits. We continue to manage on the assumption that a dramatic downturn in any industry could impact earnings and capital of the loan portfolio. As the residential mortgage portfolio is secured by residential properties, which are subject to a decrease in market value in an economic downturn, RCU ensures prudent practices surrounding security, including maximum loan to value (LTV) ratios consistent with regulatory guidelines for residential mortgages (80%) and HELOC's (65%).

At year-end, our portfolio was comprised of 7.50% insured residential mortgages and 14.84% uninsured residential mortgages. Insured mortgages are insured through Canada Mortgage & Housing Corporation (CMHC). Insured mortgages require less of a down payment, (less than 20%, minimum 5%), however come at a cost of (insurance premium) that is paid by the borrower. Uninsured or "conventional" residential mortgages require a minimum of 20% down payment. Raymore Credit Union has 1 non-conforming mortgage due to geographical location (Maximum LTV 60%) which comprises 0.18% of the uninsured residential portfolio. Raymore Credit Union does not believe it has undue risk in its uninsured mortgage portfolio or underwriting practices and that current risk weighted asset based concentration provisions in the ICAAP sufficiently address risk in the residential portfolio.

## Corporate Social Responsibility

We encourage and promote community involvement at every level of our organization, from front line staff to executive management. In fact, RCU has identified community involvement as a key performance indicator. Staff are recognized and rewarded in their performance reviews for the personal time commitment they make to community organizations. Making our communities better and brighter is at the heart of what we do.

We continue to support community-based organizations through cash and in-kind donations, sponsorships and volunteer activities. In 2024, we allocated in excess of \$150,000 (2023 - \$46,356) in cash and gifts in kind to organizations in our trading area. In addition to this, our staff volunteered 772 hours of personal time to community groups and organizations.

## **Looking Ahead**

The vision of RCU is to “partner with members and communities to be their primary financial services provider”. We have developed a strategic plan that outlines short- and long-term objectives in support of achieving our vision. The Board of Directors, along with management, monitor our progress in achievement of specific goals and targets.

Our goal of remaining an autonomous Credit Union remains unchanged. We continue to deliver a high-quality suite of products and service to members. Net Promoter Score measurement shows that our members are highly satisfied with RCU. Growth and profitability continue to exceed budgeted targets. We provide service to 2911 members (2866 in 2023) and 407 non-members (401 in 2023).

Building and maintaining strong relationships is at the core of our business. Meeting the goal of our vision requires RCU to always continue to focus on relationship: with members, potential members, customers, our staff, other credit unions and our communities.

The landscape continues to change in rural Saskatchewan. Many small communities and businesses continue to see a decrease in population and the commerce associated with it. Saskatchewan Credit Unions including Raymore, continue to look at options to deliver service to members in the most efficient ways possible. Our provincial Credit Union system will undoubtedly continue to see consolidation, which will include branch rationalization.

The delivery methods of financial products and services continues to change. Our Saskatchewan Credit Union system also continues to change and evolve. As an organization we are open to discussions on opportunities that may present themselves that may add value to our membership.

Lower agricultural commodity prices, will slow growth over the coming years in rural Saskatchewan. The trade disputes, could also have an impact on commodity prices and interest rates. We feel we have a well-positioned balance sheet, with adequate capital, to offset the potential economic slow-down.

The BHP mine in Jansen is projected to start production in 2025. Once in mature state, the mine is predicting to have 800 full time positions, which will present growth opportunities for communities such as Raymore that offer amenities that families seek in a community. We plan to leverage strategies to capitalize on these opportunities.

We wish to thank members for their past patronage and look forward to serving for many years to come.



**Darren Frisko**  
**General Manager**

**Raymore Credit Union**  
**Financial Statements**  
*December 31, 2024*

# Raymore Credit Union Contents

*For the year ended December 31, 2024*

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## Management's Responsibility

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To the Members of Raymore Credit Union:

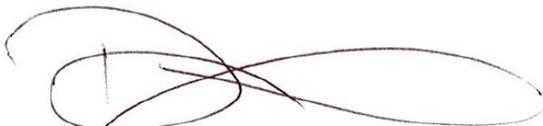
Management is responsible for the preparation and presentation of the accompanying financial statements, including responsibility for significant accounting judgments and estimates in accordance with IFRS® Accounting Standards as issued by the International Accounting Standards Board. This responsibility includes selecting appropriate accounting principles and methods, and making decisions affecting the measurement of transactions in which objective judgment is required.

In discharging its responsibilities for the integrity and fairness of the financial statements, management designs and maintains the necessary accounting systems and related internal controls to provide reasonable assurance that transactions are authorized, assets are safeguarded and financial records are properly maintained to provide reliable information for the preparation of financial statements.

The Board of Directors and Audit and Risk Committee are composed entirely of Directors who are neither management nor employees of the Credit Union. The Board is responsible for overseeing management in the performance of its financial reporting responsibilities, and for approving the financial information included in the annual report. The Board fulfils these responsibilities by reviewing the financial information prepared by management and discussing relevant matters with management, internal auditors, and external auditors. The Committee is also responsible for recommending the appointment of the Credit Union's external auditors.

MNP LLP is appointed by the members to audit the financial statements and report directly to them; their report follows. The external auditors have full and free access to, and meet periodically and separately with, both the Committee and management to discuss their audit findings.

March 13, 2025



General Manager

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To the Members of Raymore Credit Union:

## Opinion

We have audited the financial statements of Raymore Credit Union (the "Credit Union"), which comprise the statement of financial position as at December 31, 2024, 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 material accounting policy information.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Credit Union as at December 31, 2024, and its financial performance and its cash flows for the year then ended in accordance with IFRS® Accounting Standards as issued by the International Accounting Standards Board.

## 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 IFRS® Accounting Standards as issued by the International Accounting Standards Board, 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.

Regina, Saskatchewan

March 13, 2025

The logo for MNP LLP, featuring the letters 'MNP' in a large, bold, handwritten-style font, followed by 'LLP' in a smaller, similar font.

Chartered Professional Accountants

# Raymore Credit Union

## Statement of Financial Position

*As at December 31, 2024*

	2024	2023
	\$	\$
<b>Assets</b>		
Cash and cash equivalents <i>(Note 4)</i>	7,691,783	2,656,291
Investments <i>(Note 5)</i>	70,791,983	58,692,030
Member loans receivable <i>(Note 6)</i>	160,747,279	154,217,621
Other assets <i>(Note 7)</i>	347,957	333,828
Property and equipment <i>(Note 8)</i>	489,219	579,449
Income taxes recoverable	49,926	-
	240,118,147	216,479,219
<b>Liabilities</b>		
Member deposits <i>(Note 10)</i>	211,764,014	191,584,304
Income taxes payable	-	98,263
Other liabilities <i>(Note 11)</i>	2,832,052	1,932,991
Membership shares and equity accounts <i>(Note 13)</i>	2,435,094	1,952,842
	217,031,160	195,568,400
<b>Commitments</b> <i>(Note 19)</i>		
<b>Members' equity</b>		
Retained earnings	23,086,987	20,910,819
	240,118,147	216,479,219

Approved on behalf of the Board

  
 \_\_\_\_\_  
 Director

  
 \_\_\_\_\_  
 Director

*The accompanying notes are an integral part of these financial statements*

**Raymore Credit Union**  
**Statement of Comprehensive Income**  
*For the year ended December 31, 2024*

	2024 \$	2023 \$
<b>Interest income</b>		
Member loans	9,217,312	8,252,743
Investments	3,252,241	2,420,995
	<b>12,469,553</b>	<b>10,673,738</b>
<b>Interest expense</b>		
Member deposits	5,234,997	4,264,071
Borrowed money	14,999	18,907
	<b>5,249,996</b>	<b>4,282,978</b>
<b>Gross financial margin</b>	<b>7,219,557</b>	<b>6,390,760</b>
<b>Other income</b>	<b>978,038</b>	<b>1,003,894</b>
	<b>8,197,595</b>	<b>7,394,654</b>
<b>Operating expenses</b>		
Personnel	2,078,184	1,949,506
Administration	1,743,736	1,122,611
Occupancy	222,550	281,319
Member security	198,917	184,906
Organizational	55,126	60,619
	<b>4,298,513</b>	<b>3,598,961</b>
<b>Income before provision for impaired loans, patronage refund, and provision for (recovery of) income taxes</b>	<b>3,899,082</b>	<b>3,795,693</b>
<b>(Recovery of) provision for impaired loans (Note 6)</b>	<b>(21,770)</b>	<b>89,480</b>
<b>Patronage refund (Note 14)</b>	<b>1,000,000</b>	<b>1,000,000</b>
<b>Income before provision for (recovery of) income taxes</b>	<b>2,920,852</b>	<b>2,706,213</b>
<b>Provision for (recovery of) income taxes (Note 12)</b>		
Current	762,567	824,573
Deferred	(17,883)	(81,441)
	<b>744,684</b>	<b>743,132</b>
<b>Comprehensive income</b>	<b>2,176,168</b>	<b>1,963,081</b>

The accompanying notes are an integral part of these financial statements

**Raymore Credit Union**  
**Statement of Changes in Members' Equity**  
*For the year ended December 31, 2024*

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	<i>Retained earnings</i>	<i>Total members' equity</i>
<b>Balance December 31, 2022</b>	<b>18,947,738</b>	<b>18,947,738</b>
Comprehensive income	<b>1,963,081</b>	<b>1,963,081</b>
<b>Balance December 31, 2023</b>	<b>20,910,819</b>	<b>20,910,819</b>
Comprehensive income	<b>2,176,168</b>	<b>2,176,168</b>
<b>Balance December 31, 2024</b>	<b>23,086,987</b>	<b>23,086,987</b>

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*The accompanying notes are an integral part of these financial statements*

# Raymore Credit Union

## Statement of Cash Flows

For the year ended December 31, 2024

	2024	2023
	\$	\$
<b>Cash provided by (used for) the following activities</b>		
<b>Operating activities</b>		
Interest received from member loans	9,058,954	8,268,197
Interest and dividends received from investments	2,642,005	4,299,369
Other non-interest income received	978,038	1,003,894
Net change in member deposits	19,759,624	14,896,684
Net change in member loans receivable	(6,345,530)	(12,092,173)
Payments to suppliers and employees	(3,729,704)	(4,442,749)
Interest paid on deposits	(4,814,911)	(3,339,793)
Interest paid on borrowed money	(14,999)	(18,907)
Income taxes paid	(910,756)	(969,809)
	<b>16,622,721</b>	<b>7,604,713</b>
<b>Financing activities</b>		
Net change in membership shares and equity accounts	(17,748)	(23,338)
<b>Investing activities</b>		
Purchases of property and equipment (Note 8)	(79,763)	(212,091)
Net change in investments	(11,489,718)	(7,540,020)
	<b>(11,569,481)</b>	<b>(7,752,111)</b>
<b>Increase (decrease) in cash and cash equivalents</b>	<b>5,035,492</b>	<b>(170,736)</b>
<b>Cash and cash equivalents, beginning of year</b>	<b>2,656,291</b>	<b>2,827,027</b>
<b>Cash and cash equivalents, end of year</b>	<b>7,691,783</b>	<b>2,656,291</b>

The accompanying notes are an integral part of these financial statements

**1. Reporting entity**

Raymore Credit Union (the "Credit Union") was formed pursuant to the *Credit Union Act, 1998* of Saskatchewan ("SK") ("the Act") and operates two Credit Union branches.

The Credit Union serves members and non-members in Raymore and Dysart, Saskatchewan and the surrounding communities. The address of the Credit Union's registered office is 121 Main Street, Raymore, Saskatchewan.

The Credit Union operates principally in personal, agriculture and commercial banking in Saskatchewan. Operating branches are similar in terms of products and services provided, methods used to distribute products and services, types of members and the nature of the regulatory environment.

The Credit Union conducts its principal operations through various branches, offering products and services including deposit business, individual lending, and independent business and commercial lending. The deposit business provides a wide range of deposit and investment products and sundry financial services to all members. The lending business provides a variety of credit products and services designed specifically for each particular group of borrowers. Other business comprises business of a corporate nature such as investment, risk management, asset liability management, treasury operations and revenue and expenses not expressly attributed to the business units.

**Statement of compliance**

The financial statements have been prepared in accordance with IFRS® Accounting Standards ("IFRS") as issued by the International Accounting Standards Board ("IASB").

The financial statements were approved by the Board of Directors and authorized for issue on March 13, 2025.

**2. Basis of preparation**

**Basis of measurement**

The financial statements have been prepared using the historical cost basis except for financial instruments classified as fair value through profit or loss (FVTPL).

**Functional and presentation currency**

These financial statements are presented in Canadian dollars, which is the Credit Union's functional currency.

**Significant accounting judgments, estimates and assumptions**

The preparation of the Credit Union's financial statements requires management to make judgments, estimates and assumptions that affect the reported amounts of income, expenses, assets and liabilities, at the reporting date. These estimates and assumptions have been made using careful judgment; however, uncertainties could result in outcomes that would require a material adjustment to the carrying amount of the asset or liability affected in the future.

The estimates and underlying assumptions are prepared based on management's best knowledge of current events and actions that the Credit Union may undertake in the future. These estimates and underlying assumptions are reviewed on an ongoing basis and revisions to accounting estimates are recognized prospectively in comprehensive income in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

Key assumptions concerning the future and other key sources of estimation uncertainty at the reporting date are discussed below.

By their nature, these estimates are subject to measurement uncertainty, and the effect on the financial statements from changes in such estimates in future years could be material.

**2. Basis of preparation** *(Continued from previous page)*

***Key assumptions in determining the allowance for expected credit losses***

At each reporting period, financial assets are assessed to determine whether their credit risk has increased significantly since initial recognition. In determining whether credit risk has significantly increased, management develops a number of assumptions about the following factors which impact the borrowers' ability to meet debt obligations:

- Expected significant increase in unemployment rates, interest rates and other economic circumstances
- Declining revenues, working capital deficiencies, increases in statement of financial position leverage and liquidity
- Expected or actual changes in internal credit ratings of the borrowers or external credit ratings of the instrument
- The correlation between credit risk on all lending facilities of the same borrower
- Changes in the value of the collateral supporting the obligation or in the quality of third-party guarantees or credit enhancements

Significant judgments, estimates and assumptions are required when calculating the expected credit losses of financial assets. In measuring the 12-month and lifetime expected credit losses, management makes assumptions about prepayments, the timing and extent of missed payments or default events. In addition, management makes assumptions and estimates about the impact that future events may have on the historical data used to measure expected credit losses.

In estimating expected credit losses, the Credit Union develops a number of assumptions as follows:

- The period over which the Credit Union is exposed to credit risk, considering for example, prepayments, extension options and demand features
- The probability-weighted outcome, including identification of scenarios that specify the amount and timing of the cash flows for particular outcomes and the estimated probability of those outcomes
- The risk of default occurring on loans during their expected lives and during the next 12 months after the reporting date
- Expected cash short falls including, recoveries, costs to recover and the effects of any collateral or other credit enhancements
- Estimates of effective interest rates used in incorporating the time value of money
- Effects of economic changes such as inflation and rising interest rates on specific sectors to which the Credit Union has credit exposures

The above assumptions are based on historical information and adjusted for current conditions and forecasts of future economic conditions. The Credit Union determines adjustments needed to its historical assumptions by monitoring the correlation of the probability of default and loss rates with the following economic variables:

- Interest rates
- Unemployment rates
- Gross domestic product
- Inflation
- Loan to value ratios
- Housing price indicators

The estimate of expected credit losses reflects an unbiased and probability-weighted amount that is determined by evaluating a range of possible outcomes that are neither best-case nor worse-case scenarios. The Credit Union uses judgment to weight these scenarios.

***Classification of financial assets***

Classification of financial assets requires management to make judgments regarding the business model under which the Credit Union's financial assets are held and whether contractual cash flows consist solely of payments of principal and interest. Management has determined that the penalty to exercise prepayment features embedded in certain loans made to retail customers do not result in payments that are not solely payments of principal and interest because they represent reasonable additional compensation for early termination of the contract.

**2. Basis of preparation** *(Continued from previous page)*

***Impairment of financial assets***

Significant judgments, estimates and assumptions are required when calculating the expected credit losses of financial assets and determining whether there has been a significant increase in credit risk since initial recognition in accordance with IFRS 9 *Financial instruments*. For more information, refer to Note 17.

***Income taxes***

The Credit Union periodically assesses its liabilities and contingencies related to income taxes for all years open to audit based on the latest information available. For matters where it is probable that an adjustment will be made, the Credit Union records its best estimate of the tax liability including the related interest and penalties in the current tax provision. Management believes that they have adequately provided for the probable outcome of these matters; however, the final outcome may result in a materially different outcome than the amount included in the tax liabilities.

***Deferred taxes***

The calculation of deferred tax is based on assumptions, which are subject to uncertainty as to timing and which tax rates are expected to apply when temporary differences reverse. By their nature, these estimates are subject to measurement uncertainty, and the effect on the financial statements from changes in such estimates in future years could be material.

***Fair value of unquoted equity instruments***

The Credit Union has assessed that the fair values of its SaskCentral, Concentra Bank (operating as Wyth Financial, fully redeemed in 2024) and National Consulting shares approximate its cost based on the terms that the equity investments cannot be transferred, the shares cannot be sold, and new shares are issued at par value of all currently held shares.

**3. Material accounting policies**

The material accounting policies adopted in the preparation of the financial statements are set out below. The policies have been consistently applied to all the years presented, unless otherwise stated.

***Foreign currency translation***

Transactions denominated in foreign currencies are translated into the functional currency of the Credit Union at exchange rates prevailing at the transaction dates (spot exchange rates). Monetary assets and liabilities are translated at the exchange rates at the statement of financial position date. Exchange gains and losses on translation or settlement are recognized in the statement of comprehensive income for the current period.

***Revenue recognition***

Interest income is recorded on the accrual basis based on the effective interest rate applicable to the instrument, which is the rate that exactly discounts estimated future cash receipts through the expected life of the financial asset to that asset's net carrying amount on initial recognition. The interest income is calculated by applying the effective interest rate to the gross carrying amount of the non-credit impaired financial assets. For credit-impaired financial assets the interest income is calculated by applying the effective interest rate to the amortized cost of the credit-impaired financial assets.

Other income includes service charges on products, transaction fees, other fees and commissions, which are recognized over the period the services are performed.

Dividend income is recorded in profit or loss when the Credit Union's right to receive payments is established, it is probable that the economic benefits associated with the dividend will flow to the Credit Union, and the amount of the dividend can be measured reliably.

**3. Material accounting policies** *(Continued from previous page)*

***Financial instruments***

***Financial assets***

**Recognition and initial measurement**

The Credit Union recognizes financial assets when it becomes party to the contractual provisions of the instrument. Financial assets are measured initially at their fair value plus, in the case of financial assets not subsequently measured at fair value through profit or loss, transaction costs that are directly attributable to their acquisition. Transaction costs attributable to the acquisition of financial assets subsequently measured at fair value through profit or loss are expensed in the statement of comprehensive income when incurred.

**Classification and subsequent measurement**

On initial recognition, financial assets are classified as subsequently measured at amortized cost or fair value through profit or loss ("FVTPL"). The Credit Union determines the classification of its financial assets, together with any embedded derivatives, based on the business model for managing the financial assets and their contractual cash flow characteristics.

Financial instruments are classified as follows:

- Amortized cost - Assets that are held for collection of contractual cash flows where those cash flows are solely payments of principal and interest are measured at amortized cost. Interest revenue is calculated using the effective interest method and gains or losses arising from impairment, foreign exchange and derecognition are recognized in comprehensive income. Financial assets measured at amortized cost are comprised of cash and cash equivalents, SaskCentral and Concentra Bank term deposits, portfolio bonds, member loans receivable and accrued interest thereon, and accounts receivable balances.
- Mandatorily at fair value through profit or loss - Assets that do not meet the criteria to be measured at amortized cost, or fair value through other comprehensive income, are measured at fair value through profit or loss. All interest income and changes in the financial assets' carrying amount are recognized in the statement of comprehensive income.

The Credit Union measures all equity investments at fair value. Changes in fair value are recorded in the statement of comprehensive income. Equity investments measured at fair value through profit or loss are comprised of SaskCentral Shares, Concentra Bank preferred shares (fully redeemed in 2024), National Consulting shares and other equity investments.

Refer to Note 18 for more information about financial instruments held by the Credit Union, their measurement basis, and their carrying amount.

***Business model assessment***

The Credit Union assesses the objective of its business model for holding a financial asset at a level of aggregation which best reflects the way the business is managed and information is provided to management. Information considered in this assessment includes stated policies and objectives and how performance of the portfolio is evaluated.

***Contractual cash flow assessment***

The cash flows of financial assets are assessed as to whether they are solely payments of principal and interest on the basis of their contractual terms. For this purpose, 'principal' is defined as the fair value of the financial asset on initial recognition. 'Interest' is defined as consideration for the time value of money, the credit risk associated with the principal amount outstanding, and other basic lending risks and costs. In performing this assessment, the Credit Union considers factors that would alter the timing and amount of cash flows such as prepayment and extension features, terms that might limit the Credit Union's claim to cash flows, and any features that modify consideration for the time value of money.

**3. Material accounting policies** *(Continued from previous page)*

**Financial instruments** *(Continued from previous page)*

**Impairment**

The Credit Union recognizes a loss allowance for the expected credit losses associated with its financial assets, other than debt instruments measured at fair value through profit or loss and equity investments, as well as lease receivables, contract assets, and any financial guarantee contracts and loan commitments not measured at fair value through profit or loss. Expected credit losses are measured to reflect a probability-weighted amount, the time value of money, and reasonable and supportable information regarding past events, current conditions and forecasts of future economic conditions.

For member loans receivable, the Credit Union records a loss allowance equal to the expected credit losses resulting from default events that are possible within the next 12-month period, unless there has been a significant increase in credit risk since initial recognition. For those financial assets for which the Credit Union assessed that a significant increase in credit risk has occurred, the Credit Union records a loss allowance equal to the expected credit losses resulting from all possible default events over the assets' contractual lifetime.

The Credit Union assesses whether a financial asset is credit-impaired at the reporting date. Regular indicators that a financial instrument is credit-impaired include significant financial difficulties as evidenced through borrowing patterns or observed balances in other accounts and breaches of borrowing contracts such as default events or breaches of borrowing covenants, requests to restructure loan payment schedules, etc. For financial assets assessed as credit-impaired at the reporting date, the Credit Union continues to recognize a loss allowance equal to lifetime expected credit losses.

Loss allowances for expected credit losses are presented in the statement of financial position as follows:

- For financial assets measured at amortized cost, as a deduction from the gross carrying amount of the financial assets;
- For loan commitments and financial guarantee contracts, as a provision; and
- For facilities with both a drawn and undrawn component where the Credit Union cannot separately identify expected credit losses between the two components, as a deduction from the carrying amount of the drawn component. Any excess of the loss allowance over the carrying amount of the drawn component is presented as a provision.

Financial assets are written off when the Credit Union has no reasonable expectations of recovering all or any portion thereof.

Refer to Note 17 for additional information about the Credit Union's credit risk management process, credit risk exposure and the amounts arising from expected credit losses.

**Derecognition of financial assets**

Financial assets are derecognized when the contractual rights to receive the cash flows from these assets have ceased to exist or when the Credit Union has transferred substantially all the risks and rewards of ownership of the assets.

Where substantially all of the risks and rewards of ownership of the financial asset are not retained or transferred, the Credit Union derecognizes the transferred asset only if it no longer controls the asset. Control is represented by the practical ability to sell the transferred asset without the need to impose additional restrictions. If the Credit Union retains control over the asset, it will continue to recognize the asset to the extent of its continuing involvement.

When a financial asset is derecognized, a gain or loss is recognized in net income for an amount equal to the difference between the carrying amount of the derecognized asset and the value of the consideration received, including any new assets and/or liabilities recognized.

Where substantially all risks and rewards of ownership have been transferred, or risks and rewards have neither been transferred nor retained and control of the financial asset has not been retained, the Credit Union derecognizes the financial asset. At the same time, the Credit Union separately recognizes as assets or liabilities the fair value of any rights and obligations created or retained in the transfer. Any difference between the carrying amount measured at the date of recognition and the consideration received is recognized in profit or loss. Such transactions include syndication transactions resulting in transfers qualifying for derecognition.

**3. Material accounting policies** *(Continued from previous page)*

**Financial instruments** *(Continued from previous page)*

**Modification of financial assets**

The Credit Union assesses the modification of terms of a financial asset to evaluate whether its contractual rights to the cash flows from that asset have expired in accordance with the Credit Union's derecognition policy.

When the modifications do not result in derecognition of the financial asset, the gross carrying amount of the financial asset is recalculated with any difference between the previous carrying amount and the new carrying amount recognized in comprehensive income. The new gross carrying amount is recalculated as the present value of the modified contractual cash flows discounted at the asset's original effective interest rate.

For the purpose of applying the impairment requirements, at each reporting date subsequent to the modification, the Credit Union continues to assess whether there has been a significant increase in credit risk on the modified financial assets from the date of initial recognition.

**Financial liabilities**

**Recognition and initial measurement**

The Credit Union recognizes a financial liability when it becomes party to the contractual provisions of the instrument. At initial recognition, the Credit Union measures financial liabilities at their fair value plus transaction costs that are directly attributable to their issuance.

**Classification and subsequent measurement**

Subsequent to initial recognition, all financial liabilities are measured at amortized cost using the effective interest rate method. Interest, gains and losses relating to a financial liability are recognized in the statement of comprehensive income.

Financial liabilities are not reclassified subsequent to initial recognition.

**Derecognition of financial liabilities**

The Credit Union derecognizes a financial liability only when its contractual obligations are discharged, cancelled or expire.

**Collateral**

The Credit Union recognizes the proceeds from the sale of any non-cash collateral that has been pledged to it and a liability measured at fair value for its obligation to return the collateral.

If a debtor defaults under the terms of its contract and is no longer entitled to the return of any collateral, the Credit Union recognizes the collateral as an asset initially measured at fair value or, if it has already sold the collateral, derecognizes its obligation to return the collateral.

**Cash and cash equivalents**

Cash and cash equivalents comprise cash on hand, demand deposits and short-term highly liquid investments with original maturities of three months or less that are readily convertible into known amounts of cash and which are subject to an insignificant risk of changes in value. Cash and cash equivalents are shown net of bank overdrafts that are repayable on demand and form an integral part of the Credit Union's cash management system.

**3. Material accounting policies** *(Continued from previous page)*

***Impairment of non-financial assets***

At the end of each reporting period, the Credit Union reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any). Where it is not possible to estimate the recoverable amount of an individual asset, the Credit Union estimates the recoverable amount of the cash-generating units ("CGU") to which the asset belongs. Where a reasonable and consistent basis of allocation can be identified, corporate assets are also allocated to individual CGU's, or otherwise they are allocated to the smallest group of CGU's for which a reasonable and consistent allocation basis can be identified.

Recoverable amount is the higher of fair value less costs to sell and value in use. In assessing value in use, the estimated future cash flows are discounted to their present value using a pre-tax discount rate that reflects current market assessments of the time value of money and the risks specific to the asset for which the estimates of future cash flows have not been adjusted.

If the recoverable amount of an asset or CGU is estimated to be less than its carrying amount, the carrying amount of the asset or CGU is reduced to its recoverable amount. An impairment loss is recognized immediately in the statement of comprehensive income.

Where an impairment loss subsequently reverses, the carrying amount of the asset or CGU is increased to the revised estimate of its recoverable amount, but so that the increased carrying amount does not exceed the carrying amount that would have been determined had no impairment loss been recognized for the asset or CGU in prior years. A reversal of an impairment loss is recognized immediately in the statement of comprehensive income.

***Syndication***

The Credit Union syndicates individual assets with various other financial institutions primarily to manage credit risk, create liquidity and manage regulatory capital for the Credit Union. Syndicated loans transfer substantially all the risks and rewards related to the transferred financial assets and are derecognized from the Credit Union's statement of financial position. All loans syndicated by the Credit Union are on a fully serviced basis. The Credit Union receives fee income for services provided in the servicing of the transferred financial assets.

***Foreclosed assets***

Foreclosed assets held for sale are initially recorded at the lower of cost and estimated net realizable value. Cost comprises the balance of the loan at the date on which the Credit Union obtains title to the asset plus subsequent disbursements related to the asset, less any revenues or lease payments received. Foreclosed assets held for sale are subsequently valued at the lower of their carrying amount and fair value less cost to sell. Foreclosed assets are recorded in member loans receivable.

***Property and equipment***

Property and equipment are stated at cost less accumulated depreciation and impairment losses. Cost includes expenditures that are directly attributable to the acquisition of the asset. When parts of an item of property and equipment have different useful lives, they are accounted for as separate items of property and equipment.

All assets having limited useful lives are depreciated using the straight-line method over their estimated useful lives. Land has an unlimited useful life and is therefore not depreciated. Assets are depreciated from the date of acquisition. Internally constructed assets are depreciated from the time an asset is available for use.

	<b>Rate</b>
Buildings	2.5 - 5 %
Automotive	14 - 25 %
Computer equipment	20 - 33 %
Computer software	20 %
Furniture and equipment	20 %

**3. Material accounting policies** *(Continued from previous page)*

**Property and equipment** *(Continued from previous page)*

The residual value, useful life and depreciation method applied to each class of assets are reassessed at each reporting date.

Gains or losses on the disposal of property and equipment are determined as the difference between the net disposal proceeds and the carrying amount of the asset, and recognized in the statement of comprehensive income as other operating income or other operating costs, respectively.

**Income taxes**

The Credit Union accounts for income taxes using the asset and liability method. Current and deferred taxes are recognized in the statement of comprehensive income except to the extent that the tax is recognized either in other comprehensive income or directly in equity. Under this method, the provision for income taxes is based on the tax rates and tax laws that have been enacted or substantively enacted by the end of the reporting period.

Current tax assets and liabilities for the current and prior periods are measured at the amount expected to be recovered from or paid to the taxation authorities.

Deferred tax assets and liabilities are measured at the tax rates that are expected to apply to the period when the assets are realized or the liabilities are settled.

Deferred tax assets and liabilities are recognized where the carrying amount of an asset or liability differs from its tax base, except for taxable temporary differences arising on the initial recognition of goodwill and temporary differences arising on the initial recognition of an asset or liability in a transaction which is not a business combination and at the time of the transaction affects neither accounting or taxable income.

Recognition of deferred tax assets for unused tax losses, tax credits and deductible temporary differences is restricted to those instances where it is probable that future taxable profit will be available which allow the deferred tax asset to be utilized. Deferred tax assets are reviewed at each reporting date and are reduced to the extent that it is no longer probable that the related tax benefit will be realized.

**Employee benefits**

The Credit Union's post employment benefit programs consist of a defined contribution plan.

Contributions to defined contribution plans are expensed as incurred. Pension benefits of \$111,911 (2023 - \$105,209) were paid to the defined contribution retirement plan during the year.

**Standards issued but not yet effective**

The Credit Union has not yet applied the following new standards, interpretations and amendments to standards that have been issued as at December 31, 2024 but are not yet effective. Unless otherwise stated, the Credit Union does not plan to early adopt any of these new or amended standards and interpretations.

**IFRS 18 Presentation and Disclosure in Financial Statements**

IFRS 18, issued in April 2024, replaces IAS 1 *Presentation of Financial Statements* and establishes the overall requirements for presentation and disclosures in the financial statements, including a new defined structure for the Statement of Profit or Loss and specific disclosure requirements related to management-defined performance measures. IFRS 18 also enhances guidance on how to group information within the financial statements.

IFRS 18 is effective for annual periods beginning on or after January 1, 2027, including for interim financial statements. The Credit Union is currently assessing the impact of these amendments on its financial statements.

**Raymore Credit Union**  
**Notes to the Financial Statements**  
*For the year ended December 31, 2024*

**3. Material accounting policies** (Continued from previous page)

**Membership shares and equity accounts**

Membership shares and equity accounts are classified as liabilities or member equity in accordance with their terms. Shares redeemable at the option of the member, either on demand or on withdrawal from membership, are classified as liabilities. Shares redeemable at the discretion of the Credit Union Board of Directors are classified as equity. Shares redeemable subject to regulatory restrictions are accounted for using the criteria set out in IFRIC 2 *Members' Shares in Cooperative Entities and Similar Instruments*.

**4. Cash and cash equivalents**

	2024	2023
	\$	\$
Cash	<b>7,691,783</b>	2,656,291

**5. Investments**

	2024	2023
	\$	\$
Measured at amortized cost		
SaskCentral and Concentra Bank term deposits	<b>42,120,338</b>	42,748,075
Portfolio bonds	<b>25,351,642</b>	12,777,104
Accrued interest	<b>1,124,073</b>	513,837
	<b>68,596,053</b>	56,039,016
Measured at fair value through profit or loss		
Other equity investments	<b>1,655,102</b>	1,744,335
SaskCentral shares	<b>520,828</b>	638,679
Concentra Bank preferred shares	-	250,000
National Consulting shares	<b>20,000</b>	20,000
	<b>2,195,930</b>	2,653,014
	<b>70,791,983</b>	58,692,030

The table below shows the credit risk exposure on investments. Ratings are as provided by Dominion Bond Rating Services ("DBRS") unless otherwise indicated.

	2024	2023
	\$	\$
<b>Investment portfolio rating</b>		
AA	<b>21,812,027</b>	10,277,104
A	<b>3,027,826</b>	2,000,000
BBB	<b>24,000,000</b>	26,500,000
R1	<b>19,141,166</b>	17,636,754
Unrated	<b>1,686,891</b>	1,764,335
	<b>69,667,910</b>	58,178,193

SaskCentral shares are included in the R1 category above, Concentra Bank preferred shares are included in the BBB category above, and National Consulting shares are included in the Unrated category above.

**Raymore Credit Union**  
**Notes to the Financial Statements**  
*For the year ended December 31, 2024*

**5. Investments** (Continued from previous page)

*Statutory liquidity*

Pursuant to Regulations, the Standards of Sound Business Practices (SSBP) require that the Credit Union maintain 8.65% (2023 - 8.65%) of its total liabilities in specified liquidity deposits. The provincial regulator for Credit Unions, Credit Union Deposit Guarantee Corporation ("CUDGC"), requires that the Credit Union adhere to these prescribed limits and restrictions. As of December 31, 2024, the Credit Union met the requirement (2023 - met).

**6. Member loans receivable**

Principal and allowance by loan type:

	Principal performing	Principal impaired	Allowance specific	Allowance for expected credit losses	Net carrying value
					2024
					\$
Consumer loans	11,912,816	92,081	(22,975)	(40,696)	<b>11,941,226</b>
Residential mortgages	34,259,510	351,443	(198)	(48,652)	<b>34,562,103</b>
Commercial loans	20,036,551	-	-	(171,033)	<b>19,865,518</b>
Agricultural loans	92,878,849	307,405	-	(254,087)	<b>92,932,167</b>
	159,087,726	750,929	(23,173)	(514,468)	<b>159,301,014</b>
Accrued interest	1,444,840	2,714	(1,289)	-	<b>1,446,265</b>
<b>Total</b>	<b>160,532,566</b>	<b>753,643</b>	<b>(24,462)</b>	<b>(514,468)</b>	<b>160,747,279</b>

	Principal performing	Principal impaired	Allowance specific	Allowance for expected credit losses	Net carrying value
					2023
					\$
Consumer loans	10,679,289	120,860	(112,730)	(32,978)	10,654,441
Residential mortgages	33,354,428	-	-	(45,992)	33,308,436
Commercial loans	21,785,010	58,657	-	(225,002)	21,618,665
Agricultural loans	87,422,319	141,219	-	(210,496)	87,353,042
	153,241,046	320,736	(112,730)	(514,468)	152,934,584
Accrued interest	1,283,037	2,160	(2,160)	-	1,283,037
<b>Total</b>	<b>154,524,083</b>	<b>322,896</b>	<b>(114,890)</b>	<b>(514,468)</b>	<b>154,217,621</b>

**Raymore Credit Union**  
**Notes to the Financial Statements**  
*For the year ended December 31, 2024*

**6 Member loans receivable** *(Continued from previous page)*

The allowance for loan impairment changed as follows:

	2024 \$	2023 \$
Balance, beginning of year	629,358	2,051,648
(Recovery of) provision for impaired loans	<b>(21,770)</b>	89,480
<hr/>		
Less (add): accounts written off, net of recoveries	<b>607,588</b>	2,141,128
	<b>68,658</b>	1,511,770
<hr/>		
Balance, end of year	<b>538,930</b>	629,358

**7. Other assets**

	2024 \$	2023 \$
Accounts receivable	36,000	40,000
Prepaid expenses and deposits	3,404	3,158
Deferred tax asset	<b>308,553</b>	290,670
<hr/>		
	<b>347,957</b>	333,828

**8. Property and equipment**

	Land \$	Buildings \$	Computer equipment \$	Computer software \$	Furniture and equipment \$	Automotive \$	Total \$
<b>Cost</b>							
December 31, 2022	750	1,919,274	315,510	372,062	532,088	92,720	<b>3,232,404</b>
Additions	-	-	32,039	107,673	5,678	66,701	<b>212,091</b>
Disposals	-	-	-	(66,676)	-	(56,720)	<b>(123,396)</b>
<hr/>							
Balance at December 31, 2023	750	1,919,274	347,549	413,059	537,766	102,701	<b>3,321,099</b>
<hr/>							
Additions	20,000	-	50,059	-	9,704	-	<b>79,763</b>
Disposals	-	-	(150,938)	(13,090)	(82,330)	-	<b>(246,358)</b>
<hr/>							
Balance at December 31, 2024	20,750	1,919,274	246,670	399,969	465,140	102,701	<b>3,154,504</b>

**Raymore Credit Union**  
**Notes to the Financial Statements**  
*For the year ended December 31, 2024*

8. **Property and equipment** (Continued from previous page)

	<i>Land</i>	<i>Buildings</i>	<i>Computer equipment</i>	<i>Computer software</i>	<i>Furniture and equipment</i>	<i>Automotive</i>	<i>Total</i>
	\$	\$	\$	\$	\$	\$	\$
<b>Depreciation and impairment losses</b>							
Balance December 31, 2022	-	1,471,316	303,268	372,062	492,393	92,720	<b>2,731,759</b>
Depreciation charge for the year	-	85,297	11,418	14,955	14,668	6,950	<b>133,288</b>
Disposals	-	-	-	(66,677)	-	(56,720)	<b>(123,397)</b>
<b>Balance at December 31, 2023</b>	-	<b>1,556,613</b>	<b>314,686</b>	<b>320,340</b>	<b>507,061</b>	<b>42,950</b>	<b>2,741,650</b>
Depreciation charge for the year	-	83,624	20,032	35,891	13,771	16,675	<b>169,993</b>
Disposals	-	-	(150,938)	(13,090)	(82,330)	-	<b>(246,358)</b>
<b>Balance at December 31, 2024</b>	-	<b>1,640,237</b>	<b>183,780</b>	<b>343,141</b>	<b>438,502</b>	<b>59,625</b>	<b>2,665,285</b>
<b>Net book value</b>							
At December 31, 2023	750	362,661	32,863	92,719	30,705	59,751	579,449
<b>At December 31, 2024</b>	<b>20,750</b>	<b>279,037</b>	<b>62,890</b>	<b>56,828</b>	<b>26,638</b>	<b>43,076</b>	<b>489,219</b>

Depreciation is recorded in the statement of comprehensive income, \$86,369 (2023 - \$47,991) in administration expense and \$83,624 (2023 - \$85,297) in occupancy expense.

9. **Line of credit**

The Credit Union has an authorized line of credit due on demand, with no fixed repayment date, bearing interest at Sask Central's prime minus 0.5% (2023 - prime minus 0.5%) in the amount of \$4,300,000 (2023 - \$3,800,000) from SaskCentral. At the end of the year, the amount outstanding was \$nil (2023 - \$nil).

Borrowings are secured by an assignment of book debts, financial services agreement, and an operating account agreement.

The Credit Union also has access to an authorized quick line of credit due on demand, with no fixed repayment date, bearing interest at Concentra's prime rate minus 1.25% (2023 - Concentra's 1 month CDOR rate plus 2.50%), in the amount of \$4,000,000 (2023 - \$4,000,000) from Concentra Bank. At the end of the year, the amount outstanding was \$nil (2023 - \$nil).

Borrowings are secured by a second charge security interest, mortgage, pledge, and charge over all of the Credit Union's present and after-acquired property; and a \$4,000,000 aggregate principal amount of deposits held in Concentra including all interest and income earned from time to time thereon (2023 - secured by a second charge security interest, mortgage, pledge, and charge over all of the Credit Union's present and after-acquired property, both real and personal).

**Raymore Credit Union**  
**Notes to the Financial Statements**  
*For the year ended December 31, 2024*

**10. Member deposits**

	<b>2024</b>	<b>2023</b>
	\$	\$
Demand deposits	116,545,011	106,397,251
Registered plans	12,978,447	12,787,365
Other deposits	14,762,039	13,258,143
Term deposits	65,331,710	57,414,823
Accrued interest	2,146,807	1,726,722
	<b>211,764,014</b>	<b>191,584,304</b>

Member deposits are subject to the following terms:

- Chequing, savings and Plan 24 products are due on demand and bear interest at rates up to 6.45% (2023 - 4.45%).
- Registered savings plans are subject to fixed and variable rates of interest up to 5.94% (2023 - 5.94%), with interest payments due monthly, annually or on maturity.
- Term deposits are subject to fixed and variable rates of interest up to 5.94% (2023 - 5.94%), with interest payments due monthly, annually or on maturity.

**11. Other liabilities**

	<b>2024</b>	<b>2023</b>
	\$	\$
Accounts payable	2,332,052	1,432,991
Patronage refund payable	500,000	500,000
	<b>2,832,052</b>	<b>1,932,991</b>

**12. Income tax**

***Income tax expense recognized in the statement of comprehensive income***

In 2024, based on the Credit Union's taxable capital, the applicable tax rate is the aggregate of the federal income tax rate of 15% (2023 - 15%), and the provincial tax rate of 12% (2023 - 12%).

***Reconciliation between average effective tax rate and the applicable tax rate***

	<b>2024</b>	<b>2023</b>
Applicable tax rate	27.00 %	27.00 %
Non-deductible and other items	(1.50)%	(0.60)%
	<b>25.50 %</b>	<b>26.40 %</b>

**Raymore Credit Union**  
**Notes to the Financial Statements**  
*For the year ended December 31, 2024*

**13. Membership shares and equity accounts**

Authorized:

Unlimited number of Membership shares, at an issue price of \$5.

Issued:

	2024	2023
	\$	\$
2,903 Membership shares (2023 - 2,860)	14,515	14,300
Equity accounts	<b>2,420,579</b>	1,938,542
<b>Total</b>	<b>2,435,094</b>	1,952,842

All common shares and equity accounts are classified as liabilities.

When an individual becomes a member of the Credit Union, they are issued a common share at \$5 per share. Each member of the Credit Union has one vote, regardless of the number of common shares held.

Equity accounts are established as a means of returning excess earnings to members and at the same time increasing the Credit Union's equity base.

During the year, the Credit Union issued 137 (2023 - 210) and redeemed 94 (2023 - 118) membership shares.

**14. Patronage refund**

The Board of Directors authorized a patronage refund of \$1,000,000 (2023 - \$1,000,000), retaining \$500,000 (2023 - \$500,000) in members' equity share accounts as at December 31, 2024. The patronage refund approved by the Board of Directors was based on the amount of loan interest paid and deposit interest earned by each member during the fiscal year (excluding credit cards and unauthorized overdrafts).

The patronage refund has been reflected in the statement of financial position as other liabilities with the corresponding expense in the statement of comprehensive income.

**15. Related party transactions**

***Key management compensation of the Credit Union***

Key management personnel ("KMP") of the Credit Union are the General Manager, Finance, Administration, Risk & Compliance Manager, Retail Manager, and members of the Board of Directors.

KMP remuneration includes the following expenses:

	2024	2023
	\$	\$
Salaries and short-term benefits	<b>640,009</b>	578,154

***Transactions with key management personnel***

The Credit Union, in accordance with its policy, may grant credit to its directors, management and staff at concessional rates of interest on their loans and facilities.

Loans made to KMP are approved under the same lending criteria applicable to members and are included in member loans on the statement of financial position. There are no loans to KMP that are impaired.

**Raymore Credit Union**  
**Notes to the Financial Statements**  
*For the year ended December 31, 2024*

**15. Related party transactions** *(Continued from previous page)*

Directors, management and staff of the Credit Union hold deposit accounts. These accounts are maintained under the same terms and conditions as accounts of other members, and are included in deposit accounts on the statement of financial position.

There are no benefits or concessional terms and conditions applicable to the family members of KMP.

These loans and deposits were made in the normal course of operations and are measured at the exchange amount, which is the consideration established and agreed to by the related parties.

	<b>2024</b>	<b>2023</b>
	\$	\$
Aggregate loans to KMP	<b>4,353,299</b>	3,983,465
The total value of revolving credit facilities to KMP	<b>29,417</b>	1,964
Less: membership shares and equity accounts	<b>(50,053)</b>	(38,713)
	<b>4,332,663</b>	3,946,716

	<b>2024</b>	<b>2023</b>
	\$	\$
During the year the aggregate value of loans approved to KMP amounted to:		
Loans	<b>834,688</b>	392,432

	<b>2024</b>	<b>2023</b>
	\$	\$
Income and expense transactions with KMP consisted of:		
Interest earned on loans and revolving credit facilities to KMP	<b>186,223</b>	188,872
Total interest paid on deposits to KMP	<b>20,898</b>	16,775

	<b>2024</b>	<b>2023</b>
	\$	\$
The total value of member deposits from KMP as at the year-end:		
Chequing and demand deposits	<b>1,480,066</b>	1,407,331
Term deposits	<b>1,528</b>	1,496
Registered plans	<b>111,429</b>	109,043
Total value of member deposits due to KMP	<b>1,593,023</b>	1,517,870

***Directors' fees and expenses***

	<b>2024</b>	<b>2023</b>
	\$	\$
Directors' fees and committee remuneration	<b>32,903</b>	35,200
Directors' expenses	<b>2,899</b>	3,709
Meeting, training and conference costs	<b>6,654</b>	5,031

**16. Capital management**

A capital management framework is included in policies and procedures established by the Board of Directors. The Credit Union's objectives when managing capital are to:

- Adhere to regulatory capital requirements as minimum benchmarks;
- Co-ordinate strategic risk management and capital management;
- Develop financial performance targets/budgets/goals;
- Administer a patronage program that is consistent with capital requirements;
- Administer an employee incentive program that is consistent with capital requirements; and
- Develop a growth strategy that is coordinated with capital management requirements.

CUDGC prescribes capital adequacy measures and minimum capital requirements. The capital adequacy rules issued by CUDGC have been based on the Basel III framework, consistent with the financial industry in general.

The Credit Union follows a risk-weighted asset calculation for credit and operational risk. Under this approach, credit unions are required to measure capital adequacy in accordance with instructions for determining risk-adjusted capital and risk-weighted assets, including off-balance sheet commitments. Based on the prescribed risk of each type of asset, a weighting of 0% to 1,250% is assigned. The ratio of regulatory capital to risk-weighted assets is calculated and compared to the standard outlined by CUDGC. Regulatory standards require credit unions to maintain a minimum total eligible capital to risk-weighted assets of 8%, a minimum tier 1 capital to risk-weighted assets of 6% and a minimum common equity tier 1 capital to risk-weighted assets of 4.5%. In addition to the minimum capital ratios, the Credit Union is required to hold a capital conservation buffer of 2.5%. The capital conservation buffer is designed to avoid breaches of the minimum capital requirement. Eligible capital consists of total tier 1 and tier 2 capital. In addition to the minimum capital ratios, the Credit Union is required to hold a capital conservation buffer of 2.5%. The capital conservation buffer is designed to avoid breaches of the minimum capital requirement.

Tier 1 capital is defined as a credit union's primary capital and comprises the highest quality of capital elements while tier 2 is secondary capital and falls short of meeting tier 1 requirements for permanence or freedom from mandatory charges. Tier 1 capital consists of two components: common equity tier 1 capital and additional tier 1 capital. Common equity tier 1 capital includes retained earnings, contributed surplus and accumulated other comprehensive income ("AOCI").

Deductions from common equity tier 1 capital include goodwill, intangible assets, deferred tax assets (except those arising from temporary differences), increases in equity capital resulting from securitization transactions, unconsolidated substantial investments and fair value gains/losses on own-use property. Additional tier 1 capital consists of qualifying membership shares and other investment shares issued by the Credit Union that meet the criteria for inclusion in additional tier 1 capital.

Tier 2 capital includes a collective allowance for credit losses to a maximum of 1.25% of risk-weighted assets, subordinated indebtedness, and qualifying membership shares or other investment shares issued by the Credit Union that meet the criteria for inclusion in tier 2 capital and are not included in tier 1 capital.

Regulatory standards also require the Credit Union to maintain a minimum leverage ratio of 5%. This ratio is calculated by dividing eligible capital by total assets less deductions from capital plus specified off-balance sheet exposures. Based on the type of off-balance sheet exposure, a conversion factor is applied to the leverage ratio.

The following table compares CUDGC regulatory standards to the Credit Union's board policy for 2024:

	<b>Regulatory standards</b>	<b>Board standards (Minimum of target range)</b>
Total eligible capital to risk-weighted assets	<b>10.50 %</b>	<b>12.00 %</b>
Tier 1 capital to risk-weighted assets	<b>8.50 %</b>	<b>12.00 %</b>
Common equity tier 1 capital to risk-weighted assets	<b>7.00 %</b>	<b>12.00 %</b>
Leverage ratio	<b>5.00 %</b>	<b>6.00 %</b>

During the year, the Credit Union complied with all internal and external capital requirements.

**16. Capital management** *(Continued from previous page)*

The following table summarizes key capital information:

<b>Eligible capital</b>	<b>2024</b>	<b>2023</b>
	<b>\$</b>	<b>\$</b>
Common equity tier 1 capital	<b>23,086,987</b>	20,910,864
Deductions from tier 1 capital	<b>(56,828)</b>	(92,719)
<b>Total tier 1 capital</b>	<b>23,030,159</b>	20,818,145
<b>Total tier 2 capital</b>	<b>2,949,562</b>	2,467,310
<b>Total eligible capital</b>	<b>25,979,721</b>	23,285,455
<i>Risk-weighted assets</i>		
Total eligible capital to risk-weighted assets	<b>18.37 %</b>	16.94 %
Total tier 1 capital to risk-weighted assets	<b>16.29 %</b>	15.14 %
Common equity tier 1 capital to risk-weighted assets	<b>16.29 %</b>	15.14 %
Leverage ratio	<b>10.75 %</b>	10.61 %

*Liquidity coverage ratio*

The Credit Union has implemented a liquidity coverage ratio ("LCR") which is a regulatory requirement of CUDGC. The objective of the LCR is to ensure that the Credit Union has an adequate stock of unencumbered high-quality liquid assets ("HQLA") that:

- consists of cash or assets that can be converted into cash at little or no loss of value; and
- meets its liquidity needs for a 30-calendar day stress scenario, by which time it is assumed corrective actions have been taken by the Credit Union and/or CUDGC.

This stress scenario noted above is viewed as a minimum requirement. The Credit Union conducts additional stress tests to assess the level of liquidity to hold beyond the regulatory minimum, and constructs scenarios that could cause difficulties for specific business activities. Internal stress tests have longer time horizons and results are reported to CUDGC upon request.

The LCR is calculated as the value of the stock in HQLA in stressed conditions divided by the total net cash outflows over the next 30 calendar days.

As at December 31, 2024, the Credit Union is in compliance with regulatory requirements (2023 - in compliance).

**17. Financial risk management**

The Credit Union, as part of its operations, carries a number of financial instruments which result in exposure to the following risks: credit risk, market risk and liquidity risk.

Accordingly, the Credit Union has established avoidance of undue concentrations of risk, hedging of risk exposures, and requirements for collateral to mitigate credit risk as risk management objectives. In seeking to meet these objectives, the Credit Union follows risk management policies approved by its Board of Directors.

The Credit Union's risk management policies and procedures include the following:

- Ensure all activities are consistent with the mission, vision and values of the Credit Union
- Balance risk and return
- Manage credit, market and liquidity risk through preventative and detective controls

**17. Financial risk management** *(Continued from previous page)*

- Ensure credit quality is maintained
- Ensure credit, market, and liquidity risk is maintained at acceptable levels
- Diversify risk in transactions, member relationships and loan portfolios
- Price according to risk taken, and
- Using consistent credit risk exposure tools.

Various Board of Directors committees are involved in financial instrument risk management oversight, including the Audit and Risk Committee and Conduct Review Committee.

There have been no significant changes from the previous year in the Credit Union's risks to which it is exposed or its general policies and procedures for managing risk.

**Credit risk**

Credit risk is the risk of financial loss resulting from the failure of a borrower or counterparty to honour its financial or contractual obligations to the Credit Union. Credit risk primarily arises from member loans receivable.

**Risk management process**

Credit risk management is integral to the Credit Union's activities. Management and the Board of Directors are responsible for developing and implementing the credit risk management practices of the Credit Union by establishing the relevant policies and procedures. Management carefully monitors and manages the Credit Union's exposure to credit risk by reviewing member credit extension policies and guidelines and reviewing the performance of loan portfolios, including default events and past due status. The risk management process starts at the time of a member credit application and continues until the loan is fully repaid. The primary credit risk management policies and procedures include the following:

- Loan security (collateral) requirements
  - Security valuation processes, including method used to determine the value of real property and personal property when that property is subject to a mortgage or other charge; and
  - Maximum loan to value ratios where a mortgage or other charge on real or personal property is taken as security
- Borrowing member capacity (repayment ability) requirements
- Borrowing member character requirements
- Limits on aggregate credit exposure per individual and/or related parties
- Limits on concentration of credit risk by loan type, industry and economic sector
- Limits on the types of credit facilities and services offered
- Internal loan approval processes and loan documentation standards
- Loan re-negotiation, extension and renewal processes
- Processes that identify adverse situations and trends, including risks associated with economic, geographic and industry sectors
- Control and monitoring processes including portfolio risk identification and delinquency tolerances
- Timely loan analysis processes to identify, access and manage delinquent and impaired loans
- Collection processes that include action plans for deteriorating loans
- Overdraft control and administration processes
- Loan syndication processes.

The Credit Union's credit risk policies, processes and methodologies are reviewed periodically to ensure they remain relevant and effective in managing credit risk.

**Raymore Credit Union**  
**Statement of Financial Position**  
*As at December 31, 2024*

**17. Financial risk management** *(Continued from previous page)*

To meet the needs of its members and to manage its own exposure to fluctuations in interest rates, the Credit Union participates in various commitments and contingent liability contracts. The primary purpose of these contracts is to make funds available for the financing needs of members. These are subject to normal credit standards, financial controls, risk management and monitoring procedures. The contractual amounts of these credit instruments represent the maximum credit risk exposure without taking into account the fair value of any collateral, in the event other parties fail to perform their obligations under these instruments.

The Credit Union makes the following instruments available to its members:

- Guarantees and standby letters of credit representing irrevocable assurances that the Credit Union will pay if a member cannot meet their obligations to a third party
- Commitments to extend credit representing unused portions of authorizations to extend credit in the form of loans (including lines of credit and credit cards), guarantees or letters of credit.

The amounts shown on the table below do not necessarily represent future cash requirements since many commitments will expire or terminate without being funded.

As at year-end, the Credit Union had the following outstanding financial instruments subject to credit risk:

	<b>2024</b>	<b>2023</b>
	\$	\$
Unadvanced lines of credit	<b>10,180,094</b>	8,938,025
Guarantees and standby letters of credit	<b>100,000</b>	100,000
Commitments to extend credit	<b>5,016,238</b>	4,707,536
	<b>15,296,332</b>	13,745,561

**Inputs, assumptions and techniques**

*Definition of default and assessments of credit risk*

Financial instruments are assessed at each reporting date for a significant increase in credit risk since initial recognition. This assessment considers changes in the risk of a default occurring at the reporting date as compared to the date of initial recognition.

The Credit Union considers member loans receivable to be in default when contractual payments are more than 90 days past due or other objective evidence of impairment exists, such as notification from the borrower or breach of major covenants. This definition is consistent with the definitions used for the Credit Union's internal credit risk management practices and has been selected because it most closely aligns the definition of default to the Credit Union's past credit experience, and the covenants placed in standard borrowing contracts. Relatively few financial instruments subsequently return to performing status after a default has occurred under this definition without further intervention on the part of the Credit Union.

Changes in credit risk are assessed on the basis of the risk that a default will occur over the contractual lifetime of the financial instrument rather than based on changes in the amount of expected credit losses or other factors. In making this assessment the Credit Union takes into account all reasonable and supportable information, including forward-looking information, available without undue cost or effort. The Credit Union considers past due information of its balances and information about the borrower available through regular commercial dealings, such as requests for loan modifications.

The credit risk of a financial instrument is deemed to have significantly increased since initial recognition when contractual payments have exceeded 30 days past due, or other information becomes available to management through the course of regular credit reviews, communication with the borrower or forecasting processes which consider macroeconomic conditions expected to have a future impact on borrowers. When a financial instrument is considered to have low credit risk, it is assumed that there has not been a significant increase in credit risk since initial recognition. The Credit Union considers there not to have been a significant increase in credit risk despite contractual payments being more than 30 days past due when they have interviewed the borrower and determined that payment is forthcoming.

**17. Financial risk management** *(Continued from previous page)*

The Credit Union identifies credit-impaired financial assets through regular reviews of past due balances and credit assessments of its customers. Credit-impaired financial assets are typically placed on the Credit Union's watch list based on its internal credit risk policies. In making this assessment, the Credit Union considers, past due information of its balances and information about the borrower available through regular commercial dealings.

*Measurement of expected credit losses*

The Credit Union measures expected credit losses ("ECL") for member loans receivable on a group basis. These assets are grouped on the basis of their shared risk characteristics such as loan type (residential mortgages, commercial loans/mortgages, agricultural loans/mortgages, consumer loans, and lines of credit). Otherwise, expected credit losses are measured on an individual basis.

When measuring 12-month and lifetime expected credit losses, the Credit Union utilizes complex modelling, which uses current banking system loan data to assess probability of default, exposure at default, loss given default, and present value calculations. Forward-looking information is incorporated into the determination of expected credit loss by considering regional economic journals and forecasts, collecting information available from regular commercial dealings with its members and other publicly available information and considering the effect such information could have on any assumptions or inputs used in the measurement of expected credit losses, determining significant increases in credit risk or identifying a credit-impaired financial asset.

Significant judgments, estimates and assumptions are required when calculating the expected credit losses of financial assets. In measuring the 12-month and lifetime expected credit losses, management makes assumptions about prepayments, the timing and extent of missed payments or default events. In addition, management makes assumptions and estimates about the impact that future events may have on the historical data used to measure expected credit losses.

The Credit Union has run a number of simulations on its collective allowance, incorporating assumptions about the resulting macroeconomic impacts of inflation and interest rate changes, based on information and facts available at December 31, 2024. The macroeconomic factors that affect the Credit Union expected credit loss ("ECL") calculations are: Saskatchewan unemployment rates, provincial housing starts, national interest rates, national GDP growth, and national oil prices. The information for these assumptions is based off 2025 economic forecasts. Each factor is forecast in a base case, a best case and a worst case scenario. These scenarios are weighted, and the weighted average is used to build the estimate for expected credit losses. These assumptions were shocked up and down 10% - 30% in the best and worst case scenarios.

The typical weighting used in the model is 80% base, 10% best and 10% worst case, as the base case is historically the most likely scenario. Due to uncertainties around inflation and interest rate changes, the weightings chosen at December 31, 2024 were 50% base, 10% best and 40% worst case (2023 - 50% base, 10% best and 40% worst case).

*Write-offs*

Financial assets are written off when there is no reasonable expectation of recovery. The Credit Union assesses that there is no reasonable expectation of recovery when they have exhausted all attempts to recover a portion of the loan, including realizing on the security, if any, and disposing of related security. Where an asset has been written off but is still subject to enforcement activity, the asset is written off but remains on a list of delinquent accounts. Where information becomes available indicating the Credit Union will receive funds, such amounts are recognized at their fair value.

**Raymore Credit Union**  
**Statement of Financial Position**  
*As at December 31, 2024*

17. **Financial risk management** *(Continued from previous page)*

**Exposure to credit risk**

The following table sets out information about the credit quality of financial assets assessed for impairment under IFRS 7 *Financial instruments*. The amounts in the table, unless otherwise indicated, represent the assets' gross carrying amount.

Except as noted below, the gross carrying amount of financial assets represents the maximum exposure to credit risk for that class of financial asset.

	2024 Lifetime ECL (not credit impaired)	Lifetime ECL (credit impaired)	Total
	12-month ECL		
	\$	\$	\$
<b>Loans and lines of credit</b>			
Consumer	11,557,891	354,925	12,004,897
Residential	33,795,738	463,772	34,610,953
Commercial	19,757,752	278,799	20,036,551
Agricultural	91,456,098	1,422,750	93,186,253
Total gross carrying amount	156,567,479	2,520,246	159,838,654
Less: loss allowance	441,094	46,549	538,930
Total carrying amount	156,126,385	2,473,697	159,299,724

	2023 Lifetime ECL (not credit impaired)	Lifetime ECL (credit impaired)	Total
	12-month ECL		
	\$	\$	\$
<b>Loans and lines of credit</b>			
Consumer	10,521,714	157,575	10,800,149
Residential	32,784,110	570,318	33,354,428
Commercial	21,711,829	73,181	21,843,667
Agricultural	86,634,058	788,261	87,563,538
Total gross carrying amount	151,651,711	1,589,335	153,561,782
Less: loss allowance	486,678	27,790	629,358
Total carrying amount	151,165,033	1,561,545	152,932,424

*Concentrations of credit risk*

Concentration of credit risk exists if a number of borrowers are exposed to similar economic risks by being engaged in similar economic activities or being located in the same geographical region, and indicate the relative sensitivity of the Credit Union's performance to developments affecting a particular segment of borrowers or geographical region.

Geographical risk exists for the Credit Union due to its primary service area being Raymore, Saskatchewan and surrounding areas.

**Amounts arising from expected credit losses**

*Financial instruments for which the impairment requirements of IFRS 9 do not apply*

The carrying amount of SaskCentral, Concentra Bank, and National Consulting and other shares, as disclosed in Note 5, best represents the Credit Union's maximum exposure to credit risk for those items. The Credit Union holds no collateral or other credit enhancements on these balances.

17. **Financial risk management** *(Continued from previous page)*

**Market risk**

Market risk is the risk of loss in value of financial instruments that may arise from changes in market factors such as interest rates, equity prices and credit spreads. The Credit Union's exposure changes depending on market conditions. Market risks that have a significant impact on the Credit Union include fair value risk and interest rate risk.

Market risk arises from changes in interest rates that affect the Credit Union's net interest income. Exposure to this risk directly impacts the Credit Union's income from its loan and deposit portfolios. The Credit Union's objective is to earn an acceptable net return on these portfolios, without taking unreasonable risk, while meeting member owner needs.

**Risk measurement**

The Credit Union's risk position is measured and monitored each month to ensure compliance with policy. Management provides quarterly reports on these matters to the Credit Union's Board of Directors.

**Objectives, policies and processes**

Management is responsible for managing the Credit Union's interest rate risk, monitoring approved limits and compliance with policies. The Credit Union manages market risk by developing and implementing asset and liability management policies, which are approved and periodically reviewed by the Board of Directors.

The Credit Union's goal is to achieve adequate levels of profitability, liquidity and safety. The Board of Directors reviews the Credit Union's investment and asset liability management policies periodically to ensure they remain relevant and effective in managing and controlling risk.

**Interest rate risk**

Interest rate risk is the sensitivity of the Credit Union's financial condition to movements in interest rates. Cash flow interest rate risk is the risk that the future cash flows of the Credit Union's financial instruments will fluctuate due to changes in market interest rates. Fair value interest rate risk is the risk that the value of a financial instrument will fluctuate because of changes in prevailing market interest rates. Interest margins reported in comprehensive income may increase or decrease in response to changes in market interest rates. The Credit Union incurs interest rate risk on its loans and other interest bearing financial instruments.

In managing interest rate risk, the Credit Union relies primarily upon use of asset - liability and interest rate sensitivity simulation models, which is monitored by the Credit Union. Sensitivity analysis is used to assess the change in value of the Credit Union's financial instruments against a range of incremental basis point changes in interest rates over a twelve month period. Interest rate shock analysis is calculated in a similar manner to sensitivity analysis but involves a more significant change of 100 basis points or greater in interest rates.

Sensitivity analysis and interest rate shock analysis are calculated on a quarterly basis and are reported to the Board of Directors. Based on current differences between financial assets and financial liabilities as at year-end, the Credit Union estimates that an immediate and sustained 100 basis point increase in interest rates would increase (2023 - increase) net interest income by \$333,200 (2023 - \$372,000) over the next 12 months while an immediate and sustained 100 basis point decrease in interest rates would decrease (2023 - decrease) net interest income by \$267,300 (2023 - \$326,100) over the next 12 months.

Other types of interest rate risk are basis risk (the risk of loss arising from changes in the relationship of interest rates which have similar but not identical characteristic; for example, the difference between prime rates and the Canadian Deposit Offering Rate) and prepayment risk (the risk of loss of interest income arising from the early repayment of fixed rate mortgages and loans), both of which are monitored on a regular basis and are reported to the Board of Directors.

**Raymore Credit Union**  
**Notes to the Financial Statements**  
For the year ended December 31, 2024

17. **Financial risk management** (Continued from previous page)

**Interest rate risk** (Continued from previous page)

The Credit Union's major source of income is financial margin which is the difference between interest earned on investments and loans to members and interest paid to members on their deposits. The objective of managing the financial margin is to match repricing or maturity dates of loans and investments and member deposits within policy limits. These limits are intended to limit the Credit Union's exposure to changing interest rates and to wide fluctuations of income during periods of changing interest rates. The differential represents the net mismatch between loans and investments and member deposits for those particular maturity dates. Certain items on the statement of financial position, such as non-interest bearing member deposits and equity do not provide interest rate exposure to the Credit Union. These items are reported as non-interest rate sensitive in the table below.

Amounts with variable interest rates, or due on demand, are classified as variable.

A significant amount of members' loans receivable and members' savings and deposits can be settled before maturity on payment of a penalty. No adjustment has been made for repayments that may occur prior to maturity.

**Interest rate sensitivity**

In the table below, the carrying amounts of financial instruments are presented in the periods in which they next reprice to market rates or mature and are summed to show the net interest rate sensitivity gap.

**Contractual repricing and maturity**

All financial instruments are reported in the schedule below based on the earlier of their contractual repricing date or maturity date. The schedule below does not identify management's expectations of future events where repricing and maturity dates differ from contractual dates.

(In thousands \$)

						2024	2023
	On demand	Within 3 months	Over 3 months to 1 year	Over 1 year	Non-Interest Sensitive	Total	Total
<b>Assets</b>							
Cash and cash equivalents	5,360	-	-	-	2,332	7,692	2,656
Average yield %	3.23	-	-	-	-	2.25	0.58
Accounts receivable	-	-	-	-	36	36	40
Investments	12,175	6,600	14,629	35,758	1,630	70,792	58,692
Average yield %	3.03	4.01	4.73	4.05	-	3.92	3.60
Members' loans receivable	43,987	2,687	23,021	89,602	1,450	160,747	154,217
Average yield %	6.77	5.53	5.95	5.02	-	5.59	5.72
<b>Subtotal</b>	<b>61,522</b>	<b>9,287</b>	<b>37,650</b>	<b>125,360</b>	<b>5,448</b>	<b>239,267</b>	215,605
<b>Liabilities</b>							
Member deposits	126,543	11,222	26,337	45,513	2,149	211,764	191,585
Average yield %	1.39	4.44	4.04	4.34	-	2.50	2.34
Other liabilities	-	-	-	-	2,832	2,832	1,933
Membership shares and equity accounts	-	-	-	-	2,435	2,435	1,953
<b>Subtotal</b>	<b>126,543</b>	<b>11,222</b>	<b>26,337</b>	<b>45,513</b>	<b>7,416</b>	<b>217,031</b>	195,471
<b>Net sensitivity</b>	<b>(65,021)</b>	<b>(1,935)</b>	<b>11,313</b>	<b>79,847</b>	<b>(1,968)</b>	<b>22,236</b>	20,134

17. **Financial risk management** *(Continued from previous page)*

**Liquidity risk**

Liquidity risk is the risk that the Credit Union cannot meet a demand for cash or fund its obligations as they come due. The Credit Union's management oversees the Credit Union's liquidity risk to ensure the Credit Union has access to enough readily available funds to cover its financial obligations as they come due. The Credit Union's business requires such liquidity for operating and regulatory purposes. Refer to Note 5 for further information about the Credit Union's regulatory requirements.

Liquidity risk is managed through a three tiered structure consisting of the local Credit Union level, the provincial Credit Union level and the national Credit Union level.

Locally, the Credit Union manages its liquidity position from three perspectives:

- Structural liquidity risk, which addresses the risk due to mismatches in effective maturities between assets and liabilities, more specifically the risk of over reliance on short-term liabilities to fund long-term illiquid assets;
- Tactical liquidity risk, which addresses the day-to-day funding requirements that are managed by imposing prudential limits on net fund outflows; and
- Contingent liquidity risk, which assess the impact of sudden stressful events and the Credit Union's responses thereto.

The primary liquidity risk policies and procedures include the following:

- Liquidity risk management framework to measure and control liquidity risk exposure;
- Measurement of cashflows;
- Maintain a line of credit and borrowing facility with SaskCentral and Concentra;
- Maintenance of a pool of high quality liquid assets;
- Monitoring of single deposits and sources of deposits; and
- Monitoring of term deposits.

Provincially, SaskCentral manages a statutory liquidity pool of marketable investment securities on behalf of Saskatchewan Credit Unions to facilitate clearing and settlement, daily cash flow management and emergency liquidity support. Nationally, credit union centrals are represented by one central which acts as the Group Clearer, Central 1 Credit Union. The Group Clearer is a member of the Canadian Payments Association and pools provincial cash flows to settle with the Bank of Canada.

The following table details contractual maturities of financial liabilities:

**As at December 31, 2024:**

*(In thousands \$)*

	<b>&lt; 1 year</b>	<b>1-2 years</b>	<b>&gt; 3 years</b>	<b>Total</b>
Member deposits	<b>166,251</b>	<b>12,221</b>	<b>33,292</b>	<b>211,764</b>
Other liabilities	<b>2,832</b>	<b>-</b>	<b>-</b>	<b>2,832</b>
Membership shares and equity	<b>2,435</b>	<b>-</b>	<b>-</b>	<b>2,435</b>
<b>Total</b>	<b>171,518</b>	<b>12,221</b>	<b>33,292</b>	<b>217,031</b>

**Raymore Credit Union**  
**Notes to the Financial Statements**  
*For the year ended December 31, 2024*

**17. Financial risk management** *(Continued from previous page)*

As at December 31, 2023:

	<i>(In thousands \$)</i>			
	<b>&lt; 1 year</b>	<b>1-2 years</b>	<b>&gt; 3 years</b>	<b>Total</b>
Member deposits	150,283	13,348	27,953	191,584
Other liabilities	1,933	-	-	1,933
Membership shares and equity	1,953	-	-	1,953
<b>Total</b>	<b>154,169</b>	<b>13,348</b>	<b>27,953</b>	<b>195,470</b>

***Foreign currency risk***

Foreign currency risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in foreign exchange rates. In seeking to manage the risks from foreign exchange rate fluctuations, the Credit Union maintains foreign cash balances to approximately offset deposits held in foreign funds.

Foreign currency risk is not considered significant at this time as the Credit Union does not engage in any active trading of foreign currency positions or hold significant excess foreign currency denominated financial investments for an extended period.

**18. Fair value measurements**

The Credit Union classifies fair value measurements recognized in the statement of financial position using a three-tier fair value hierarchy which prioritizes the inputs used in measuring fair value as follows:

- Level 1: Quoted prices (unadjusted) are available in active markets for identical assets or liabilities
- Level 2: Inputs other than quoted prices in active markets that are observable for the asset or liability, either directly or indirectly
- Level 3: Unobservable inputs for which there is little or no market data and which require the Credit Union to develop its own assumptions.

Fair value measurements are classified in the fair value hierarchy based on the lowest level input that is assessed to be significant to that fair value measurement. This assessment requires the use of judgment in considering factors specific to an asset or a liability and may affect the placement of the fair value measurement within the hierarchy.

The Credit Union considers a fair value measurement to have transferred between the levels in the fair value hierarchy on the date of the event or change in circumstances that caused the transfer. There were no transfers between Level 1 and Level 2, as well as no transfers into or out of Level 3 during the period.

In determining fair value measurements, the Credit Union uses the net present value technique. The Credit Union uses assumptions and estimates in determining actual balances, actual rates, market rates (for similar instruments) and payment frequency.

**Raymore Credit Union**  
**Notes to the Financial Statements**  
*For the year ended December 31, 2024*

18. **Fair value measurements** (Continued from previous page)

**Financial assets and financial liabilities measured at fair value**

The Credit Union's financial assets and financial liabilities measured at fair value in the statement of financial position on a recurring basis have been categorized into the fair value hierarchy as follows:

<i>In thousands</i>	<i>Fair value</i>	<i>Level 1</i>	<i>Level 2</i>	<i>2024 Level 3</i>
	\$	\$	\$	\$
<b>Financial assets</b>				
Other equity investments	1,655	-	-	1,655
SaskCentral shares	521	-	-	521
National Consulting shares	20	-	-	20
<b>Total financial assets</b>	<b>2,196</b>	<b>-</b>	<b>-</b>	<b>2,196</b>

<i>In thousands</i>	<i>Fair value</i>	<i>Level 1</i>	<i>Level 2</i>	<i>2023 Level 3</i>
<b>Financial assets</b>				
Other equity investments	1,744	-	-	1,744
Concentra Bank preferred shares	250	-	-	250
SaskCentral shares	639	-	-	639
National Consulting shares	20	-	-	20
<b>Total financial assets</b>	<b>2,653</b>	<b>-</b>	<b>-</b>	<b>2,653</b>

All fair values disclosed and categorized within Level 2 of the hierarchy use a net present value valuation technique and inputs consisting of actual balances, actual rates, market rates (for similar instruments) and payment frequency.

The following table summarizes the change in Level 3 assets recorded at fair value for the year ended December 31:

<i>in thousands</i>	<i>2024</i>	<i>2023</i>
	\$	\$
Balance, beginning of year	2,653	3,492
Unrealized gains (losses) recorded in income	(73)	(164)
Sales / settlements	(384)	(675)
<b>Balance, end of year</b>	<b>2,196</b>	<b>2,653</b>

**Raymore Credit Union**  
**Notes to the Financial Statements**  
*For the year ended December 31, 2024*

18. **Fair value measurements** (Continued from previous page)

**Financial instruments not measured at fair value**

The carrying amount, fair value, and categorization into the fair value hierarchy of all other financial assets and financial liabilities held by the Credit Union and not measured at fair value on the statement of financial position are as follows:

	<b>2024</b>				
<i>In thousands</i>	<b>Carrying amount</b>	<b>Fair value</b>	<b>Level 1</b>	<b>Level 2</b>	<b>Level 3</b>
	\$	\$	\$	\$	\$
<b>Financial assets measured at amortized cost</b>					
Cash and cash equivalents	7,692	7,692	7,692	-	-
Investments	68,596	69,342	-	69,342	-
Member loans receivable	160,747	159,815	-	159,815	-
<b>Total financial assets</b>	<b>237,035</b>	<b>236,849</b>	<b>7,692</b>	<b>229,157</b>	<b>-</b>
<b>Financial liabilities measured at amortized cost</b>					
Member deposits	211,764	213,390	-	213,390	-
Other liabilities	2,832	2,832	-	2,832	-
Membership shares and equity accounts	2,435	2,435	-	-	2,435
<b>Total financial liabilities</b>	<b>217,031</b>	<b>218,657</b>	<b>-</b>	<b>216,222</b>	<b>2,435</b>
					<b>2023</b>
<i>In thousands</i>	<b>Carrying amount</b>	<b>Fair value</b>	<b>Level 1</b>	<b>Level 2</b>	<b>Level 3</b>
	\$	\$	\$	\$	\$
<b>Financial assets measured at amortized cost</b>					
Cash and cash equivalents	2,656	2,656	2,656	-	-
Investments	56,039	55,590	-	55,590	-
Member loans receivable	154,218	150,608	-	150,608	-
<b>Total financial assets</b>	<b>212,913</b>	<b>208,854</b>	<b>2,656</b>	<b>206,198</b>	<b>-</b>
<b>Financial liabilities measured at amortized cost</b>					
Member deposits	191,584	191,941	-	191,941	-
Other liabilities	1,933	1,933	-	1,933	-
Membership shares and equity accounts	1,953	1,953	-	-	1,953
<b>Total financial liabilities</b>	<b>195,470</b>	<b>195,827</b>	<b>-</b>	<b>193,874</b>	<b>1,953</b>

**18. Fair value measurements** *(Continued from previous page)*

*Level 2 and Level 3 fair value measurements for financial instruments not measured at fair value*

Valuation techniques and inputs for Level 2 and Level 3 fair value measurements are as follows:

Cash and cash equivalents, accounts receivable, other liabilities, membership shares and equity accounts are all short-term in nature and as such, their carrying values are assumed to approximate fair value. The fair value of investments is determined by using market comparable prices based on quoted prices by third parties.

The fair value of variable interest rate loans that reprice frequently is assumed to be approximated by carrying values. For all other loans, the fair value is estimated using discounted cash flow calculations at market interest rates for groups of loans with similar terms and credit risk.

The fair value of deposits with variable interest rates or which are due on demand, is assumed to be approximated by the carrying value. For all other deposits, fair value is estimated using a discounted cash flow calculation based on current market interest rates for similar deposit offerings.

**19. Commitments**

In 2016, the Credit Union entered into a seven year commitment with Celero for the provision of retail banking services. The annual operating fee is calculated as a percentage of the aggregate fees paid by all Credit Unions using the banking system. The agreement was amended in 2024 to be assigned from Celero to CDSL Canada Limited, and the term was extended to 2029. The annual operating fees for the year ended December 31, 2024 were \$123,701 (2023 - \$116,811) and recognized as an expense. The annual estimated operating fee to December 31, 2025 is \$128,447.

In 2023, the Credit Union entered into a three year commitment with Brightside Consulting for internal audit services. In 2023 and 2024, the commitment was \$20,000 and \$15,500. In 2025 the total commitment will be \$20,000 and will be recorded as an expense.

In 2023, the Credit Union entered into a five year commitment with Bank BI for software services. The commitment will be \$35,200 annually, plus annual increases based on the Canadian Consumer Price Index (CPI). The commitment will be recognized as an expense.

**20. Comparative figures**

Certain comparative figures have been reclassified to conform with current year presentation.

**BYLAWS**  
**RAYMORE CREDIT UNION**  
**ARTICLE 1 - MEANING OF TERMS**

**1.1 Defined Terms**

As used in these Bylaws, the following terms have the definitions set forth below:

(a) "Act" means *The Credit Union Act, 1998*, as amended or replaced from time to time;

~~(b) "Annual Meeting" means the Annual Meeting required under *The Credit Union Act, 1998*;~~

~~(c) "Articles" means the articles of incorporation, articles of continuance, articles of amalgamation, articles of revival, articles of arrangement, and articles of dissolution and amendments to or restatements of the articles that may be made pursuant to the Act;~~  
~~(b) —~~

~~(d) "At Large" means the position of Director election of members of the Board which is elected by the all members and not limited to members in any particular place or District;~~

~~(e) "Board" means the board of directors of the Credit Union;~~

~~(e) "Chair" means the President of the Board;~~

~~(f) "Credit Union" means Raymore Credit Union;~~

~~(g) "Directors" means member of the Board and "Director" means any one of them;~~

~~(d)(h) "Fundamental Change" means a fundamental change as defined by the Regulations;~~

~~(e) "Basis of business done with or through the Credit Union" means and is determined in the manner set forth in *The Credit Union Act, 1998*, as amended from time to time for determining and calculating patronage returns;~~

~~(f) "Business Area" means and is determined with reference to the geographical area primarily serviced by the Branch and/or the residences of the members whose accounts are located at that Branch;~~

~~(g) "Primary Account" means and is determined with reference to the quantity and value of services and deposits handled in that account;~~

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~~(h)~~(i) "Primary Financial Institution" means and is determined with reference to the quantity and value of services and deposits handled between accounts at the Credit Union ~~and elsewhere~~ as compared to all other financial institutions;

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~~(i)~~(j) "Proposal" means a proposal as defined by Section 85 of ~~The Credit Union Act, 1998~~ the Act;

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~~(j)~~ "Fundamental Change" means a fundamental change as defined by the ~~Regulations~~;

~~(k)~~ "Regulations" means the regulations to ~~The Credit Union Act, 1998~~ the Act as amended or enacted from time to time;

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~~(k)~~(l) "Spouse" means a spouse as defined by ~~The Family Property Act (Saskatchewan)~~, as amended from time to time;

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~~(i)~~(m) "Voting Period" means the period for voting for election of Directors or voting on a Fundamental Change as set by ~~the Board pursuant to~~ the Regulations;

~~(m)~~ "Key Management Person" means and includes an individual who is employed in an executive management position in the Credit Union or is a Director of the Credit Union.

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## 1.2 Other Terms

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Other terms, whenever used in these Bylaws, shall have the respective meanings ascribed to each such term ~~s~~ in ~~The Credit Union Act, 1998 as amended from time to time~~ the Act.

## ARTICLE 2 - HEADINGS

### 2.1 Headings

The Section headings used in these Bylaws are not substantive and are included solely for convenience of reference only.

## ARTICLE 3 - MEMBERSHIP

### 3.1 Qualification

Subject to the Articles, membership in the Credit Union is open to all persons.

### 3.2 Minimum Membership Shares

All persons wishing to become a member shall hold a minimum of one ~~(1)~~ membership share.

## ARTICLE 4 - ASSIGNMENT

### 4.1 Assignment

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Shares and other similar interest(s) may only be assigned or transferred with the approval of the Board ~~of Directors~~.

## ARTICLE 5 – DIRECTORS

### 5.1 Number of Directors

The minimum number of Directors shall be five (5) and, subject to the Articles, the maximum will be nine (9).

### 5.2 Election of Directors

#### ~~(a)~~ Election of Directors At Large

Directors will be elected At Large.

Members will elect seven (7) Directors.

### 5.3 Qualifications of Directors

In addition to the qualifications set out in the Act in order to qualify for appointment, election or remaining in office as a Director, nominees and Directors shall have the following qualifications:

~~Each Nominee and Director shall:~~

- (a) have been a member of the Credit Union for a minimum of three (3) years at the closing date for nominations ~~as at the Closing Date for Nominations~~;
- (b) use the Credit Union as his/her/their Primary Financial Institution;
- (c) not be an individual or spouse of an individual involved in legal proceedings against the Credit Union or any of its affiliates or subsidiaries, in the previous seven (7) years;
- ~~(d)~~ not be a spouse of a person involved in legal proceedings against the Credit Union or any of its affiliates or subsidiaries;
- ~~(e)~~(d) not have any loans or credit in arrears, (in excess of 120 days) with the Credit Union in the previous year or have any judgment registered against them;
- ~~(f)~~(e) Not have been involved in an ownership capacity with any group or organization that caused losses to the credit union through write-offs, collection costs ~~and or~~ legal costs in the last seven (7) years;
- ~~(g)~~(f) not be have been an employee or spouse of an employee or Director of the Credit Union within 24/36 months of the Closing Date for nominations;
- ~~(h)~~(g) not be a Director or employee ~~—executive officer~~ of a business selling competitive products or services except as a representative of the Credit Union; and
- ~~(i)~~(h) not be a spouse of an employee or Director of the Credit Union not otherwise be disqualified pursuant to the Act.

### 5.4 Nominations of Directors

- (a) The Board ~~of Directors~~ will advertise the opening and closing date for

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the nominations of ~~D~~irectors, which will be set at least 28 days before the start of the scheduled Voting Period.

- (b) Nominations will close 14 days before the Voting Period.
- (c) Nominations will not be accepted after the closing date for nominations.
- (d) All nominees must sign a nomination paper confirming that the nominee meets the eligibility requirements set out in of the Act and these Bylaws.

~~The Board shall establish specific policies and procedures in connection with the nominating committee functions including establishing guidelines and criteria for determining suitable candidates based on skill, experience and attributes.~~

(e) The Board shall appoint a nominations committee and shall establish specific policies and procedures in connection with the nominations committee's functions. A current director who is proposing to seek re-election to the Board cannot be a member of the nominations committee in the year in which they will be required to be re-elected.

(f) The Board may, on the recommendation of the nominations committee or by its own design, subject to the Act, enact rules or policies to govern the nominations and electoral process for candidates including establishing guidelines and criteria for determining suitable candidates based on skill, experience and attributes. Each candidate shall abide by all such rules and policies, failing which, the candidate may, by a resolution of the Board, be removed from the list of candidates eligible for election to the Board.  
(e)

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## 5.5 Conduct of Elections

- (a) Election of ~~D~~irectors will take place during the Voting Period;
- (b) The Voting Period will be set annually by the Board ~~of Directors~~;
- (c) The Voting Period will be not less than 7 days or more than 21 days in length and shall begin not more than 28 days or end less than 7 days before the Annual Meeting;
- (d) Voting for ~~D~~irectors will be conducted by secret ballot in the manner which is approved by the Board ~~of Directors~~. The manner of voting may include but is not limited to voting polls, in branch voting, mail in or electronically or by all such methods. If the Board ~~of Directors~~ authorizes electronic voting for ~~D~~irectors, a member may vote at a polling station within a credit-Credit union-Union branch;
- (e) Each member eligible to vote is entitled to one vote;
- (f) Where a member votes for more or less than the number of ~~D~~irectors to be elected on the ballot, that ballot is not counted;
- (g) Ballots shall be counted by the ~~R~~eturning ~~O~~fficer prior to the Annual Meeting and successful candidates will be announced at the Annual Meeting. A Resolution for destruction of ballots shall be made-moved at the Annual Meeting; and

~~(h) All other procedures not specified under these Bylaws shall be conducted in accordance with and as provided in the Act and/or Regulations.~~

~~(h) If a meeting is scheduled at which business is to be conducted during the Voting Period for election of Directors, and the credit union is permitting electronic voting, a member or shareholder shall be allowed to participate in such meeting by means of telephonic, electronic or other communication facility and vote in person if participating in the meeting in person.~~

## 5.6 Term of Office

~~(a) After the expiry of the initial term, all ~~D~~Directors will be elected for a term of three years.~~

~~(b) The term of office of a ~~D~~irector appointed as the result of an amalgamation or arrangement shall be specified in the applicable amalgamation agreement.~~

~~No person elected to the Board of Directors shall serve for more than four consecutive terms of three years each. A board member is ineligible for nomination for one year following the completion of the four consecutive terms.~~

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## 5.7 Removal of Directors

(a) Removal by Members

Members may remove a ~~D~~irector by a two thirds of the votes cast at a meeting.

(b) Disqualification

A ~~D~~irector who fails to attend a minimum of 75% or three ~~(3)~~ consecutive meetings of the regularly called Board's ~~of Directors'~~ meetings in any one ~~(1)~~ year without just cause is disqualified to remain as a ~~D~~irector. The Board ~~of Directors~~ shall determine good cause.

Any person removed by members or disqualified for failing to attend the minimum number of meetings is also disqualified from any committee or representative body that requires an individual to be a ~~D~~irector.

## 5.8 Vacancies

~~In the event of a vacancy on the Board for any reason other than by virtue of the expiration of the term of a ~~D~~irector in the ordinary course, the Board may fill a vacancy on the Board by appointing a ~~D~~irector to serve on the Board until the next Annual Meeting.~~

~~The Board of Directors may fill a vacancy on the board until the next Annual Meeting provided there is a quorum.~~

**5.9 Remuneration**

Directors shall be reimbursed for expenses incurred in connection with Director duties. Directors may be paid a per diem for attending Board or ~~Committee~~ Committee meetings or for performing official ~~Director or Committee~~ functions at rates established by the Board ~~of Directors~~ from time to time. The Board ~~of Directors~~ may also establish and pay reasonable annual or monthly retainer fees in addition to or in lieu of per diems.

**ARTICLE 6 – MEETINGS OF MEMBERS**

**6.1 Conduct**

If approved by the Board, meetings of members may be held using telephonic, video, electronic or other communication facilities. Unless a chair is otherwise appointed, the President or any other Director designated by the Board ~~of Directors~~ shall preside over all meetings of the Credit Union and the Board.

**6.2 Voting on a Fundamental Change**

(a) Voting on a resolution respecting a Fundamental Change will be conducted by secret vote or ballot in the manner which is approved by the Board. The manner of voting may include but not limited to in person, electronic voting, by mail or by any other approved voting method during a Voting Period established by the Board.

(b) If the Credit Union authorizes electronic voting on a Fundamental Change during a Voting Period a member shall be allowed to participate in the meeting at which the resolution is presented and vote by means of telephonic, video, electronic or other communication facility facilities and vote in person if participating in the meeting in person.

(c) Each member is entitled to one (1) vote. All votes must be received during the Voting Period. The returning officer shall announce the results of the voting on the resolution to approve the Fundamental Change ~~on the next~~ within three (3) business days after the close of the Voting Period.

(d) The meeting at which the resolution to approve a Fundamental Change is presented and considered is not concluded until after expiry of the Voting Period and the counting of all votes cast by the voting methods authorized by the Board.

**6.3 Voting Generally**

(a) At any meeting of members, every question shall, unless otherwise required by the Act, Articles or these Bylaws, be determined by the majority of the votes cast on the question. In case of an equality of votes, the motion shall be lost.

(b) ~~With the approval of the Board, Voting at a meeting conducted using telephone, video, electronic or other communication facilities shall be by any means that will identify the voter and vote cast to the returning officer appointed for such location.~~

(c) If voting at a meeting of members is to be held by way of electronic

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voting, voting by mail or other voting method or any combination thereof, the returning officer shall ensure that the voting system used by the Credit Union:

- (i) is able to maintain a register of all members who have voted and is able to identify all members who voted;
- (ii) records and counts votes in a manner that permits their subsequent verification;
- (iii) prevents members from casting more than one vote or ballot;
- (iv) processes and stores the results of all votes cast during the Voting Period; and,
- (v) permits the votes to be recorded and counted without revealing how the individual members voted.

(c) No member who is less than 16 years of age is entitled to vote. A member who is not an individual may vote through a representative where that member gives the Credit Union notice of the appointment of the representative at least 48 hours before the meeting at which the representative is to vote on behalf of the member.

~~If approved by the Board, voting at a meeting conducted using telephonic, electronic or other communication facilities shall be by show of hands or secret ballot or by any other means that will identify the voter and vote cast to the Returning Officer appointed for such location.~~

#### **6.34** Location

~~Meetings of the Credit Union may be held at more than one location.~~ If approved by the Board, meetings may be held separately or simultaneously at more than one location. Where arrangements are made for members to participate in the meeting through electronic, video, telephonic or other communication such meeting is considered to be a meeting in one location.

#### **6.45** Meetings at More than One Location

~~For meetings at more than one (1) location, members may only vote once on any question. The returning officer will keep lists of members who registered to vote at each location and may deny registration to any member who previously registered at another location.~~

~~For meetings at more than one location, members should attend and vote at the meeting for their Branch. Members may only vote once on any question. The Returning Officer will keep lists of members who registered to vote at each Branch and may deny registration to any member who previously registered at another Branch.~~

#### **6.56** Resolutions for Meetings at More than One Location

Votes on resolutions will be held at each meeting location and the resolution will only pass if the aggregate of the votes cast in all meetings locations is sufficient to pass the resolution. Resolutions from the floor are not permitted.

#### **6.67** Proposals

All Proposals must be submitted in the time and manner prescribed by the Act

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~~The Credit Union Act, 1998.~~ Resolutions that have not been presented in the time and manner required for Proposals may, at the discretion of the ~~c~~Chair of the meeting, be presented and debated at an Annual Meeting. Any such resolution is non-binding and will be received by the Board for informational purposes only.

#### ~~6.78~~ Annual Meeting Agenda

The Annual Meeting agenda may include the following items of business in addition to those specified by the Regulations.

- (a) Announcement of successful candidates from the conduct of Board elections ~~(for Branch or At Large elections);~~
- (b) Other business including presentment and debate of non-binding resolutions;
- (c) Other specific agenda items (e.g. A amendment to Bylaws).

#### ~~6.89~~ Notice of Meetings

Notice of Meetings may be provided by all methods authorized or permitted under the Act or Regulations.

#### ~~6.910~~ Other Meetings

The Credit Union may hold semi-annual or other periodic meetings of the members.

#### ~~6.101~~ Quorum

The quorum at an ~~annual~~Annual Meeting or special meeting of members:

- (a) is fifteen (15) members entitled to vote; and
- (b) where the meeting is held at more than one (1) location, is not less than ten (10) members who are entitled to vote at each location.

#### ~~6.11~~ Voting on a Fundamental Change

~~(a) Voting on a resolution respecting a Fundamental Change will be conducted by secret ballot in the manner which is approved by the Board of Directors. The manner of voting may include but not limited to, in person, electronic voting, by mail or by any other approved voting method during a Voting Period established by the Board of Directors.~~

~~(b) If the board authorizes electronic voting on a resolution to approve a Fundamental Change, the credit union must allow a member to vote at a polling station within a credit union branch.~~

~~(c) If the credit union authorizes electronic voting on a Fundamental Change during a Voting Period a member shall be allowed to participate in the~~

~~meeting at which the resolution is presented and vote by means of telephonic, electronic or other communication facility and vote in person if participating in the meeting in person.~~

~~(d) — Each member is entitled to one vote. All votes must be received during the Voting Period. The Returning Officer shall announce the results of the voting on the resolution to approve the Fundamental Change within three (3) business days after the close of the Voting Period.~~

~~(e) — The meeting at which the resolution to approve a Fundamental Change is presented and considered is not concluded until after expiry of the Voting Period and the counting of all votes cast by the voting methods authorized by the Board of Directors.~~

## **ARTICLE 7 - COMMITTEES**

**7.1** The Board may appoint any ~~person individual~~ to a ~~Committee~~committee.

## **ARTICLE 8 – TERMINATION OF MEMBERSHIP**

**8.1** ~~If the Board resolves to terminate any member, the member may appeal such termination to the members in accordance with the Act. On any appeal from termination of membership, a vote to rescind the decision of the Board of Directors must be passed by 75% of the members present at the membership meeting.~~

## **ARTICLE 9 – REDEMPTION OF MEMBERSHIP SHARES**

**9.1** When a member withdraws or is terminated from the Credit Union for whatever reason, all shares and other interests in the Credit Union shall be paid to the member not later than one (1) year after the effective date of withdrawal or termination; provided the Credit Union is solvent or that such withdrawal will not cause insolvency.

**9.2** Where a member has a loan ~~or other credit~~ with the Credit Union, all ~~proceeds of redemption of~~ shares and other interests shall first be applied to the repayment of the loan ~~or credit~~ with any balance remaining to be paid to the member.

## **ARTICLE 10 – MEMBERSHIP CERTIFICATE**

**10.1** Membership share certificates need not be issued to members.

## **ARTICLE 11 – SERVICES TO NON-MEMBERS**

**11.1** The Board may determine from time to time what services may not be provided to non-members.

## **ARTICLE 12 – ALLOCATION OF SURPLUS**

~~Bylaws Draft - Feb 18, 2025 - BL~~ ~~Bylaws Draft - Jan 29 - 2025(12573587.4)~~ ~~2024~~2025

- 12.1** The Board shall determine annually the percentage of the patronage return allocated for members in any given financial year to be applied to the purchase of membership shares of the Credit Union.
- 12.2** Members shall be informed in writing of the number of shares purchased or to be purchased.
- 12.3** Issuance of shares shall be with the approval of the Board or in a manner approved by the Board.
- 12.4** The ~~credit union~~Board may allocate a portion of surplus arising from the operation of the ~~eCredit #U~~ion to non-members.
- 12.5** Any closed or terminated account will not qualify for any dividend or patronage returns declared by the Board at a subsequent date.

**ARTICLE 13 – BUSINESS WITH THE CREDIT UNION**

- 13.1** Members may do business with the credit union at any ~~B~~branch of the ~~credit Credit union-Union~~ and nothing in these Bylaws is intended to or shall be interpreted to restrict the member from conducting business at any ~~B~~branch.

**ARTICLE 14 – CHARGE AND SETOFF**

- 14.1** The Credit Union has a charge on all membership shares including any joint membership share for a debt of the member and may apply such shares or monies standing to the credit of the member towards payment of such debt.

We hereby certify that the existing ~~Bylaws-bylaws~~ of Raymore Credit Union have been ~~rescinded-amended~~ and replaced with the ~~attached-within~~ Bylaws. These Bylaws have been duly authorized by the members of the Credit Union, at the Annual Meeting held on ~~April 19~~\_\_\_\_\_, 202~~4~~5.

Dated at Raymore, Saskatchewan, this ~~27<sup>th</sup>~~\_\_\_\_\_ day of ~~April~~\_\_\_\_\_, 202~~4~~5.

\_\_\_\_\_  
President

\_\_\_\_\_  
Secretary

# BYLAWS

## RAYMORE CREDIT UNION

### ARTICLE 1 - MEANING OF TERMS

#### 1.1 Defined Terms

As used in these Bylaws, the following terms have the definitions set forth below:

- (a) "Act" means *The Credit Union Act, 1998*, as amended or replaced from time to time;
- (b) "Annual Meeting" means the Annual Meeting required under Act;
- (c) "Articles" means the articles of incorporation, articles of continuance, articles of amalgamation, articles of revival, articles of arrangement, and articles of dissolution and amendments to or restatements of the articles that may be made pursuant to the Act;
- (d) "At Large" means the election of members of the Board by all members and not limited to members in any particular place or district;
- (e) "Board" means the board of directors of the Credit Union;
- (f) "Credit Union" means Raymore Credit Union;
- (g) "Directors" means member of the Board and "Director" means any one of them;
- (h) "Fundamental Change" means a fundamental change as defined by the Regulations;
- (i) "Primary Financial Institution" means and is determined with reference to the quantity and value of services and deposits handled between accounts at the Credit Union as compared to all other financial institutions;
- (j) "Proposal" means a proposal as defined by Section 85 of the Act;
- (k) "Regulations" means the regulations to the Act as amended or enacted from time to time;
- (l) "Spouse" means a spouse as defined by *The Family Property Act* (Saskatchewan), as amended from time to time;
- (m) "Voting Period" means the period for voting for election of Directors or voting on a Fundamental Change as set by the Board pursuant to the Regulations;

#### 1.2 Other Terms

Other terms, whenever used in these Bylaws, shall have the respective meanings ascribed to each such terms in the Act.

## **ARTICLE 2 - HEADINGS**

### **2.1 Headings**

The Section headings used in these Bylaws are not substantive and are included solely for convenience of reference only.

## **ARTICLE 3 - MEMBERSHIP**

### **3.1 Qualification**

Subject to the Articles, membership in the Credit Union is open to all persons.

### **3.2 Minimum Membership Shares**

All persons wishing to become a member shall hold a minimum of one (1) membership share.

## **ARTICLE 4 – ASSIGNMENT**

### **4.1 Assignment**

Shares and other similar interest(s) may only be assigned or transferred with the approval of the Board.

## **ARTICLE 5 – DIRECTORS**

### **5.1 Number of Directors**

The minimum number of Directors shall be five (5) and, subject to the Articles, the maximum will be nine (9).

### **5.2 Election of Directors**

Directors will be elected At Large. Members will elect seven (7) Directors.

### **5.3 Qualifications of Directors**

In addition to the qualifications set out in the Act in order to qualify for appointment, election or remaining in office as a Director, nominees and Directors shall have the following qualifications:

- (a) have been a member of the Credit Union for a minimum of three (3) years at the closing date for nominations;
- (b) use the Credit Union as their Primary Financial Institution;
- (c) not be an individual or spouse of an individual involved in legal proceedings against the Credit Union or any of its affiliates or subsidiaries, in the previous seven (7) years;
- (d) not have any loans or credit in arrears (in excess of 120 days) with

- the Credit Union in the previous year or have any judgment registered against them;
- (e) not have been involved in an ownership capacity with any group or organization that caused losses to the Credit Union through write-offs, collection costs or legal costs in the last seven (7) years;
  - (f) not have been an employee or spouse of an employee or Director of the Credit Union within 36 months of the closing date for nominations;
  - (g) not be a director or executive officer of a business selling competitive products or services except as a representative of the Credit Union; and
  - (h) not otherwise be disqualified pursuant to the Act.

#### **5.4** Nominations of Directors

- (a) The Board will advertise the opening and closing date for the nominations of Directors, which will be set at least 28 days before the start of the scheduled Voting Period.
- (b) Nominations will close 14 days before the Voting Period.
- (c) Nominations will not be accepted after the closing date for nominations.
- (d) All nominees must sign a nomination paper confirming that the nominee meets the eligibility requirements set out in of the Act and these Bylaws.
- (e) The Board shall appoint a nominations committee and shall establish specific policies and procedures in connection with the nominations committee's functions. A current director who is proposing to seek re-election to the Board cannot be a member of the nominations committee in the year in which they will be required to be re-elected.
- (f) The Board may, on the recommendation of the nominations committee or by its own design, subject to the Act, enact rules or policies to govern the nominations and electoral process for candidates including establishing guidelines and criteria for determining suitable candidates based on skill, experience and attributes. Each candidate shall abide by all such rules and policies, failing which, the candidate may, by a resolution of the Board, be removed from the list of candidates eligible for election to the Board.

#### **5.5** Conduct of Elections

- (a) Election of directors will take place during the Voting Period;
- (b) The Voting Period will be set annually by the Board;
- (c) The Voting Period will be not less than 7 days or more than 21 days in length and shall begin not more than 28 days or end less than 7 days before the Annual Meeting;
- (d) Voting for Directors will be conducted by secret ballot in the manner which is approved by the Board. The manner of voting may include but is not limited to voting polls, in branch voting, mail in or electronically or by all such methods. If the Board authorizes electronic voting for Directors, a member may vote at a polling station within a Credit Union branch;

- (e) Each member eligible to vote is entitled to one vote;
- (f) Where a member votes for more or less than the number of Directors to be elected on the ballot, that ballot is not counted;
- (g) Ballots shall be counted by the returning officer prior to the Annual Meeting and successful candidates will be announced at the Annual Meeting. A resolution for destruction of ballots shall be moved at the Annual Meeting; and
- (h) All other procedures not specified under these Bylaws shall be conducted in accordance with and as provided in the Act and/or Regulations.

## **5.6** Term of Office

- (a) After the expiry of the initial term, all Directors will be elected for a term of three years.
- (b) The term of office of a Director appointed as the result of an amalgamation or arrangement shall be specified in the applicable amalgamation agreement.

## **5.7** Removal of Directors

- (a) Removal by Members

Members may remove a Director by a two thirds of the votes cast at a meeting.

- (b) Disqualification

A Director who fails to attend a minimum of 75% or three (3) consecutive meetings of the regularly called Board's meetings in any one (1) year without just cause is disqualified to remain as a Director. The Board shall determine good cause.

Any person removed by members or disqualified for failing to attend the minimum number of meetings is also disqualified from any committee or representative body that requires an individual to be a Director.

## **5.8** Vacancies

In the event of a vacancy on the Board for any reason other than by virtue of the expiration of the term of a Director in the ordinary course, the Board may fill a vacancy on the Board by appointing a Director to serve on the Board until the next Annual Meeting.

## **5.9** Remuneration

Directors shall be reimbursed for expenses incurred in connection with Director duties. Directors may be paid a per diem for attending Board or committee meetings or for performing official Director or committee functions at rates established by the Board from time to time. The Board may also establish and pay reasonable annual or monthly retainer fees in addition to or in lieu of per diems.

## **ARTICLE 6 – MEETINGS OF MEMBERS**

### **6.1 Conduct**

If approved by the Board, meetings of members may be held using telephonic, video, electronic or other communication facilities. Unless a chair is otherwise appointed, the President or any other Director designated by the Board shall preside over all meetings of the Credit Union and the Board.

### **6.2 Voting on a Fundamental Change**

(a) Voting on a resolution respecting a Fundamental Change will be conducted by secret vote or ballot in the manner which is approved by the Board. The manner of voting may include but not limited to in person, electronic voting, by mail or by any other approved voting method during a Voting Period established by the Board.

(b) If the Credit Union authorizes electronic voting on a Fundamental Change during a Voting Period a member shall be allowed to participate in the meeting at which the resolution is presented and vote by means of telephonic, video, electronic or other communication facility facilities and vote in person if participating in the meeting in person.

(c) Each member is entitled to one (1) vote. All votes must be received during the Voting Period. The returning officer shall announce the results of the voting on the resolution to approve the Fundamental Change within three (3) business days after the close of the Voting Period.

(d) The meeting at which the resolution to approve a Fundamental Change is presented and considered is not concluded until after expiry of the Voting Period and the counting of all votes cast by the voting methods authorized by the Board.

### **6.3 Voting Generally**

(a) At any meeting of members, every question shall, unless otherwise required by the Act, Articles or these Bylaws, be determined by the majority of the votes cast on the question. In case of an equality of votes, the motion shall be lost.

(b) Voting at a meeting conducted using telephone, video, electronic or other communication facilities shall be by any means that will identify the voter and vote cast to the returning officer appointed for such location.

(c) If voting at a meeting of members is to be held by way of electronic voting, voting by mail or other voting method or any combination thereof, the returning officer shall ensure that the voting system used by the Credit Union:

- (i) is able to maintain a register of all members who have voted and is able to identify all members who voted;

- (ii) records and counts votes in a manner that permits their subsequent verification;
- (iii) prevents members from casting more than one vote or ballot;
- (iv) processes and stores the results of all votes cast during the Voting Period; and,
- (v) permits the votes to be recorded and counted without revealing how the individual members voted.

(c) No member who is less than 16 years of age is entitled to vote. A member who is not an individual may vote through a representative where that member gives the Credit Union notice of the appointment of the representative at least 48 hours before the meeting at which the representative is to vote on behalf of the member.

#### **6.4 Location**

If approved by the Board, meetings may be held separately or simultaneously at more than one location. Where arrangements are made for members to participate in the meeting through electronic, video, telephonic or other communication such meeting is considered to be a meeting in one location.

#### **6.5 Meetings at More than One Location**

For meetings at more than one (1) location, members may only vote once on any question. The returning officer will keep lists of members who registered to vote at each location and may deny registration to any member who previously registered at another location.

#### **6.6 Resolutions for Meetings at More than One Location**

Votes on resolutions will be held at each meeting location and the resolution will only pass if the aggregate of the votes cast in all meeting locations is sufficient to pass the resolution. Resolutions from the floor are not permitted.

#### **6.7 Proposals**

All Proposals must be submitted in the time and manner prescribed by the Act. Resolutions that have not been presented in the time and manner required for Proposals may, at the discretion of the chair of the meeting, be presented and debated at an Annual Meeting. Any such resolution is non-binding and will be received by the Board for informational purposes only.

#### **6.8 Annual Meeting Agenda**

The Annual Meeting agenda may include the following items of business in addition to those specified by the Regulations.

- (a) Announcement of successful candidates from the conduct of Board elections;
- (b) Other business including presentment and debate of non-binding resolutions;

(c) Other specific agenda items (e.g. amendment to Bylaws).

## **6.9** Notice of Meetings

Notice of Meetings may be provided by all methods authorized or permitted under the Act or Regulations.

## **6.10** Other Meetings

The Credit Union may hold semi-annual or other periodic meetings of the members.

## **6.11** Quorum

The quorum at an Annual Meeting or special meeting of members:

- (a) is fifteen (15) members entitled to vote; and
- (b) where the meeting is held at more than one (1) location, is not less than ten (10) members who are entitled to vote at each location.

# **ARTICLE 7 - COMMITTEES**

**7.1** The Board may appoint any individual to a committee.

# **ARTICLE 8 – TERMINATION OF MEMBERSHIP**

**8.1** If the Board resolves to terminate any member, the member may appeal such termination to the members in accordance with the Act.

# **ARTICLE 9 – REDEMPTION OF MEMBERSHIP SHARES**

**9.1** When a member withdraws or is terminated from the Credit Union for whatever reason, all shares and other interests in the Credit Union shall be paid to the member not later than one (1) year after the effective date of withdrawal or termination; provided the Credit Union is solvent or that such withdrawal will not cause insolvency.

**9.2** Where a member has a loan or other credit with the Credit Union, all proceeds of redemption of shares and other interests shall first be applied to the repayment of the loan or credit with any balance remaining to be paid to the member.

# **ARTICLE 10 – MEMBERSHIP CERTIFICATE**

**10.1** Membership share certificates need not be issued to members.

# **ARTICLE 11 – SERVICES TO NON-MEMBERS**

**11.1** The Board may determine from time to time what services may not be provided to non-members.

## **ARTICLE 12 – ALLOCATION OF SURPLUS**

**12.1** The Board shall determine annually the percentage of the patronage return allocated for members in any given financial year to be applied to the purchase of membership shares of the Credit Union.

**12.2** Members shall be informed in writing of the number of shares purchased or to be purchased.

**12.3** Issuance of shares shall be with the approval of the Board or in a manner approved by the Board.

**12.4** The Board may allocate a portion of surplus arising from the operation of the Credit Union to non-members.

**12.5** Any closed or terminated account will not qualify for any dividend or patronage returns declared by the Board at a subsequent date.

## **ARTICLE 13 – BUSINESS WITH THE CREDIT UNION**

**13.1** Members may do business with the credit union at any branch of the Credit Union and nothing in these Bylaws is intended to or shall be interpreted to restrict the member from conducting business at any branch.

## **ARTICLE 14 – CHARGE AND SETOFF**

**14.1** The Credit Union has a charge on all membership shares including any joint membership share for a debt of the member and may apply such shares or monies standing to the credit of the member towards payment of such debt.

We hereby certify that the existing bylaws of Raymore Credit Union have been amended and replaced with the within Bylaws. These Bylaws have been duly authorized by the members of the Credit Union, at the Annual Meeting held on \_\_\_\_\_, 2025.

Dated at Raymore, Saskatchewan, this \_\_\_\_\_ day of \_\_\_\_\_, 2025.

\_\_\_\_\_  
President

\_\_\_\_\_  
Secretary



# CREDIT UNION DEPOSIT GUARANTEE CORPORATION

## ANNUAL REPORT MESSAGE 2024

**January 2025**

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Credit Union Deposit Guarantee Corporation (the Corporation) functions as the deposit guarantor for Saskatchewan's provincially regulated credit unions. (Saskatchewan Credit Unions) and serves as the primary regulator for Saskatchewan Credit Unions and Credit Union Central of Saskatchewan (SaskCentral). Collectively, these entities are referred to as Provincially Regulated Financial Institutions or "PRFIs". The Corporation operates under provincial legislation, namely, *The Credit Union Act, 1998* and *The Credit Union Central of Saskatchewan Act, 2016*. The responsibility for overseeing the Corporation is assigned to the Registrar of Credit Unions with the Financial and Consumer Affairs Authority of Saskatchewan as specified by provincial legislation.

Established in 1953, the Corporation holds the distinction of being the first deposit guarantor in Canada, ensuring the safety of deposits against credit union failure. Through the promoting of responsible governance, risk management, and prudent management of capital, liquidity, along with guaranteeing deposits, the Corporation plays a crucial role in fostering confidence in Saskatchewan PRFIs.

For more information about the Corporation's responsibilities and its role in promoting the strength and stability of Saskatchewan PRFIs, consult the Corporation's web site at [www.cudgc.sk.ca](http://www.cudgc.sk.ca).



## GOVERNANCE COMMITTEE REPORT

ANNUAL GENERAL MEETING APRIL 14, 2025

Each year, the Board of Directors appoints a Governance Committee. The Committee is responsible for nominating one member for each vacancy created on the Board. The Committee must first obtain the consent of the member so nominated. The Committee will also accept nominations from the membership.

The Bylaws of Raymore Credit Union (Credit Union) and the Credit Union Act set out certain requirements for candidates to qualify to become a director. To be eligible, a candidate:

1. Shall be 18 years of age or older.
2. Shall have been a member of the Credit Union for at least 3 years.
3. Shall use the Credit Union as his/her primary financial institution.
4. Shall not be involved in any legal proceeding against the Credit Union or any of its affiliates or subsidiaries, in the previous seven years;
5. Shall not be a spouse of a person involved in legal proceedings against the Credit Union or any of its affiliates or subsidiaries.
6. Shall not be in bankruptcy (undischarged).
7. Shall not have been convicted of a criminal offence relating to theft, fraud or breach of trust.
8. Shall not have been convicted of an indictable offence pursuant to the Criminal Code within the last five years.
9. Shall not have any loans or credit in arrears with the Credit Union, (in excess of 120 days) in the previous year or have a Judgment registered against them.
10. Shall not have been involved in an ownership capacity with any group or organization that caused losses to the Credit Union through write-offs, collection costs, and legal costs;
11. Shall not be an employee of the Credit Union within 24 months of the closing date for nominations.
12. Shall not be a professional advisor of the Credit Union.
13. Shall not be a spouse or common law partner of an employee or Director of the Credit Union.
14. Shall not be a Director or employee of a business selling competitive products or services except as a representative of the Credit Union.
15. Shall be able to attend regular board meetings (Last Thursday of each month).
16. Shall treat all business of the Credit Union in strictest confidence.

This year the Term of Office for three Directors expired. There were three nominations brought forward. As Chair of the Governance Committee, I am pleased to declare Pamela McNab, Jennifer Senft and Travis Linford are elected by acclamation to the Board of Directors.

Gene Unruh  
Governance Committee

