



## NACUC 2026 Leadership Development Seminar Flip Chart Notes

- I. Topics
  - a. Relationship between the Board of Directors and supervisory committee
  - b. Board of Directors and leadership working together
  - c. Role of Executive Committee
  - d. Expectations of directors
    - i. Specialization
- II. Structured Peer Review
  - i. Evaluations
- III. Board Education on Emerging topics
- IV. Duration of directors
- V. Mergers
- VI. Recruitment – How
- VII. Board relevance to members
- VIII. Associate directors vs. advisory
  - a. Emeritus
  - b. Supervisory committee
  - c. CUSO
- IX. Team Building
- X. Role in strategic planning
- XI. Interaction with executives
- XII. Term Limits
- XIII. Board Roles
  - a. Treasurer
    - i. Limited roles
    - ii. Reviewing financials
    - iii. Chair of ALCO
    - iv. Investment policy
  - b. Secretary
    - i. Signs minutes
  - c. Vice Chair
    - i. Governance committee
    - ii. CEO relations committee
- XIV. Board Succession Planning

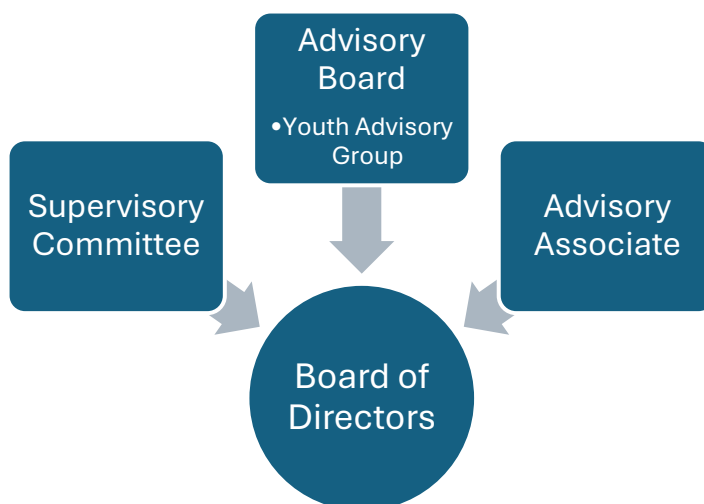


## NACUC 2026 Leadership Development Seminar Flip Chart Notes

- a. Rotation
  - b. Order of succession
  - c. Making use of talent
  - d. Vice Chair moves into Chair
- XV. Chair
- a. Term with flexibility
  - b. Or continuity
  - c. How do you select chair?
  - d. Rotate chair position
  - e. Can opt out
  - f. Discuss most qualified
  - g. Experience on:
    - i. Executive committee
    - ii. Other committee
  - h. Use AI by uploading meeting notes – help identify strengths and weaknesses
  - i. External auditors prepare us for a peer review
- XVI. Committees
- i. Governance
  - ii. Nominating
  - iii. Audit
  - iv. Risk (ERM)
  - v. Tech./IT
  - vi. Vol. Replacement
  - vii. Strategic Planning
  - viii. M&A
  - ix. Ethics
  - x. TwoGEN
- XVII. Recruiting
- a. ID Skills gap
  - b. Agree to Development
  - c. Recruit for skills/diversity
  - d. Associate Director

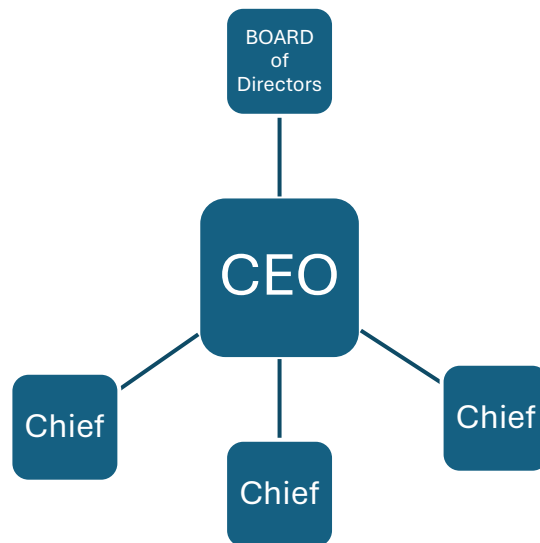
## NACUC 2026 Leadership Development Seminar Flip Chart Notes

- e. Branch Managers Recommendation
  - f. Senior Managers recommend
  - g. Make it mandatory
  - h. Member lunch – invite members to lunch
  - i. Prospecting package
    - i. Passion
  - j. Advisory Committee
  - k. Junior or advisory (college) associate
- XVIII. Recruitment
- a. How to find?
  - b. Management
  - c. Travel/food
  - d. Culture of community activities
    - i. Bettering lives
  - e. Mentors for new or advisory or associate directors
  - f. Sell the origin story
    - i. Compare the credit union to SoFi
  - g. What difference do you make
  - h. Member success stories



## NACUC 2026 Leadership Development Seminar Flip Chart Notes

- i. Supervisory committee and board
    - i. Attend board meetings
  - j. Board accountability
    - i. Board is responsible.
- XIX. Strategic Gardens (parking lot)
- a. Specialization
  - b. Based on specific skill set
  - c. AI
  - d. IT security
  - e. Or should we be generalists

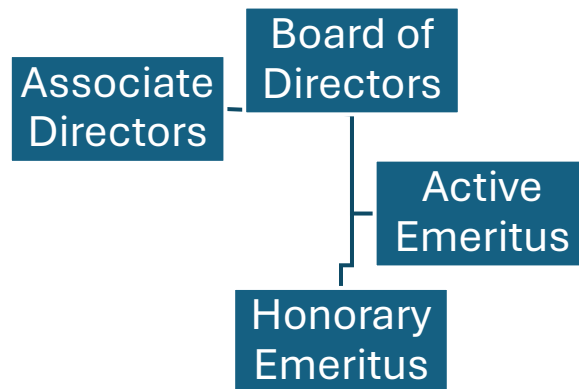


- XX. Succession
- a. Document process you already have
  - b. Add some refinement
  - c. Recruitment plans
  - d. “Evergreen” List
  - e. Potential candidates
  - f. Local folks in community
  - g. Term Limits



## NACUC 2026 Leadership Development Seminar Flip Chart Notes

- h. Discipline to recruit new candidates
- i. Evaluation process
- j. Family on board or associate?
- k. Exclude members of households
- l. Best to avoid conflicts of interest
- m. Reputation risk



- n. Share issues with management
- o. Tell Board Chair
- p. Tell Chief/Senior Management
- q. Tell CEO
- r. Ask Directors – “shopping service”
- s. Branche Manager
- t. Team Building for Board
- u. Board Meeting
- v. 15-minutes presentation by Director
- w. Entrepreneurial Operating Systems
- x. Executive Session with CEO
- y. Executive Session without CEO
- XXI. Mergers/Acquisitions
  - a. Policy Guidelines
    - i. Risk
    - ii. Board Seats



## NACUC 2026 Leadership Development Seminar Flip Chart Notes

- iii. Size
  - b. What are your negotiables
    - i. Culture
  - c. Reasons
    - i. Scale
    - ii. Geographic Risk
- XXII. Strategy
  - a. Participation or observers
  - b. ALM Provider conference
  - c. Gen. Conferences
  - d. CU Periodicals
  - e. ACU/State League
  - f. Conferences
  - g. 1-Year Plan
    - a. 3-Year Picture
    - b. 10-Year Target
  - h. Governance Session at retreat
  - i. Products with a purpose – working wheels
- XXIII. #1 Strategic issue
  - a. Get AI into every part of our CU
  - b. Remaining Relevant
  - c. Target Market
    - i. Use influencers
  - d. Digital bank with separate brand
  - e. Billion dollar CU
  - f. Expand geographically.