



# exchange

AN E-PUBLICATION FROM THE CHAIRMEN'S GROUP

May/June 2015 Issue

## The Roundtable Forum Heads to San Antonio!



Historians agree it is impossible to know who first uttered the words “Remember the Alamo!” However, it is true that the words were a famous battle cry by the Texans at the Battle of San Jacinto on April 21, 1836. The battle came to symbolize a heroic struggle against overwhelming odds by people willing to make the ultimate sacrifice for freedom.

As we prepare for the 2015 Chairmen’s Roundtable Forum, we can draw some parallels between San Antonio’s history and the history of credit unions. The hallmark of our cooperative movement is people helping people. Many times our competitors are megabanks, but that doesn’t stop us from providing important services that enhance our members’ financial freedom. As volunteers we give freely of our time and expertise to ensure our credit unions’ success.

On October 21-24, San Antonio will host our 39th annual gathering to share visions and solutions for the future. At NACUC’s recent board planning meeting, the following five topics were selected using input from chairmen who are the meeting’s stakeholders:

- 1. Emerging Transaction Trends: What They Mean for Your Credit Union**
- 2. It’s Not Just the Staff’s Job: The Board’s Role in Cybersecurity**
- 3. Are You Ready?—Positioning Your Credit Union for the ‘Great Transfer’**
- 4. How Does Your Board Maintain Strategic Vision in an Operationally Complex Environment?**
- 5. How Much Is Too Much? Offering Perks to Attract and Keep Qualified Board Members**

Online registration will open on June 22. Watch you inbox for an invitation to get the program details and sign up for this not-to-be-forgotten gathering of credit union leaders!



As board members, we don't get caught up in the day-to-day operations of our credit unions. We don't need to micro-manage our credit unions. And that goes for setting and administering staff salaries. The CEO's salary is a different story. That's the one salary that we must negotiate and having reliable information in order to do that is essential.

Since 1987, our association has been conducting CEO salary and benefits surveys on at least a biennial basis. It's the only survey that is mailed directly to the chairmen of the boards and relies on our double checking the data.

**Secure Survey Link:** <https://app.keysurvey.com/f/727716/171e/>

Last year we learned the average total CEO compensation for 2013 was \$313,755. The average base salary was \$268,830 and average variable pay was \$44,925. We are in the process of gathering data for the "2015 NACUC CEO Compensation and Benefits Report." Getting your input for this survey is super important. The more credit unions that participate, the more relevant the data. If you've already sent in your survey, thank you! If you haven't, please follow the link above to complete the survey. It only took me a few minutes to complete this year's survey and members who participate will get a **free** copy of the entire report.

*Rose M Rangel*

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## Industry Links

**Follow the links below to get the latest news, trends and industry insights affecting your credit union:**

### **Governance and Strategic Planning**

What Does This Credit Union Look Like From The Member Perspective? [Read more](#)

The Truth About the Perfect Board of Directors [Read More](#)

Mobility, Millennials and Predictive Analytics [Read More](#)

### **Economic**

The Payments Revolution [Read more](#)

Credit Unions Perform Well in Q1 [Read more](#)

Gathering Great Business Impact Analysis (BIA) Data For Your Credit Union [Read more](#)

### **Regulatory**

Regulations Cripple Small Credit Unions [Read more](#)

Current Expected Credit Loss [Read more](#)

EMV Liability Shift Readiness [Read more](#)

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# noteworthy

## Call for Nominations

There will be two board seats open for election at the Annual Business Meeting taking place during the Chairmen's Roundtable Forum on October 23 in San Antonio. Incumbent Rose Rangel (generations Federal Credit Union, TX) has indicated her willingness to run for another term. Second Vice Chairman Fred Heimann (Connex Credit Union, CT) will not be running for another term.

To qualify as a nominee, your credit union must be a member in good standing with NACUC and you must serve as chairman of your credit union's board. It is helpful to have attended at least one recent Chairmen's Roundtable Forum. The NACUC Board holds two in-person meetings each year and several board meetings via conference calls. Potential candidates should be willing to participate in helping to develop NACUC's educational programs and provide support for membership retention and recruitment, as well as serve on various committees as directed by the Chairman. Nominations must be received no later than Friday, July 31, 2015 to be considered.

For more detail about what is involved in serving on the Board and to submit a nomination, please contact one of the Nominating Committee members listed below:

### 2015 Nominating Committee

**Joe Budnick, Nominating Committee Chairman**

SharePoint Credit Union (MN)  
Email: [jbudnick@jerichousa.com](mailto:jbudnick@jerichousa.com)

**Pat Tollefson, Nominating Committee Member**

Aberdeen Federal Credit Union (SD)  
Email: [prtollefson@yahoo.com](mailto:prtollefson@yahoo.com)

**Pete Weldon, Nominating Committee Member**

1st Community Federal Credit Union (TX)  
Email: [ehweldon@suddenlink.net](mailto:ehweldon@suddenlink.net)

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## NACUC's CEO Compensation & Benefits Survey Deadline Extended

# 2015 CREDIT UNION CEO COMPENSATION & BENEFITS REPORT

All member Chairmen of the Board received invitations over the last two months to participate in the NACUC 2015 CEO Compensation & Benefits survey. One of a credit union board's most important tasks is setting competitive and equitable compensation for the CEO. For more than 20 years, NACUC has been providing in-depth information to assist boards with this process. NACUC's Annual Compensation & Benefits Report helps you to:

- **Make sound decisions on CEO compensation and benefits by giving your board the data they need**
- **Get current salary and bonus pay data analyzed by assets, loans, members, branches and other factors throughout the U.S.**
- **Track changes and trends from year-to-year for salary and bonus information**
- **Discover what special benefits are being offered to CEO's**

To participate in the 2015 CEO Compensation and Benefits Survey, please use the secure link below to submit your credit union's data by **Friday, May 29, 2015**. NACUC members who contribute data receive the full report for FREE--a \$199 value.

**Secure Survey Link:** <https://app.keysurvey.com/f/727716/171e/>

All data you submit is protected by encryption. Depending on your browser type, you may receive a pop-up message asking you to allow viewing of the survey pages. All of the information you provide will be kept strictly confidential, and survey results will only be presented in aggregate form to preserve the anonymity of respondents.

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## NACUC 2015 Calendar

### 2015 Leadership Development Seminar



June 28 - 30, 2015  
The Hilton Santa Fe  
Santa Fe, New Mexico

### 39th Annual Chairmen's Roundtable Forum



October 21-24, 2015  
Hyatt Regency San Antonio  
San Antonio, Texas

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