



exchange

AN E-PUBLICATION FROM NACUC

Summer 2018 Issue

More than 60 Credit Unions to Meet at Louisville Roundtable

2018 - 2019 MEETING CALENDAR

121 Financial Credit Union
1st Advantage FCU
1st Community FCU
A P L Federal Credit Union
Aberdeen Federal Credit Union
Aero Federal Credit Union
Affinity Credit Union
Argent Federal Credit Union
Ascend Federal Credit Union
Chartway Federal Credit Union
Chessie Employees FCU
City & County Credit Union
Cobalt Credit Union
Community First CU of FL
Compass Community CU
Connex Credit Union
Corporate America Family CU
Direct Federal Credit Union
F & A Federal Credit Union
Families & Schools Together FCU
Financial Resources FCU
First Financial Credit Union (CA)
First Financial Federal CU of MD
First New York FCU
Freestar Financial Credit Union
Generations FCU
Greater Nevada Credit Union|
Greensboro Municipal FCU
Hanscom Federal Credit Union
Home Town FCU
Ideal Credit Union

Jefferson Financial FCU
Keesler Federal Credit Union
Kimberly Clark Credit Union
Knoxville TVA Employees CU
LGE Community Credit Union
Marine Federal Credit Union
Matanuska Valley FCU
Members Choice Credit Union
Merced School Emp. FCU
Mobiloil Credit Union
Northland Area FCU
Nutmeg State Financial CU
O R N L Federal Credit Union
Partners 1st Federal CU
Pen Air Federal Credit Union
Point Breeze Credit Union
Riverfront Federal Credit Union
Rogue Credit Union
Security Service Federal CU
Scott Credit Union
State Department Federal CU
Sun Federal Credit Union
Tennessee Valley FCU
Tower Federal Credit Union
U\$X Federal Credit Union
Unitus Community CU
ValleyStar Credit Union
Vantage Credit Union
Veritas Federal Credit Union
Wichita Federal Credit Union
XCEL Federal Credit Union



October 10 - 13, 2018

**NACUC's 42nd Annual
Chairmen's
Roundtable Forum**
The Brown Hotel
Louisville, Kentucky

Register to join these credit unions at the 42nd Annual Chairmen's Roundtable Forum from October 10 - 13 in Louisville, Kentucky.

[Register Now ▶](#)

Board leaders will sit down to discuss and share problem-solving strategies on the following topics:

Rewarding CEO Performance: Exploring New Metrics and Models for Non-Salary Compensation

From ADA to Reg Z: Strategies for Easing the Compliance Burden in a Complex Regulatory Environment

Board Training Programs to Meet the Latest Requirements and Mitigate Risks

The Board's Role in Disaster Recovery Planning

Value-Added Services to Grow Your Membership

[Learn More ▶](#)

"Member-bring-a-Non-Member" Discount Offer



NACUC members who register a non-member to attend the Roundtable Forum will receive a 25% discount off their registration fee, and the non-member attendee will receive 50% off of the non-member fee. Please call NACUC at 1-888-987-4247 for more details and to take advantage of this offer.



**CHAIRMAN'S
COMMENTARY**
WITH MARTY GOLDMAN

In the next few weeks you will be receiving an email about a proposed amendment to the NACUC Bylaws. I want to take a moment of your time to explain why the current NACUC Board of Directors is unanimous in recommending this amendment.

The amendment would allow a NACUC board member who has rotated out of the chairman's position on their credit union board, to run for a second



June 23 - 25, 2019

**NACUC's 2019 Leadership
Development Seminar**
The Driskill Hotel
Austin, Texas

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consecutive NACUC term as long as they remain on their credit union's board. The bylaws currently allow a NACUC board member to serve out the remainder of their term if they no longer hold the position of chairman.

While NACUC is not a complex organization and its mission is very focused, it does take a year or so to become familiar with the structure and contribution of the board of directors. In the past few years, we have lost members of the NACUC Board of Directors after each served only one term due to position term limits on their credit union board. Even though they remained on their credit union board, they were no longer chairmen. This amendment will allow for some continuity for the organization's leadership and may encourage members who are reluctant to run because they would be rotating out of the chairman's position at their credit union while serving on the NACUC Board.

I hope to see you at the Roundtable Forum in Louisville and thanks for your time.



Platinum Sponsor Spotlight:



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The credit union industry is continuing to grow members, assets, and overall market share. Faced with increasing demand for products, services, and technologies, heightened regulatory pressures, and a subsequent need for specialized knowledge, credit unions have embarked upon an industry wide organizational structure overhaul. More so than ever before, credit unions boast management structures that are several layers deep, including executives at the VP, SVP, EVP and C-suite levels. Many of the top-spots are occupied by baby boomers, who in recent years have been retiring at an unprecedented rate. This progression toward management team expansion and baby boomer migration has created an influx of senior positions to be filled, a shrinking talent pool, and strong demand accompanied by higher compensation for the best talent. D. Hilton research estimates that the industry will see 35% to 40% turnover in the next three years among senior management positions at large credit unions.

D. Hilton has the experience and industry network to help credit unions overcome the challenges in today's hiring environment. D. Hilton leads the credit union industry in retained executive searches and our process goes far beyond candidate identification. We not only help our clients attract and develop the industry's top talent by building tailored compensation packages that include peer competitive variable pay programs, but we advise on how best to retain them. D. Hilton's retention and retirement practice utilizes a range of powerful strategies to support and reward retention, including 457(f) SERP plan design and implementation.



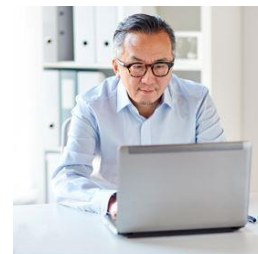
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CHAIRMEN'S LISTSERVE



NACUC offers members a convenient email listserve to be able to exchange ideas and strategies. To join the growing group of chairmen who participate in this valuable service, click the button below.

D. Hilton Associates is one of the most recognized credit union consulting firms in the country. Our major practice areas are Executive Recruiting, Compensation Services, Retention & Retirement, Strategic Services, and Board Leadership. For more information, please visit our website at www.dhilton.com or call 800.367.0433.

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noteworthy

Four Candidates to Run for NACUC Board

On October 12 at NACUC's Annual Business Meeting, four candidates will be running for two seats on the NACUC Board of Directors. The 2018 Nominating Committee has approved the following candidates (listed alphabetically):

Bill Arensdorf

Greater Nevada Credit Union

Dr. Luis Ramos

Nutmeg State Financial Credit Union

Marlene Schwartz (Incumbent)

State Department Federal Credit Union

Elvia Williams

Community First Credit Union of Florida

Link: [2018 Candidate Biographies](#)

Watch for 2018 CEO Compensation & Benefits Survey

NACUC chairmen will be receiving an email in the coming week with a secure link to submit data for NACUC's 2018 CEO Compensation & Benefits Survey. Members who participate in the survey will received a complimentary copy of the full report--a \$299 value. The report will be available in mid-November.

Welcome, New Member!

Keith Bingham, Chairman

Kimberly Clark Credit Union

industrylinks

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

GOVERNANCE AND STRATEGIC PLANNING

[Strategic planning DOs and DON'Ts](#)

[Successfully Implementing a Board Portal](#)

ECONOMIC

[4 New Branches. 4 More On The Way.](#)

[Will the "shrinking middle class" reduce loan demand?](#)

REGULATORY

[Would These Issues Crop Up with Your BSA Examination?](#)

[This is why CECL could be tough for credit card issuers](#)

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