

Pre-Roundtable 2019 Issue

More Than 70 Credit Unions Registered for Savannah Roundtable Forum

Board leaders representing more than 70 credit unions will be meeting in Savannah October 9-12 to discuss topics like cybersecurity risk, community development, board performance and more. If you haven't already registered, there are still seats open to join these credit unions:

121 Financial CU	Library of Congress FCU
1st Community Federal CU	Marine Federal CU
Aberdeen Federal CU	Matanuska Valley FCU
APG Federal CU	Members Choice CU
Achieva CU	Members Heritage CU
Aero Federal CU	Merced School Emp. FCU
Andrews Federal CU	Mobiloil CU
Ardent CU	MPD Community CU
Argent FCU	Neighborhood CU
Ascend Federal CU	Northland Area Federal CU
Associated CU of Texas	Nutmeg State Financial CU
Chartway Federal CU	OnPoint Community CU
Chessie Employees FCU	Partners 1st Federal CU
City & County CU	Pentagon Federal CU
Cobalt CU	Peoples Trust Federal CU
Community Choice CU	Riverfront Federal CU
Community First CU of FL	Rogue CU
Compass Community CU	RTN Federal CU
Congressional Federal CU	SC Telco Federal CU
Connex CU	Scott CU
Corp. America Family CU	Security CU
Department of Labor FCU	Security Service FCU
Direct Federal CU	SharePoint CU
F&A Federal CU	SRP Federal CU
Financial Resources FCU	State Department FCU
Firelands Federal CU	Sun Federal CU
First Financial CU (CA)	Tennessee Valley FCU
First Financial FCU of MD	Three Rivers Federal CU
First New York FCU	Tower Federal CU
Generations Federal CU	U\$X Federal CU
Greensboro Municipal FCU	UMassFive College FCU
HawaiiUSA Federal CU	Unitus Community CU
Home Town Federal CU	Veritas Federal CU
Keesler Federal CU	Wichita Federal CU
Kimberly Clark CU	XCEL Federal CU
Knoxville TVA Empl. CU	

MEETINGS CALENDAR



October 9 - 12, 2019

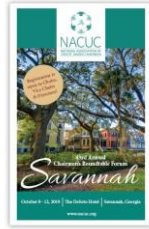
**NACUC's 43rd
Annual Chairmen's
Roundtable Forum**
The DeSoto Savannah
Savannah, Georgia



May 17 - 19, 2020

**NACUC's 2020 Leadership
Development Seminar**
Westin Washington
National Harbor
National Harbor, Maryland

Register Now ▶



[Click here to view brochure](#)

BIS Submissions, Guide Answers Due for Roundtable Participants

Each credit union attending the Roundtable Forum is required to submit a Basic Information Survey (BIS). The BIS provides a snapshot of the credit union's operational and financial data for attendees to reference during the roundtable discussions. If your credit union has not submitted its data yet, please link to the [Roundtable Forum](#) page on our website and scroll down to "Roundtable Forum Preparation Links."

Preparations for the Roundtable Forum also include completing Discussion Guides for each roundtable topic. By answering questions at the end of each guide, participants are better prepared to discuss the topics in their breakouts. The answers can also be copied and shared among the roundtable groups, and posted online if emailed to nacuc@nacuc.org in advance.

Platinum Sponsor Spotlight:



d. hilton associates inc.

Retention & Recruitment: More Important Than Ever

America's scarcest resource? Precious metals? Fossil fuels? Ask any board from the Fortune 500 to the smallest of non-profits, and the answer is executive talent. In our industry, long tenured executives are retiring in unprecedented numbers and the candidate pipeline has reduced to a drip.

D. Hilton Associates' product line follows the executive life cycle. From recruitment to compensation benchmarking, SERP design/administration, variable pay/performance management, strategic planning and mergers, D. Hilton is the most recognized credit union consulting firm. To date, D. Hilton has partnered with nearly 2,700 credit unions.

2019 SPONSORS



Welcome, New Member!

Charles Thrash, Chairman
Carolina Trust Federal CU
Myrtle Beach, SC

Chairmen's Listserve

Developing meaningful executive reward and retention programs today requires more than simply picking the latest salary survey. As executive compensation is placed under greater scrutiny by politicians, the media, and members, you need support to substantiate your pay practices, which may otherwise be misunderstood or misinterpreted.

D. Hilton provides the framework for establishing programs that are competitive and effective, while providing the most comprehensive and transparent benchmarking data available to credit unions today.

For 2019, D. Hilton reported executive base pay increases were running 6.75% and 9.50% - much more accurate than other forecasts available in the marketplace based on our firm's access to credit union decision makers. Look for D. Hilton's *2020 Compensation Forecast* to be released later this year.

Today, supplemental executive retirement plans (SERPs) are driving retention strategies more than ever. D. Hilton's research shows that among large credit unions, two out of three credit union CEOs have some form of retirement and retention program, with an increasing number of key executives also having plans. Reporting the latest data, D. Hilton's *2019 SERP Survey Executive Summary* will be available in Fall 2019.

These topics and more will be the focus of D. Hilton's 2019 Total Rewards Symposium, taking place October 17th- 18th in The Woodlands, TX. For more information about the symposium and D. Hilton Associates, please visit our website at www.dhilton.com.



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.

[Learn More ▶](#)



I hope everyone had a great summer and is looking forward to fall and the upcoming Chairmen's Roundtable Forum, October 9-12. During the NACUC's Annual Business Meeting on Friday, October 11, we have a full agenda. Members will be voting on a bylaw amendment and electing a new NACUC director. As a reminder, NACUC Bylaws provides that Rules of the Chair shall be the standard authority for the conduct of all meetings. This helps to ensure a productive and orderly meeting, as well as providing members the opportunity to give input.

NACUC Rules of the Chair

- The parliamentarian will have the final word of the interpretation of the NACUC Bylaws.
- The Chairman will recognize each speaker.
- Any person attempting to speak without being recognized by the chairman will be declared out of order.

- Each speaker will give his/her name, title, and the name of his/her credit union. The speaker will speak only from the microphone on the floor.
- Each speaker will limit his/her comments to not more than two (2) minutes.
- Each speaker will limit the content of his/her comments to subject matters that pertain only to the National Association of Credit Union Chairmen.
- If the audio is lost at the annual meeting, the Chairman shall have the option of delaying the meeting until the audio is restored.
- New Business will not be conducted until the elections have been completed.

I hope to see you in Savannah at the Chairmen's Roundtable Forum!



Platinum Sponsor Spotlight:



Why Executive Deferred Comp Plans Need Annual Three-Point Board Review

It's hard work putting in place deferred compensation plans to reward and retain your best executives. Once you've done it, take one last step to ensure your hard work pays off for many years to come: Conduct annual three-point board reviews of your deferred compensation plans.

Why annual reviews? Because deferred compensation programs, typically including 457(b), 457(f), and split-dollar insurance arrangements, can have many moving parts you need to keep track of. Also, they often involve investments that aren't subject to Part 703 restrictions, so your board and staff may not be familiar with how these instruments work. [Read More...](#)

noteworthy

Five Candidates to Run for NACUC Board

On October 11 at NACUC's Annual Business Meeting, five candidates will be running for one open seat on the Board of Directors. The 2019 Nominating Committee has approved the following candidates (listed alphabetically):

Ray Beall
Chessie Federal CU

Joe Budnick
Sharepoint Credit Union

Frank Chinn
Unitus Community CU

Jim Hollingsworth
Keesler Federal CU

Pat Tollefson
Aberdeen Federal CU

For candidates' bios, [link here](#)

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Order deadline: September 10



Men's & Women's Lightweight Sport Polo in White

\$50 each (includes tax & shipping)

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- Machine wash and dry
- Moisture-wicking and anti-microbial fabric
- UPF 50+ sun protection

To place an order, email lauren@nacuc.org

Credit Unions Invited to Contribute to Donation for Special Needs Camp



NACUC has selected [Lindsey's Place Camp](#) of Savannah, a non-profit organization that offers camps to children with special needs, to receive a \$1,000 donation. This year, we are also inviting the credit unions attending the Roundtable Forum to make a contribution. Contributions can be made up until Friday, September 27 to be included with a check that will be presented to Lindsey's Place at the Roundtable Forum on October 10.

Make donation checks payable to:

NACUC
P.O. Box 160
Del Mar, CA 92014

Please note "Roundtable Charity" on the check or envelope.

industrylinks

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

GOVERNANCE AND STRATEGIC PLANNING

[Shift your board to a tech mindset](#)

[4 best practices for risk governance](#)

[Advancing Women In The Credit Union Industry](#)

ECONOMIC

[Can Apple or Amazon become full stack banks?](#)

[Helping Student Loan Borrowers Builds Lifelong Relationships](#)

REGULATORY

[Updating the Safeguards Rule, But Not for Federally-Insured Credit Unions](#)

[Comments on CECL delay, NCUA 'Second Chance' due in Sept.](#)

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