

## **Williams Lake and District Credit Union**

### **Ideal Skills and Attributes of a Credit Union Director**

*Williams Lake and District Credit Union is a co-operative entity which exists to offer financial services to its membership. As well, we strive to be a conscientious employer and strengthen the communities we operate in.*

*Williams Lake and District Credit Union is served by an elected volunteer board of directors. In order to ensure the board is able to meet these objectives, a list of skills required of the board has been developed.*

#### **Attributes**

The following attributes in individual directors are sought by the credit union to support their effectiveness as Board members. All of these attributes are desirable in each director.

Attribute	Description
Commitment	A commitment to the credit union and its co-operative values
Community Spirit	A desire to strengthen all the communities the credit union operates in
Time Availability	Sufficient time availability to adequately prepare for and attend meetings, conferences & training
Team Player	Ability and willingness to work co-operatively in a team environment
Communicator	An ability to communicate effectively with clarity, attentiveness, understanding and perception
Desire to Learn	A commitment to investing time and energy to learn about the credit union, the industry and the issues impacting it
Relationship Builder	Ability to establish healthy working relationships and resolve conflict with fairness and justice in mind
Independence	An independent and objective mindset with the ability to maintain own conviction and perspective free of undue influence or opposition
Open-Mindedness	Ability to value diverse opinions and explore the rationale of other people's perspective
Decision Making	Ability to make decisions and seek outcomes based on application of logical analysis

## Skills

The following skills are desirable for the Board as a whole to encompass. It is recognized that individual directors will have various levels of competencies in these specific skill areas based on their education, experience and profession.

Skills	Description
Governance	An understanding of the role of the Board and individual directors including the difference between governing and managing
Financial Services Knowledge	An understanding of the credit union's core business, its specific markets and the financial services industry in general
Strategy Oversight	An understanding of strategy development and oversight as it relates to the long term sustainability of the credit union including establishing appropriate outcomes and metrics to measure success
Financial Literacy	An understanding and knowledge of financial results including the ability to interpret and assess the implications of financial reports such as financial plans and budgets, income statements and balance sheets
Risk Oversight	An understanding of the principal risks faced by the credit union in its operations including the ability to assess the implications of those risks (credit, interest rate, liquidity, capital, operational, human resources, legal, reputation, etc.) to the credit union's ability to meet its strategic objectives
Regulatory	An understanding of the regulatory environment in which the credit union operates including the responsibilities of the Board as well as individual directors