



## 2018 Long-Term Service Award Recipients

### **Bryan Aitken** – *Libro Credit Union*

Bryan Aitken serves as a director for Libro Credit Union. He is retired from Lambton College in Sarnia Ontario. Bryan provides leadership and support to a variety of organizations, including Rotary Club, Junior Farmers, Optimist Club of Watford and school council. He volunteers in his community, providing music at local events, coaching soccer and serving as a hockey trainer. Bryan earned a Bachelor of Science degree in Engineering from Western University. He completed the Credit Union Institute of Canada Credit Union Director Achievement (CUDA) Program and the Institute of Corporate Directors (ICD) Directors Education Program. Bryan and his wife have four sons and two grandchildren. His hobbies include home and vehicle maintenance, guitar, vocals, camping, traveling and enjoying time with family and friends and actively farming 400 acres with his family.

### **Steve Gandour** – *PenFinancial Credit Union*

Steve's initial entry into the credit union system started with being elected onto the board of the Dunnville and District Credit Union in 2004. In 11 years with DDCU he served as Chair of Audit Committee, Vice Chairman of the board and Board Chair. He took part in his first merger process while board chair, and became a board director for PenFinancial upon completion of the merge in 2016. He has served on the audit committee for PenFinancial and was recently serving in the role of Vice Chair for PenFinancial.

### **Sandra Gribben** – *FirstOntario Credit Union*

Sandy has been an active Director of FirstOntario Credit Union for the past 12 years and a credit union member for over 40 years. Sandy's participation, insight and commitment to the Board has helped FirstOntario maintain a course for success. A retiree, Sandy is a McMaster University graduate with a diploma in Occupational Health and Safety. She worked as a registered nurse in St. Catharines for 35 years and is a founding member of the Canadian Association of Critical Care Nurses, Ontario Peri-Anaesthesia Nurses Association and the Ontario Nurses Association. She represented nurses on a regional and provincial level for over 30 years through the Ontario

Nurses Association. FirstOntario is truly privileged and thankful to have such a strong Director on the Board.

### **Catherine Hale – Education Credit Union**

Cathy has over 28 years' experience in several aspects of university work, at the academic department level, with research grants and contracts and liaison at many levels with government, not-for-profit and industry. During her 19 years at the University of Waterloo, she was involved with the UW Staff Association Executive as Vice President and Director sitting on various committees including Staff Relations, Member's Advisory, Pension and Benefits and Staff Training & Development. Cathy's skills provided a diverse background of creativity with a clear sense of professionalism and discretion, a strong team work ethic, excellent organizational and human relation skills and the ability to multi-task in a fast-paced, constantly changing environment. In 2001, Cathy was elected to the Education Credit Union Board of Directors after the merger with the University Faculty & Staff Credit Union. She held various positions a Director and Chair of the Governance Committee, Human Relation and Director on the Audit Committee and currently sit as Chair of the Board.

### **Keir Kitchen – Northern Credit Union**

Keir has held many leadership positions in his community, sitting on numerous municipal boards and committees as well as one term as a municipal Councillor. He retired from a career in education in 1998 at which time he was appointed as a non-director to the Audit committee of Nickel Center Credit Union and then elected to the Board of that credit union the following year. As a Board member he was elected to Chair the Merger committee looking for a merger partner. In 2001 they begin the process to merge with Northern Credit union and as part of that process he was appointed to the Northern Board of Directors. He have been successfully re-elected to the board ever since. During his years on the board, he has served on every committee, chairing 7 and served 2 years as Vice Chair. After nearly 20 years sitting as a member of a Credit Union Board of Directors, He will be retiring in 2019.

### **Marycatharine Kusch – Libro Credit Union**

Marycatharine was re-elected to the Libro Board of Directors in 2018. During her 13 years of previous service, she was a member of the Audit & Risk, Governance, Human Resources, and Loans Committees. Marycatharine is the current Treasurer of the St. Leonard's Society Board. She has worked in public accounting for most of her career and is a partner in a public accounting firm in London, Ontario. Subsequent to obtaining a Bachelor of Arts degree from Western University and a Bachelor of Commerce degree from the University of Windsor, Marycatharine received her Chartered Professional Accountant designation in 1989. She has completed the Credit Union Institute of Canada Credit Union Director Achievement (CUDA) program. Marycatharine and her husband have four children living throughout the province. In her spare time, Marycatharine enjoys playing golf, knitting, and reading.

### **John Mangone – Northern Credit Union**

John has been a Director of Northern Credit Union since 2005. Over the past 13 years, John has served on the Governance, Audit, Financial, Nominating, Building and various special committees of the Board. He has been a Northern Credit Union member for 41 years. He brings to Northern Credit Union 29 years of management work experience in Municipal Services and over 25 years of community volunteer involvement helping to strengthen northern communities. In 2016, John completed the Accredited Canadian Credit Union Director (ACCUD) program. He graduated from the Credit Union Director Achievement Program (CUDA) in 2013. He is presently a member of the Northern Credit Union Delegate Model Review Task Force. Collectively, the review committee is helping to develop a stronger governance structure.

### **Don Nicholls – Oshawa Community Credit Union**

Don Nicholls started on staff at the Auto Workers (Oshawa) Credit Union in 1974 as the Executive Secretary to the Board of Directors. He was then appointed Assistant General Manager in 1990 and General Manager in 2000. Don retired from the then known as Auto Workers Community Credit Union in January 2003 and was elected to their Board of Directors in 2003. He served on the Board for three terms (9 years); 4 years as Board Chair. In 2013 I was elected to the Board of Directors of Oshawa Community Credit Union and was re-elected in 2016. Don has served as Corporate Secretary; vice Chair (currently); Chair of Audit, Policy Review and Planning Committees. Don also served as Secretary to the Oshawa Area Chapter for many years and is a graduate of the Credit Union Institute and Credit Union Director Achievement. In his 44 years of service to Boards of Directors of both the Auto Workers Oshawa Credit Union and the Oshawa Community Credit Union, he has never missed a Board Meeting.

### **Vince Paglia – Healthcare and Municipal Employees' Credit Union**

Vince has served as a Director of Healthcare and Municipal Employees' Credit Union since 2008. He is currently Vice-Chair of the Executive Committee and sits on the Strategic Planning and Education Committees. He has served as a member of the Audit and Risk, Nominating and Strategic Planning Committees with terms as Chair of all three. Currently an IT Technical Team Lead with Hamilton Health Sciences, Vince has been with HHS in the IT department for 27 years. He has experience with budgeting, project management, staff management, policy creation and the RFP process. In his spare time Vince enjoys time with family and relaxing in and around the pool.

### **Joyce Phillip – Kingston Community Credit Union**

Joyce has been a Director of KCCU since 1994. She represents the members and is familiar with KCCU and its reputation in the community for caring and for promoting co-operative values. She spent 29 years as an employee of Queen's University and understands the same approach

that KCCU has of people helping people – member advocacy. She brings an informed and “reasonable person’s” approach to her duties as a Director. As a Director, she has been part of a successful team in working together and supporting management who balance member and community values, continue to achieve strong financial performance and together make a positive difference in the lives of members of all ages, in all stages of life. She is a listener and her contribution has been based upon understanding the concerns and the needs of members.

### **Harvey Spry – Kawartha Credit Union**

Harvey Spry became a Director of Kawartha Credit Union in 1999. During his 19 years on the Board he has served as Vice-Chair and Corporate Secretary. He has also served on the Nominating and Audit Committees. He was Chair of the Audit Committee for 6 years. He served as Director of Bayshore Credit Union in Belleville, beginning in the mid 1980’s through to 1995. At one point serving as Vice-President. Harvey currently works at Bell Media. His field of experience includes newspaper, radio, television, and digital advertising and promotion. In past years he has worked for CHUM Radio, CTV, Metroland Media, The Community Press, CKWS Television and Thomson Newspapers. In his spare time Harvey enjoys spending it with family and activities with his church. He is currently involved with the youth group at his church, as well as volunteering for Operation Christmas Child and the Arrowhead Native Bible Centre in New Brunswick. He has been married to his wife Bonnie for 42 years, has one son and three granddaughters.