

ANNUAL REPORT



2024



Evolving
for the Future.

MISSION STATEMENT.

To provide financial services applying cooperative principles
in an environment of
integrity, passion and commitment.



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NATIONAL ANTHEM.

Forged from the love of liberty
In the fires of hope and prayer,
With boundless faith in our destiny
We solemnly declare

Side by side we stand
Islands of the blue Caribbean sea
This our native land
We pledge our lives to thee.

Here every creed and race
find an equal place,
And may God bless our nation.

CREDIT UNION PRAYER.

Lord, make me instrument of Thy peace. Where
there is hatred, let me sow love. Where there is
injury, pardon.

Where there is doubt, faith.

Where there is despair, hope.

Where is darkness, light

and Where there is sadness, joy.

O Divine Master Grant that I may not so much
seek to be consoled as to console.

To be understood as to understand,

To be loved as to love.

For it is in giving that we receive.

It is in pardoning that we are pardoned,

and it is in dying that we are born

to eternal life.

Amen.

NOTICE OF THE 38TH ANNUAL GENERAL MEETING

Notice is hereby given that the Thirty-Eight (38th) Annual General Meeting of the Progressive Credit Union Co-operative Society Limited will be held at the Cipriani College of Labour and Cooperative Studies (CCLCS), Churchill Roosevelt Highway, Valsayn, Trinidad and Tobago, on Saturday 12th April 2025.

Registration begins at 9:00 a.m. and the AGM starts at 10:00 a.m.

AGENDA

1. Call to order – National Anthem
2. Invocation/Credit Union Prayer/Minute of Silence
3. Reading of the Notice convening the 38th Annual General Meeting
4. First Credentials Committee Report
5. Adoption of Standing Orders
6. Confirmation of Minutes of the 37th Annual General Meeting
7. Matters arising out of the Minutes of the 37th Annual General Meeting
8. Confirmation of Minutes of the Special General Meeting of November 27th 2024
9. Matters arising out of the Minutes of the Special General Meeting of November 27th 2024
10. Greetings
11. President's Address
12. Presentation of Reports – 2024
 - Board of Directors
 - Credit Committee
 - Supervisory Committee
 - Education Committee
13. Nominating Committee's Report
14. Second Credentials Committee Report
15. Election of Officers
16. Financials
 - Auditor's Report
 - Financial Statements
17. Resolutions
18. General Business
19. Vote of Thanks and Formal Closure

By order of the Board



Ian Peter De Boulet

SECRETARY

STANDING ORDERS.

- 1. a.** A member shall stand when addressing the Chair.
b. Speeches shall be clear and relevant to the subject before the Meeting.
- 2.** A member shall address the Meeting, when called upon by the Chairman to do so, after which he/she shall immediately take his/her seat.
- 3.** No member shall address the Meeting except through the Chairman.
- 4.** A member shall not speak twice on the same subject except:
 - a.** As a mover of a motion who has a right of reply.
 - b.** He / She rises to object or explain (with the permission of the Chair).
- 5.** No speeches shall be made after the "Question" has been put and carried or negated.
- 6.** The Mover of a "Procedural Motion" - (Adjournment, lay on the Table, Motion to post-pone) shall have no right to reply.
- 7.** A member rising on a "Point of Order" shall state the point clearly and concisely. (A "Point of Order" must have relevance to the standing orders).
- 8. a.** A member shall not "call" another member "to order" - but may draw the attention of the Chair to a "Breach of Order".
b. On no account can a member call the Chair to order.
- 9.** Only one (1) amendment shall be before the Meeting at any one time.
- 10.** When a motion is withdrawn, any amendment to it fails.
- 11.** The Chairman has the right to a "Casting Vote".
- 12.** If there is equality of voting on an amendment, and if the chairman does not exercise his casting vote, the amendment is lost.
- 13.** Provision should be made for protection by the Chairman from vilification (personal abuse).
- 14.** No member shall impute improper motives against another member.

MINUTES OF THE 37TH ANNUAL GENERAL MEETING OF THE PROGRESSIVE CREDIT UNION CO-OPERATIVE SOCIETY LIMITED.

HELD AT SIGNATURE HALL, LP NO. 63 MAIN ROAD, MONTROSE, CAPARO VILLAGE, BRASSO ROAD, MONTROSE ON SATURDAY 2024
APRIL 13TH

1.00 CALL TO ORDER/NATIONAL ANTHEM

The President, Mr. Clinton Hendrickson, called the meeting to order at 10.06am and welcomed all present. All were invited to stand for the singing of the National Anthem.

2.00 CREDIT UNION PRAYER/INVOCATION/MINUTE'S SILENCE

The Credit Union's Prayer was recited by all present after which an invocation was offered by Ms. Sabrina Peters-Russel. One minute of silence was observed for departed members.

3.00 NOTICE OF MEETING

The Notice convening the 37th Annual General Meeting of the Progressive Credit Union Co-operative Society Limited, as stated on page 4 of the Annual Report, was read by Mr. Ian Peter De Boulet, Secretary to the Board of Directors.

4.00 1ST CREDENTIAL REPORT

Ms. Wendy Haynes reported, on behalf of the Credentials Committee, that at 10.06am there were 108 members and six guests present which confirmed that the meeting was duly constituted in accordance with Bye-Law 14(b) (i).

5.00 STANDING ORDERS

The President drew the members' attention to the Standing Orders as stated on page 5 of the Annual Report.

5.01 Acceptance

A motion for the adoption of the Standing Orders was moved by Mr. Malcolm Alexander, seconded by Ms. Verece Figaro and unanimously accepted by the meeting.

6.00 REPORTS

The President drew the membership's attention to the Reports as stated on pages 20 to 46 and asked that they be taken as read.

6.01 Acceptance

A motion that all reports be taken as read was moved by Mrs. Marcia Goodridge-Constantine, seconded by Ms. Sabrina Peters-Russel and unanimously accepted by the meeting.

7.00 MINUTES OF THE 36TH ANNUAL GENERAL MEETING

The President took the meeting through the Minutes of the 36th Annual General Meeting and the following corrections were made by way of the Errata Sheet.

Page 4,	3.00	-	Replace "Standing Orders" with "Bye-Law"
Page 9,	10.19	-	Replace "Dillon" with "Dellon"
	10.20	-	Replace "various boards" with "Board and various committees"
Page12,	15.01	-	Accounts Receivable and Prepayments should read "\$0.998M" and not "\$3.8M"
	15.02	-	"\$120,000" should read "\$270,344"
	15.03	-	Bank charge and interest should read "\$142,454" and not "132,454"
Page 14,	18.08	-	Replace "Bacchus" with "Berkley"
Page 16,	23.01	-	Insert the name "Malaika Fahey Reveillac"

7.01 Ms. Roxanne Forbes referred to paragraph 23.00, Distribution of Door Prizes, and indicated that the name "Rusell Paul" should read "Russel Forbes.

7.02 ACCEPTANCE

The Minutes of the 36th Annual General Meeting was unanimously confirmed by the meeting on a motion moved by Ms. Roxanne Forbes and seconded by Mr. Sardesai Persad.

7.03 The President, Mr. Hendrickson introduced Mr. Stephen Fraser as Master of Ceremonies for the upcoming portion of the meeting.

8.00 SPECIAL GUESTS

Mr. Stephen Fraser recognized the following specially invited guests:

Mr. Joseph Remy	-	President, Co-operative Credit Union League of Trinidad and Tobago
Ms. Sasha Rampersad	-	CUNA Caribbean Insurance
Ms. Cassian George	-	Co-operative Officer, Co-operative Division, Ministry of Youth Development and National Service
Ms. Sabrina Badree	-	Co-operative Officer, Co-operative Division, Ministry of Youth Development and National Service
Mr. Kelvin Carmino	-	Vice-President, North/West Regional Chapter
Mr. Evans Codogan	-	Zenith Credit Union Co-operative Society Limited
Ms. Carol Pitt-Braithwaite	-	Secretary to the Board, SFCCU Credit Union Co-operative Society Limited
Mr. Gerald Antoine	-	Industrial Relations Consultant
Ms. Karimah Jones	-	Maharaj Mohammed & Company
Mrs. Marcia Goodridge-Constantine	-	South East Regional Chapter of the Credit Union League of Trinidad and Tobago
Mr. Bevil Phillanders	-	Returning Officer
Ms. Deborah Nanton-Phillip	-	Elections Supervisor
Mr. Geoffrey Franklin	-	Election Supervisor
Ms. Lystra Ashby	-	Manager, Consolidated Telephones Credit Union
Mr. Edward King	-	Neal and Massy Credit Union

- 8.01** Mr. Joseph Remy offered complimentary remarks to Progressive Credit Union on the work done and noted that it had kept abreast of its name as a progressive institution. He noted that the credit union was a fervent supporter of the Co-operative Credit Union League and its progressive path toward being the most appropriate vehicle for its membership's financial independence and inclusion. He then offered best wishes to the credit union on its 37th Annual General Meeting.
- 8.02** Mr. Kelvin Carmino extended best wishes to the credit union on its 40th anniversary and 37th Annual General Meeting and commended the organization on its power of persistence. He also conveyed greetings to Progressive Credit Union on behalf of Ms. Dianne Joseph, Chief Operations Officer of the Co-operative Credit Union League of Trinidad and Tobago for a successful Annual General Meeting.
- 8.03** Ms. Cassian George congratulated the credit union on hosting its Annual General Meeting in a timely manner. She also commended it on the increase in its loan portfolio and its good efforts in managing its delinquency. She then offered best wishes to the credit union for its financial year 2024.
- 8.04** Mr. Edward King greeted members and complimented the credit union on its good works. He then wished for a fruitful and successful Annual General Meeting. Mr. Evans Codogan and Mrs. Marcia Goodridge-Constantine also extended best wishes to the credit union for a successful 37th Annual General Meeting and all God's blessings for the future.

9.00 PRESIDENT'S ADDRESS

The message of the President, Mr. Clinton Hendrickson, was deemed to empower members to improve their lives. He started off by defining the power of persistence as being vital for accomplishing any long-term goal or meaningful objective. He then referenced Thomas Edison, who conducted thousands of failed experiments before successfully inventing the light bulb as an example of persistence.

9.01 The President went on to demonstrate the entrepreneurship persistence of Progressive Credit Union which was established in 1984 with a membership of 97 which was committed to providing financial services to its members. He stated that because the credit union demonstrated persistence in its objectives it now had a membership of 7,000 for whom it provided sound financial services.

9.02 As the President continued, he alluded to members that according to the IMF, there was a weak growth projection for across the world, with particular emphasis on high inflation; Russia's invasion of Ukraine and the continued negative effects of the Covid-19 pandemic. He stated that the global economic climate required persistence in navigating those challenges.

9.03 Mr. Hendrickson then related to Progressive Credit Union's persistence. He stated that the Board of Directors, Management and Staff, Committees and shareholders continued to be persistent as they navigated the social, political and economic environment, aided by the Strategic Plan 2022-2025, to realize its fullest potential and to better its mission to serve members, stakeholders and the wider community. He stressed that persistence was required as he believed that the implementation of the initiatives in the strategic plan would result in institutional strengthening.

9.04 The President stated that the most significant obstacle to perseverance was depression, which was a mental health condition that diminished one's capacity to be motivated and may cause lack of energy to pursue one's goal. He identified two types of depression as being Financial Depression and Economic Depression and disclosed the following steps in dealing with these types of depression being:

- Focus on debt reduction;
- Stay positive;
- Acknowledge one's failures and focus on making progress;
- Remain committed; and
- Practice budgeting.

9.05 In closing the President pointed out that the forefathers of the credit union persevered as they moved from sou-sou to a financial institution and that, through the power of persistence the mission, vision and passion statements would be achieved, along with its motto. He reminded that the power of persistence was the tool applied to overcome financial challenges and obstacles and called upon all to support the Society as we navigate through the ever evolving economic environment.

10.00 REPORTS

10.01 Board of Directors' Report

The President, Mr. Clinton Hendrickson, introduced the members at the head table and then presented the Report of the Board of Directors, as stated on pages 20 to 34 of the Annual Report. In presenting the report the President read the first paragraph and then elaborated on the following:

10.02 Pearls Ratio

Pearls Ratio guided and assessed the operations of the credit union.

Total Delinquency:

Pearls Standard	-	5%
2023	-	10.6%
2024	-	12.3%

The President stressed that the goal was to achieve the standard of 5%.

10.03 Projections 2024

2023 New member growth target of 300

Current status	-	238 new members
Target for 2024	-	300 new members

Net shared growth of \$4.0M:

Current status	-	\$1.7M share decrease
Target for 2024	-	Net share growth of \$2.5M

2023 Loan disbursement of \$45M

Current status	-	\$36M loans disbursed
Target for 2024	-	\$42.4M

Increase in investments to \$20M

Current status	-	\$13.3M invested
Target for 2024	-	Increase to \$20M

Surplus for \$3.8M

Current status	-	\$4.0M
Target for 2024	-	\$3.7M

2023 Dividend payment projection of 3%

Current status	-	2.5%
Target for 2024	-	3%

2023 Delinquency target of 5%

Current status	-	10.62%
Target for 2024	-	5%

10.04 Strategic Plan 2022-2025

The President stressed that while the process and strategy in dealing with the Strategic Plan may change, because of the changing environment, the goals of the Plan remained the same.

10.05 Human Resources

The President highlighted that the credit union received the award for Best Human Resource Development at the Co-operative Credit Union League's National Awards Ceremony held in October 2023 and went on to acknowledge the following Staff changes:

- Mr. Anthony Rampersad - Driver
- Mrs. Dara Haywood-Baptiste - Senior Accounts Clerk
- Ms. Shanice Morris - Receptionist
- Ms. Mia Davis - Filing Clerk

10.06 Home/Online Banking Platform

During the months of July to August Interns were hired to assist the Marketing Department in enrolling members to utilize the convenient and efficient Online Banking App. Various locations were visited to enlighten members as outlined on page 31 of the Report.

10.07 2024 Upcoming events:

- April - Brand Ambassador Programme
- May - 40th Anniversary & Mother's Day Boat Ride 2024
- June - TIC
- July - 40th Anniversary Awards Dinner/Dance
- September - Southex 2024
- October - Health Fair
- December - Spin the Wheel

10.08 In closing, the President read the penultimate paragraph of the Report where it was stated that the Board eagerly anticipated the forthcoming years of continued sustainable growth and prosperity for the organization and the celebration of its 40th anniversary.

There were no questions/comments on the Report.

10.09 Acceptance

The Board of Directors' Report was unanimously accepted by the meeting on a motion moved by Mr. William Solomon and seconded by Mr. Wayne Holder.

10.10 CREDIT COMMITTEE REPORT

Mr. William Solomon welcomed the Tobago members and then presented the Report of the Credit Committee as stated on pages 35 to 37 of the Annual Report. As he ended, he read the Conclusion of the Report wherein gratitude was expressed to God, esteemed members, the Board of Directors and Committees and Management and staff for their continued support.

There were no questions/comments on the Report.

10.11 Acceptance

The Report of the Credit Committee was unanimously accepted by the meeting on a motion moved by Ms. Patricia Claxton-Francois and seconded by Ms. Patsy Foster.

10.12 SUPERVISORY COMMITTEE REPORT

The Report of the Supervisory Committee, as stated on pages 38 to 40 of the Annual Report, was presented by Ms. Ginelle Small-Cummings. She then read the Conclusion wherein the Committee expressed their gratitude to all and stated their commitment to remain steadfast in serving the best interest of the organization and to navigate the challenges, seize the opportunities and uphold the values that define the success of the credit union.

There were no questions/comments on the Report.

10.13 Acceptance

The Report of the Supervisory Committee was unanimously accepted by the meeting on a motion moved by Ms. Tricia Deallie and seconded by Ms. Anne Marie Campbell.

10.14 EDUCATION COMMITTEE REPORT

The Report of the Education Committee, as stated on pages 41 to 43 of the Annual Report, was presented by Ms. Gem Saunders-Le Maitre. She then read the Conclusion in which Almighty God was thanked for their health and strength which allowed them to execute their responsibilities. The Board of Directors, Committee members and staff were also thanked for their support. Members were then urged to attend advertised seminars that would be tailored to develop and empower them in various areas of self-development.

10.15 Acceptance

The Report of the Education Committee was unanimously accepted by the meeting on a motion moved by Ms. Adeleine Gittens and seconded by Ms. Ginelle Small-Cummings.

10.16 NOMINATING COMMITTEE REPORT

10.17 Mr. Stephen Fraser presented the Report of the Nominating Committee, as stated on pages 44 to 46 of the Annual Report which revealed the following nominees as being suitable for election:

Board of Director

1. Mr. Michael Hernandez
2. Mr. Clinton Hendrickson
3. Mrs. Gem Saunders-Le Maitre
4. Mrs. Debra Robinson-Coker
5. Ms. Melissa Rennie
6. Ms. Whitney Placide-Sambury

Credit Committee

1. Mrs. Candice Haynes-Roban
2. Mrs. Marilyn John-Fahey
3. Mr. William Solomon
4. Mr. Clarence Duke
5. Ms. Anne Marie Campbell
6. Ms. Racheal Austin
7. Mr. Mervyn Webster
8. Ms. Avril Yearwood

Supervisory Committee

1. Mrs. Annette Hinkson-Patrovanie
2. Mrs. Ginelle Small-Cummings
3. Ms. Melina Prieto
4. Mr. David Quamina
5. Ms. Neisha Cudjoe

10.18 Mr. Fraser then read the following recommendations which outlined that the Nominating Committee:

- recognized the importance to engage the youth membership towards the development and sustainability of the credit union and the implementation of a mentoring programme for members of the Youth Arm;
- must attract nominees with the competencies and capacity to take the Society forward in light of the modifications within the Credit Union Movement, new technology, new legislative obligations among others things.
- Educational programmes be developed throughout the year using social media to enlighten the membership on the benefits of service, roles of committee members, understand Financial Statements analysis and more,

10.19 Mr. Fraser then extended thanks to the Board of Directors for its support and the confidence placed in the Committee.

10.20 Acceptance

The Report of the Nominating Committee was unanimously accepted by the meeting on a motion moved by Ms. Racheal Austin and seconded by Mrs. Kaveeta Ramjattan-De Boulet.

11.00 ELECTION PROCESS

Mr. Bevil Phillanders, the Returning Officer, greeted members and indicated that Ms. Deborah Nanton-Phillip, Mr. Geoffrey Franklin and Mr. Kelvin Carmino would assist in the distribution of ballots. .

- 11.01** The Returning Officer reminded that the report of the Nominating Committee was accepted by the meeting and drew members' attention to Bye-Law 30D which informed that no member shall serve on the Board, Credit or Supervisory Committees without being screened by the Nominating Committee and that there would be no nominations from the floor.

All nominees were presented to the membership.

12.00 2nd CREDENTIAL REPORT

Ms. Wendy Haynes reported that at 11.33am there were 240 members and 15 guests present at the meeting.

13.00 ELECTION PROCESS continued

Ballots were distributed to members.

- 13.01** The Returning Officer announced that at 12.08pm there were 259 members and 15 guests present at the meeting and registration was declared closed, and the ballot boxes were displayed to show they were empty

- 13.02** The ballots were distributed and the membership was reminded that they were to vote for:

Board of Directors	- 4 members and 2 substitutes
Credit Committee	- 5 members and 2 substitutes
Supervisory Committee	- 3 members and 2 substitutes

The membership voted.

14.00 INDEPENDENT AUDITORS' REPORT

The Independent Auditors' Report, as stated on pages 2 to 4 of the Financial Statements, was presented by Ms. Karimah Jones, a representative of Maharaj Mohammed & Company, Chartered Accountants.

14.01 Acceptance

The Independent Auditors' Report was unanimously accepted by the meeting on a motion moved by Mrs. Candice Haynes-Roban and seconded by Mrs. Marcia Goodridge-Constantine.

15.01 Statement of Comprehensive Income as at December 31, 2023

The Treasurer, Mr. Holly Francois, presented the Financial Statements for the year December 31st 2023 and highlighted the following:

Revenue			
Interest on loans	-	\$14,368,305	14.95% increase
Total revenue	-	\$15,893,776	14% increase (\$1,952,000)
Expenses			
Total expenses	-	\$11,854,315	26.28% increase
Donation	-	\$32,396	126% increase
Expected credit loss on loans Note 9(b)	-	\$1,977,712	
Net surplus	-	\$3,687,016	8.5% reduction

15.02 Statement of Financial Position (Balance Sheet) as at December 31, 2023

Assets			
Current assets	-	\$9,936,415	
Investment securities	Note 5(a)	\$7,251,628	39.9% increase
Non-current assets			
Members' loans	Note 9	\$106,327,920	
Investments	Note 5(b)	\$6,111,080	39.08% increase
Total assets	-	\$129,357,819	
Members' Equity and Liabilities			
Current Liabilities	-	\$5,534,966	
Total liabilities	-	\$106,405,931	

Total Members' Equity & Liability \$129,357,819

Mr. Francois invited questions/comments.

There were no questions/comments on the Financial Statements.

- 15.03** Mr. Francois then stressed that with respect to dividend not being paid in cash, the Board was aware of the impact it had on members in these challenging times. He stated that the bigger picture required that all be prudent and exercise patience and restraint and that in time the credit union would be in a better position. He then informed that with the interest on loans, there was a level of liquidity which would cause loans to be accessible to members.
- 15.04** Mr. Claude Dillon then asked for an explanation with respect to the reduction in “Investment securities” on page 32 of the Financial Statements. Mr. Francois explained that funds were deposited in the Trinidad and Tobago Unit Trust, 2nd scheme, during the course of the year and at peak periods those funds were used to assist in providing loans to members. He then stated that those funds were used during November/December of 2023 to facilitate the temporary adjustment to the loan policy.
- 15.05** Mr. Francois also informed that in 2023 a bond, “National Investment Fund – 2023”, was purchased and can be viewed under “Investment securities” on page 32, 5(b).
- 15.06 Acceptance**
The Financial Statements were unanimously accepted by the meeting on a motion moved by Mr. Stefan Small and seconded by Mr. Claude Dillon.

16.00 BUDGET 2024

Mr. Holly Francois, the Treasurer, presented the Statement of Budgeted Income & Expenditure for the year 2024, as stated on page 103 of the Annual Report.

Total Income	-	\$15,998,435
Total Expenditure	-	\$12,260,864
Net Surplus	-	\$3,737,571

- 16.01** The Treasurer drew attention to the figure for “Advertising and promotion” under “General and Administrative Expenses” and advised that in recognition of the 40th anniversary of the credit union there would be a level of concentration on brand awareness and other activities for which most of those funds would be utilized.

There were no questions/comments on the Budget 2024.

16.02 Acceptance

The Statement of Budgeted Income & Expenditure for the year 2024 was unanimously accepted by the meeting on a motion moved by Ms. Allison White and seconded by Mr. Malcolm Alexander.

17.00 RESOLUTIONS

- 17.01** Mrs. Gem Saunders-Le Maitre, on behalf of the Board, moved the following resolution:

1. Appointment of Auditors

Whereas every Society is required to appoint an auditor in accordance with Section 51(1) of the Co-operative Societies Act and Regulations, Chapter 81:03

And whereas Bye-Law 15(b)(iv) of the Society’s Bye-Laws requires the Annual General Meeting to appoint an Auditor for the ensuing term;

Be It resolved that the firm Maharaj Mohammed and Company be appointed Auditors for the Progressive Credit Union Cooperative Society Limited for the year ending December 31, 2024

17.02 Acceptance

The motion for the acceptance of Resolution No. 1 was seconded by Mr. Gerald Antoine and unanimously accepted by the meeting.

17.03 Mr. Ian Peter De Boulet, on behalf of the Board, moved the following resolution:

2. Dividend

Whereas Progressive Credit Union Co-operative Society Limited has realized a Net Surplus as at December 31, 2023, in the sum of \$3,687,016.00

And whereas Bye-Law 15(b)(v) requires the Annual General Meeting to approve the distribution of surplus;

Be it resolved, that after statutory deductions, the remaining Net Surplus for the year ended December 31, 2023, be divided, in accordance with Bye-Law 14, as follows:

1. Dividend of 2.5% - \$2,286,647.00 credited to members' Share Account
2. Rebate of 2.5% - \$359,208.00 credited to members' Deposit Account.

17.04 Acceptance

The motion for the acceptance of Resolution No. 2 was seconded by Mr. Malcolm Alexander and unanimously accepted by the meeting.

17.05 Mr. Holly Francois, on behalf of the Board, moved the following resolution:

3. Honoraria

Honoraria \$130,000.00 to be distributed among the Board and Statutory Committees.

17.06 Acceptance

The motion for the acceptance of Resolution No. 3 was seconded by Mr. Wayne Holder and unanimously accepted by the meeting.

17.07 Mr. Stephen Fraser, on behalf of the Board, moved the following resolution:

4 Write off Non-Performing Loans

Preamble

It is considered normal business practice to write-off bad debts once, where in the opinion of the organization, all steps have been taken to recover that debt. It is also Progressive Credit Union's Board policy to write-off non-performing loans (bad debts) once these loans are in arrears for a period exceeding seven years.

While this write-off is normal business practice and in accordance with International Accounting Convention IAS37 and the Co-operative Societies Act, Chapter 81:03 of 1971, and paragraph 32 of the Regulations, it has always been the practice of the Board of Directors of Progressive Credit Union to seek and obtain prior approval of the Annual General Meeting to write-off all such delinquent loans. Under the circumstances, and with the guidance of the Office of the Commissioner for Co-operatives, your Board humbly asks that the membership considers and approve the understated Resolution.

Resolution to Write-off Bad Debts

Whereas, Regulation 32 of the Co-operative Societies Act, Chapter 81:03 requires the approval of the general membership to write-off bad debts from the books of the Society;

And whereas, it requires every effort is made to recover bad debts or delinquent loans in pursuance of the recoveries procedure of the Society;

And whereas, efforts to recover bad debts in the sum of \$1,000,000.00 have proven futile.

And whereas, the Board continues to pursue the recovery of bad debts or delinquent loans even after they have been written off.

Be it resolved, that the bad debts in the sum of \$1,000,000.00 be written off.

17.08 The President, Mr. Hendrickson, reiterated that while bad debt write-off was a process, the Board would continue to make every effort to recover the funds of the credit union.

17.09 Acceptance

The motion for the acceptance of Resolution No. 4 was seconded by Ms. Wendy Haynes and accepted by a majority with the exception of one member.

18.00 GENERAL BUSINESS

Mr. Hendrickson, the President, indicated that the following pre-AGM questions were posed to the Board.

- 18.01**
1. Mr. Claude Dillon's question was why members who were not entitled to a loan could not access a loan at least one and a half or twice the value of their dividends that were placed on their shares. The President responded by stating that any member, on a case-by-case basis, can qualify for a loan which would be based on the lending criteria as set out by the Bye-Laws. The member's ability to repay the loan would also be a factor.
 2. Ms. Shelly Ann Noel asked why dividends were not credited to members' deposit accounts. In response, the President stated that dividends were credited to members' Share Accounts in accordance with Bye-Law 35(c) as a means of building members' shares and by extension that of the Society.
 3. Ms. Shelly Ann Noel enquired why a member could not access a loan when their existing loan was in arrears. The President, in response, stated that a member in arrears was not permitted to access a further loan until their account was rectified, except where a waiver was granted, which was an exception to the rule.
 4. Ms. Shelly Ann Noel asked if a member whose loan was in arrears can be afforded a repayment plan. The President informed that members whose loans were in arrears may go to the credit union's office to hold discussions on available options for possible solutions.
 5. A statement by Ms. Noel was that Tobago members got their loans too late. The President stated that Tobago loans were sent to the head office immediately upon completion and when approved by the Credit Committee, funds were credited directly to members' accounts via ACH.
 6. Ms. Noel's written statement that Tobago members received no information on what was happening in the credit union received a response from the Tobago members that was not so. The President pointed out that all notices were posted on the credit union's social media platforms and the credit union's website. However, the President indicated that greater efforts would be made to ensure that Tobago members continued to access information.

- 18.07** Ms. Allison White stated that she observed that the expense for training was \$438,393 and asked for an explanation as to why there were only two training courses for members as was revealed in the Education Committee Report. She also suggested that the target for new members should be about 500 as opposed to 300 especially as there was a reduction in Shares. The President noted Ms. White's comment concerning the target for new members and indicated that it would be given consideration. Ms. Gem Saunders-Le Maitre acknowledged the expenditure and explained that most of that figure was spent on training seminars and conferences which were attended by Directors, Committee members and staff which were offered by the Co-operative Credit Union League and other agencies, locally and internationally. She also stated that when information was put out for training the response from members was often insufficient to move forward and money could not be expended for training which members would not attend. She urged members to respond positively when training was offered and commended the Tobago members for their large turn out in their numbers to participate in training when offered.
- 18.08** A member asked why long-serving members were not being honored and why it was that members were not afforded the same opportunity to attend functions as members of the executive. The President, in response stated that the 40th anniversary of the credit union would be celebrated this year with a series of activities among which long-serving members would be honoured. He stated that members would receive communication regarding the activities. In respect of the member's second comment the President stated that it was noted and that efforts would be made to improve in that area.
- 18.09** Ms. Pet Perry, a Tobago member, stated that she and her husband were in good standing and queried why it was that when her loan was approved by the Credit Committee, it was then kept by the Manager for a long period as she had a problem with it. The President indicated that the comment was noted and that the matter would be looked into.

19.00 DOOR PRIZES

The following members with accompanying tickets won door prizes:

- 0191 - Dexter Walters
- 0021 - Patsy Foster
- 0040 - Leelawattie Sookhan
- 0058 - Taneisha Patrick-Greaux
- 0111 - Claire William
- 0195 - Bernice Dixen
- 0212 - Catherine Antoine
- 0061 - Kaveeta Ramjattan-De Boulet
- 0181 - Marcus Woodley
- 0079 - Makeba Collingwood

Spin-the-wheel Prizes

- 0154 - Malique Romeo
- 0046 - Carol Ramdeo
- 0028 - Linda Toolsie
- 0116 - Jane Wilson
- 0048 - Eastlyn Phillip

20.00 ELECTION RESULTS

The Returning Officer, Mr. Bevil Phillanders, presented the following election results:

Board of Director

Officer		Votes	
Mr. Clinton Hendrickson	-	172	3 years
Mr. Michael Hernandez	-	171	3 years
Mrs. Gem Saunders-Le Maitre	-	156	3 years
Mrs. Debra Robinson-Coker	-	97	3 years
Ms. Whitney Placide-Sambury	-	84	1 st . Substitute
Ms. Melissa Rennie	-	83	2 nd Substitute

Credit Committee

Officer		Votes	
Mrs. Candice Haynes-Roban	-	158	1 year
Mr. William Solomon	-	150	1 year
Mr. Clarence Duke	-	150	1 year
Ms. Anne Marie Campbell	-	150	1 year
Mrs. Marilyn John-Fahey	-	135	1 year
Ms. Racheal Austin	-	123	1 st Substitute
Mr. Mervyn Webster	-	60	2 nd Substitute
Ms. Avril Yearwood	-	38	

Supervisory Committee

Officer		Votes	
Mrs. Annette Hinkson-Patrovanie	-	142	1 year
Mrs. Ginelle Small-Cummings	-	134	1 year
Mr. David Quamina	-	124	1 year
Ms. Neisha Cudjoe	-	119	1 st . Substitute
Ms. Melina Prieto	-	74	2 nd Substitute

21.00 DESTRUCTION OF BALLOTS

A motion for the destruction of the ballots was moved by Mrs. Marcia Goodridge-Constantine, seconded by Ms. Ottley-Figaro and unanimously accepted by the meeting.

22.00 VOTE OF THANKS

Ms. Veronica Jacob, Director, referenced Psalm 136 wherein it stated that it was good to give thanks and offered thanks to Almighty God for life and protection of all. She then acknowledged that it was an auspicious occasion for the credit union as it would celebrate its 40th anniversary in July 2024.

She expressed thanks to special guests, staff and particularly the members for being present at the meeting and their continued support to the Progressive Credit Union. She also thanked all service providers and others who contributed to the successful hosting of the Annual General Meeting.

22.01 There being no further business, the meeting ended at 2.06pm.

Cooperatively Yours,



Ian Peter De Boulet.

Secretary.

**MINUTES OF THE SPECIAL ANNUAL GENERAL MEETING
OF THE PROGRESSIVE CREDIT UNION CO-OPERATIVE SOCIETY LIMITED.**
HELD AT THE SAN FERNANDO COMMUNITY CENTRE, ST. VINCENT STREET, SAN FERNANDO, ON WEDNESDAY 27TH
NOVEMBER 2024

1.00 CALL TO ORDER

Mr. Stephen Fraser, Assistant Secretary to the Board, welcomed all to the Special General Meeting at 5:18 p.m.

2.00 NATIONAL ANTHEM

The National Anthem was played.

3.00 INVOCATION

Ms. Debra Robinson led the Invocation which was followed by the recital of the Credit Union Prayer led by Mr. Fraser

4.00 INTRODUCTION OF THE BOARD OF DIRECTORS

Mr. Michael Hernandez, President of the Board of Directors welcomed all members and guests to the SGM and introduced the members of the Board of Directors.

5.00 FIRST CREDENTIAL REPORT

Mr. Michael Hernandez reported that at 5:22 pm there were twenty eight (28) members and two (2) guests in the meeting which confirmed that the meeting was duly constituted in accordance with Bye-Law 14(b) (i).

6.00 NOTICE OF MEETING

The Notice convening the Special General Meeting of the Progressive Credit Union Co-Operative Society was read by Mr. Ian De Boulet, Secretary to the Board.

7.00 ADOPTION OF STANDING ORDER

The President drew the members' attention to the Standing Order Guidelines as stated on page 4 of the Special General Meeting Brochure.

7.01 Acceptance

A motion for the adoption of the standing orders guidelines was moved by Mrs. Marilyn John Fahey and was seconded by Ms. Adeleine Gittens and approved with a majority.

8.00 SECOND CREDENTIAL REPORT

The President Mr. Michael Hernandez reported that at 5:32 pm there were thirty (30) members and two (2) guests present at the meeting.

9.00 BUDGET FOR THE YEAR ENDED 31ST DECEMBER 2025

Mr. Holly Francois, the Treasurer of the Board, presented the budget for the year ending 31st December 2025 as listed on page 5 of the Special General Meeting Brochure.

9.01 Member Mr. Claude Dillon enquired what was the actual budgeted figure for the year 2024 and the President responded that, as the figures presented were unaudited it would be taken as a correction and thanked Mr. Dillon for his keen sense of observation. Mr. Dillon also indicated that he would have liked to see a larger turnout of the membership with this new initiative of presenting the budget before the AGM as the President had indicated that this would be done in the month of November each year.

9.02 A motion for the acceptance of the budget as presented for the year ending 31st December 2025 was moved by Mr. Malcolm Alexander and was seconded by Mrs. Patricia Claxton-Francois with a majority acceptance.

10.00 RESOLUTION

WRITE - OFF OF NON - PERFORMING LOANS

The President, on behalf of the Board, moved the following resolution:

PREAMBLE

It was considered business practice to write-off bad debts once, where in the opinion of the organization, all steps had been taken to recover that debt. It was also Progressive Credit Union's Board Policy to write-off non-performing loans (bad debts) once those loans were in arrears for a period exceeding seven years.

While the write-off was normal business practice and in accordance with International Accounting Convention IAS 37 and the Cooperative Societies Act Chapter 81:03 of 1971, and paragraph 32 of the Regulations, it had always been the practice of the Board of Directors of the Progressive Credit Union to seek and obtain prior approval of the Annual General Meeting to write-off all such delinquent loans. Under the circumstances, and with the guidance of the Office of the Commissioner for Co-operative Development, the Board asked that the Membership consider and approve the under stated Resolution at the Special General Meeting.

Resolution to Write-off Bad Debts

" Whereas Regulation 32 of the Co-operative Societies Act Chapter 81:03 requires the approval of the general meeting to write-off bad debts from the books of the Society.

And whereas, it requires every effort be made to recover bad debts or delinquent loans in pursuance of the recoveries' procedure of the Society.

And whereas, efforts to recover bad debts in the sum of TTD \$1,500,000.00 had proven futile.

And whereas, the Board continued to pursue the recovery of bad debts or delinquent loans even after they had been written off.

10.1 BE IT RESOLVED THAT the bad debts in the sum of TTD \$1,500,000.00 be written off.
The motion was seconded by Mr. Claude Dillon with a majority acceptance.

11.00 VOTE OF THANKS

Director Mr. Erskine Abel expressed thanks to the President, Mr. Michael Hernandez for his leadership of the organization for the fiscal year 2024. He also conveyed thanks to fellow Board and Committee members, the General Manager and staff for their dedication, commitment and hard work. He also thanked Ms. Cassian George, Officer of the Commissioner for Cooperative and Ms. Martha St. Hillaire – Noel, Attorney at Law and legal advisor and all others who contributed to the successful staging of the Special General Meeting, and the valued membership for their continued support, commitment and attendance. In closing, Mr. Abel expressed sincere thanks to God the Almighty for his continued blessings and protection upon the leadership of the Progressive Credit Union Society.

12.00 There being no further business, the meeting ended at 5:48 p.m.

Cooperatively Yours,



Ian Peter De Boulet.

Secretary.

PRESIDENT'S ADDRESS

Good morning esteemed members, Board of Directors, Management Team, and honoured guests.

It is my greatest pleasure to welcome each one of you to the 38th Annual General Meeting of the Progressive Credit Union Cooperative Society Limited. Thank you for taking the time to join us today as we report to you at this 38th AGM. Your presence reflects the strength of our cooperative spirit and our shared commitment to the financial well-being of our members.

We have chosen as our theme 'Evolving for the Future' as we are continuously seeking growth, adapting and improving on our resolve to stay relevant and prepared for what's ahead. This implies a process of innovation, learning and transformation to meet future challenges and opportunities.

In this environment we note that Change is inevitable, but growth is a choice. As we stand at the crossroads of economic shifts, technological advancements, and evolving financial landscapes, we recognize that success lies in our ability to adapt, innovate and remain forward-thinking. Our theme, "Evolving for the Future," speaks to our commitment to embracing transformation while staying true to our core mission: *To provide financial services, applying co-operative principles in an environment of integrity, passion and commitment.* This mission drives us as we work to empower our members and strengthen our Credit Union for generations to come.



ADAPTING TO A CHANGING FINANCIAL WORLD

The global economy continues to experience significant fluctuations. The International Monetary Fund (IMF) projects global growth at 3.3% for both 2025 and 2026, falling below the historical average of 3.7% from 2000 to 2019, highlighting persistent economic uncertainties. Similarly, the World Bank forecasts global growth to hold steady at 2.7% over the same period, a rate considered insufficient to foster sustained economic development.

These dynamics require individuals and organizations to think strategically about long-term stability and financial resilience. At Progressive Credit Union Society Limited, we see these changes not as obstacles but as opportunities to evolve, strengthen and expand our services to better serve our members. By remaining proactive and adaptable, we continue to position ourselves as a pillar of financial security and innovation in an ever-changing global landscape.

HOW WE ARE EVOLVING

Over the past year, we have taken deliberate steps to ensure that Progressive Credit Union remains a leader in financial empowerment. By focusing on innovation, member needs and long-term security, we have made significant strides in enhancing our services. We see this in the following areas:

- 1. Digital Transformation** – We have enhanced our digital banking experience to provide a more seamless, secure and convenient way to manage your finances. Members can now prequalify for loans, schedule appointments and even join the credit union, all online through our website. These improvements are designed to make banking easier and more accessible, especially for those with busy schedules.
- 2. Member Centric** – Understanding the evolving needs of our diverse membership, we have expanded our loan and savings products. Between 2024 and 2025, we introduced new offerings, including vehicle loans, wealth creation loans, up-selling options and carnival loans, reinforcing our commitment to helping individuals and businesses thrive in a dynamic economy.
- 3. Sustainable Financial Strategies** – As a cooperative, we remain focused on long-term financial security. Through sound investment decisions, prudent risk management and strategic planning, we are building a more resilient and future-ready institution.

YOUR ROLE IN THIS EVOLUTION

As we navigate the road ahead, every member plays a vital role in shaping our future. Here's how you can evolve with us:

Invest in Your Financial Knowledge – Stay updated on market trends, interest rates and economic shifts by following financial news, reading articles, and listening to podcasts. Consulting experts and using budgeting tools will help you make informed decisions and adapt for long-term success.

Adapt to Changing Financial Landscapes – Stay flexible and open to new opportunities as the financial environment evolves. By adjusting your strategies to market shifts and emerging trends, you ensure sustained growth and resilience for the future. In this way evolving helps us as individuals and as an organization to stay relevant.

Plan and Build for the Future – Take a proactive approach to financial planning by setting clear goals, maintaining a budget and creating an emergency fund. Whether saving for a milestone, investing in your business, or planning for retirement, consistent steps today will secure a stable and prosperous future.

Embrace Digital Innovation – Technology is transforming the way we bank and the way we do business. By utilizing our digital services, you gain greater flexibility, efficiency and security in managing your finances.

Evolving for the future is crucial for the credit union to remain competitive, relevant and effective in order to serve our members. Important for us are the following:

- 1. Member expectations** – members expect seamless digital banking, personalized services and financial products that fit their needs, adapting to new technologies ensures a better member experience.
- 2. Technological advancements** – digital banking, AI-driven financial services, and cyber security improvements are essential to keeping up with industry standards.
- 3. Regulatory compliance** – Laws and regulations change frequently so we must evolve to stay compliant and avoid penalties.
- 4. Competitive pressure** – Traditional banks and other financial institutions are offering innovative financial solutions. Credit unions must innovate to retain and attract new members.
- 5. Operational efficiency** – Modernizing processes through automation and data analytics can reduce costs and improve decision making.
- 6. Financial stability and growth** – Adapting to economic shifts and market trends helps the credit union to remain financially strong and continue providing value to our members.

LOOKING AHEAD WITH CONFIDENCE

For four decades, your Credit Union has remained steadfast in its mission to serve, support and uplift its members. As we continue evolving, we do so with a deep sense of responsibility and a bold vision for the future.

Today, we will review the financial performance, discuss key developments and outline our vision for the future. We encourage your active participation because your voice is what shapes the direction of this Credit Union.

On behalf of the Board of Directors, Management and Staff, I extend my gratitude to each of you for your continued trust and support. Together, we will embrace change, seize new opportunities, and build a future where Progressive Credit Union Society Limited remains a pillar of financial strength and success.

The Credit Union has begun the process to acquire the necessary protocols towards the view of implementing a Debit Card offering to our members. This is aimed at assuring the ease with which we do business and would be a further step along our technological journey.

May God bless you, our Credit Union and our beloved Trinidad and Tobago.



A stylized, handwritten signature in white ink, appearing to read 'Michael Hernandez'.

Michael Hernandez
President

Progressive Credit Union



BOARD OF DIRECTORS REPORT

1.0 INTRODUCTION

It is with great pride and gratitude that we, the Board of Directors of Progressive Credit Union, present this report reflecting on the achievements of the past year and outlining our strategic priorities for 2025 and beyond. It has been both an honour and a privilege to represent you—our valued members and shareholders—and to work alongside an exceptional team of management, staff, and committee members. Their hard work, dedication, and unwavering commitment to service continue to be the driving force behind our success and growth.

As we look back on 2024, we acknowledge that it was a year marked by both challenges and resilience. The financial landscape continues to evolve, bringing both opportunities and uncertainties. However, through it all, Progressive Credit Union has remained steadfast in its mission: to serve our members with integrity, innovation, and excellence.

Despite a mixture of both positive and challenging developments, our commitment to you has never wavered. We have continued to adapt, grow, and strengthen our internal capacity to ensure that our services remain relevant and beneficial to our expanding membership.

While we remain optimistic about the opportunities that 2025 will bring, we also recognize the complexities and uncertainties that continue to shape the global and local economic landscape.

However, our goals for the future remain clear:

- **Expanding our financial products and services to meet the evolving needs of our diverse membership.**
- **Enhancing digital banking solutions to provide more convenience and accessibility.**
- **Strengthening our financial education initiatives to empower members to make informed financial decisions.**
- **Upholding the highest standards of governance and financial stewardship to safeguard the trust you have placed in us.**

We understand that our members' financial needs are dynamic, and we remain committed to evolving with you, providing solutions that empower and support your financial well-being.

2.0 / ECONOMIC OVERVIEW

Global economic activity is stabilizing despite persistent geopolitical tensions, including conflicts in Ukraine and the Middle East, and trade frictions between major economies. The BRICS+ bloc continues discussions on de-dollarization and the development of a payments platform to facilitate trade in national currencies. Inflation is easing globally, albeit slower than anticipated, prompting cautious monetary policy adjustments. In Q3 2024, major central banks, including the Federal Reserve, Bank of England, and European Central Bank, reduced interest rates due to softer inflation. Meanwhile, Emerging Market and Developing Economies (EMDEs), particularly in Latin America and the Caribbean, are ahead in their monetary easing cycles, attracting renewed capital inflows.

DOMESTIC ECONOMIC PERFORMANCE

Trinidad and Tobago's real GDP improved in Q1 2024, driven by growth in the non-energy sector and marginal expansion in the energy sector. However, planned maintenance activities led to contractions in energy production in Q2 2024. Inflation decelerated to 0.2% in October 2024, down from 0.7% in June, primarily due to lower core inflation. Labor market conditions softened, with a slight rise in unemployment. Financial system liquidity declined in mid-2024 due to increased government borrowing and strong credit growth, prompting a 400-basis point reduction in the commercial banks' reserve requirement in July 2024. This injected over \$4 billion into the financial system, increasing daily excess liquidity to \$6.2 billion by October 2024. The Monetary Policy Committee maintained the Repo rate at 3.50% in September 2024.

ECONOMIC OUTLOOK

Global monetary policy conditions are expected to ease further as inflation declines. The IMF forecasts global inflation to fall from 5.8% in 2024 to 4.3% in 2025, with EMDEs projected to grow by 4.2% while Advanced Economies (AEs) lag at 1.8%. Risks to global growth include geopolitical conflicts, trade protectionism, financial market volatility, China's property sector downturn, and potential commodity price spikes.

Domestically, natural gas constraints will continue to limit energy sector output despite upcoming projects. However, the non-energy sector outlook remains positive, supported by strong business activity and rising consumer demand. Inflation is expected to stay contained, but potential risks include global conflicts, supply chain disruptions, and adverse weather conditions. The Central Bank will monitor economic developments and adjust monetary policies as necessary to maintain stability.

(Source: Central Bank of Trinidad and Tobago, Monetary Policy Report November, 2024)

3.0 / GOVERNANCE STRUCTURE

The inaugural meeting of the Board was held on Tuesday 16th of April, 2024 at the Progressive Credit Union's Corporate Office, Chacon Street, San Fernando.

The elected **Executive Committee** for the **2024/2025** team comprised of: -

Mr. Michael Hernandez	- President
Mr. Clinton Hendrickson	- Vice President
Mr. Holly Francois	- Treasurer
Mr. Ian Peter De Boulet	- Secretary
Mr. Stephen Fraser	- Assistant Secretary

DIRECTORS: -

Ms. Gemma Ottley	- Director
Ms. Veronica Jacob	- Director
Mr. Erskine Abel	- Director
Mrs. Gem Saunders - Le Maitre	- Director
Ms. Georgiana Cudjoe	- Director
Mr. Errol Thomas	- Director
Ms. Debra Robinson	- Director

SUBSTITUTE DIRECTOR: -

Mrs. Whitney Placide-Sambury	- 1 st Substitute.
Ms. Melissa Rennie	- 2 nd Substitute.

The **Board of Directors** also appointed the following **Management Committees**.

EDUCATION COMMITTEE: -

Mr. Clinton Hendrickson	- Chairperson
Ms. Racheal Austin	- Secretary
Mr. Erskine Abel	- Member
Ms. Georgiana Cudjoe	- Member
Mrs. Kaveeta Ramjattan-DeBoulet	- Co-opted Member
Mr. Anthony Perry	- Co-opted Member
Mr. Pierre Sookdar	- Staff Representative

HUMAN RESOURCE COMMITTEE: -

Mr. Stephen Fraser	- Chairman
Ms. Veronica Jacob	- Secretary
Ms. Gemma Ottley	- Member

PROPERTIES COMMITTEE: -

Mr. Holly Francois	- Chairperson
Ms. Georgiana Cudjoe	- Secretary
Mr. Errol Thomas	- Member
Ms. Janelle Quash	- Co-opted Member
Mr. Miguel Hernandez	- Co-opted Member
Mr. Lyndon Julien	- Co-opted Member

HEALTH, SAFETY AND SECURITY COMMITTEE: -

Mr Ian Peter De Boulet	- Chairman
Ms Georgiana Cudjoe	- Secretary
Ms Tshiann Hamid	- Staff Representative
Ms Whitney Placide Sambury	- Co-opted Member
Mr Pierre Sookdar	- Staff Representative
Ms Gemma Ottley	- Member

FINANCE COMMITTEE: -

Mr. Holly Francois	- Chairperson
Ms. Debra Robinson	- Secretary
Mr. Erskine Abel	- Member
Ms. Veronica Jacob	- Member
Mr. Malcolm Alexander	- Co-opted Member

DELINQUENCY COMMITTEE: -

Mr. Ian Peter De Boulet	- Chairperson
Mr. Errol Thomas	- Secretary
Ms. Debra Robinson	- Member
Ms. Kahidja John	- Senior Recovery Loans Officer
Mr. William Solomon	- Chairperson Credit Committee
Ms. Lesley- Ann Hall	- Co-opted Member

MARKETING AND COMMUNICATION COMMITTEE: -

Mr. Clinton Hendrickson	- Chairperson
Mrs. Gem Saunders-Le Maitre	- Secretary
Ms. Melissa Rennie	- Co-opted Member
Ms. Allyson White	- Co-opted Member
Ms. Lesley-Ann Halls	- Co-opted Member
Mrs. Kaveeta Ramjattan-De Boulet	- Co-opted Member

STRATEGIC PLAN COMMITTEE: -

Mr. Michael Hernandez	- Chairperson
Mr. Clinton Hendrickson	- Secretary
Mr. Erskine Abel	- Member
Mr. Malcolm Alexander	- Co-opted Member

OUTGOING BOARD MEMBERS

There are four (4) outgoing Board Members; three (3) of who are eligible for re-election and have indicated their interest in continuing to serve the Society and they are: Mr. Ian Peter De Boulet, Mr. Erskine Abel, and Mr. Stephen Fraser. Ms. Georgiana Cudjoe has not offered herself for re-election. The Board thanks them for their service and contribution to the growth of the Society and we wish them God's speed.



4.0 MEETINGS

During the period under review a total of 31 meetings were held. There were 15 Statutory Board Meetings, 4 Joint Meetings, 3 Special Meetings and 9 Executive Meetings.

NAME	BOARD	JOINT	SPECIAL	EXECUTIVE	EXCUSED	TOTAL
Mr. Michael Hernandez	14	4	3	8	2	31
Mr. Clinton Hendrickson	14	4	3	9	1	31
Mr. Holly Francois	12	4	3	8	4	31
Mr. Ian De Boulet	15	4	3	9	-	31
Mr. Stephen Fraser	15	4	3	9	-	31
Ms. Gemma Ottley	15	4	3	N/A		22
Mrs. Gem Saunders - Le Maitre	15	4	3	N/A		22
Ms. Veronica Jacob	13	4	3	N/A	2	22
Mr. Erskine Abel	15	4	3	N/A		22
Mr. Errol Thomas	15	4	3	N/A		22
Ms. Georgiana Cudjoe	15	4	3	N/A		22
Ms. Debra Robinson	14	4	3	N/A	1	22

5.0 MEMBERSHIP

Progressive continued in its pursuit to attract and recruit new members during the fiscal year as membership growth remains a priority for the Society. This resulted in the acceptance of 224 new members which expanded our membership base. Our total membership at the end of the year now stands at 8247 active members.

6.0 FINANCIAL PERFORMANCE HIGHLIGHTS: -

The Society experienced a slight decline in its overall financial performance in 2024 compared to 2023. While revenue changed marginally, together with a small increase in expenses, particularly in areas like insurance and advertising led to a lower net surplus. The balance sheet reveals a decrease in total assets, primarily driven by reductions in investment securities and member loans. Member Equity also experienced a slight decrease.

Year	Shares	Deposits	Loans	Surplus	Assets
2024	89,955,979	7,886,326	105,189,590	3,568,448	126,168,340
2023	91,465,841	7,637,771	106,327,920	4,039,461	129,357,819
2022	93,256,353	7,232,354	103,158,500	4,554,257	128,488,036
2021	91,231,983	8,188,207	93,408,695	5,315,993	125,353,926
2020	87,952,530	7,620,754	89,200,638	5,651,446	120,787,161

FINANCIAL HIGHLIGHTS

PROFITABILITY & REVENUE:

Total Revenue: Revenue decreased marginally from \$15,893,776 in 2023 to \$15,645,430 in 2024. This decline of \$250k or 1.6% was primarily driven by a decrease in interest on loans.

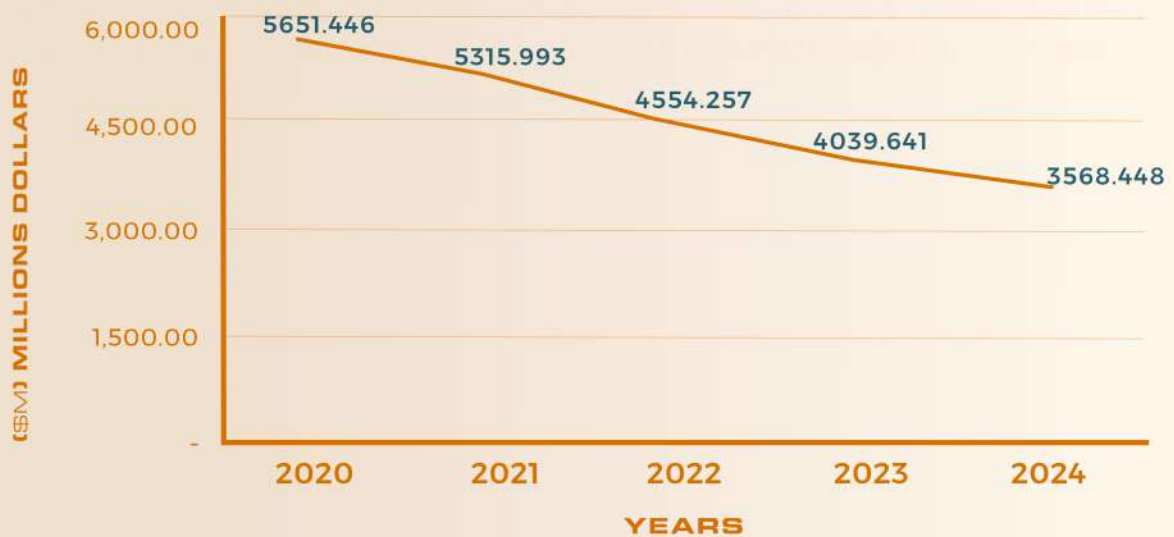
- **Interest on Loans:** This is the credit union's primary revenue source, and it decreased from \$14,368,305 to \$13,867,297. This was due primarily to a decrease in the accrued interest adjustment.
- **Investment Income & Fees:** Investment Income increased slightly (from \$486,615 to \$558,553) and Fees and Other Income also increased (from \$1,038,856 to \$1,219,580), partially offsetting the decline in interest on loans.

Total Expenses: Expenses increased, from \$11,854,315 in 2023 to \$12,076,982 in 2024. This was an increase of \$.02m or 1.9%. Key drivers of this increase include:

- **Insurance:** A substantial increase in insurance expenses (from \$1,018,442 to \$1,546,905) is of concern. This insurance reflects coverage for members who are deceased or disabled and the total cost of which is borne by the Society. This increase is therefore symptomatic of an aging membership.
- **Expected Credit Loss (ECL) Provision:** While still a significant expense, the ECL provision reflected a significant reduction from the previous period from \$1,977,712 to \$1,340,773, which is a positive change.
- **Establishment expenses:** Establishment expenses rose from \$411,479 to \$506,417. The reason is mainly due to repairs and maintenance.
- **Advertising Expenses.** Advertising expenses rose from \$104,652 in 2023 to \$295,231 in 2024. However, this increase can be attributed to the 40th anniversary celebration and awards ceremony.

Net Surplus: As a result of the combination of near stable revenue and rising expenses, the surplus before changes in equity declined by \$471,073. There was a further decline in the net surplus due to the changes in the equity from \$3,687,016 in 2023 to \$3,181,166 in 2024.

SURPLUS



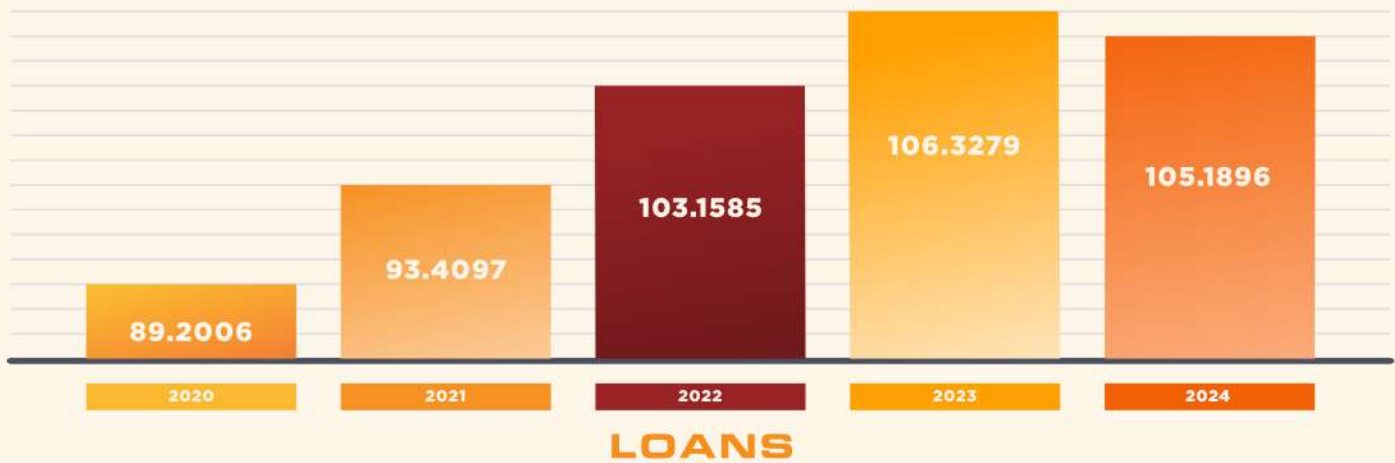
FINANCIAL POSITION (BALANCE SHEET):

Total Assets: Total assets decreased from \$129,357,819 in 2023 to \$126,168,340 in 2024; a decline of \$3.2m or 2.5% when compared to year end 2023. Consequently, there was also a small decline in the return on assets from 3% in 2023 compared with 2.8% in 2024.

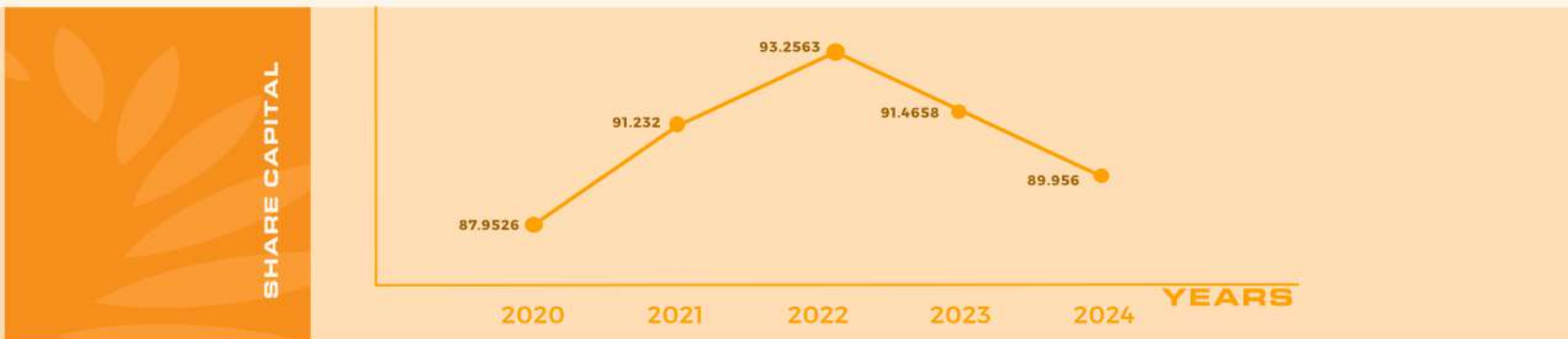


Investment Securities: Investment securities decreased significantly, from \$7,251,628 to \$5,964,462. This was largely due to the performance of certain securities such as First Citizens Bank.

Members' Loans: Members' loans (the largest asset) decreased slightly, from \$106,327,920 to \$105,189,590. This is due to slower loan growth, increased repayments, or write-offs (covered by the ECL provision). The loans to members portfolio accounted for 82% of the total assets of the Society in 2023 increasing from 83% in 2024.



Members' Shares: Members' shares (a significant liability) decreased slightly, from \$91,465,841 to \$89,955,979. This is a decline of \$1,509,862 or 1.6%. This indicates members withdrawing shares or shifting to other investment options.



Members' Deposits: Members' deposits increased slightly, which is a positive sign of member confidence.

Bank Advance: Bank advance decreased significantly, which is another positive sign as it reduces the liability and improves liquidity.

Equity: Total members' equity decreased slightly from \$22,951,888 to \$22,780,306. The education fund and investment reserve decreased

3. Key Ratios

- The following table highlights the major performance indicators using the PEARLS system as a guide to assess the operations of the Credit Union for 2024 as compared with 2023.

	RATIO	PEARLS STANDARD	2023	2024
P	Prov. Allowances > 1yr	100%	68%	66%
E	Net Loans to Total Assets	70-80%	82%	83%
	Institutional Capital/Total Assets	>10%	18%	18%
A	Total Delinquency	<=5%	10.6%	9.4%
R	Net Loan Income/Loan Portfolio	Entreup. Rate	14%	13%
	Total Operating Exp/Total Assets	<5%	9%	10%
L	Cash Resources/Total Assets	>20%	6.3%	5.6%
S	Growth in Loans	>Inflation Rate	3.1%	-1%
	Growth in Total Assets	>Inflation Rate	1%	-2.5%

Return on Assets (ROA) and Return on Equity (ROE): Due to the decreases in surplus, both ROA and ROE are lower in 2024 compared to 2023. However, ROI or Return on Investment improved from the previous period.

Ratio		2024	2023
Return on Assets	ROA	2.8%	3.0%
Return on Equity	ROE	15%	18%
Return on Investment	ROI	5.0%	3.0%

7.0 DELINQUENCY

As part of our commitment to the financial well-being of our members and the overall health of the credit union, the delinquency management efforts continued during the period under review

We understand that unforeseen circumstances can sometimes impact our members' ability to meet their financial obligations. The Society is therefore willing to work with members who are encountering difficulties to help them to stay on track.

The non-performing loan exposure as a percentage of total loans stood at 8.3% at the end of the fiscal year and this was a significant decrease over the period as it moved downwards from 10.6%.

The delinquency of one member affects every other member of the Society since the cost of providing for these loans are high and negatively affects the Net Surplus and declared Dividend. The Recoveries Committee continues to be available to meet and assist members experiencing loan repayment difficulties. The total loan provision loss as of December 2024 **was \$8,429,889**

The delinquency portfolio at December 31st, 2024 was as follows:

Loan	Total	Shares/ Collateral	Exposure
Total Delinquency	\$13,999,873	(\$4,606,634)	\$9,393,239
Total Loans O/S			113,619,479
Delinquency Ratio			8.3%

8.0 PROJECTIONS 2025 : PROJECTIONS & STATUS

Projections 2024	Status	Projections 2025
New member growth target of 300	New members admitted - 224	New member growth target 300
Net share growth of \$2.5M.	(\$1.5M) share decrease	Net share growth of \$2.5M
Loan disbursement of \$42.5M	Loan disbursement of \$36.9M.	Loan disbursement of \$45.8M
Increase in investments to \$20M.	Total Investments to \$12.1M.	Increase in investments to \$15M
Surplus \$3.8M.	Surplus - \$3.5M.	Surplus \$4.5m
Dividend payment 3%.	Board recommends 2.5%	Dividend payment 3.0%
Delinquency 5%	Delinquency 8.3%	Delinquency 5%

9.0 STRATEGIC PLAN 2022-2025

The vision, goals and strategic objectives are being achieved gradually and systematically as the Society aims to realize its full potential and better fulfil its mission to serve our members, stakeholders and the wider community. A review of the strategic objectives I to III was conducted by the Strategic Plan Committee and a number of initiatives was identified and executed within the deadline. However, there are other matters pending that needs to be addressed within the period as identified on the 2022 – 2025 timeline. A new Strategic Plan 2025 – 2028 will be developed which will set the roadmap for the Society for the next three (3) years. Our “Guiding Principles and Core Values” will play an integral role in developing the operational standard of service delivery that meets and exceeds the expectations of our shareholders.

10.0 HUMAN RESOURCES

Human Resources (HR) played a pivotal role in supporting Progressive Credit Union's strategic objectives and overall success. The Society recognises that our employees are our greatest asset, and is therefore focused on attracting, developing, and retaining a high-performing workforce capable of meeting the evolving needs of our members and navigating the dynamic financial landscape.

It is with this in mind that the Society was extremely proud to successfully complete staff negotiations for the period 2022 to 2025. Additionally, for the 2nd consecutive year, the Society received the award for Best Human Resource Development (Large category) at the Credit Union League's National Awards Ceremony held in October 2024.

During the period the Society successfully recruited and on boarded the following additional staff members.

- Ms. Olesha Saroop – Marketing Officer
- Ms. Tiffany Taylor – Filing Clerk

In addition, we extend congratulations to the various staff members who were promoted during the period and now function in an elevated capacity.

Recognizing the importance of continuous learning, HR implemented a comprehensive training program focusing on providing a variety of training sessions designed to equip staff in different areas such as enhancing member service skill and cross selling capabilities. The various training initiatives that were conducted included the following:

- 2-day Sales Workshop
- Internal Staff training:
- Compliance Officers Training
- FIU -AML/CFT/TF
- ICATT Accountancy Conference
- Delinquency Training – Cooperative Division
- Digital leadership
- First Aid and CPR
- Emergency Warden Training
- Income Tax Seminar
- Executive Coaching and Leadership Training

11.0 MARKETING

40TH ANNIVERSARY INTERFAITH SERVICE

An Interfaith Service was held on March 23rd, 2024 to begin the celebrations for the 40th Anniversary. There was representation from the Muslim, Hindu and Christian Faith. All members and stakeholders were invited to the function in which we chose to give thanks for achieving such a milestone. Mr Malcolm Alexander, one of our past Presidents, also brought greetings. This was held at the San Fernando North Community Centre, St Vincent Street in San Fernando.



37TH ANNUAL GENERAL MEETING

The 37th Annual General Meeting was held on April 13th, 2024 at the Signature Hall in Montrose, Chaguanas. The theme of that event was "The Power of Persistence" There was approximately 240 members and 15 guests in attendance. The proceedings began at 10:06 am with the recital of the Credit Union Prayer and ended at 2:06 pm. The President delivered an impressive address on the theme highlighting salient points. There were greetings from our invited guests. The meeting was quite enlightening, and members were given the opportunity to enquire about points of interest during the presentation of reports.

After the reports, the Elections to the Board, Credit and Supervisory Committee were held. Persons offering themselves for office were introduced to the membership. The Election process was coordinated by Mr. Bevil Philanders and his team.

ANNUAL MOTHER'S DAY BOAT CRUISE

The Credit Union held its' Annual Mother's Day Boat Cruise entitled "She's Royal" Cooler Cruise on Board the Ocean Pelican on May 24th, 2024. DJ Whizz and DJ Reecie Tee with Whitney Husbands were our DJs for the nights. Three hampers were given as door prizes. All the women received plastic wine glasses with the 40th Anniversary sticker attached as well as the men received fluorescent hand bands. Please follow us on our Facebook page so you won't miss out on anything Progressive Credit Union is hosting in the future.

JINGLE

After much deliberations and several entries afterwards a jingle composed and sang by our very own Mrs Turon Nicholas, Administrative Officer, advertising Progressive Credit Union and its' products and services was chosen by the Marketing Committee. This jingle can be heard and seen on all our media platforms as well as via our TV systems at the various offices.

40TH ANNIVERSARY AWARDS DINNER AND DANCE

The Credit Union celebrated its 40th Anniversary in Grand Style with an Awards Dinner and Dance on July 13th, 2024. The theme chosen for the Celebrations was "Pioneers to Rubies" indicating where we came from to where we were presently. This was held at the Imani Hall, Omardeens School of Accountancy, Ciper Street, San Fernando. The celebrations saw Awards being given to several different categories of members, some from conceptions, others having served for various periods of time, Posthumous awards, Past Presidents and long standing Employees..

INDEPENDENCE COMPETITION

An Independence Competition was held online for members to produce a video indicating why they loved their Country, Trinidad and Tobago. While there was limited participation, a first and second place winner was declared.

40TH ANNIVERSARY HEALTH FAIR

On Credit Union Day, October 17th, 2024 a 40th Anniversary Health Fair was held at all Progressive Credit Union's locations. The South West Regional Health Authority, Value Optical and Herbal Life were among some of the health providers who were present at this health fair. The Marketing and Education Committee worked together to ensure a successful event. Approximately 385 persons attended in all three (3) locations.

MY PROGRESS WITH PROGRESSIVE CREDIT UNION

Three of our members took the time off to express their gratitude to Progressive Credit Union for their achievement during the period of their membership. We wish to thank Ms Nathalia Romeo (Youth Arm member), Ms Nicole Mc Gerald (Tobago member) and Mr Ray Parris.

SHARE DRIVE PROMOTIONS

The Share Drive Promotion, which commence in October of 2023 ended in November 2024. Even though it began with thirteen (13) participants only seven (7) of these participants were able to follow through for the twelve (12) months period. Congratulations to all winners.

CORPORATE SOCIAL RESPONSIBILITY

During the year in review, the Credit Union felt the need to fulfil its corporate responsibility by firstly, adopting three (3) primary schools near the Credit Union Offices in South, North and Tobago. Eleven (11) less fortunate students promoted to Forth Standard (4th) was given School books, Bags and lunch bag to prepare them for the new school term and the SEA examination.

In addition, at these said three (3) schools hampers were distributed to nine (9) different families for the Christmas holiday.

ANNIVERSARY PULLOUT

An Anniversary Pull-out was submitted to the Business News in the Trinidad Express Newspapers for Credit Union Day in October 2024 in celebration of the Credit Union Month and to also acknowledge Progressive Credit Union's 40th Anniversary.

BRAND AWARENESS

In 2019, the Marketing Department began an Instagram page as well as a Twitter account. These allowed us new avenues to disseminate information to our members through free advertising media. Its intention was to create buzz and build brand awareness which will in turn encourage more traffic to our organization. It is in line with achieving our marketing objectives by attracting new members to Progressive. You can follow us on Instagram @ progressivecu and Twitter @cu_progressive and our Facebook page so you won't miss out on anything at the Progressive Credit Union

E-NEWSLETTER

At the end of the Year 2024 an E-Newsletter was published via the Online media. Our President Mr Michael Hernandez provided a Christmas message to you, the members. This newsletter highlighted many of our accomplishments during the year under-review and our products and services. It also carried pictures to tell the story of our members who participated in any or all of our activities during the year..Please log into our website as well as our Facebook page to view.



2025 UPCOMING EVENTS

- APRIL**
 - 38th Annual General Meeting
 - I love My Credit Union Programme
 - Environmental Tour for the Kiddies and Youth Arm members
 - Membership Referral Programme
 - Register your Business with Progressive Credit Union
- MAY**
 - Annual Mother's Day Boat Cruise
 - Mother's Day Bundle Appliance Sale
- JUNE**
 - Small Business Development Program
 - Father's Day Appliance Sale
- JULY**
 - Get on Board 41st Anniversary Loan Sale with Super Prizes to be won
 - Social Media Contest
 - Walkathon
 - Annual Sip and Paint
- AUGUST**
 - Tentative Back in Times Poolside Party
 - Annual Cookout
 - Down the Islands Tour for Kiddies and Youth Arm members
 - Independence Appliance Sale
- SEPTEMBER**
 - Peter Mc David Excellence Awards
 - Republic Day Appliance Sale
- OCTOBER**
 - Credit Union Opening Ceremony (Central)
 - Credit Union Appreciation Day Activities
- NOVEMBER**
 - Christmas Bundle Appliance Sale
 - Christmas Box Loan
- DECEMBER**
 - 12 Days of Christmas Spin the Wheel
 - Children's Christmas Party (Trinidad and Tobago)

12.0 PARTNERSHIP WITH THE COMMUNITY.

Progressive Credit Union continues to collaborate with persons or groups seeking assistance in its community. As such, San Fernando Boy's RC School who participated in the National Junior Schools Panorama Finals and were first place winners, received a donation from the Society. Congratulations to the boys of this school.

The Credit Union also partnered with the Trinidad and Tobago Students Association at the end of 2024 thus giving us an opportunity to get into some more school programs. This opportunity allowed us not only into a new market, but also to foster relations with the Youths about to leave Secondary school and enter the world of work or who choose to further their education.

We were also invited by the National Maintenance Training and Security Company Limited to participate in an Expo. We attended and took the opportunity to further market the Credit Union.

13.0 COOPERATIVE INVOLVEMENT

The Society continues to participate in the Credit Union Sector with several of our directors serving in different capacities which includes Mrs Gem Saunders- Le Maitre who is the President of the South East Regional Chapter (SERC) our President - Mr. Michael Hernandez is the Chapter Secretary and serves as Treasurer of the Credit Union League of Trinidad and Tobago. Director Mrs. Gemma Ottley serves as a Director on the Board of the SERC and Credit Committee member, Mrs. Marilyn John-Fahey served on the Supervisory Committee

14.0 CONCLUSION

As we reflect on our journey and look towards the future, we take this moment to extend our deepest gratitude to those who make Progressive Credit Union the thriving institution it is today.

To our Leadership, we are profoundly thankful for your unwavering guidance, vision, and dedication. Your steadfast commitment to our Credit Union's mission has been instrumental in shaping our success and ensuring a strong foundation for growth.

To our Committee Members, your dedication, hard work, and perseverance continue to drive our Credit Union forward. Your efforts in upholding our values and strategic direction are invaluable, ensuring we remain committed to excellence and service.

To our Staff, the heart of our daily operations, we extend our sincere appreciation. Your professionalism, dedication, and passion for serving our members do not go unnoticed. Through your hard work and commitment, you create meaningful experiences that make a difference in the lives of those we serve. You are the backbone of our institution, and we are grateful for all that you do.

And most importantly, to you, our Valued Members, we offer our heartfelt thanks. Without your trust, loyalty, and continued support, we would not be where we are today. In an ever-changing financial landscape, your choice to remain a part of Progressive Credit Union, despite the many alternatives available, is something we deeply appreciate. You are the reason we strive for excellence, and your confidence in us inspires our ongoing commitment to providing the best financial solutions and services.

As we look ahead, we remain steadfast in our mission to innovate, grow, and deliver relevant, timely, and beneficial Member Service solutions that cater to your needs. Together, as a unified Progressive Family, we will continue to forge a path of financial empowerment, success, and stability for all.

Thank you for being a part of our journey. We look forward to serving you in 2025 and beyond.

On behalf of the Board of Directors.



Ian Peter De Boulet.

Secretary.



CREDIT COMMITTEE REPORT

INTRODUCTION

The Credit Committee is pleased to present to you, our esteemed membership the following report on its performance for the term 2024 to 2025.

Credit Committee Members

The names of the members who were elected to serve the period under review are listed hereunder

1. Mr. William Solomon - *Chairperson*
2. Mrs. Candice Haynes- Roban - *Secretary*
3. Mrs. Marilyn John-Fahey - *Member*
4. Ms. Anne Marie Campbell - *Member*
5. Mr. Clarence Duke - *Member*
6. Ms. Racheal Austin - *1st Substitute*
7. Mr. Mervyn Webster - *2nd Substitute*

Mr. William Solomon and Mrs. Candice Haynes -Roban were elected Chairperson and Secretary respectively at the In augural Meeting which was held at the Corporate Head Office, #48-50 Chacon Street, San Fernando on Tuesday 16th April, 2024.

MEETINGS

A total of 39 meetings were held in accordance with the byelaws of the Credit Union. Meetings were held every Tuesday and were rescheduled where a Public Holiday existed and based on the exigencies of the Society.

The attendance for the period is listed hereunder and is as follows:

NAME	POSITION	PRESENT	EXCUSED
Mr. William Solomon	Chairperson	37	02
Mrs. Candice Haynes-Roban	Secretary	39	
Mrs. Marilyn John-Fahey	Member	39	
Ms. Anne Marie Campbell	Member	37	02
Mr. Clarence Duke	Member	35	04

TRAINING

All members of the Credit Committee attended the annual AML/CFT/PF Workshop in keeping with compliance and this was hosted by the Co-operative Credit Union League of Trinidad and Tobago.

SITE VISITS/INTERVIEWS

Eighty- six (86) site visits were conducted to assess the importance of the members' applications in keeping within the Society's Loan Policy and Lending Policies for the various financial products, but critically to confirm proof of address which filters into the database system to aggressively arrest delinquency. A total of thirty-three (33) interviews were conducted with various members to address their financial concerns and during these interviews, we provided financial counselling, education, and advice with the ultimate objective of improving their lives to be better informed to make more prudent financial decisions.

JOINT MEETINGS

The Credit Committee attended all Joint Meetings called by the Board of Directors which were held on 25th July 2024, 29th October, 2024 and 17th December, 2024.



OTHER MEETINGS

We visited the Credit Union six (6) times during the fiscal year which were 23rd May, 24th May, 27th June, 04th July, 19th September, 06th November and 13th December to approve over the counter loans which is in compliance with the Cooperatives Societies' Act. A meeting was held on 17th July 2024 with the Loans Officers and the members of the Credit Committee to clarify any ambiguity that would have previously existed to maintain a harmonious working relationship. The Committee visited the Society on 15th November and 18th November, 2024 to approve Christmas Loans.

DELINQUENCY

The Credit Committee continued to work in close collaboration and consultation with the relevant stakeholders inclusive of the Board of Directors, General Manager, Loans Officers, and Delinquency Committee to bring its percentage within industry standards.

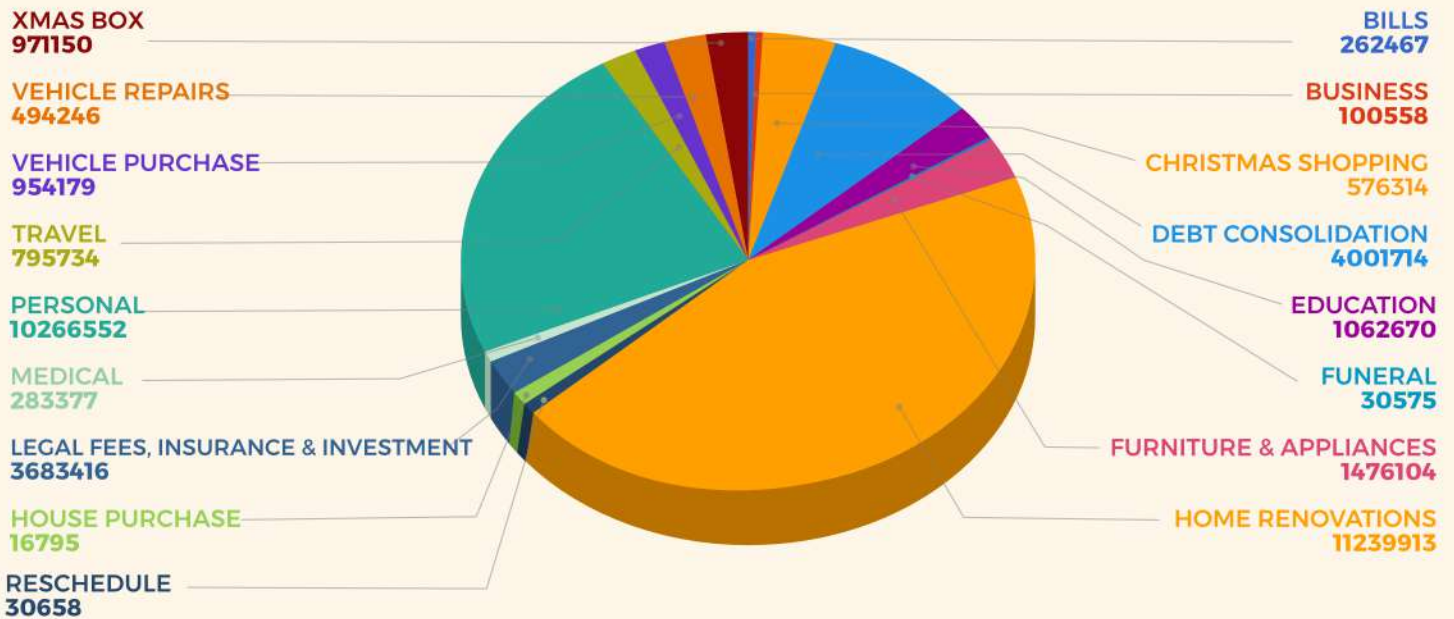
TOBAGO

The Committee visited Tobago once for the financial year to address concerns of members and any other related matters that would have fallen under our ambit.

LOANS APPROVED	2023	2024	# OF LOANS 2024
Bills	159,351.00	262,467.00	19
Business	139,469.00	100,558.00	2
Christmas Shopping	1,494,817.00	576,314.00	57
Debt Consol.	3,083,880.00	4,001,714.00	103
Education	917,975.00	1,062,670.00	85
Funeral	55,765.00	30,575.00	6
Furn. &Appl.	1,092,400.00	1,476,104.00	76
House Renovations	16,747,531.00	11,239,913.00	377
House Purchase	16,795.00	579,287.00	4
Legal Fees, Insurance and Investment	916,802.00	3,683,416.00	107
Medical	277,640.00	283,377.00	15
Personal	8,416,248.00	10,266,552.00	1,974
Reschedule		30,658.00	44
Travel	725,256.00	795,734.00	38
Vehicle Purchase	635,655.00	954,179.00	11
Vehicle Repairs	850,214.00	494,246.00	25
Xmas Box	843,884.00	971,150.00	220
TOTAL	36,373,682	36,808,913	3,163

CONCLUSION

The Credit Committee would first like to thank Almighty GOD for permitting us to be in the land of the living to serve our esteemed membership in spite of the challenges and thank Him for His mercies which helped us in achieving another successful year. We express heartfelt gratitude to the supreme authority, our Membership, Board of Directors, Management, Supervisory Committee and Staff for their support during the last year.



Cooperatively Yours

Mr. William Solomon
Chairperson

Mrs. Candice Haynes-Roban
Secretary



SUPERVISORY COMMITTEE REPORT 2024-2025

“The price of greatness is responsibility.”

– Winston Churchill

GREETINGS

To the Board of Directors, Management, staff, and Members of Progressive Credit Union.

It is with great pleasure that we present the Supervisory Committee Report for 2024-2025. This report reflects the Committee's commitment to ensuring the safety, soundness, and operational efficiency of our credit union.

INTRODUCTION

This report provides an overview of the activities, findings, and recommendations of the Supervisory Committee of Progressive Credit Union (PCU) for 2024-2025. The Committee, tasked with ensuring the safety and soundness of members' investments, conducted audits, reviews, and oversight activities to uphold the credit union's integrity and operational efficiency. Despite challenges such as time constraints, as all members are employed full-time and had limited availability to conduct more frequent branch checks, the Committee ensured all critical audits and reviews were completed timely.

AUTHORITY OF THE SUPERVISORY COMMITTEE

The Supervisory Committee derives its authority from the PCU Bye-Laws, mandating it to conduct internal audits and oversee the credit union's affairs. Key responsibilities include:

- **Semi-Annual Audits:** Conducting examinations of the credit union's affairs, including audits of its books at least semi-annually.
- **Special General Meetings:** Convening Special General Meetings when necessary and submitting reports at each meeting.
- **Annual Reports:** Preparing and submitting an annual audit report to the Annual General Meeting (AGM).
- **Suspension of Board Members:** By unanimous vote, the Committee can suspend the Board or Committee members if deemed necessary, subject to member approval at a Special General Meeting.
- **Calling Special Meetings:** The Committee can call Special Meetings to address matters requiring member consideration.
- **Monthly Statement Attestation:** At least one member of the Committee must attest to the monthly statement prepared by the Treasurer or Manager.
- **Financial Oversight:** The Committee monitors the credit union's financial condition, ensuring all loan applications are properly documented, approved by at least three members of the Credit Committee, and adequately secured.

COMMITTEE COMPOSITION

The Supervisory Committee for 2024-2025 was composed of:

- **Chairperson:** Mrs. Annette Hinkson-Patrovanie
- **Secretary:** Mr. David Quamina
- **Committee Member:** Mrs. Ginelle Small Cummings
- **1st Substitute:** Nesha Cudjoe

MEETINGS

The Committee held **9 meetings** during the reporting period, both in person and online, ensuring continuous oversight despite logistical challenges.

Attendees	Present	Excused	Absent
Mrs. Annette Hinkson-Patrovanie,	8	1	-
Mrs. Ginelle Small Cummings,	8	1	-
Mr. David Quamina	8	1	-
Neisha Cudjoe {substitute}	1	-	-

SEMINARS & WORKSHOPS

Training Sessions Completed:

- **AML/CFT Retraining:** Ensuring compliance with anti-money laundering and counter-financing of terrorism regulations.
- **IFRS 9 Review:** Understanding and applying the International Financial Reporting Standard for financial instruments.
- **Roles and Responsibilities of the Supervisory and Credit Committees:** training provided members with a comprehensive understanding of their responsibilities in financial oversight, regulatory compliance, and loan management within the credit union.

Training Sessions Not Completed:

- Unfortunately, the committee members were unable to attend the other recommended training sessions, including **accounting audit, communication skills, compliance auditing, corporate governance, policy training, and Sharetec system utilization**. This lack of training may have limited the committee's ability to fully leverage modern auditing techniques and tools, impacting overall effectiveness in certain areas. Efforts should be made to prioritize these training sessions in the future to ensure the committee is equipped with the necessary skills and knowledge to perform its duties effectively.

STRATEGIC AUDIT ACTION PLAN

The Committee developed a comprehensive audit plan for 2024-2025, focusing on enhanced due diligence and modern auditing techniques. Key objectives included:

- **Monitoring and Evaluating Operations:** Regular reviews to ensure compliance with policies, regulations, and laws.
- **Loan and Share Account Audits:** Semi-annual audits of loan transactions, share accounts, and deposit accounts.
- **Review of Board Minutes:** Examination of Board Meeting minutes and operational records.
- **Asset and Security Audits:** Verification of the security and accuracy of the credit union's assets.
- **Cash and Treasury Counts:** Regular cash counts to ensure accuracy and prevent discrepancies.
- **Technology Audits:** Review of IT systems and cybersecurity measures to protect member data.

INTERNAL AUDITING ACTIVITIES

The Committee conducted several internal audits and site visits, including:

- **Cash and Treasury Checks:** Regular cash counts at the San Fernando, Barataria, and Tobago branches.
- **Appliance Audits:** Reviewed the condition of appliances at the Barataria branch.
- **Attendance Register Audits:** Identified inconsistencies in attendance records.
- **Security Reviews:** Reviewed security measures at various branches.

AUDIT OBSERVATIONS & INSIGHTS

Key observations included:

1. Operational Efficiency:

- Teller stations at the Barataria branch lacked money counters, impacting transaction efficiency. This was later rectified, and the tellers received their money counter.
- The Tobago branch's physical infrastructure required urgent repairs. This was addressed promptly by the Properties Committee.

2. Member Retention:

- A trend of members withdrawing shares upon retirement was noted.
- Financial literacy seminars were recommended to educate members about retaining shares.

3. Loan Products:

- A decline in loan applications, particularly for car loans, was observed.
- Targeted advertising was recommended to promote loan products.

4. Financial Performance:

- **Loan Portfolio Decline:** The loan portfolio decreased by 1.5% from December 2024.
- **IT Expenses:** A 71% rise in IT expenses was noted, particularly for firewall and backup services, it was verified that it was a one-time cost
- **Investment Portfolio Fluctuations:** A \$0.8M increase in the market value of the investment portfolio was noted, with a \$0.58 million loss in equity investments.
- **Delinquency Concerns:** The delinquency portfolio stood at 11.97%, exceeding the recommended threshold of 5%.

5. Tobago Office Operations:

- Procedural adjustments were made to ensure uninterrupted operations.
- Concerns were raised about one individual holding both the safe's password and combination.

RECOMMENDATIONS

Based on the findings, the committee made the following recommendations:

Operational Improvements

- **Policy Updates:** Review, update, and implement key policies related to operations, lending, investments, membership, KYC, and risk management.
- **Operational Enhancements:** Install visible muster point signs and conduct regular evacuation drills, as the last was conducted **2014**.
- **Appliance Management:** Develop a structured plan for disposing of or repurposing unused equipment, maintain inventory through regular audits, and ensure updates are provided for transparency.

Member Engagement

- **Member Retention:** Introduce financial literacy seminars to encourage members nearing retirement to retain their shares.
- **Product & Service Promotion:** Launch targeted marketing campaigns for car loans and financial products, emphasizing personalized service, flexible terms, and digital banking innovations to attract and retain members.

Technology Enhancements

- **Online Banking:** Improve user experience with mobile integration, real-time notifications, and enhanced security.
- **Cybersecurity:** Upgrade the ShareTec system for better data protection and operational efficiency.

Security & Compliance

- **Harassment Policy:** Expand the workplace harassment policy to include religious harassment.
- **Vehicle Policy:** Brand credit union vehicles, acquire a goods vehicle for inter-office transport (especially in Tobago), and implement GPS tracking for security.
- **Tobago Security:** Consider appointing a liaison officer to enhance security and operations.

Attendance & Financial Risk Mitigation

- **Tracking System:** Standardize attendance tracking and explore biometric options for accuracy.
- **Audit & Financial Controls:** Provide training in accounting, compliance, and governance; enhance financial monitoring through ShareTec system training; conduct branch cross-verification audits.
- **Risk & Transparency:** Perform credit loss analysis, implement relevant Key Performance Indicators (KPIs). These metrics will provide valuable insights into operational efficiency, financial performance, and member engagement.

COMMENDATIONS

The Committee commended the Education Committee for their innovative and impactful initiatives. Additionally, the Committee acknowledged the professionalism and efficiency demonstrated by the Credit Committee. The Committee also extended its gratitude to the Board of Directors, Management and staff of the Progressive Credit Union for their continued support and dedication to the credit union's mission. The Supervisory Committee wishes to express its deep appreciation to the esteemed members of Progressive Credit Union for their unwavering patience, enduring understanding, and steadfast support, which continue to be the foundation of our collective success.

CONCLUSION

The Supervisory Committee's activities during the 2024-2025 period underscored the importance of rigorous oversight and proactive measures to ensure the credit union's operational efficiency, financial stability, and member satisfaction. While significant progress was made, the Committee identified several areas requiring immediate attention, including policy updates, operational enhancements, and security improvements. By addressing these recommendations, the Progressive Credit Union can continue to uphold its mission of delivering value to its members and maintaining its reputation as a leading financial institution.

The Committee looks forward to continued collaboration with the Board and management to address the challenges and opportunities ahead.

Co-operatively Yours,



Annette Hinkson-Patrovanie

Chairperson



David Quamina

Secretary



EDUCATION COMMITTEE REPORT

INTRODUCTION

The Progressive Credit Union Cooperative Society Limited is committed to the growth and development of its members through educational and social activities. The Education Committee is a mechanism through which this can be accomplished by planning and executing a number of activities that contribute to this mandate.

The Committee Comprised of the following members: -

Mr. Clinton Hendrickson	- Chairperson
Ms. Racheal Austin	- Co-opted/Secretary
Mr. Erskine Abel	- Member
Ms. Georgiana Cudjoe	- Member
Mr. Anthony Perry	- Co-opted Member
Mrs. Kaveeta De Boulet	- Co-opted Member
Mr. Pierre Sookdar	- Staff Representative



TRAINING

During the 2024-2025 term, several educational activities were launched in keeping with the mandate of the committee. A Board Retreat was executed during the month of June 2024 at the Cruise Inn Hotel and Conference Centre in Chaguaramas. This exercise facilitated Board Members who were exposed to a number of “training” and “team building” activities.

A number of training for staff members were conducted simultaneously throughout the period in order to further develop and enhance their skills on the job.

Board Training was also conducted in January 2025 for Youth Arm members, to prepare them for future leadership roles in the Co-operative movement.

The Society also attended a number of International Conferences hosted by the Credit Union League of Trinidad and Tobago. These were as follows:

1. International Leadership Conference
2. Caribbean Confederation of Credit Unions Conference

These conferences were instrumental in the training and development of Board and Committee members to serve more effectively during their tenure.

PETER MC DAVID EXCELLENCE AWARD

The Peter Mc David Excellence Award honors and reward members of the Kiddies Arm, Youth Arm and Tertiary candidates who wrote and excelled at the Secondary Entrance Examination (SEA), the Caribbean Secondary Examination (CSEC) and Tertiary Education.

This award ceremony was held on Saturday 21st September 2024 at the Barataria Branch of Progressive Credit Union Society Limited and all deserving awardees in the aforementioned categories were honored and rewarded for their excellence in education.



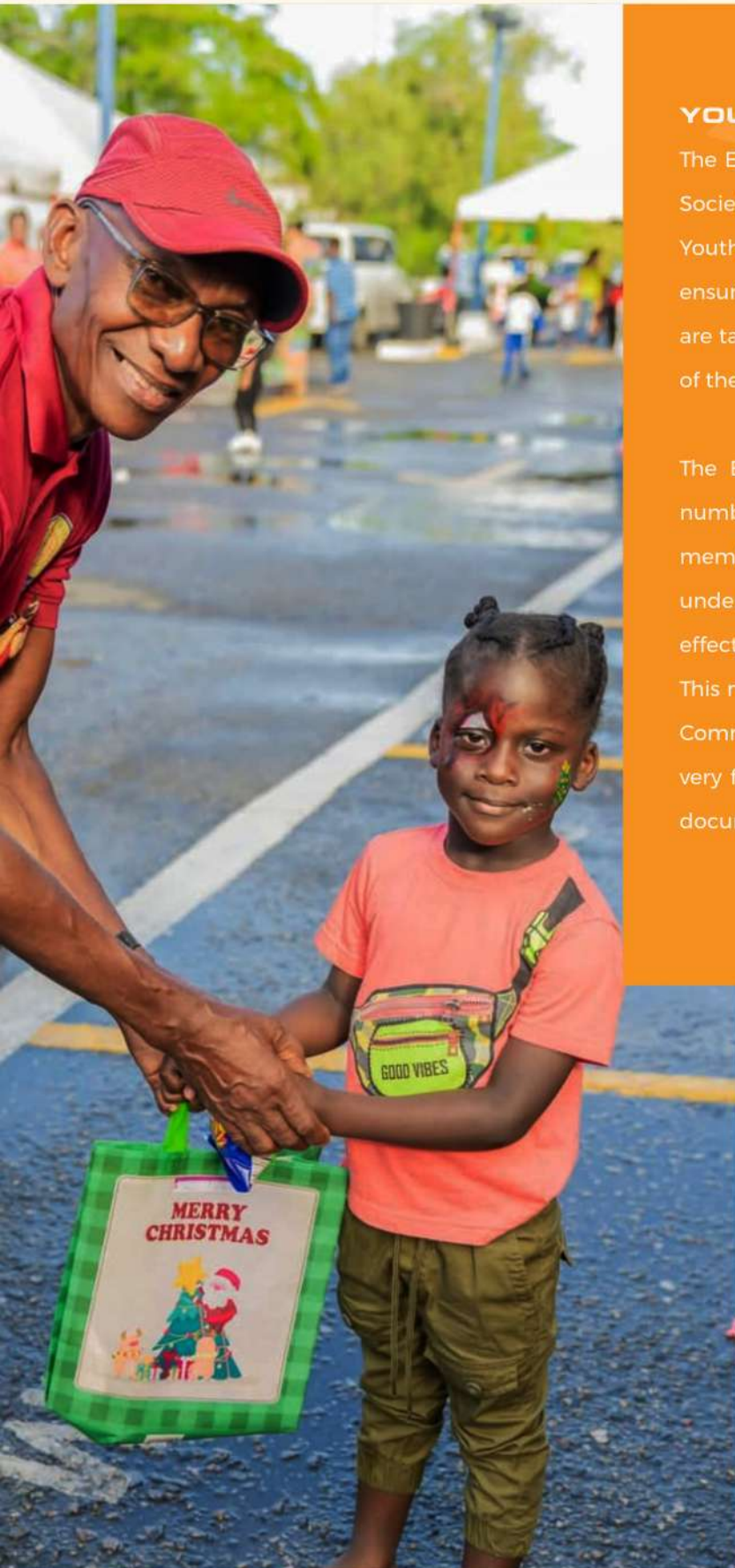
SOCIAL ACTIVITIES

Social and interaction activities are an integral part of education and development which helps participants develop their problem-solving capacity and intrapersonal skills.

The Education Committee hosted a number of social activities in keeping with the mandate of members development. These activities were as follows:-

1. "Walk Like a Pro" Walkathon in July 2024
2. Tobago "Cookout" Competition in August 2024
3. Children's Christmas Party in Tobago and Trinidad in December 2024
4. Pre Carnival "Aerobics Burnout" in February 2025

PURSuing THE DEVELOPMENT OF OUR YOUTH



YOUTH ARM

The Education Committee is the instrument through which the Society has utilized to accomplish its Mission Statement for the Youth Arm which is to "Pursue the development of our youth ensuring that Co-operative principles, philosophies and practices are taught and adopted by encouraging awareness of the values of the Credit Union."

The Education Committee has involved the Youth Arm in a number of its activities as participants or assisting committee members in hosting events. The Youth Arm is presently undergoing a restructuring process which will make it more effective, efficient, and relevant towards achieving its objectives. This new structure will allow the Youth Arm to function as other Committees of the Society. The Education Committee, for the very first time since its existence has now developed a working document that serves as "Youth Arm Guidelines."

The following accomplishments were attained during the 2024-2025 period.

1. Youth Arm Training
(This activity is continuous)
2. Youth Arm Guidelines
3. Youth Arm Elections
4. Peter Mc David Excellence Awards Policy

Elections were successfully held on Saturday 15th March 2025 at the Progressive Credit Union South Office and the new Youth Arm Committee members elected are as follows:

- Alexander Simon – Chairperson
- Renard Ramnath – Vice Chairperson
- Bridget Ramjattan – Secretary
- Coleen Emery – Assistant Secretary
- Mia Davis – Treasurer
- Zahria John – Member
- Wonder John – Member
- Isaiah Coker – Member
- Josiah Coker – Member
- Tiffani Francis – Member

The Education Committee takes this opportunity to congratulate the new Members of the Youth Arm Committee and look forward to working along with them in meeting the objectives of the Society.

CONCLUSION

The Education Committee will continue to serve and work with the Progressive Credit Union Society Limited towards achieving its objectives of education and development of its members. The Chairperson of the Education Committee will like to express sincere thanks and appreciation to all members of the Committee and other stakeholders for their commitment and hard work during the 2024-2025 period.



Clinton Hendrickson
(Chairperson)



NOMINATING COMMITTEE REPORT 2025-2026

INTRODUCTION

The Board of Directors of the Progressive Credit Union Co-operative Society Limited (ProCU) in accordance with Bye Law 30 (b) appointed the Nominating Committee in October 2024 for the term 2025-2026.

The Committee Comprised of the following members: -

Veronica Jacob	-	Chairperson/Director
Gem Saunders-Le Maitre	-	Director
Yul Layne	-	Member
Leonora Taylor-Cox	-	Member
Claude Dillon	-	Member

COMMITTEE'S MANDATE

The mandate from the ProCU Board of Directors was to find suitable/best fit candidates to fill twelve (12) vacant positions on the Board, Credit and Supervisory Committees.

In preparation for this exercise, the Nominating Committee attended a one (1) day Seminar on February 13th, 2025 entitled **"THE FUNDAMENTALS OF THE NOMINATION'S PROCESS,"** conducted by the Co-operative Credit Union League of Trinidad and Tobago (CCULTT).

The seminar highlighted the following recommended functions that must be performed in order to ensure a strong board and committees:

- Traits of an outstanding director
- Characteristics of a weak Board of Directors
- Criterion for selecting a good board or committee member i.e skills, expertise and competencies to name a few.
- Characteristics and cause for disqualification
- Supervisory Committee personnel must be courageous with a high level of integrity, not be easily intimidated, and must not ignore wrongdoing.
- Credit Committee must be capable of evaluating a borrower's financial condition
- Be knowledgeable of laws governing the Credit Union and the granting of credit

The information attained during this training session brought greater awareness of the selection process and greatly assisted the committee in maintaining an appropriate balance of skills, competencies, dedication, honesty, commitment and expertise on the Board and Statutory Committees for persons willing to serve.

NOMINATION CRITERIA

Guidelines for members offering themselves to serve on the Board and Committees of the Progressive Credit Union Co-operative Society Limited for the period 2025-2026 were reviewed. The following are the revised criteria that applicants had to fulfil:

- 1.** *Must be over the age of eighteen (18) years and be an active member. (Bye Law 21 A1)*
- 2.** *Must not be delinquent in his/her loan payments or by way of a guaranteed loan and must not have a record of culpable delinquency in any other financial institution for the past 24 months, or ever have been declared bankrupt.*
- 3.** *There must be no evidence that the nominee has committed an offence involving fraud, violence or dishonesty as determined by the production of a Police Certificate of Character to be attached to the application.*
- 4.** *Must not now be an employee of Progressive Credit Union or have been in the last twelve (12) months.*
- 5.** *Must not now be an employee of any other financial Co-operative.*
- 6.** *Must not be a member of a Credit Union Board of Directors, or other Credit Union Statutory Committee.*
- 7.** *Must have a sound background of conformance to a code of ethics/conduct consistent with governance of a financial undertaking.*
- 8.** *It is desirable that the nominee has experience commensurate with the specific Statutory Committee for which he/she is interested in serving.*
- 9.** *A nominee may not be an immediate family member/relative or have any relationship with a current Progressive Board or Statutory Committee member.*
- 10.** *Has not engaged in any action that could result in bringing the Credit Union into disrepute.*
- 11.** *Must be a person who would have demonstrated a passionate affiliation to Co-operative principles and also be prepared to learn "Credit Unionism/Co-operative Principles".*
- 12.** *Must be committed to give generously of his/her time to attend meetings and business of the Board and Committees.*

ADVERTISEMENT

Nomination notices were officially advertised on 12th December, 2024 in the Trinidad Express and at all Progressive Credit Union (ProCU) branches. Furthermore, social media was extensively utilized inviting the general membership to apply to serve on the Board, Credit and Supervisory Committee. Nominees were required to submit their completed application forms on or before January 24th, to any branch of ProCU. Insufficient applications were received on that date and the deadline was extended to February 7th, 2025 where prospective nominees were expected to submit their completed Nomination Forms on or before that extended date.

At the deadline date, February 7th, 2025 a total of twenty (20) applications were received. The breakdown was as follows:

Board of Directors	-	6
Credit Committee	-	9
Supervisory Committee	-	5

One application form was received on February 11th, 2025. This was after the extended deadline date and therefore was rejected.

INTERVIEWS

Upon receipt of the applicants' forms, all applications were properly screened and verified to ensure compliance with the Credit Union's Bye Laws and Nomination criteria. The applicants were informed of their interview via phone calls, emails and letters. Interviews were conducted on March 06th, 8th and 10th, 2025 for all candidates both in person and virtual. For proper transparency, a committee member was recused for one (1) candidate. This process provided eligible nominees with an opportunity to seek clarity about the organization, to understand the commitment required as Elected Officers, to understand nominees' knowledge and awareness of their Credit Union experience and intended personal contributions to Progressive Credit Union.

Three (3) candidates withdrew their application interest before the date of their interviews and one did not attend the interview at the appointed time. In accordance with Bye Law #30 (d) ***"No member of the Society shall serve on the Board, Credit or Supervisory Committee without going through the Nominating Committee Screening Process. There shall be no nominations from the floor."***

A total of five (5) persons were interviewed for the Board of Directors, four (4) for the Supervisory Committee, and seven (7) for the Credit Committee.

RECOMMENDATION

The following candidates have been recommended for election at the Annual General Meeting:

Board of Directors	Credit Committee	Supervisory Committee
Erskine Abel	Marilyn John Fahey	Ginelle Small-Cummings
Noeline Mayers-Downes	William Solomon	Renard Renvie Ramnath
Stephen Fraser	Rachel Austin	Roselle Omega Adi Thomas
Ian Peter De Boulet	Clarence Duke	Ann Marie Campbell
Annette Patrovanie	Candice Haynes-Roban	

The Credit Union continues to struggle in attracting sufficient and suitable candidates to serve on the Board and Statutory Committees.

Despite the best efforts of the Nominating Committee the Board, Credit Committee and the Supervisory Committee have the sufficient amount of persons required to fill the vacancies although there is an inadequate amount of successful candidate for substitutes. This is an unwanted situation as there will not be any substitute for the Credit Committee should the need arise.

Due to time constraints, we were unable to host orientation workshops however one would be hosted by the end of May 2025 for all applicants.

CONCLUSION

The Nominating Committee advises future nominees to ensure that application forms are properly completed, dated and signed before submission. In addition, nominators are asked to assist the nominee by thoroughly checking the application form before affixing their signature.

All prospective nominees are kindly asked to submit **updated** resumes with application forms.

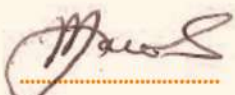
Due to existing and developing world events, the external environment continues to change and could have either a direct or indirect impact on our economy and therefore the Credit Union as a whole. In addition to the required disciplines of Financial Management, Human Resources, IT etc., technologies continue to evolve and Artificial Intelligence (AI) is becoming prominent, therefore more will be expected from prospective candidates. Change is inevitable and therefore, we wish to urge all potential candidates to acquaint yourselves with the country's internal and external issues and matters, and analyse how it may affect the operations of the Credit Union.

The Nominating Committee is committed to conducting suitable and appropriate training and possible webinars to assist future prospective candidates.

The Committee wishes to thank everyone who assisted in any way in making this important task possible. We especially appreciate the cooperation of staff members who remained after working hours to facilitate us, and all the participants for the unwavering interest shown.

We wish to thank the Board for the confidence placed in us, and accepting the recommendations put forward. Finally, we thank Almighty God for the grace given in allowing the process to be incident free.

Cooperatively,



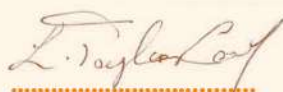
Veronica Jacob
Chairperson



Gem Saunders-Le Maitre
Director



Yul Layne
Member



Leonora Taylor-Cox
Member



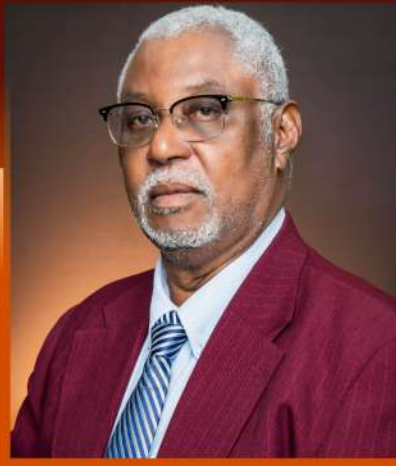
Claude Dillon
Member

A cluster of five squares in the top-left corner: a white square, a light orange square, a dark orange square, a solid light orange square, and a solid dark orange square.

**NOMINEE
PROFILES**

A collection of squares scattered across the bottom half of the page, including white, light orange, dark orange, and solid dark orange squares, some with white borders and some solid.

BOARD OF DIRECTORS. PROFILES



**ERSKINE
ABEL.**

Occupation: Retiree
Credit Union Membership: 41 years
Credit Union Experience:

Present:

- Member of the Board of Directors

Past:

- Treasurer of the Board of Directors
- Chairperson of the Audit, Finance & Credit Committee
- Secretary of the Board of Directors
- Member of the Board of Directors, Properties, Delinquency, Education and Supervisory Committees
- Treasurer, South East Regional Chapter

Education and Training:

- Business Management Diploma
- Laboratory Technician Diploma
- Co-operative Studies (Part 1)
 - World Council of Credit Unions: International Leadership Conference



**NOELINE
MAYERS-DOWNES.**

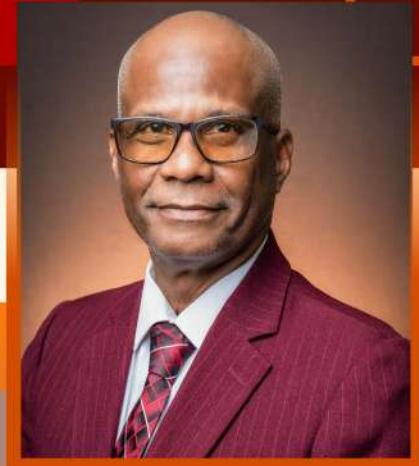
Place of Employment: NMTS
Occupation: Human Resource Officer III
Credit Union Membership: 17 years

Past:

- Member of the Marketing and Communications Committee

Education and Training:

- BA (Hons) Human Resource Management
- ABE Level 5 and 6 Diploma in Human Resources Management (Graduate) /Associate Degree
- Diploma in Industrial Relations Practices
- NMTS, Supervisory Training Programme
- Certificates of Participation:
 - An analysis of Court Judgements
 - ILO Workshop



**STEPHEN
FRASER.**

Occupation: Retiree
Credit Union Membership: 41 years
Credit Union Experience:

Present: Director on Board

Past:

- Member of the Board of Directors & the Credit Committee
- Member of the Supervisory Committee at Agricola Credit Union

Education and Training:

- Basic Security Supervision University of the West Indies
- Criminology University of the West Indies
- IBM Certified Analyst



**IAN
DE BOULET.**

Occupation: Retiree

Credit Union Membership: 40 years

Credit Union Experience:

Present:

- Secretary- Board of Directors

Past:

- Member Delinquency and Health, Safety, Security & Environment Committees
- Chairperson Delinquency Committee
- Chairperson Health, Safety, Security & Environment Committee

Employment:

Former:

- Assistant Superintendent of Police Acting
- Regional Manager for Security Services - Southwest Regional Health Authority

Other Affiliations:

- Board of Director - South East Regional Chapter - S.E.R.C.

Education and Training:

- Diploma- Security Administration & Management
- Diploma- Agriculture
- **Certificates:**
 - Leadership Development - *United States Department of Justice, Federal Bureau of Investigation (F.B. I)*
 - Human Trafficking - *International Organization for Migration.*
 - High Impact Supervision - *Pennstate Justice and Safety Institute*
 - High Impact Supervision II - *Pennstate Justice and Safety Institute*
 - Crisis Management - *T.T.P.S.*
 - Field Training Supervisors - *T. T.P.S.*
 - Inspector Development Level 1 & 11- *T.T.P.S.*
 - Court Prosecutor - *T.T.P.S.*
 - Criminal Case File Management - *Academy of Tertiary Studies.*
 - Introduction To Security Administration and Management - *Cipriani College of Labour and Cooperative Studies*
 - Mastering Emotional Intelligence - *Dispute Resolution Centre.*
 - Hospital Incident Coordinator - *Southwest Regional Health Authority.*

Awards:

- Honourable Public Services – *Government of The Republic of Trinidad and Tobago*
- Dedicated, Meritorious & Loyal Services – *T.T.P.S.*



**ANNETTE
HINKSON-PATROVANIE.**

Place of Employment: Urban Development Corporation of Trinidad & Tobago

Occupation: Manager Marketing & Public Relations

Credit Union Membership: 11 years

Credit Union Experience:

Present:

- Chairperson of the Supervisory Committee

Past:

- Member of Staff of Progressive Credit Union
- Worked at PSCU Credit Union

Education and Training:

- Pursuing Doctor of Business Administration
- MBA Marketing
- BSc Marketing
- Associate in Journalism/PR
- Associate in Business Administration

Certificates:

- Business Writing
- Project Management
- Sales and Marketing
- Digital Marketing
- Marketing Your Brand
- Complete Introduction to Business Data Analysis
- Agile Project Management
- Online International Diplomacy and Protocol Masterclass
- Master Modern Project Management with AI
- ChatGPT + AI for Marketing, Social Media Marketing, Content Marketing, YouTube Marketing, Email Marketing, SEO, Branding
- Budget, Cashflow Forecasting, and Managing Accounts
- Critical Thinking Strategies for Better Decisions
- Management and Leadership
- Graphic Design and Photoshop

CREDIT COMMITTEE PROFILES



MARILYN JOHN-FAHEY

Occupation: Retiree

Credit Union Membership: 28
years

Credit Union Experience:

Present:

- Member of the Credit Committee

Past:

- Member of the Board of Directors
- Member of Supervisory, Credit, Finance, Education, Delinquency, Social Events and Building Committees

Education and Training:

- Certificate in Credit Union Management
- The Supervisory Audit Function
- Delinquency & Youth Arm Mentorship Training
- Key to Financial Freedom
- Anti-Money Laundering and Counter Terrorist Financing Training Seminar
- Introduction to: Human Resource Management, Supervisory Management, Industrial Relations & Occupational Safety & Health



WILLIAM SOLOMON.

Occupation: Retiree

Credit Union Membership: 41 years

Credit Union Experience:

Present:

- Chairperson of the Credit Committee

Past:

- Member of the Education, Supervisory, Credit & Delinquency Committees
- Chairperson of the Credit Committee

Education and Training:

- Delinquency Management
- AML/CFT
- Loan Default – Techniques to Control
- Basic Computer Literacy Course
- Operation of Wastewater and Treatment Plant
- Computer Literacy

CREDIT COMMITTEE PROFILES



**RACHEAL
AUSTIN.**

Place of Employment: NMTS

Occupation: Human Resource Officer I

Credit Union Membership: 16 years

Credit Union Experience:

Present:

- Secretary of the Education Committee

Past:

- Chairperson of the Supervisory Committee
- Secretary of the Credit Committee

Education and Training:

- Present Associate of Arts Degree in Security Administration & Management
- School Based Law Enforcement Programme
- Crisis Management
- Certificate in Security Administration
- Certified Physical Instructor Training
- Introduction to Security Administration & Management
- Computer Literacy Course



**CLARENCE
DUKE.**

Occupation: Retiree

Credit Union Membership: 40 years

Credit Union Experience:

Present:

- Member of the Credit Committee

Past:

- Member of the Education, Credit & Supervisory Committees

Education and Training:

- Training in Plumbing, Masonry and Carpentry
- Certificate in Electrical Engineering
- Construction Management
- Repairing house roofs from wood to steel



**CANDICE
HAYNES-ROBAN.**

Place of Employment: NMTS

Occupation: Human Resource Officer II

Credit Union Membership: 20 years

Credit Union Experience:

Present:

- Secretary of the Credit Committee

Past:

- Secretary of the Board of Directors
- Secretary of Human Resource & Health, Safety and Security Committees
- Chairperson of the Human Resource Committee
- Assistant Secretary of the Board of Directors

Education and Training:

- BSC Human Resource Management
- Associate Degree in Human Resource Management
- Advance Certificates in Industrial Relations Management & Labour Laws
- Certificates in Accounting Procedures, Human Resource Labour Law and Human Resource Management
- Anti-Money Laundering and Counter Financing of Terrorism Workshop

SUPERVISORY COMMITTEE PROFILES



GINELLE SMALL CUMMINGS.

Place of Employment: NMTS

Occupation: Acting MT2 Maintenance

Credit Union Membership: 17 years

Credit Union Experience:

Present:

- Member of the Supervisory Committee

Past:

- Member of Supervisory & Credit Committees
- Chairperson of the Supervisory Committee
- Secretary of the Supervisory Committee

Education and Training:

- Certificates:
 - Excellent Leadership, Coaching and Mentoring
 - AML/CFT/PF Workshop
 - Effective Leadership Certificate
 - Review in Credit Trends
 - Amended Law Regulation, Internal Review and External Audit



RENARD RENVIE RAMNATH.

Place of Employment: EyesTT Limited

Occupation: Clinical Aide & Administrative Assistant

Credit Union Membership: 9 years

Credit Union Experience:

Present:

- Youth Arm Member

Past:

- Vice President, Youth Arm

Education and Training:

- Diploma in Natural Resources Management
- Certificate in Business Studies
- Youth Leadership Programme
- Caribbean Climate Justice Conference
- Formulating the Effective Youth Arm Workshop
- Shared Services Compliance Training
- Online Information Systems Course
- Young Leaders of the Americas Initiative

SUPERVISORY COMMITTEE PROFILES



**ROSELLE
OMEGA ADI THOMAS.**

Place of Employment: Cowen Hamilton Secondary School, Ministry of Education

Occupation: Mathematics Teacher II

Credit Union Membership: 3 years

Education and Training:

- B.A.Sc Petroleum Engineering
- Introduction to Real Analysis I
- Statistics I
- Probability Theory II
- Calculus I & II
- Abstract Algebra
- Linear Algebra I
- Sets & Numbers Theory
- Spanish 1A & 1B
- The Institution of Structured Engineers Certificate
- Basic Computer Literacy Certificate



**ANNE MARIE
CAMPBELL.**

Occupation: Retiree

Credit Union Membership: 41 years

Credit Union Experience:

Present:

- Member of the Credit Committee

Past:

- Member of Education, Credit & Supervisory Committees
- Chairperson of the Supervisory Committee
- Secretary of the Credit Committee

Education and Training:

- Internal Audit Function, Supervisory Committee
- Audit Function for Supervisory Committees / Roles & Responsibilities of Board & Committees
- Certificate, Anti- Money Laundering & Counter Financing of Terrorism
- Understanding Financial Statements
- Anti-Money Laundering Training (2022,2023 &2024)
- Loans Assessment

BOARD OF DIRECTORS PORTRAITS



LEFT TO RIGHT:
Holly Francois (Treasurer), Michael Hernandez (President), Ian Peter De Boulet (Secretary)
Clinton Hendrickson (Vice President), Stephen Fraser (Assistant Secretary),



LEFT TO RIGHT:
Veronica Jacob, Erskine Abel, Gem Saunders-Le Maitre, Georgiana Cudjoe



LEFT TO RIGHT:
Gemma Ottley, Errol Thomas, Debra Robinson

STATUATORY COMMITTEE PORTRAITS



CREDIT COMMITTEE.

LEFT TO RIGHT:

Clarence Duke, Anne Marie Campbell, Candice Haynes-Roban, William Solomon, Marilyn John-Fahey



SUPERVISORY COMMITTEE.

LEFT TO RIGHT:

Annette Hinkson-Patrovanie, Ginelle Small-Cummings, David Quamina

STAFF PORTRAITS



NORTH STAFF.

LEFT TO RIGHT:
Mia Davis, Amelia Ganness,
Saraswati Seepersad, Tshiann
Hamid, Victoria Jeetam, Ayanna
Abel-Lewis



SOUTH STAFF.

**LEFT TO RIGHT 1ST
ROW:** Coleen Emery,
Daniella Lewis-Blackwood,
Kiechelle Gilliard, Turon
Nicholas, Esther Simmons,
Amrita Kunjal Karim, Kahidja
John

**LEFT TO RIGHT 2ND
ROW:** Darren Deokumar,
Asha Thomas, Alexander
Simon, Dara Haywood-Baptiste,
Keiva Brown, Tiffany Taylor,
Olesha Saroop, Keston
Crichlow, Pierre Sookdar

MISSING: Lashawn Forde

**STAFF
PORTRAITS**



Camille Joseph-Dipnarine
(General Manager)



LEFT TO RIGHT:
T'ne Bain, Sasha-Gaye Thompson



FINANCIAL STATEMENTS

YEAR ENDED 31 ST DECEMBER 2024



PROGRESSIVE CREDIT UNION CO-OPERATIVESOCIETY LIMITED
FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST DECEMBER 2024

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Statement of Financial Position	6
Statement of Comprehensive Income	7
Statement of Changes in Equity	8
Statement of Cash Flows	9
Notes to the Financial Statements	10 - 41

**INDEPENDENT AUDITORS' REPORT
TO THE MEMBERS OF
PROGRESSIVE CREDIT UNION CO-OPERATIVE SOCIETY LIMITED**

Opinion

We have audited the financial statements of Progressive Credit Union Co-Operative Society Limited which comprises the statement of financial position as at 31st December 2024, statement of comprehensive income, statement of changes in equity, statement of cash flows and receipts and payments account for the year then ended, and incorporating summary of significant accounting policies and other explanatory notes, as stated on pages 6 to 41.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of Progressive Credit Union Co-Operative Society Limited as at 31st December 2024 and the results of its operations and cash flows for the year then ended, in accordance with International Financial Reporting Standards (IFRSs).

Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing (ISAs). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Society in accordance with the international Ethics Standards Board for Accountants' Code of Ethics for Professional Accountants (IESBA Code), and we have fulfilled our other ethical responsibilities in accordance with the IESBA Code. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other information

Management is responsible for the other information. The other information comprises the information included in the Society's annual report. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon. In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information; we are required to report that fact. We have nothing to report in this regard.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with IFRSs, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, management is responsible for assessing the Society's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Society or to cease operations, or have no realistic alternative but to do so. Those charged with governance are responsible for overseeing the Society's financial reporting process.

Auditors' Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs, we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Society's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

Auditors' Responsibilities for the Audit of the Financial Statements (continued)

- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Society's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Society to cease to continue as a going concern.

- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities to express an opinion on the financial statements. We are responsible for the direction, supervision and performance of the audit. We remain solely responsible for our audit opinion.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

The engagement partner on the audit resulting in this independent auditor's report is Mr. Rudranand Maharaj.



Maharaj Mohammed & Co.
Chartered Accountants
Trinidad & Tobago

10th March 2025

PROGRESSIVE CREDIT UNION CO-OPERATIVESOCIETY LIMITED

STATEMENT OF MANAGEMENT'S RESPONSIBILITIES

Management is responsible for the following:

- Preparing and fairly presenting the financial statements of Progressive Credit Union Co-operative Society Limited, which comprise the statement of financial position as at 31st December, 2024, the statements of comprehensive income, changes in equity, statement of receipts and payments and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information;
- Ensuring that the Credit Union keeps proper accounting records;
- Selecting appropriate accounting policies and applying them in a consistent manner;
- Implementing, monitoring and evaluating the system of internal control that assures security of the Credit Union's assets, detection/prevention of fraud, and the achievement of Credit Union's operational efficiencies;
- Ensuring that the system of internal control operated effectively during the reporting period;
- Producing reliable financial reporting that comply with laws and regulations, including the Cooperative Societies Act; and
- Using reasonable and prudent judgement in the determination of estimates.

In preparing these audited financial statements, Management utilized the International Financial Reporting Standard, as issued by the International Accounting Standards Board and adopted by the Institute of Chartered Accountants of Trinidad and Tobago. Where International Financial Reporting Standards presented alternative accounting treatments, Management chose those considered most appropriate in the circumstances.

Nothing has come to the attention of Management to indicate that Progressive Credit Union Co-operative Society Limited will not remain a going concern for the next twelve months from the reporting date; or up to the date the accompanying financial statements have been authorized for issue, if later.

Management affirms that it has carried out its responsibilities as outlined above.



President



Treasurer



Chairperson
Supervisory Committee

18th March 2025

18th March 2025

18th March 2025

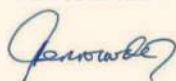
PROGRESSIVE CREDIT UNION CO-OPERATIVESOCIETY LIMITED

STATEMENT OF FINANCIAL POSITION AT 31ST DECEMBER 2024

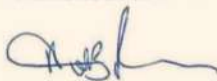
<u>ASSETS</u>	Notes	2024 \$	2023 \$
Current assets			
Cash and cash equivalents	4	1,156,314	835,012
Investment securities	5(a)	5,964,462	7,251,628
Accounts receivable and prepayments	6	1,112,097	1,696,214
Inventories	8	<u>142,622</u>	<u>153,561</u>
		<u>8,375,495</u>	<u>9,936,415</u>
Non-current assets			
Property, plant and equipment	7	6,501,979	6,982,404
Members' loans	9	105,189,590	106,327,920
Investments	5(b)	<u>6,101,276</u>	<u>6,111,080</u>
		<u>117,792,845</u>	<u>119,421,404</u>
Total Assets		<u>126,168,340</u>	<u>129,357,819</u>
 <u>MEMBERS' EQUITY AND LIABILITIES</u>			
Current liabilities			
Bank advance	4	1,620,904	2,970,292
Accounts payable and accruals	10	<u>1,584,913</u>	<u>2,564,674</u>
		<u>3,205,817</u>	<u>5,534,966</u>
Non-current liabilities			
Members' shares	13	89,955,980	91,465,841
Members' deposits	12	7,886,326	7,637,771
Post employment benefit	11	<u>2,220,632</u>	<u>1,767,353</u>
		<u>100,062,938</u>	<u>100,870,965</u>
Total Liabilities		<u>103,268,755</u>	<u>106,405,931</u>
Members' equity			
Reserve fund		8,901,564	8,577,452
Education fund		169,058	304,962
Investment reserve		-	190,216
Retained earnings		<u>13,828,963</u>	<u>13,879,258</u>
Total members' equity		<u>22,899,585</u>	<u>22,951,888</u>
Total Members' Equity and Liabilities		<u>126,168,340</u>	<u>129,357,819</u>

The accompanying notes on pages 10 to 41 form an integral part of these financial statements.

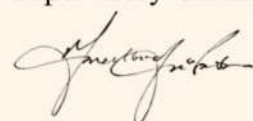
: President



: Treasurer



: Supervisory Chairman



PROGRESSIVE CREDIT UNION CO-OPERATIVESOCIETY LIMITED

STATEMENT OF COMPREHENSIVE INCOME
FOR THE YEAR ENDED 31ST DECEMBER 2024

	Note	2024 \$	2023 \$
Revenue			
Interest on loans		13,867,297	14,368,305
Investment income		558,553	486,615
Fees and other income		<u>1,219,580</u>	<u>1,038,856</u>
Total revenue		<u>15,645,430</u>	<u>15,893,776</u>
Expenses			
Advertising and promotions		295,231	104,652
Bank charges and interest		158,381	180,393
Credit Union League dues	14	50,483	37,048
Depreciation		566,691	618,512
Donations		23,705	32,396
Education and Seminars		437,232	438,393
Establishment	15	506,417	411,479
Expected credit loss provision on loans (IFRS 9)	9(b)	1,340,773	1,977,712
Green fund levy		51,361	45,362
Insurances	20	1,546,905	1,018,442
Interest on members' deposits		27,862	28,524
Legal and professional		343,403	422,262
Meetings	16	961,646	865,109
Miscellaneous	17	102,778	152,535
Office and stationery		500,330	479,195
Security		531,074	483,551
Staff salaries and benefits	19	4,350,873	4,273,508
Tobago	18	<u>281,837</u>	<u>285,242</u>
Total expenses		<u>12,076,982</u>	<u>11,854,315</u>
Surplus before change in fair value of equity investments securities measured at FVTPL		3,568,448	4,039,461
Net change in FV of equity investment securities		<u>(387,282)</u>	<u>(352,445)</u>
Net surplus		<u>3,181,166</u>	<u>3,687,016</u>

The accompanying notes on pages 10 to 41 form an integral part of these financial statements.

PROGRESSIVE CREDIT UNION CO-OPERATIVE SOCIETY LIMITED

STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 31ST DECEMBER 2024

	Reserve Fund	Education Fund	Investment Re-measurement Reserve	Undivided Surplus	Total Members' Fund
	\$	\$	\$	\$	\$
<i>Year ended December 31st 2024</i>					
Balance as at 1 st January 2023	8,577,452	304,962	190,216	13,879,258	22,951,888
Operating surplus	-	-	-	3,181,166	3,181,166
Appropriations	318,117	159,058	-	(477,175)	-
Honorarium paid	-	-	-	(130,000)	(130,000)
Entrance fees	5,995	-	-	-	5,995
Fund expenditure/ adjustments	-	(294,962)	(190,216)	-	(485,178)
Dividends and interest rebate paid	-	-	-	(2,624,285)	(2,624,285)
Balance at 31 st December 2024	<u>8,901,564</u>	<u>169,058</u>	<u>-</u>	<u>13,828,963</u>	<u>22,899,585</u>
<i>Year ended December 31st 2023</i>					
Balance as at 1 st January 2023	8,206,579	285,634	190,216	13,744,536	22,426,965
Operating surplus	-	-	-	3,687,016	3,687,016
Appropriations	368,702	294,962	-	(663,664)	-
Honorarium paid	-	-	-	(130,000)	(130,000)
Entrance fees	2,171	-	-	-	2,171
Fund expenditure/ adjustments	-	(275,634)	-	2,433	(273,201)
Dividends and interest rebate paid	-	-	-	(2,761,063)	(2,761,063)
Balance at 31 st December 2023	<u>8,577,452</u>	<u>304,962</u>	<u>190,216</u>	<u>13,879,258</u>	<u>22,951,888</u>

The accompanying notes on pages 10 to 41 form an integral part of these financial statements.

PROGRESSIVE CREDIT UNION CO-OPERATIVE SOCIETY LIMITED

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31ST DECEMBER 2024

	Note	2024 \$	2023 \$
Operating activities			
Net surplus for the year		3,568,448	4,039,461
Adjustment for non-cash items			
Depreciation of property, plant and equipment		570,485	618,512
Adjustments to property, plant and equipment		(3,795)	756
Loss on disposal of property, plant and equipment		2,649	5,483
Net change in provision for expected credit losses		(336,222)	1,679,781
Provision for post-employment benefit		<u>(453,280)</u>	<u>(272,949)</u>
Operating income before working capital changes		3,348,286	6,071,044
Movements in working capital			
Decrease in inventories		10,939	95,143
Decrease / (increase) in accounts receivable and prepayments		584,117	(697,726)
Increase in post-employment benefit		453,280	272,949
(Decrease) / increase in payables and accruals		<u>(979,761)</u>	<u>(1,242,942)</u>
Net cash generated from operating activities		<u>3,416,861</u>	<u>4,498,468</u>
Investing activities			
Net change in loans to members		1,138,330	(4,849,219)
Increase / (decrease) in members' deposits		248,555	405,417
Purchase of property, plant and equipment		(91,282)	(395,060)
Net (purchase) of investments		<u>1,511,341</u>	<u>2,950,274</u>
Net cash (used in) investing activities		<u>2,806,944</u>	<u>(1,888,588)</u>
Financing activities			
Dividends paid		(2,624,285)	(2,761,063)
Net change in members' shares		(1,509,861)	(1,790,512)
Education fund expenses		(294,962)	(273,201)
Honorarium paid		(130,000)	(130,000)
Membership fee		<u>5,995</u>	<u>2,171</u>
Net cash used in financing activities		<u>(4,553,113)</u>	<u>(4,952,605)</u>
Net (decrease) in cash and cash equivalents		<u>1,670,691</u>	<u>(2,342,725)</u>
Cash and cash equivalents			
- at the beginning of the year		(2,135,281)	207,444
- at the end of the year	6	<u>(464,590)</u>	<u>(2,135,281)</u>
		<u>1,670,691</u>	<u>(2,342,725)</u>

The accompanying notes on pages 10 to 41 form an integral part of these financial statements.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR 31ST DECEMBER 2024

1. Incorporation and principal activities

Progressive Credit Union Co-operative Society Limited (“the Credit Union”) was incorporated on July 1st, 1984 under the Co-operative Societies Act of Trinidad and Tobago. Its registered office is situated at 48-50 Chacon Street, San Fernando. It operates a Credit Union for the benefit of Citizens of the national community. Its objective are to promote the economic welfare of its members, encouraging the spirit and practice thrift, self-help and co-operation.

2. Significant Accounting Policies

The principal accounting policies applied to the preparation of these financial statements are set out below. These policies have been consistently applied to the years presented, with the exception of those impacted by new and amended standards and interpretations:

(a) Basis of accounting

These financial statements have been prepared in accordance with International Financial Reporting Standards (IFRSs) as issued by the International Accounting Standards Board. These financial statements were prepared under the historical cost convention, except for investment securities which have been measurement at fair value.

Functional and presentation currency

The Credit Union’s functional and presentation currency is Trinidad and Tobago dollars which is the currency that best reflects the economic substance of the underlying events and circumstances relevant to the Society.

(b) Foreign currency translation

Foreign currency transactions are translated into the functional currency using the exchange rates prevailing at the dates of the transactions. Foreign exchange gains and losses resulting from the settlement of such transactions and from translation at year end exchange rates of monetary assets and liabilities denominated in foreign currencies are recognised in the statement of comprehensive income

(c) Use of estimates

The preparation of financial statements in conformity with IFRSs requires the use of certain critical accounting estimates and requires management to exercise its judgment in the process of applying the Society’s accounting policies. It also requires the use of assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of income and expenditure during the reporting period. Although these estimates are based on management’s best knowledge of current events and actions, actual results may ultimately differ from those estimates.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR 31ST DECEMBER 2024

2. **Significant accounting policies (continued)**

(d) Adoption of new accounting policies

- (i) *Standards amended and interpretations which are effective and have been adopted by the Credit Union in the accounting period.*

The accounting policies adopted in the preparation of the Society's financial statements are consistent with those followed in previous financial year. There were no new standards, amendments and interpretations issued but not effective that would have an impact on the financial statements of the Credit Union.

- (ii) *New standards, amendments and interpretations issued but not effective and not early adopted.*

In preparing these financial statements, Credit Union has not applied the following new and revised IFRS Standards that have been issued but are not yet effective:

- Amendments to IAS 21 - Lack of Exchangeability

An entity is impacted by the amendments when it has a transaction or an operation in a foreign currency that is not exchangeable into another currency at a measurement date for a specified purpose. A currency is exchangeable when there is an ability to obtain the other currency (with a normal administrative delay), and the transaction would take place through a market or exchange mechanism that creates enforceable rights and obligations. - effective for periods beginning on or after 1 January 2025;

- Amendment to IFRS 9 and IFRS 7 - Classification and Measurement of Financial Instruments

These amendments:

- clarify the requirements for the timing of recognition and derecognition of some financial assets and liabilities, with a new exception for some financial liabilities settled through an electronic cash transfer system;
- clarify and add further guidance for assessing whether a financial asset meets the solely payments of principal and interest (SPPI) criterion;
- add new disclosures for certain instruments with contractual terms that can change cash flows (such as some instruments with features linked to the achievement of environment, social and governance (ESG) targets); and
- make updates to the disclosures for equity instruments designated at Fair Value through Other Comprehensive Income (FVOCI).
- effective for periods beginning on or after 1 January 2026;

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST DECEMBER 2024

2. Significant accounting policies (continued)

(ii) *New standards, amendments and interpretations issued but not effective and not early adopted. (continued)*

• IFRS 19, ‘Subsidiaries without Public Accountability: Disclosures’

This new standard works alongside other IFRS Accounting Standards. An eligible subsidiary applies the requirements in other IFRS Accounting Standards except for the disclosure requirements and instead applies the reduced disclosure requirements in IFRS 19. IFRS 19’s reduced disclosure requirements balance the information needs of the users of eligible subsidiaries’ financial statements with cost savings for preparers. IFRS 19 is a voluntary standard for eligible subsidiaries. - effective for periods beginning on or after 1 January 2027.

• Annual improvements to IFRS – Volume 11 Annual improvements are limited to changes that either clarify the wording in an Accounting Standard or correct relatively minor unintended consequences, oversights or conflicts between the requirements in the Accounting Standards. The 2024 amendments are to the following standards:

- IFRS 1 First-time Adoption of International Financial Reporting Standards;
- IFRS 7 Financial Instruments: Disclosures and its accompanying Guidance on implementing IFRS 7;
- IFRS 9 Financial Instruments;
- IFRS 10 Consolidated Financial Statements; and
- IAS 7 Statement of Cash Flows.
- effective for periods beginning on or after 1 January 2026 with earlier application permitted;

• IFRS 18, ‘Presentation and Disclosure in Financial Statements’ This is the new standard on presentation and disclosure in financial statements, with a focus on updates to the statement of profit or loss. The key new concepts introduced in IFRS 18 relate to:

- the structure of the statement of profit or loss;
- required disclosures in the financial statements for certain profit or loss performance measures that are reported outside an entity’s financial statements (that is, management-defined performance measures); and
- enhanced principles on aggregation and disaggregation which apply to the primary financial statements and notes in general.
- effective for periods beginning on or after 1 January 2027;

The Credit Union does not expect that the adoption of the standards listed above will have a material impact on the financial statements in future periods.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST DECEMBER 2024

2. **Significant accounting policies (continued)**

(e) **Interest income and expenses**

Interest income and expenses are recorded using the effective interest rate (EIR) method for all financial instruments measured at amortized cost and financial instruments designated at FVTPL. Interest income on financial assets measured at FVOCI under IFRS 9, are also recorded by using the EIR method. The EIR is the rate that exactly discounts estimated future cash receipts through the expected life of the financial instrument, or when appropriate, a shorter period, to the net carrying amount of the financial asset. When calculating the EIR, we estimate future cash flows considering all contractual terms of the financial instrument, but not future credit losses.

(f) **Revenue recognition**

Loan interest

Interest charged on loans to members is calculated on the outstanding balance at 1 to 1.2% per month except for Xmas Box loans which are granted at 1.5% per month. Loan interest is accounted for on the accrual basis.

Investment income

Income from investments is accounted for on the accrual basis except for dividends, which are accounted for on the cash basis or receipt.

Rental fees and other income

These are accounted for on the accrual basis

(g) **Financial instruments**

Date of recognition

Financial assets and liabilities, with the exception of loans and advances to members and balance due to members, are initially recognised on the settlement date, which is the date that an asset is delivered to or by the Society. Loans and advances to members are recognised when funds are disbursed or transferred to the members' accounts. The Society recognises balances due to members when funds are deposited with the Society.

Initial measurement of financial instruments

The classification of financial instruments at initial recognition depends on their contractual terms and the business model for managing the instruments. Financial instruments are initially recorded at their fair value except in the case of financial assets and financial liabilities recorded at FVTPL, transaction costs are added to, or subtracted from, this amount. When the fair value of financial instruments at initial recognition differs from the transaction price, the Society accounts for the Day 1 profit or loss, as described below.

2. Significant Accounting Policies (continued)

(g) Financial instruments (continued)

Day 1 profit or loss

When the transaction price of the instrument differs from the fair value at origination and the fair value is based on a valuation technique using only inputs observable in market transactions, the Society recognises the difference between the transaction price and the fair value is deferred and is only recognised in profit or loss when the inputs become observable, or when the instrument is derecognised.

Measurement categories of financial assets and liabilities

The Society classifies all of its financial assets based on the business model for managing the assets and the asset's contractual terms, measured at either:

- Amortised cost; or
- Fair value through profit or loss (FVTPL).

The Society may designate financial instruments at FVTPL, if so doing eliminates or significantly reduces measurement at amortised cost.

Financial liabilities are measured at amortised cost.

(i) Financial assets and liabilities

Loans to members and financial investments at amortised cost

The Society only measures loans and advances to members and other financial investments at amortised cost if both of the following conditions are met:

- The financial asset is held within a business model with the objective to hold financial assets in order to collect contractual cash flows.
- The contractual terms of the financial asset give rise on specified dates to cash flows that are solely payments of principal and interest (SPPI) on the principal amount outstanding.

The details of these conditions are outlined below:

2. Significant Accounting Policies (continued)

(g) Financial instruments (continued)

Business model assessment

The Society determines its business models at the level that best reflects how it manages financial assets to achieve its business objective.

The Society's business model is not assessed on an instrument-by-instrument basis, but at a higher level of aggregate portfolios and is based on observable factors such as:

- How the performance of the business model and the financial assets held within that business model are evaluated and reported to the entity's key management personnel.
- The risks that affect the performance of the business model (and the financial assets held within that business model) and, in particular, the way those risks are managed.
- The expected frequency, value and timing of sales are also important aspects of the Society's assessment.

The business model assessment is based on reasonably expected scenarios without taking 'worst case' or 'stress case' scenarios into account. If cash flows after initial recognition are realised in a way that is different from the Society's original expectations, the Society does not change the classification of the remaining financial assets held in that business model, but incorporates such information when assessing newly originated or purchased financial assets going forward.

2. Significant Accounting Policies (continued)

(g) Financial instruments (continued)

The SPPI (solely payments of principal and interest) test

As a second step of its classification process the Society assesses the contractual terms of financial assets to identify whether they meet the SPPI test.

‘Principal’ for the purpose of this test is defined as the fair value of the financial asset at initial recognition and may change over the life of the financial asset (for example, if there are repayments of principal or amortisation of the premium/discount).

The most significant elements of interest within a lending arrangement are typically the consideration for the time value of money and credit risk. To make the SPPI assessment, the Society applies judgement and considers relevant factors such as the currency in which the financial asset is denominated, and the period for which the interest rate is set.

In contrast, contractual terms that introduce a more than *de minimis* exposure to risks or volatility in the contractual cash flows that are unrelated to a basic lending arrangement do not give contractual cash flows that are solely payments of principal and interest on the amount outstanding. In such cases, the financial asset is required to be measured at FVTPL.

(ii) Financial assets and financial liabilities at fair value through profit and loss

Financial assets and financial liabilities in this category are those that are not held for trading and have been either designated by management at fair value under IFRS 9. Management only designates an instrument at FVTPL upon initial recognition when one of the following criteria are met.

Such designation is determined on an instrument-by-instrument basis:

- The designation eliminates, or significantly reduces, the inconsistent treatment that would otherwise arise from measuring the assets or liabilities or recognising gains or losses on them on a different basis, or
- The liabilities are part of the Society’s financial liabilities, which are managed and their performance evaluated on a fair value basis, in accordance with a documented risk management or investment strategy.

Financial assets and financial liabilities at FVTPL are recorded in the statement of financial position at fair value. Changes in fair value are recorded in profit or loss with the exception of movements in fair value of liabilities designated at FVTPL due to changes in the Society’s own credit risk. Such changes in fair value are recorded in the Own credit reserve through OCI and do not get recycled to the profit or loss.

2. Significant Accounting Policies (continued)

(g) Financial instruments (continued)

(ii) Financial assets and financial liabilities at FVTPL (continued)

Interest earned or incurred on instruments designated at FVTPL is accrued in interest income or interest expense, respectively, using EIR, taking into account any discount/premium and qualifying transaction costs being an integral part of instrument. Interest earned on assets mandatorily required to be measured at FVTPL is recorded using contractual interest rate as explained in **Note 2(e)**. Dividend income from equity instruments measured at FVTPL is recorded in profit or loss as other investments income when the right to the payment has been established.

(iii) Reclassification of financial assets and liabilities

The Society does not reclassify its financial assets subsequent to their initial recognition, apart from the exceptional circumstances in which the Society acquires, disposes of, or terminates a business line. Financial liabilities are never reclassified. The Society reclassified any one of its financial assets from loans and advances to debt instruments at amortised costs. No financial liabilities were reclassified.

(iv) Derecognition of financial assets and liabilities

Derecognition due to substantial modification of terms and conditions

The society derecognises a financial asset, such as a loan to a member, when the terms and conditions have been renegotiated to the extent that, substantially, it becomes a new loan, with the difference recognised as a derecognition gain or loss, to the extent that an impairment loss has not already been recorded. The newly recognised loans are classified as Stage 1 for ECL measurement purposes, unless the new loan is deemed to be purchased or originated credit impaired (POCI).

When assessing whether or not to derecognise a loan to a member, amongst others, the Society considers the following factors:

- Change in currency of the loan
- Introduction of an equity feature
- Change in counterparty
- If the modification is such that the instrument would no longer meet the SPPI criterion.

If the modification does not result in cash flows that are substantially different, the modification does not result in derecognition. Based on the change in cash flows discounted at the original EIR, the Society records a modification gain or loss, to the extent that an impairment loss has not already been recorded.

2. Significant Accounting Policies (continued)

(g) Financial instruments (continued)

(v) Derecognition other than for substantial modification

Financial assets

A financial asset (or, where applicable, a part of a financial asset) is derecognised when the rights to receive cash flows from the financial asset have expired. The Society also derecognises the financial assets if it has both transferred the financial asset and the transfer qualifies for derecognition.

The Society has transferred the financial asset if, and only if the Society has transferred its contractual rights to receive cash flows from the financial asset.

Financial liabilities

A financial liability is derecognised when the obligation under the liability is discharged, cancelled or expires. Where an existing financial liability is replaced by another from the same lender on substantially different terms, or the terms of an existing liability are substantially modified, such an exchange or modification is treated as a derecognition of the original liability and the recognition of a new liability. The difference between the carrying value of the original financial liability and the consideration paid is recognised in profit or loss.

(vi) Impairment of financial assets

Overview of the ECL principles

The Society has been recording the allowance for expected credit losses for all loans and other debt financial assets, not held at FVTPL, in this section all referred to as financial instruments. Equity instruments are not subject to impairment under IFRS 9.

The ECL allowance is based on the credit losses expected to arise over the life of the asset (the lifetime expected credit loss or LTECL), unless there has been no significant increase in credit risk since origination, in which case, the allowance is based on the twelve (12) months' expected credit loss (12mECL).

The 12mECL is the portion of LTECLs that represent the ECLs that result from default events on a financial instrument that are possible within twelve (12) months after the reporting date.

Both LTECLs and 12mECLs are calculated on either an individual basis or a collective basis, depending on the nature of the underlying portfolio of financial instruments.

2. Significant Accounting Policies (continued)

(g) Financial instruments (continued)

The Society has established a policy to perform an assessment, at the end of each reporting period, of whether a financial instrument's credit risk has increased significantly since initial recognition, by considering the change in the risk of default occurring over the remaining life of the financial instrument.

Based on the above process, the Society groups its loans into Stage 1, Stage 2 and Stage 3 as described below:

Stage 1: When loans are first recognised, the Society recognises an allowance based on 12m ECLs. Stage 1 loans also include facilities where the credit risk has improved and the loan has been reclassified from Stage 2.

Stage 2: When a loan has shown a significant increase in credit risk since origination, the Society records an allowance for the LTECLs. Stage 2 loans also include facilities, where the credit risk has improved and the loan has been reclassified from Stage 3.

Stage 3: Loans considered credit -impaired. The Society records an allowance for the LTECLs.

For financial assets for which the Society has no reasonable expectations of recovering either the entire outstanding amount, or a proportion thereof, the gross carrying amount of the financial asset is reduced. This is considered a (partial) derecognition of the financial asset.

The calculation of ECLs

The Society calculates ECLs based on profitability-weighted scenarios to measure the expected cash shortfalls, discounted at an approximation to the EIR. A cash shortfall is the difference between the cash flows that are due to an entity in accordance with the contract and the cash flows that an entity expects to receive. The mechanics of the ECL calculations are outlined below and the key elements are, as follows:

PD -The Probability of Default is an estimate of the likelihood of default over a given time horizon. A default may only happen at a certain time over the assessed period, if the facility has not been previously derecognised and is still in the portfolio.

EAD – The Exposure at Default is an estimation of the exposure at a future default date, taking into account expected changes in the exposure after the reporting date, including repayments of principal and interest, whether scheduled by contract or otherwise, expected drawdowns on committed facilities, and accrued interest from missed payments.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR 31ST DECEMBER 2024

2. Significant Accounting Policies (continued)

(g) Financial instruments (continued)

The calculation of ECLs (continued)

LGD – The loss Given Default is an estimate of the loss arising in the case where a default occurs at a given time. It is based on the difference between the contractual cash flows due and those that the lender would expect to receive, including from the realisation of any collateral. It is usually expressed as a percentage of the EAD.

The maximum period for which the credit losses are determined is the contractual life of a financial instrument unless the Society has the legal right to call it earlier.

The mechanics of the ECL method are summarised below:

Stage 1: The 12mECL is calculated as the portion of LTECLs that represent the ECLs that result from default events on a financial instrument that are possibly within the twelve (12) months after the reporting date. The Society calculates the 12m ECL allowance based on the expectation of a default occurring in the twelve (12) months following the reporting date. These expected twelve (12) months default probabilities are applied to a forecast EAD and multiplied by the expected LGD and discounted by an approximation to the original EIR.

Stage 2: When a loan has shown a significant increase in credit risk since origination, the Society records an allowance for the LTECLs. The mechanics are similar to those explained above, but PDs and LGDs are estimated over the lifetime of the instrument. The expected cash shortfalls are discounted by an approximation to the original EIR.

Stage 3: For loans considered credit-impaired, the Society recognises the lifetime expected credit losses for these loans. The method is similar to that for Stage 2 assets, with the PD set at 100%.

Forward looking information

In its ECL models, the Society relies on a broad range of forward-looking information as economic inputs, such as:

- GDP growth
- Consumer price index and inflation
- Interest prices
- Gas prices
- Unemployment rate

The inputs and models used for calculating ECLs may not always capture all characteristics of the market at the date of the financial statements. To reflect this, qualitative adjustments or overlays are occasionally made as temporary adjustments when such differences are significantly material.

2. Significant Accounting Policies (continued)

(g) Financial instruments (continued)

Collateral valuation

To mitigate its credit risks on financial assets, the Society seeks to use collateral, where possible. The collateral comes in various form, such as cash, securities, letters of credit/guarantees, real estate and other non-financial assets. Collateral, unless repossessed, is not recorded on the Society's statement of financial position. However, the fair value of collateral affects the calculation of ECLs. It is generally assessed, at a minimum, at inception and re-assessed on a quarterly basis.

The Society's credit risk management policies include requirements relating to collateral valuation and management, including verification requirements and legal certainty. Valuations are updated periodically depending upon the nature of the collateral. Management monitors the market value of collateral and requests additional collateral in accordance with the underlying agreement during its periodic review of loan accounts in arrears. Policies are in place to monitor the existence of undesirable concentration in the collateral supporting the Society's credit exposure.

Collateral repossessed

In its normal course of business, the Society does not physically repossess properties or other assets in its loan portfolio, but engages external agents to recover funds. The Credit Union generally handles all auction, to settle outstanding debt. Any surplus funds are returned to the members/obligors. As a result of this practice, the residential properties under legal possession processes are not recorded on the statement of financial position.

Write-offs

Financial assets are written off either partially or in their entirety only when the Society has stopped pursuing the recovery. If the amount to be written off is greater than the accumulated loss and allowance, the difference is first treated as an addition to the allowance that is then applied against the gross carrying amount. Any subsequent recoveries are credited to credit loss expense.

Offsetting financial instruments

Financial assets and liabilities are offset and the net amount reported in the statement of financial position when there is a legally enforceable right to offset the recognised amount and there is an intention to settle on a net basis, or realise the asset and settle the liability simultaneously.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR 31ST DECEMBER 2024

2. Significant Accounting Policies (continued)

(h) Property, plant and equipment

Property, plant and equipment are initially recognised at cost and subsequently carried at cost less accumulated depreciation and any impairment losses.

Freehold land is not depreciated. Depreciation on other items of property, plant and equipment is calculated using the straight-line method to allocate their depreciable amounts over their estimated useful lives as follows:

Building	1 - 25 years
Furniture, fixtures and fittings	12 years
Equipment	5 – 8 years
Motor vehicle	5 years

The residual values, estimated useful lives and depreciation method of property, plant and equipment are reviewed, and adjusted as appropriate, at each balance sheet date. The effects of any revision are recognised in profit or loss when the changes arise. On disposal of an item of property, plant and equipment, the difference between the disposal proceeds and its' carrying amount is recognised in profit or loss.

In the prior periods depreciation was provided on a reducing balance basis at varying rates to write-off the cost of the assets over their estimated useful lives.

(i) Inventories

Inventories are valued at the lower of cost and net realizable value and represents the goods held for resale. Cost is determined using the first in, first out (FIFO) method. Net realisable value is the estimated selling price in the ordinary course of business less the direct selling expenses. At each reporting date, inventories are assessed for impairment. If inventory is impaired, the carrying amount is reduced to its selling price less cost to sell, and the impairment loss is recognised immediately in profit or loss.

(j) Borrowing costs

Short term loan is recognised initially at fair value, net of transaction costs incurred and are subsequently stated at amortized cost. Any difference between the proceeds (net of transaction costs) and the redemption of the value is recognised in the statement of comprehensive income over the period of borrowings using the effective interest method. Loan fees are amortised over the term of the loan.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR 31ST DECEMBER 2024

2. Significant Accounting Policies (continued)

(k) Cash and cash equivalents.

Cash and cash equivalents comprise cash on hand and bank balances that are readily convertible to known amounts of cash which are subject to insignificant risk of change in value.

(l) Accounts receivable

Trade receivables are measured at cost. Appropriate allowances for estimated irrecoverable amounts are recognised in the statement of comprehensive income when there is objective evidence that the asset is impaired.

(m) Accounts payable

Accounts payable are obligations on the basis of normal credit terms and do not bear interest. Payables and accruals are carried at cost which is the fair value of the consideration to be paid in the future for the services rendered,

(n) Taxation

The Credit Union is subject to Green Fund Levy based on the stipulated rate for the respective year. The profits arising from the Society are exempt from Income Tax as per the Co-operative Societies Act Chapter 81:03 sections 76-77.

(o) Dividends payable to members

Dividends are computed on the basis of the average value of shares held throughout the year, the average being determined on the basis of the value of the shares held at the end of each day.

(p) Loans to members

Loans and advances granted to members by the Credit Union are stated at principal amounts outstanding net of allowances for loan losses.

A loan is classified as non-accrual when principal or interest is past due, or when in the opinion of management, there is reasonable doubt as to the ultimate collectability of principal or interest. Non-accrual loans may revert to performing status when all payments become fully current or when management has determined there is no reasonable doubt of ultimate collectability.

Loan balances considered as doubtful and or uncollectable are written off to the statement of comprehensive income even though collections efforts continue. The Credit Union maintains a loan loss provision, is calculated in line with IFRS 9. The provision for the year, less recoveries of amounts previously written off and the reversal of provisions no longer required, is disclosed in the statement of comprehensive income.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR 31ST DECEMBER 2024

2. Significant Accounting Policies (continued)

(q) Education fund

In accordance with Bye Law 25(b) of the Credit Union, an amount of not less than five percent (5%) of the net surplus for the year, after making provision to the Reserve Fund, may be credited to the Education Fund. This fund is to be used for education purposes.

(r) Members' deposits

A member may deposit money into his account in the Credit Union subject to the terms and conditions specified by the Board.

(i) Members' savings deposits

Members' savings deposits are stated at their current balance.

(ii) Members' fixed deposits

Members' fixed deposits are stated at their current balance. Interest on members fixed deposits is calculated generally at rates between 1% and 2.5%. These are computed on the accrual basis.

(s) Members' shares

The capital of the Society consists of an unlimited number of shares of \$5.00 each. In accordance with International Financial Reporting Interpretation Committee IFRIC-2, redeemable shares have been treated as liabilities.

(t) Comparative

Where necessary, comparative figures have been adjusted to take account of the changes in presentation in the current year.

(u) Provisions

Provisions are recognised when the society has a present legal or constructive obligation as a result of past events. It is more likely than not that an outflow of resources will be required to settle the obligation and the amount has been reliably estimated.

The amount recognised as a provision is the best estimate of the consideration required to settle the present obligation at the statement of financial position date, taking into account the risks and uncertainties surrounding the obligation. Where a provision is measured using the cash flows estimated to settle the present obligation, its carrying amount is the present value of those cash flows.

2. Significant Accounting Policies (continued)

(v) Leases

The Society accounts for a contract or a portion of a contract, as a lease when it conveys the right to use an asset for a period of time in exchange for consideration. Leases are those contracts that satisfy the following criteria:

- There is an identified asset;
- The Society obtains substantially all the economic benefits from the use of the asset; and
- The society has the right to direct use of the assets

The Society considers whether the supplier has substantive substitution rights. If the supplier does have those rights, the contract is not identified as giving rise to a lease. In determining whether the Society obtains substantially all economic benefits from the use of the asset, the Society considers only the economic benefits that arise use if the asset, not those incidentals to legal ownership or other potential benefits.

In determining whether the Society has the right to direct use of the asset, the Society considers whether it directs how and for what purpose the asset is used throughout the period of use. If there are no significant decisions to be made because they are pre-determined due to the nature of the asset, the Society considers whether it was involved in the design of the asset in a way that predetermines how and for what purpose the asset will be used throughout the period of use. If the contract or portion of a contract does not satisfy these criteria, the Society applies other applicable IFRSs rather than IFRS 16.

All leases are accounted for by recognising a right-of-use asset and a lease liability except for:

- Leases of low-value assets; and
- Leases with a duration of twelve (12) months or less.

(w) Employee benefits / pension obligations

The Credit Union operates a defined contribution plan and pays contributions to administered pension insurance plans. The Credit Union has no further payment obligations once the contributions have been paid. The contributions are recognized as employee benefit expense when they are due. Prepaid contributions are recognized as an asset to the extent that a cash refund or reduction in the future payments is available

2. Significant Accounting Policies (continued)

(x) Significant accounting judgements and estimates

The preparation of financial statements in conformity with IFRS requires management to make certain significant estimates and judgements that affect amounts reported on financial statements and accompanying notes. Actual results could differ from these estimates.

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. Other disclosures relating to the Society's exposure to risks and uncertainties includes:

- Capital risk management
- Financial risk management and policies
- Sensitivity analysis disclosures

The estimates and judgements that have a significant risk of causing material adjustments to the carrying amounts of assets and liabilities within the next financial year are discussed below:

i) Fair value measurement

'Fair value' is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date in the principal or, in its absence, the most advantageous market to which the Society has access at that date. The fair value of a liability reflects its non-performance risk.

When one is available, the Society measures the fair value of an instrument using the quoted price in an active market for that instrument. A market is regarded as 'active' if transactions for the asset or liability take place with sufficient frequency and volume to provide pricing information on an ongoing basis.

If there is no quoted price in an active market, then the Society uses valuation techniques that maximises the use of relevant observable inputs and minimise the use of unobservable inputs. The chosen valuation technique incorporates all the factors that market participants would take into account in pricing a transaction.

2. Significant Accounting Policies (continued)

(y) Significant accounting judgements and estimates (continued)

The best evidence of the fair value of a financial instrument on initial recognition is normally the transaction price – i.e., the fair value of the consideration given or received. If the Society determines that the fair value on initial recognition differs from the transaction price and the fair value is evidenced neither by a quoted price in an active market for an identical asset or liability nor based on a valuation technique for which any unobservable inputs are judged to be insignificant in relation to the measurement, then the financial instrument is initially measured at fair value, adjusted to defer the difference between the fair value on initial recognition and the transaction price. Subsequently, that difference is recognised in profit or loss on an appropriate basis over the life of the instrument but no later than when the valuation is wholly supported by observable market data or the transaction is closed out.

If an asset or a liability measured at fair value has a bid price and an ask price, then the Society measures assets and long positions at a bid price and liabilities and short positions at an ask price.

The Society recognises transfers between levels of the fair value hierarchy as of the end of the reporting period during which the change has occurred.

ii) Impairment losses in financial assets

The measurement of impairment losses under IFRS 9 across all categories of financial assets requires judgement, in particular, the estimation of the amount and timing of future cash flows and collateral values when determining impairment losses and the assessment of a significant increase in credit risk. These estimates are driven by a number of factors, changes in which can result in different levels of allowances,

The Society's Expected Credit Loss (ECL) calculations are outputs of complex models with a number of underlying assumptions regarding the choice of variable inputs and their interdependencies. Elements of the ECL models that are considered accounting judgements and estimates include:

- The segmentation of financial assets when their ECL is assessed on a collective basis.
- Development of ECL models, including the various formulas and the choice of inputs.
- Determination of associations between macroeconomic scenarios and, economic inputs, such as unemployment levels and collateral values, and the effect on PDs, EADs, and LGDs.
- Selection of forward-looking macroeconomic scenarios and their probability weightings, to derive the economic inputs into ECL models.

It has been the Society's policy to regularly review its models in context of actual loss experience and adjust when necessary.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR 31ST DECEMBER 2024

3. Financial Risk Management

Financial risk factors

The Society's activities are primarily related to the use of financial instruments. The Society accepts funds from members and earns interest by investing in various types financial instruments and on lending to members at higher interest rates

(a) Financial instruments

The following table summarises the carrying amount and fair values of the Society's financial assets and liabilities

	2024	
	<i>Carrying Value</i>	<i>Fair Value</i>
	\$	\$
<i>Financial Assets</i>		
Cash and short-term funds	1,156,314	1,156,314
Investment securities	5,964,462	5,964,462
Loan interest receivable	568,693	568,693
Loans to members	105,189,590	105,189,590
<i>Financial Liabilities</i>		
Bank advances	1,620,904	832,349
Members' deposits	7,886,326	8,188,207
Interest payable	18,295	12,243
Members shares	89,955,979	91,231,983
	2023	
	<i>Carrying Value</i>	<i>Fair Value</i>
	\$	\$
<i>Financial Assets</i>		
Cash and short-term funds	835,012	835,012
Investment securities	7,251,628	7,251,628
Loan interest receivable	564,238	564,238
Loans to members	106,327,920	106,327,920
<i>Financial Liabilities</i>		
Bank advances	2,970,292	2,970,292
Members' deposits	7,637,771	7,637,771
Interest payable	17,108	17,108
Members shares	91,465,841	91,465,841

The society is exposed to interest rate risk, credit risk, liquidity risk, currency risk, operational risk, compliance risk and reputation risk arising from the financial instruments that it holds. The risk management policies employed by the society to manage these risks are discussed below:

PROGRESSIVE CREDIT UNION CO-OPERATIVE SOCIETY LIMITED

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR 31ST DECEMBER 2024

3. Financial Risk Management (continued)

Financial risk factors (continued)

(b) Interest rate risk

Interest rate risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market interest rates. The Society is exposed to interest rate risk through the effect of fluctuations in the prevailing levels of interest rates on interest bearing financial assets and liabilities, including investments in bonds, loans, customer deposits and other funding instruments. The exposure is managed through the matching of funding products with financial services and monitoring market conditions and yields.

The Society's exposure to interest rate risk is summarised in the table below, which analyses assets and liabilities at its carrying amounts categorised according to its maturity dates:

		2024					
	Effective Rate	Up to 1 year	1 to 5 years	Over 5 years	Non Interest Bearing	Total	
		\$	\$	\$	\$	\$	
Financial assets							
Cash and cash equivalent	0.05%	-	-	-	1,156,314	1,156,314	
Investments	6.50%	5,964,463	1,992,000	4,084,276	25,000	12,065,739	
Loans to members	12.00%	3,654,800	97,393,876	4,140,914	-	105,189,590	
Financial Liabilities							
Bank advances	9.25%	1,620,904	-	-	-	1,620,904	
Members' deposits	2.00%	6,748,464	1,137,862	-	-	7,886,326	
Members' shares	3.00%	89,955,979	-	-	-	89,955,979	
		2023					
	Effective Rate	Up to 1 year	1 to 5 years	Over 5 years	Non Interest Bearing	Total	
		\$	\$	\$	\$	\$	
Financial assets							
Cash and cash equivalent	0.05%	-	-	-	835,012	835,012	
Investments	6.50%	7,251,628	1,992,000	4,094,080	25,000	13,362,708	
Loans to members	12.00%	3,472,590	77,421,542	25,431,611	-	106,325,743	
Financial Liabilities							
Bank advances	10.50%	2,970,292	-	-	-	2,970,292	
Members' deposits	2.00%	6,579,377	1,058,394	-	-	7,637,711	
Members' shares	3.00%	91,465,841	-	-	-	91,465,841	

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR 31ST DECEMBER 2024

3. Financial Risk Management (continued)

(c) Credit risk

Credit risk arises when a failure by counter parties to discharge their obligations could reduce the amount of future cash inflows from financial assets on hand at the Statement of Financial Position date. The Credit Union relies heavily on a written Loan Policy Manual, which sets out in detail the current policies governing the lending function and provides a comprehensive framework for prudent risk management of the credit function. Adherence to these guidelines is expected to communicate the Credit Union's lending philosophy; provide policy guidelines to team members involve in lending; establish minimum standards for credit analysis, documentation, decision making and post-disbursement administration; as well as create the foundation for a sound credit portfolio.

The Credit Union's loan portfolio is managed and consistently monitored by the Credit Committee and is adequately secured by collateral and where necessary, provisions have been established for potential credit losses on delinquent accounts. Cash balances are held with high credit quality financial institutions and the Credit Union has policies to limit the amount of exposure to any single financial institution.

(d) Liquidity risk

Liquidity risk is the risk that arises when the maturity dates of assets and liabilities do not match. An unmatched position potentially enhances profitability, but can also increase the risk of losses. The Credit Union has procedures with the object of minimising such losses such as maintaining sufficient cash and other highly liquid current assets and by having available an adequate amount of committed credit facilities. The Credit Union is able to make daily calls on its available cash resources to settle financial and other liabilities.

i) Risk management

The matching and controlled mismatching of the maturities and interest rates of assets and liabilities are fundamental to the management of the Society. The Society employs various asset/liability techniques to manage liquidity gaps. Liquidity gaps are mitigated by the marketable nature of a substantial segment of the Society's assets as well as generating sufficient cash from new and renewed members' deposits and shares. To manage and reduce liquidity risk the Society's management actively seeks to match cash inflows with liability requirements.

ii) Liquidity gap

The Society's exposure to liquidity risk is summarised in the table below which analyses assets and liabilities based on the remaining period from the reporting date to the contractual maturity date.

PROGRESSIVE CREDIT UNION CO-OPERATIVE SOCIETY LIMITED

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR 31ST DECEMBER 2024

3. Financial Risk Management (continued)

(d) Liquidity risk (continued)

	2024			Total
	Up to 1 year	1 to 5 years	Over 5 years	
Financial Assets	\$	\$	\$	\$
Cash and cash equivalent	1,156,314	-	-	1,156,314
Investments	5,964,463	1,992,000	4,109,276	12,065,739
Interest receivable	568,693	-	-	568,693
Investment interest receivable	82,791	-	-	82,791
Loans to members	<u>3,654,800</u>	<u>97,393,876</u>	<u>4,140,194</u>	<u>105,189,590</u>
	<u>11,427,061</u>	<u>99,385,876</u>	<u>8,250,190</u>	<u>119,063,126</u>
Financial Liabilities				
Bank advances	1,620,904	-	-	1,620,904
Members' deposits	6,748,464	1,137,862	-	7,886,326
Interest payable	18,295	-	-	18,295
Members' shares	<u>89,955,979</u>	<u>-</u>	<u>-</u>	<u>89,955,979</u>
	<u>98,343,642</u>	<u>1,137,862</u>	<u>-</u>	<u>99,481,504</u>
Net liquidity gap	<u>(86,916,581)</u>	<u>98,248,014</u>	<u>8,250,190</u>	<u>19,581,623</u>

	2023			Total
	Up to 1 year	1 to 5 years	Over 5 years	
Financial Assets	\$	\$	\$	\$
Cash and cash equivalent	835,012	-	-	835,012
Investments	7,251,628	1,992,000	4,119,080	13,362,708
Interest receivable	564,238	-	-	564,238
Investment interest receivable	816,856	-	-	816,856
Loans to members	<u>3,472,590</u>	<u>77,421,542</u>	<u>25,431,611</u>	<u>106,325,743</u>
	<u>12,940,324</u>	<u>79,413,542</u>	<u>29,550,691</u>	<u>121,904,557</u>
Financial Liabilities				
Bank advances	2,970,292	-	-	2,970,292
Members' deposits	6,579,377	1,058,394	-	7,637,771
Interest payable	17,108	-	-	17,108
Members' shares	<u>91,465,841</u>	<u>-</u>	<u>-</u>	<u>91,465,841</u>
	<u>101,032,618</u>	<u>1,058,394</u>	<u>-</u>	<u>102,091,012</u>
Net liquidity gap	<u>(88,092,294)</u>	<u>78,355,148</u>	<u>29,550,691</u>	<u>19,813,545</u>

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR 31ST DECEMBER 2024

3. Financial Risk Management (continued)

(e) Reputation risk

The risk of loss of reputation arising from the negative publicity relating to the Credit Union's operations (whether true or false) may result in a reduction of its clientele, reduction in revenue and legal cases against the Society. The Credit Union engages in public social endeavours to engender trust and minimise this risk.

(f) Compliance risk

Compliance risk is the risk of financial loss, including fines and other penalties, which arise from non-compliance with laws and regulations of the state. The risk is limited to a significant extent due to the supervision applied by the Commissioner for Co-operative Development, as well as by the monitoring controls applied by the Credit Union.

(g) Capital risk management

The Credit Union's objectives when managing capital are to safeguard the Credit Union's ability to continue as a going concern in order to provide returns for shareholders and benefits for other stakeholders and to maintain an optimal capital structure to reduce the cost of capital.

(h) Currency risk

Currency risk is the risk that the value of financial instruments will fluctuate due to changes in foreign exchange rates. Currency risk arises when future commercial transactions and recognised assets and liabilities are denominated in a currency that is not the Credit Union's measurement currency. The Credit Union is exposed to foreign exchange risk arising from various currency exposures primarily with respect to the United States Dollar. The Society's management monitors the exchange rate fluctuations on a continuous basis and acts accordingly.

4. Cash and cash equivalents

Cash and cash equivalents consist of cash-on-hand and balances with banks. Cash and cash equivalents included in the statement of cash flows comprise the following statement of financial position amounts.

	2024	2023
	\$	\$
Cash on hand	1,153,912	828,832
Cash at bank	<u>2,402</u>	<u>6,180</u>
	1,156,314	835,012
Bank advance	<u>(1,620,904)</u>	<u>(2,970,292)</u>
	<u>(464,950)</u>	<u>(2,135,280)</u>

The Credit Union maintains a bank overdraft facility of \$3,000,000 which bears interest at rate of 9.25% (Commercial Prime).

PROGRESSIVE CREDIT UNION CO-OPERATIVE SOCIETY LIMITED

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR 31ST DECEMBER 2024

5. Investment securities

<i>(a) Equity investment securities measured at FVPL:</i>	2024	2023
	\$	\$
Jamaica Money Market Brokers – 120,000shares	128,400	162,000
Royal Bank of Canada– 265 shares	216,141	180,337
Guardian Holdings Limited – 3,000shares	44,850	56,790
Republic bank Limited – 2,000shares	226,620	245,460
Grace Kennedy and Company Ltd – 18,000shares	66,600	78,840
Sagikor Financial Company Ltd – 2,303 shares	70,673	72,386
First Citizens Bank Limited – 54,436shares	2,204,658	2,673,352
Trinidad and Tobago NGL limited – 10,948shares	52,222	120,427
Guardian Asset Management Fund	95,851	–
Units		
Trinidad and Tobago Unit Trust Corporation;		
–1 st Scheme	20,687	21,606
–2 nd Scheme	2,334,658	3,141,564
–US\$ Income Fund	31,714	30,863
–Calypso Macro Index Fund	<u>471,388</u>	<u>468,003</u>
	<u>5,964,462</u>	<u>7,251,628</u>
 <i>(b) Debt investment securities measured at amortised cost:</i>	 2024	 2023
	\$	\$
Central Finance Facility Co-operative Society Of Trinidad and Tobago Ltd	25,000	25,000
Government of the Republic of Trinidad and Tobago - Fixed Rate Bond 2025	1,992,000	1,992,000
National Insurance Property Development Co. Ltd - Fixed Rate Bond 2032	1,016,937	1,018,781
Government of the Republic of Trinidad and Tobago	2,054,605	2,060,460
Government of the Republic of Trinidad and Tobago -Fixed Rate Bond 2030	<u>1,012,734</u>	<u>1,014,839</u>
	<u>6,101,276</u>	<u>6,111,080</u>
 6. Accounts receivable and prepayments	 2024	 2023
	\$	\$
Interest receivable	82,791	83,198
Loan interest	568,693	1,297,896
Sundry receivables	<u>460,613</u>	<u>315,120</u>
	<u>1,112,097</u>	<u>1,696,214</u>

Restated

2023
\$

PROGRESSIVE CREDIT UNION CO-OPERATIVE SOCIETY LIMITED

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR 31ST DECEMBER 2024

7. Property, plant and equipment

31st December 2024	Freehold Property	Buildings	Furniture, Fixture and Fittings	Equipment	Motor Vehicle	Total
<i>Cost / Valuation</i>	\$	\$	\$	\$	\$	\$
Balance January 1, 2024	1,516,427	5,026,529	683,185	3,242,315	178,850	10,647,306
Additions	-	23,971	6,524	60,787	-	91,282
Disposal	-	-	-	(20,195)	-	(20,195)
Balance December 31, 2024	<u>1,516,427</u>	<u>5,050,500</u>	<u>689,709</u>	<u>3,282,907</u>	<u>178,850</u>	<u>10,718,393</u>
<i>Accumulated Depreciation</i>						
Balance January 1, 2024	-	1,462,355	467,887	1,571,397	163,263	3,664,902
Charge for the year	-	112,629	92,997	359,663	5,196	570,485
Adjustments	-	-	(24)	(3,770)	-	(3,795)
Disposal	-	-	-	(15,178)	-	(15,178)
Balance December 31, 2024	-	<u>1,574,984</u>	<u>560,860</u>	<u>1,912,112</u>	<u>168,459</u>	<u>4,216,414</u>
Net book value 2024	<u>1,516,427</u>	<u>3,475,516</u>	<u>128,849</u>	<u>1,370,796</u>	<u>10,391</u>	<u>6,501,979</u>
31st December 2023	Freehold Property	Buildings	Furniture, Fixture and Fittings	Equipment	Motor Vehicle	Total
<i>Cost / Valuation</i>	\$	\$	\$	\$	\$	\$
Balance January 1, 2023	1,516,427	4,898,869	663,148	3,078,782	178,850	10,336,076
Additions	-	127,660	20,037	247,363	-	395,060
Disposal	-	-	-	(83,830)	-	(83,830)
Balance December 31, 2023	<u>1,516,427</u>	<u>5,026,529</u>	<u>683,185</u>	<u>3,242,315</u>	<u>178,850</u>	<u>10,647,306</u>
<i>Accumulated Depreciation</i>						
Balance January 1, 2023	-	1,351,254	375,511	1,235,330	157,635	3,119,730
Charge for the year	-	111,101	92,376	409,407	5,628	618,512
Adjustments	-	-	-	756	-	756
Disposal	-	-	-	(74,096)	-	(74,096)
Balance December 31, 2023	-	<u>1,462,355</u>	<u>467,887</u>	<u>1,571,397</u>	<u>163,263</u>	<u>3,664,902</u>
Net book value 2023	<u>1,516,427</u>	<u>3,564,174</u>	<u>215,298</u>	<u>1,670,918</u>	<u>15,587</u>	<u>6,982,404</u>

PROGRESSIVE CREDIT UNION CO-OPERATIVE SOCIETY LIMITED

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR 31ST DECEMBER 2024

8. Inventories	2024	2023
	\$	\$
Appliance Centre	<u>142,622</u>	<u>153,561</u>

The Credit Union's inventory consists of house-hold appliances, furniture, kitchen equipment and electronics. Inventory is carried in the books at cost.

9. Loans to members

Loans to members are stated at principal amounts outstanding net of expected credit losses. The expected credit losses are based on the Boards evaluation of the loan portfolio under current economic conditions and past loan loss experience

(a) Credit concentration	2024	2023
	\$	\$
Consumer	6,495	18,477
Xmas	947,172	843,384
Ordinary	99,949,232	102,826,475
Mortgage	2,700,623	2,040,943
Education	31,122	24,782
Vehicle	332,890	-
Charged Off Loans	<u>9,651,945</u>	<u>8,667,526</u>
Gross Loans	113,619,479	114,421,587
Less: Expected credit loss provision	<u>(8,429,889)</u>	<u>(8,093,667)</u>
Total loans net of expected credit loss provision	<u>105,189,590</u>	<u>106,327,920</u>

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR 31ST DECEMBER 2024

9. Loans to members (continued)

(b) Analysis of movement in expected credit loss

Loans to members are stated at principal outstanding net of a provision for loan losses. Management applied the loan loss provisions along the guidelines of IFRS 9.

<i>Expected credit loss provision</i>	2024	2023
	\$	\$
Opening balance as at 1 st January	8,093,667	6,413,868
Expected credit loss	1,340,773	1,977,712
Loans written off	<u>(1,004,551)</u>	<u>(297,913)</u>
Closing balance as at 31 st December	<u>8,429,889</u>	<u>8,093,667</u>

The table below shows the staging of loans to members and the related expected credit losses:

December 2024	Stage 1	Stage 2	Stage 3	
	0-30 days	31-90 days	> 90 days	Sum total
	in arrears	in arrears	in arrears	
Principal loans	93,007,499	6,656,449	13,955,531	113,619,479
Expected credit losses	<u>(1,179,022)</u>	<u>(56,333)</u>	<u>(7,194,534)</u>	<u>(8,429,889)</u>
	<u>91,828,477</u>	<u>6,600,116</u>	<u>6,760,997</u>	<u>105,189,590</u>
December 2023	Stage 1	Stage 2	Stage 3	
	0-30 days	31-90 days	> 90 days	Sum total
	in arrears	in arrears	in arrears	
Principal loans	82,819,614	11,777,920	19,828,054	114,421,587
Expected credit losses	<u>(1,273,053)</u>	<u>(17,495)</u>	<u>(6,803,119)</u>	<u>(8,093,667)</u>
	<u>81,546,561</u>	<u>11,760,425</u>	<u>13,020,934</u>	<u>106,327,920</u>

PROGRESSIVE CREDIT UNION CO-OPERATIVE SOCIETY LIMITED

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR 31ST DECEMBER 2024

10. Accounts payable and accruals	2024	2023
	\$	\$
Interest payable	18,295	17,108
Sundry payables and accruals	<u>1,566,618</u>	<u>2,547,566</u>
	<u>1,584,913</u>	<u>2,564,674</u>

11. Post-employment benefit	2024	2023
	\$	\$
Severance provision	<u>2,220,632</u>	<u>1,767,353</u>

The Credit Union has an obligation to employees, whereby post-employment benefits are payable, based on certain criteria to employees, dependent on the years of continuous service attained and their basic pay. These benefits which may fall due more than 12 months after the statement of financial position date are discounted to the present value.

At 31st December 2024 liability of \$2,220,632 has been accrued on in these financial statements. The company has the ability to pay whenever the obligation arises.

12. Members' deposits	2024	2023
	\$	\$
Demand deposits	4,788,640	4,610,325
Fixed deposits	1,137,862	1,058,394
Protector plan	1,546,438	1,536,354
Other	<u>413,386</u>	<u>432,698</u>
	<u>7,886,326</u>	<u>7,637,771</u>

13. Members' shares

In accordance with existing IFRSs and given the substance and the nature of Members' shares, this balance is accounted for as a liability and not as equity of the Credit Union. The Credit Union Bye Laws allow for the issue of shares at \$5.00 each. No member may hold at any time more than one fifth (1/5) of the total paid up share capital of the Credit Union.

	2024	2023
	\$	\$
Shares at year end	89,954,914	91,464,289
Unclaimed shares	<u>1,066</u>	<u>1,552</u>
	<u>89,955,980</u>	<u>91,465,841</u>

PROGRESSIVE CREDIT UNION CO-OPERATIVE SOCIETY LIMITED

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR 31ST DECEMBER 2024

14. Credit Union League Dues	2024	2023
	\$	\$
Credit Union league dues	45,140	37,048
Stabilization fund	<u>5,343</u>	<u>-</u>
	<u>50,483</u>	<u>37,048</u>
15. Establishment	2024	2023
	\$	\$
Rent, rates and taxes	12,853	12,097
Repairs and maintenance	139,486	75,870
Utilities	<u>354,078</u>	<u>323,512</u>
	<u>506,417</u>	<u>411,479</u>
16. Meetings	2024	2023
	\$	\$
Annual general	202,072	177,101
Board of Directors	516,862	466,290
Other committees	159,400	148,024
Subsistence	<u>83,312</u>	<u>73,694</u>
	<u>961,646</u>	<u>865,109</u>
17. Miscellaneous	2024	2023
	\$	\$
Cleaning	45,601	80,913
General	15,684	20,298
Loss on disposal of property, plant and equipment	2,649	5,483
Motor vehicle	<u>38,844</u>	<u>45,841</u>
	<u>102,778</u>	<u>152,535</u>
18. Tobago	2024	2023
	\$	\$
Office	18,355	32,472
Rent	67,095	67,095
Repairs and maintenance	5,617	4,965
Security	105,912	109,831
Travel, subsistence	76,093	54,444
Utilities	<u>8,765</u>	<u>16,435</u>
	<u>281,837</u>	<u>285,242</u>

PROGRESSIVE CREDIT UNION CO-OPERATIVE SOCIETY LIMITED

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR 31ST DECEMBER 2024

19. Staff salaries and benefits	2024	2023
	\$	\$
Back pay	385,343	(2,949)
Severances	(31,515)	489,610
NIS and medical plan	445,302	329,838
Pensions	47,544	66,544
Provision for vacation	13,298	487
Salaries	3,340,231	3,222,307
Staff group health	91,175	-
Staff welfare and travelling	109,101	107,585
Training	104,231	46,050
Uniforms	<u>28,325</u>	<u>14,036</u>
	<u>4,350,873</u>	<u>4,273,508</u>

20. Insurances	2024	2023
	\$	\$
CUNA LP/LS	1,455,917	922,439
Other	<u>90,988</u>	<u>96,003</u>
	<u>1,546,905</u>	<u>1,018,442</u>

21. Dividends

Dividends are recommended by the Board of Directors and are subject to confirmation by the members at the Annual General Meeting. The dividend is computed on the basis of the average number of shares in issue throughout the year, the average being determined on the basis of the number of shares in issue at the end of each month.

The Board of Directors has proposed a dividend of 2.5% of the average value of members' shares in issue throughout the year, for the year ended December 31, 2024. This dividend amounting to \$2,247,138 (projected), (2023: \$2,761,063), is not recorded as a liability in the Statement of Financial Position, consistent with IAS 10 - Events after the Reporting Period.

22. Employees	2024	2023
The number of persons employed at year end	<u>30</u>	<u>31</u>

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR 31ST DECEMBER 2024

23. Related party transactions

Parties are considered to be related if one party has the ability to control the other party or exercise significant influence over the other party in making financial decisions.

Key management personnel are those persons having the authority and responsibility for planning, directing and controlling the activities of the Society. A number of transactions are entered into with related parties in the normal course of business. These transactions were carried out on commercial terms at market prices.

Balances and transaction with related parties and key management personnel during the year were as follows:

	2024	2023
	\$	\$
<i>Assets</i>		
Loan balances of Directors and key management	932,473	1,176,911
<i>Deposits and other liabilities</i>		
Deposits balances of Directors and key management	193,018	229,224
Shares held by Directors and key management	1,515,088	1,680,507
<i>Remuneration</i>		
Directors	386,800	386,800
<i>Key management compensation</i>		
Short-term benefits	589,800	589,800

24. Fair value measurement

Fair value is the amount for which an asset could be exchanged, or a liability settled between knowledgeable, willing parties in an arm's length transaction. The existence of published price quotation in an active market is the best evidence of fair value. Where market prices are not available, fair values are estimated using various valuation techniques, including using recent arm's length market transactions between knowledgeable, willing parties, if available, current fair value of another financial instrument that is substantially the same and discounted cash flow analysis.

The following methods have been used to estimate the fair values of various classes of financial assets and liabilities:

a) Current assets and liabilities

The carrying amounts of current assets and liabilities are a reasonable approximation of the fair values because of their short-term nature.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR 31ST DECEMBER 2024

25. Fair value measurement (continued)

b) Members' Loans

Loans are net of specific provisions for losses. These assets result from transactions conducted under typical market conditions and their values are not adversely affected by unusual terms. The inherent rates of interest in the portfolio approximate market conditions and yield discounted cash flow values which are substantially in accordance with financial statement amounts.

c) Investments

The fair values of investments are determined on the basis of quoted market prices available at December 31, 2024.

d) Members' deposits

Members' deposits bear interest at rates that are not significantly different from current rates and are assumed to have discounted cash flow values which approximate carrying values.

25. Subsequent events

There were no subsequent events occurring after the reporting date that significantly impacted the financial performance, position or cash flows which require disclosure.

26. Approval of Financial Statements

These financial statements were approved by the board of directors and authorised for issue on 18th March, 2025.

RESOLUTION NO. 1

Appointment of Auditors:

Whereas every Society is required to appoint an auditor in accordance with Section 51 (1) of the Cooperative Societies Act and Regulations Chapter 81:03

And whereas Bye-Law 15 (b) (iv) of the Society's Bye-Laws requires the Annual General Meeting to appoint an Auditor for the ensuing term.

BE IT RESOLVED that the firm Maharaj Mohammed and Company be appointed Auditors for the Progressive Credit Union Cooperative Society Limited for the year ending 2025 December 31st.

RESOLUTION NO. 2

Dividend:

Whereas Progressive Credit Union Cooperative Society Limited has realized a Net Surplus as at 2024 December 31st in the sum of Three Million, One Hundred and Eighty One Thousand, One Hundred and Sixty Six Dollars (\$3,181,166) and *whereas* Byelaw 15 (b) (v) **requires the Annual General Meeting to approve the distribution of surplus; BE IT RESOLVED, that** after Statutory Deductions, the remaining Net Surplus for the year ended 31st December 2024, be divided, in accordance with the Bye-Law 15, as follows:

Dividend of 2.5% \$2,247,138.00 Credited to Members' Share Accounts

RESOLUTION NO. 3

Honoraria:

Honoraria \$130,000.00 to be distributed among the Board and Statutory Committees

STATEMENT OF BUDGETED INCOME & EXPENDITURE FOR THE YEAR 2025.

	BUDGET 2025	AUDITED 2024	BUDGET 2024 vs AUDITED 2024	PERCENT
ITEM	\$	\$	\$	%
Income:				
Interest on members' loans	16,335,909.37	13,867,297.00	2,468,612.37	0.18
Investment Income	540,000.00	558,553.00	- 18,553.00	0.03
Fees and Other Income	638,618.81	1,219,580.00	- 580,961.19	0.48
TOTAL INCOME	17,514,528.18	15,645,430.00	1,869,098.18	0.12
General and Administrative Expenses				
Advertising and promotion	469,450.00	295,231	174,219.00	0.59
Bank charges and interest	150,000.00	158,381	- 8,381.00	- 0.05
Credit Union League Dues	82,032.00	50,483	31,549.00	0.62
Depreciation	678,000.00	566,691	111,309.00	0.20
Donations	50,400.00	23,705	26,695.00	1.13
Education & Seminars Expenses	869,500.00	437,232	432,268.00	-
Establishment	552,982.00	506,417	46,565.00	0.09
Green Fund Levy	52,543.58	51,361	1,182.58	0.02
Insurances	1,260,000.00	1,546,905	- 286,905.00	0.19
Legal and professional fees	761,613.92	343,403	418,210.92	1.22
Meetings	897,608.25	961,646	- 64,037.75	- 0.07
Members' Fixed Deposit Interest	64,939.16	27,862	37,077.16	1.33
Miscellaneous	138,000.00	102,778	35,222.00	0.34
Provision for Loan Losses	1,200,000.00	1,340,773	- 140,773.00	- 0.10
Salaries and Benefits	4,829,014.08	4,350,873	478,141.08	0.11
Security	548,000.00	531,074	16,926.00	0.03
Stationery and postage	105,600.00	500,330	- 394,730.00	- 0.79
Tobago Expenses	301,840.04	281,837	20,003.04	0.07
TOTAL EXPENDITURE	13,011,523.03	12,076,982.00	934,541.03	
NET SURPLUS FOR THE YEAR	4,503,005	3,568,448	934,557	0.26



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