



November 1, 2026

Notice to Members:

Thank you for your interest in the Neerlandia Co-op Board of Directors nomination process. This package contains the information and forms required for the election of three directors at the Annual General Meeting on January 16, 2027.

|                       |                                                     |
|-----------------------|-----------------------------------------------------|
| <b>Keith Wiart</b>    | Completed second term; not eligible for re-election |
| <b>Curtis Miedema</b> | Completed first term; eligible for re-election      |
| <b>Zach Olthuis</b>   | Completed first term; eligible for re-election      |

If you have questions after reviewing the package, please contact a member of the Executive Committee, Eldon Wierenga, or Steve DeVries:

|                       |                                   |
|-----------------------|-----------------------------------|
| <b>Wayne Visser</b>   | wagonmaker99@gmail.com            |
| <b>Jeff Schmidt</b>   | lexion570r@gmail.com              |
| <b>Keith Wiart</b>    | neerfarmer@gmail.com              |
| <b>Eldon Wierenga</b> | eldon.wierenga@neerlandiacoop.com |
| <b>Steven DeVries</b> | steven.devries@neerlandiacoop.com |

Completed nomination packages must be submitted to the office of Eldon Wierenga or Steve DeVries by Monday, November 30, 2026. Following an eligibility review, the names and biographies of qualified nominees will be shared with Neerlandia Co-op members before the election at the Annual General Meeting in January.

Sincerely,

**Wayne Visser**  
Chairperson, Board of Directors



## NEELANDIA CO-OPERATIVE ASSOCIATION LIMITED

# Board of Directors

## 2027 Nomination Package

|                               |                                               |
|-------------------------------|-----------------------------------------------|
| <b>Nomination Deadline</b>    | Monday, November 30, 2026                     |
| <b>Annual General Meeting</b> | January 16, 2027                              |
| <b>Submission</b>             | The office of Eldon Wierenga or Steve DeVries |

This package is designed to help prospective candidates—and members considering nominating someone—understand the role, confirm eligibility, and prepare a complete nomination.

### Our Guiding Principles

**Vision:** Expand our impact and strengthen communities through service, relationships, and co-operative values.

**Mission:** To offer goods and services in a responsible financial manner pleasing to God, and the people we serve.

**Values:** Integrity • Service • Communities • Accountability

### Board Service at a Glance

| Topic                           | What to expect                                                                                                                              |
|---------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Term</b>                     | Three years, unless elected or appointed to complete an unexpired term. Directors may serve no more than two consecutive terms.             |
| <b>Regular meetings</b>         | Up to 12 regular Board meetings each year, generally one per month.                                                                         |
| <b>Committee work</b>           | Participation on at least one Board committee, such as Finance, Executive, Building, Equipment, or Bylaw.                                   |
| <b>Planning and education</b>   | Strategic planning sessions, director education, and selected Federated Co-operatives Limited events.                                       |
| <b>Additional participation</b> | Special meetings, the Annual General Meeting, and Co-op-sponsored events where possible.                                                    |
| <b>Accountability</b>           | Preparation, confidentiality, sound judgment, respectful debate, collective decision-making, and acting in the best interests of the Co-op. |

## How to Make a Nomination

1. **Start a conversation.** Discuss why the prospective nominee is interested, what they may contribute, and whether they can meet the time and conduct expectations.
2. **Review eligibility.** Complete the checklist in this package and verify any questions with the designated Co-op contact.
3. **Review the role.** Ensure the nominee understands governance responsibilities, confidentiality, conflicts of interest, preparation, and collective decision-making.
4. **Complete the forms.** The nominee and nominator should provide all requested information and signatures in Appendices A and B.
5. **Prepare a candidate profile.** Keep it clear, accurate, and focused on service to members and the Co-op.
6. **Submit on time.** Follow the deadline and submission instructions in the official AGM or nomination notice.

## Before nominating a fellow member

- Obtain the person's consent before submitting their name.
- Share this full package and encourage them to ask questions.
- Confirm that the person is willing and able to serve if elected.
- Describe the candidate fairly and accurately.

## What the Board Does

The Board is elected by the membership to lead and guide the Co-op on members' behalf. Its role is governance—not day-to-day operations. Directors plan and oversee the business in accordance with legislation, regulations, bylaws, and policies, while working with management to advance the Co-op's mission and strategic goals.

## Core responsibilities

- **Set strategic direction:** establish and review mission, vision, values, long-term priorities, and measures of success.
- **Ensure effective governance:** organize the Board and committees, maintain policies and codes of conduct, support director development, and assess Board effectiveness.
- **Provide oversight:** approve budgets, major plans, policies, and capital decisions; monitor financial performance, risk, audits, and stewardship of assets.
- **Oversee organizational performance:** appoint, support, and evaluate the General Manager and maintain an appropriate succession plan.
- **Represent the membership:** listen to members, communicate responsibly, support member meetings, and maintain constructive community and co-operative relationships.
- **Protect the co-operative model:** act for the Co-op as a whole and preserve its long-term strength for current and future members.



## Who Should Consider Serving?

Strong candidates do not need to be experts in every area. They should bring sound judgment, curiosity, integrity, and a willingness to learn. A well-rounded Board benefits from members with varied experience, perspectives, and connections to the communities the Co-op serves.

### Helpful qualities

- Commitment to Neerlandia Co-op's mission, values, and long-term success.
- Ability to think strategically and distinguish governance from operations.
- Comfort reviewing financial, operational, risk, and performance information.
- Willingness to ask thoughtful questions and contribute respectfully.
- Ability to listen to different perspectives and support Board decisions once made.
- Readiness to prepare for meetings, attend consistently, and continue learning.
- Good judgment regarding confidentiality, conflicts of interest, and public communications.
- Community awareness and a member-owner perspective.

### Eligibility checklist

A nominee should confirm each requirement before submitting a nomination. The official bylaws govern if there is any difference between this summary and the bylaw text.

| Confirm                  | Director qualification                                                                                                                                       |
|--------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <input type="checkbox"/> | I am at least 18 years old.                                                                                                                                  |
| <input type="checkbox"/> | I am not an officer, employee, or commission operator under contract with Neerlandia Co-op.                                                                  |
| <input type="checkbox"/> | I am not the spouse, or equivalent to a spouse, of a Neerlandia Co-op employee.                                                                              |
| <input type="checkbox"/> | I do not have a Neerlandia Co-op account more than 60 days in arrears.                                                                                       |
| <input type="checkbox"/> | I was a member in good standing at the end of the last fiscal year.                                                                                          |
| <input type="checkbox"/> | I purchased at least \$4,000 in goods and/or services from Neerlandia Co-op during the last fiscal year                                                      |
| <input type="checkbox"/> | I am not bankrupt.                                                                                                                                           |
| <input type="checkbox"/> | I am not subject to a court order or legal status that makes me ineligible to serve as a director under Bylaw 7.02 and the applicable Alberta legislation. * |

*\* Includes any applicable guardianship, trusteeship, mental health, or court order that legally prevents an individual from serving as a director. Contact the Co-op for additional clarification.*

# Standards, Legal Duties, and Conflicts

## Director standards

- Come to meetings prepared and advise the President if absent or late.
- Act for the Co-op as a whole—not for personal or sectional interests.
- Contribute to discussion, respect differing views, and abide by Board decisions.
- Respect the responsibilities of management and refer operational concerns through the proper channels.
- Build respectful relationships with fellow directors, management, employees, members, and stakeholders.
- Maintain confidentiality and exercise due diligence.

## Legal and ethical duties

Directors must act honestly and in good faith with a view to the best interests of the Co-op and exercise the care, diligence, and skill of a reasonably prudent person in comparable circumstances. These duties are owed to the Co-op as a whole.

Directors must keep Board discussions and sensitive information confidential, comply with applicable laws, bylaws, and policies, and avoid using their position or information for personal benefit.

## Conflict of interest

A conflict may be actual, potential, or perceived. Candidates and directors must disclose relevant personal, occupational, family, or financial interests promptly. Examples may include competing or supplier relationships, outside directorships or employment, personal benefits, gifts intended to influence decisions, use of Co-op property or confidential information, and other situations that could affect—or appear to affect—independent judgment.

## Questions and submission

**Contacts:** Eldon Wierenga or Steven DeVries

**Email:** eldon.wierenga@neerlandiacoop.com or steven.devries@neerlandiacoop.com

**Deadline:** Monday, November 30, 2026

**Annual General Meeting and election:** January 16, 2027

**Thank you for considering service to Neerlandia Co-op and its members.**

This package is an informational and administrative aid. Neerlandia Co-op's bylaws, policies, official election notices, and applicable legislation govern the nomination and election process.



# Appendix A — Board Director Nomination Form

## Nomination

I, \_\_\_\_\_ Membership No. \_\_\_\_\_

would like to nominate the following member of Neerlandia Co-op for the position of Director.

|            |  |
|------------|--|
| Name       |  |
| Member No. |  |
| Phone      |  |
| Email      |  |

By signing below, I:

- consent to being nominated and, if elected, agree to serve;
- confirm that the information I provided is complete and accurate;
- confirm that I meet the director qualifications summarized in this package, subject to official verification;
- acknowledge the expected time commitment and the responsibilities of Board service;
- agree to comply with the Co-op's bylaws, policies, Code of Conduct and Ethics, confidentiality requirements, and conflict-of-interest guidelines; and
- agree to promptly disclose any matter that could affect my eligibility or create an actual, potential, or perceived conflict of interest.

Signature of Nominee: \_\_\_\_\_ Date: \_\_\_\_\_

## References

We, the following members of Neerlandia Co-operative Assn. Ltd., endorse the above-mentioned individual for nomination to the Board of Directors.

*A minimum of **two additional references**, unrelated to the nominee, are required.*

| Name | Signature | Member Number |
|------|-----------|---------------|
|      |           |               |
|      |           |               |
|      |           |               |

## Nominee qualifications and contribution

List any skills the nominee has related to effective communication, strong decision-making, strategic planning, risk management, and financial literacy. Include experience with corporate and co-operative governance.

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Describe how the nominee's skills and life experience would bring value to the collective Neerlandia Co-op Board of Directors.

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## Appendix B — Board Nominee Release Form

I agree to and authorize the Neerlandia Co-op to take and use, reproduce and/or publish photographs, video, and/or written material that may pertain to my candidacy for a position on the Neerlandia Co-op Board of Directors, including my image, likeness, and/or voice without compensation, on the understanding that it is not used in paid advertisements and does not expressly imply my endorsement of any commercial message, product, or service, except for my participation in these elections.

I understand that this material may be used in various publications, public affairs releases, or for other election-related endeavours. This material may also appear on the Neerlandia Co-op website and social media pages.

This authorization is in effect until after the AGM, after which all materials will be securely destroyed in a timely manner. Prior to this date, it may only be withdrawn by my specific rescission of this authorization. Consequently, Neerlandia Co-op may take and publish photographs of me during the election to promote the election itself.

**Signature:** \_\_\_\_\_

**Print Full Name:** \_\_\_\_\_

**Date:** \_\_\_\_\_