



Lifetime Co-operative Achievement Award presented to: Scott Banda

For long, varied and meritorious service by individuals in volunteer and/or elected positions within co-operatives and credit unions.

Joining the local co-op and credit union were Scott Banda's natural first steps towards his many co-operative memberships, governance and leadership roles. His family's co-operative legacy helped develop his passion for the co-op movement at a young age.

Scott's academic background was centred around co-ops, and he was employed by a number of them for summer jobs. This career path ultimately led him to Federated Co-operatives Limited in 2002. In 2010, he became FCL's Chief Executive Officer.

During his time as CEO of Federated Co-operatives Limited, Scott led the transformation of one of Saskatchewan's largest businesses. Culture, brand, people practices and business performance – among other strategic areas - were revitalized.

Under Scott's leadership the Co-op brand was revitalized. Local co-ops and FCL rallied around the historic "Co-op Shield" and the co-op story. That story was brought to life in new ways. As a united federation of co-operatives, the Co-operative Retailing System (CRS), made significant investments in local communities, their people and their economies.

The brand strategy reintroduced co-operatives and the co-op system to Western Canada. "It was about the ability to tell our co-op story. It was about being competitive, and it was about being relevant," Scott says.

The CRS entered into new business lines such as fertilizer distribution, ethanol production, and liquor support. Billions of dollars were invested by FCL in Distribution Centres, Corporate Bulk Plants and the Co-op Refinery Complex. Scott and the team built new corporate functions at FCL including technology, stakeholder relations, central procurement, and business development.

FCL also undertook some major acquisitions to diversify and broaden the co-operative sector in Western Canada in the food, energy, agriculture and home and building lines. One of the most recent examples was the purchase of Husky fuel sites, which was the largest retail acquisition in the co-op's history.

Scott's team created Co-operatives First, an independent, FCL funded co-operative development and marketing organization with a grassroots focus on Western Canada and rural indigenous communities. It's part of his vision to strengthen local economic growth and develop co-op businesses that are centred around communities.

Scott is aware that the tone from the top matters, particularly around change management. He's genuinely a people person, approachable and a strong leader. His actions demonstrate how he feeds into the people around him.

Leanne Hawes, Vice President, Co-op & External Relations, Federated Co-operatives Limited, says "Scott's a leader who walks the walk and it is very clear that he cares. About people, brand and co-op."

Diversity, equity and inclusion strategies (DEI) were one of many people-focussed changes Scott's team introduced at FCL. Scott believed in the value of each person and the benefit that diverse perspectives bring to leaders and businesses. "We wanted people to have meaningful careers," Scott said, while "balancing that to ensure that the business does well."

Scott believed in the value of a team. He had the ability to unlock the potential in leaders and helped them to thrive. Through his leadership style, he modeled the way for others. He was transparent, approachable, open to feedback and addressed issues head on.

Mike Nord, General Manager of Discovery Co-op, says "What Scott did was lead and encourage people, to accomplish goals, that I think they had never even dreamed of before. Scott really had the courage to try some really hard things."

Scott has dedicated much of his life and career to furthering the knowledge and growth of co-operatives. Scott lives and breathes co-op. He is passionate about the Co-operative Retailing System and how it is foundational to communities in Western Canada.

Scott spent many years both as a participant and staff member at the Saskatchewan Co-operative Youth Program, now called Camp Kindling. He calls the experience a fantastic social activity that became intertwined with his career. FCL and its member co-ops sponsor young people and staff to attend Camp every summer.

Federated Co-operatives Limited is a complex organization, with multiple business lines in many regions. Scott's goal was to leave FCL in a solid, sustainable and relevant position at the end of his term. Or in his words, "better than I found it" for his successors.

Even though he retired in 2022, Scott continues to be a brand ambassador on the local, national and international stages. He continues to believe that co-operatives have a sustainable competitive advantage and that the co-op model builds communities.

Scott Banda has an unwavering passion, knowledge, understanding and fundamental belief in the co-op model and its benefits to Western Canada. Congratulations, Scott, on your Lifetime Co-operative Achievement Award! The award will be presented on October 16, 2023 as part of the provincial Co-operative Merit Awards ceremony.

Awards will be presented October 16, 2023 at TCU Place, 35-22 St E, Saskatoon as part of the Co-operative Merit Awards ceremony. YOU'RE INVITED to attend and help celebrate our four Saskatchewan Co-operative Merit Award recipients.

Cocktail reception begins at 5:30pm and the dinner and awards ceremony begins at 6:00pm. RSVP to Saskatchewan Co-operative Association by October 9th - sca@sask.coop or 306-244-3702.

More information at <https://sask.coop/events/co-op-merit-awards>