



## References

### **Ron Nice**

“Thanks to Ron our organization has been fundamentally transformed from an average institution to a high-octane, high-efficiency “organism.” Ron challenged us at our core and injected a sense of confidence and energy that remains with us today. Because of Ron our shareholders are better rewarded and our employees and volunteers are more satisfied.”

**Patrick Ahern, President / CEO**

Red Rocks Credit Union

“Ron Nice is the best facilitator I know who can bring out difficult subjects at a Board Planning Seminar or Teambuilding Exercise, and not alienate anyone. Ron delivers an excellent product that can be implemented to move any credit union forward.”

**Frank Berrish, President / CEO**

Visions Federal Credit Union

“Ron delivers to the Board and Management levels of creativity, directness, deep knowledge and compassion that have moved us as an organization to re-think and re-energize our business for future success. I believe Ron and his team are the best, and we would not be working as strategically or as successfully without them!”

**Mike Mastro, President / CEO**

Los Angeles Firemen’s Credit Union

“Ron Nice has helped our credit union build a fully integrated planning process that includes our board and management team. In using Ron we get two-fold results, where strategic planning and team building are always outcomes.”

**Bill Connors, President / CEO (Retired)**

Purdue Employees Federal Credit Union

“Ron is always so adept at facilitating our group. I have just come to expect it. I will certainly give glowing reports to references that come my way.”

**Wayne Tew, President / CEO**

Clark County Credit Union

“Ron is very good. We’ve worked with him for more than a decade... we have high expectations and they are always met. We appreciate Ron’s facilitation and also the prompt and timely support from the entire Nice Enterprises, Inc. team.”

**Andy Jaeger, President / CEO**

Credit Union of New Jersey



“Over the past twenty years as a CEO I have had the opportunity to work with many different consultants for our credit union’s annual planning conferences. Ron Nice has repeatedly been engaged by our credit union due to the exceptional value he brings to our planning sessions. Ron’s ability to engage all participants has allowed even the most difficult decisions to be made.”

**Dianne Addington, President / CEO**  
Genisys Credit Union

“Ron does what he says he will... he brings the participants together on a plan, keeps the group focused on the subject at hand and delivers in an unbiased manner.”

**John Dolan-Heitlinger, Consultant and Former President / CEO**  
Keys Federal Credit Union

“Ron has impressive depth of experience and broad range of innovative ideas that he brings to the table. His level of presentation is dynamic. His facilitation is excellent. It was the best planning session we’ve had in years. We’re motivated!”

**Chris Hyer, President / CEO**  
Idaho Central Credit Union

“Ron exceeded my expectations in helping overcome our roadblocks. He provided priceless guidance through our strategic planning, business planning and Board governance policy development. All participants had their eyes opened and Ron kept us in control as we discussed key issues that could have become very emotional and out of control.”

**Bob Ramirez, President / CEO**  
Vantage West Credit Union

“Ron and Rich delivered an excellent operational assessment for our organization. They have a creative way of uncovering the key issues that the organization must address, then communicating the needed actions in a manner that’s both straightforward and achievable. They highlighted an impressive number of operational changes that we’re implementing with great results.”

**Mike Delmonico, President / CEO**  
Santa Clara County Federal Credit Union

“Nice Enterprises - A class Act!”

**Gerri Sexsion, President / CEO**  
JAX Federal Credit Union

“The Board agreed that you provided us with excellent content we can use going forward. You stretched our thinking, and you presented a lot of good ideas. I am thankful for your guidance.”

**R. Mark Patterson, Chairman of the Board**  
Visions Federal Credit Union



“Ron - I just wanted to personally thank you for helping through our working/planning sessions. I find you not only a skilled facilitator but an insightful reader of people with great skills in strategic planning.”

**Loren Fry, Director**

NuVision Federal Credit Union