

FOR IMMEDIATE RELEASE

SnoCope Credit Union Announces CEO Succession

Steven Ellis to Retire After 26-Year Career; Chad Seabury Named President and CEO

Everett, Washington – October 1, 2026 – SnoCope Credit Union announced today that President and CEO Steven Ellis will retire December 31, 2026, concluding a 26-year career at the credit union, the last 20 as President and CEO. The SnoCope Board of Directors has selected Vice President of Operations, Chad Seabury, to succeed Ellis as President and CEO, effective January 1, 2027.

Over his tenure, Ellis guided SnoCope through major economic cycles, growing regulatory complexity and the shift from a branch-based credit union to one offering sophisticated digital financial services. Under his leadership, SnoCope converted from a federal to a Washington state charter while keeping its commitment to members and the community. More recently, the credit union earned both federal and Washington State Low-Income Designations and made significant investments in technology modernization, cybersecurity, digital banking, member service and financial education.

Ellis is also a familiar and respected face well beyond SnoCope's walls. He is an active member of Rotary and serves on GoWest committees. He has also guided numerous charitable fundraising efforts in the community through efforts of SnoCope.

"Steven's impact on SnoCope goes well beyond financial results," said Peter Rudolf, Chair of the SnoCope Board of Directors. "For 26 years he has served this credit union, and for the last 20 he has led it with steady leadership, protecting the culture, values and member focus that make SnoCope special. The Board is enormously grateful for his service and for the strong organization he leaves in capable hands."

"It has been a privilege to work alongside an outstanding group of employees and volunteer directors for 26 years," Ellis said. "What I am proudest of is that through all the changes our industry has experienced, SnoCope has never lost sight of why we exist: to help our members succeed financially. Chad understands that mission, knows our people and our members, and is exceptionally well prepared to lead SnoCope forward."

Seabury joined SnoCope in March 2020 as Vice President of Operations, where he serves on the senior management team and is responsible for Operations, IT and Accounting. He has more than 20 years of experience in financial services, including 17 with credit unions. Earlier in his career he worked in investments, mortgage lending, and insurance, bringing a well-rounded background in financial services. Seabury holds an MBA from Western Governors University and a bachelor's degree in social sciences from the University of Washington.



Chad Seabury, incoming President and CEO of SnoCope Credit Union.

“I am honored to serve as SnoCope’s next President and CEO,” Seabury said. “Steve has built an organization with a strong culture, dedicated employees and a clear commitment to its members. My goal is to build on that foundation, keep the member experience at the center of every decision, and use smart technology and sound operations to serve SnoCope members for generations to come.”

Ellis and Seabury will work together through December to complete the transition.

About SnoCope Credit Union

SnoCope Credit Union is a Washington state-chartered, member-owned financial cooperative serving approximately 6,000 members. With approximately \$90 million in assets, SnoCope provides consumer lending, real estate lending, checking and savings products, electronic services and financial education. Its mission is “Building lifelong financial success, one member at a time.”

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