

86TH ANNUAL MEETING

2025

Family
Credit Union **First**

March 29, 2025

WHO WE ARE

Imagine a group of dedicated individuals coming together in 1939, amidst the aftermath of the Great Depression, to create a financial haven for Saginaw's municipal employees. That's when Saginaw Municipal Employees Credit Union was born, out of a desire to provide a "member-friendly" alternative to traditional banks. Starting humbly in the basement of City Hall, we quickly outgrew that space and found ourselves moving from one cozy house to another on Washington Avenue. Finally, in 1989, we settled into our current location on N. Michigan Avenue—a place we proudly call home.

In 2003, we embraced a new name, Family First Credit Union, which perfectly encapsulates our values and vision. This change also allowed us to extend our membership to the wider community, opening doors to more families seeking financial empowerment. As we expanded, we renovated our main office in August 2004 and joyfully inaugurated our second branch office on Midland Road in Freeland. Our growth continued with a charter expansion in October 2011, enabling us to serve members in Midland, Bay, and Genesee County. In May 2013, we proudly unveiled our third branch on Tittabawassee Road in Saginaw.

Members 5,542

New Loans 2,827

Amount in Loans \$11,082,926

Amount in Shares \$92,718,592

IN 2024

AGENDA

Introductions

Elections

Business Meeting

Minutes from 2024 Annual Meeting

Report from the Chairman

Report from the CEO

Report from the Treasurer

Supervisory Committee Report

New Business

Scholarship

Credentials Committee Report

Adjournment

Dinner

Dueling Piano Comedy Show

CHAIRMAN'S REPORT

On behalf of the Board of Directors I welcome you to the 86th Annual Meeting of Family First Credit Union.

Your Board of Directors' primary focus is to ensure the well-being of Family First Credit Union for today, tomorrow and for years to come. We will always keep our member/owners' best interest in mind. Along with the Executive Management Team, we make decisions throughout the year to strengthen and grow our credit union. This past year we have attended and completed a Strategic planning session which will guide the direction for Family First. We also attended the fall leadership conference in Traverse City for additional board and committee training.

The Board of Director continues to be dedicated to the credit union's success, by making sure proper policies are in place, making sure our financial performance is solvent, and the credit union continues to be prepared for the future.

Comments and suggestions are always encouraged to help us continue to provide a high level of service that our members want and deserve, and which we pride ourselves in delivering. I would like to personally thank my fellow Board members, committee members, and all of the Family First Credit Union Team for your commitment and dedication to our members. Without you all, the credit unions success would not have been possible.

Board of Directors

Maurice Patterson - Chairman

Ricardo Longoria - Vice Chairman

Joseph Turner - Treasurer

Sharon Doolan - Secretary

Timothy Genovese - Director

Rayunza Chism-Hood - Director

Patricia Jacob - Director

Dave Kendziorski - Associate Director

Shareka Martin - Associate Director

David Rupp - Director Emeritus



Maurice Patterson
CHAIRMAN

PRESIDENT/CEO'S REPORT

As we reflect on 2024, we do so with immense gratitude and excitement for the future. This past year has been one of growth, community engagement, and continued investment in the people who make Family First Credit Union what it is—you, our members.

At Family First, we believe that a strong community makes for a stronger credit union. Over the past year, our staff has dedicated time and resources to giving back, donating countless hours to volunteering in the community ensuring that generosity reached those who needed it most.

Behind the scenes, we worked diligently to strengthen our team this year. We created an IT Specialist position to support our growing technology needs and help increase our security posture. In our lending department, we welcomed a new Mortgage Loan Officer to expand our home financing options. While also certifying our loan staff as credit counselors to better serve you.

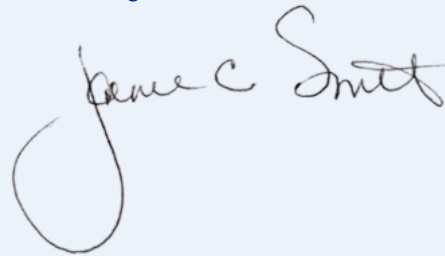
2024 was a year of growth and momentum. We started with \$95.7 million in assets and \$87.5 million in shares. Thanks to our strong and empowered team, we have grown to \$101 million in assets and \$92.7 million in shares. We issued 2,827 loans, totaling \$11.1 million. None of this would have been possible without you.

Credit unions were created on the foundation of “people helping people,” and for over 86 years, Family First has been honored to uphold that tradition. We remain committed to providing affordable financial services, meeting the needs of our communities, and being your trusted financial partner.

The future is bright, and we are committed to continuing our mission of innovation and service.

Thank you for your continued support. We look forward to serving you in 2025 and beyond!

With gratitude,

A handwritten signature in black ink that reads "Jane C. Smith". The signature is written in a cursive style with a large, looped initial "J".

Jane Smith
President/CEO

FINANCIAL STATEMENTS

Year Ending December 31, 2024 Unaudited

Income Statement

Loan Interest Income	\$3,366,124.26
Investment Income	\$1,482,939.10
Fee Income	\$126,655.62
Other Income	\$1,051,101.98
TOTAL INCOME	\$6,026,820.96

Expenses

Compensation	\$1,267,242.23
Employee Benefits	\$248,776.35
Board & Committee	\$8,108.39
Travel & Conference	\$29,870.13
Association Duties	\$9,191.06
Office Occupancy	\$389,428.40
Office Operations	\$670,543.81
Educational/Promotional	\$80,033.09
Loan Servicing	\$296,848.18
Professional/Outside Services	\$653,110.24
Provision for Loan Losses	\$890,504.60
Interest on Borrowings	-
Supervision Fees	\$14,462.52
Cash Over & Short	\$1,368.50
Annual Meeting	\$21,205.85
Miscellaneous	\$26,314.46
TOTAL EXPENSES	\$4,607,007.81

DIVIDENDS	\$1,050,237.57
NON-OPERATING EXPENSES	(\$36,669.18)
NET INCOME	\$332,906.40

Balance Sheet

Loans	\$48,792,621.88
Deferred Loan Origination Costs	\$30,563.61
Allowance for Loan Losses	(\$857,115.39)
Net Loans	\$47,966,070.10
Cash	\$13,299,389.47
Investments	\$34,690,962.07
Fixed Assets	\$3,541,723.61
Other Assets	\$1,492,764.19
TOTAL ASSETS	\$100,990,909.44

Liabilities

Accounts Payable & Other Liabilities	\$165,143.33
Borrowed Funds	-
Total Shares	(\$92,718,592.55)
Regular Reserve	-
Undivided Earnings	(\$8,646,010.48)
AOCI	\$541,456.66
Net Income	(\$332,906.40)
TOTAL LIABILITIES & EQUITY	(\$100,990,909.44)

TREASURER'S REPORT

It is my pleasure to offer this annual report as your Treasurer. Until I joined the board in 2015, the complexity of money management faced by Family First's leadership, was not on my radar. Those leaders must be alert, determined, resilient and forward thinking. They must anticipate and prepare for risks they cannot control. They must learn from past events such as changes in market interest rates, employment levels, and inflation which may destroy your savings and the value of the credit union's investments. They must be skilled in the art of setting interest rates low enough to attract borrowers, yet high enough to cover costs. Diligence is required.

As Treasurer, it is gratifying to see how well your board members and Family First's staff manage those things. In ten years, our assets have grown from \$80 Million to \$100 Million. During those same ten years more than 20 percent of credit unions have gone away through mergers. The growth of Family First happened because your team focused on: preparedness, responses, mitigation, and recovery. That is: **being prepared** for opportunities to grow financial health and avoid risk; when confronted with challenges they figured out appropriate **responses**; they routinely meet so if unavoidable events occur, they can efficiently **mitigate** challenges and plan a course for recovery. Remember COVID and times of rapid changes in interest rates? Yes, change is inevitable. Not all financial institutions survived.

Evidence of the fiscal health of your credit union comes from several sources. Among them are: (1) McQueen Financial Advisors (2) Michigan's Dept. of Insurance and Financial Services (DIFS) and (3) the Financial Standards Group. Overall, our Gross Income and Net Margin are respectable. Return on Average Assets is healthy. Our Net Worth Ratio, fluctuating between 8-9% is above the 8% as a target.

Our Net Interest Margin (NIM) is well above the normal standard. Our cost of funds, one measure of efficiency, is better than a significant number of our peer group. An examination of Family First's capital adequacy, the quality of its assets and their diversity finds we are a solid institution. "Earnings" from "laddered investments" (investments spaced over varying time frames) is a really bright spot. Liquidity (protection from risk such as a cash shortage) is judged to be more than adequate.

In conclusion, while we are diligently watching economic uncertainty and trends in bankruptcies and delinquencies, (both nationally and locally), I am pleased to convey that our overall financial health is good.



Joseph Turner
TREASURER

SUPERVISORY COMMITTEE REPORT

Supervisory Committee

Linda Burks-Jackson - Chairman

Michael Foust - Secretary

Floyd Kloc

Karl Primdahl

Tarsha Works

The Supervisory Committee's responsibilities include selecting and engaging a CPA firm to audit the credit union books and perform all other internal audits that are required annually.

On a monthly basis, the Committee meets to review the internal controls and policies and procedures to ensure that all elected officials and management staff are carrying out their responsibilities in the best interest of the membership.

The Supervisory Committee has contracted with Financial Standards Group, Inc., to complete Family First Credit Union's 2024 CPA Audit which is scheduled for March 2025.

Your savings are federally insured to at least \$250,000 and backed by the full faith and credit of the United States Government, National Credit Union Administration, a U.S. Government Agency.

The credit union Bond Insurance coverage and other insurances carried by TruStage Insurance (formerly CUNA Mutual Group) of \$3.5 million for protection against any and all losses.



Linda Burks-Jackson
CHAIRMAN

THANK YOU CREDIT COMMITTEE

Credit Commitee

Lori McGarrity - Chairperson

Belinda Barlow-Poole - Secretary

Buford Gaitor Jr.

Stephanie Harden

John Moton Jr.

The credit committee has long been a valuable part of our loan approval process. They have dedicated countless hours helping Family First grow into the thriving credit union it is today. In 2024, the committee's role in our lending process has come to an end. We want to give them a huge thank you for all they have done.

Notice of change in Credit Union Bylaws.

In January 2025, the Board of Directors voted and approved to amend Article VIII of the credit union's bylaws. The volunteer Credit Committee was replaced with an internal process to provide more timely and efficient credit decisions.

FAMILY FIRST CREDIT UNION STAFF

Jason Acosta - Chief Operations Officer

Autumn Bias - Training Specialist

Amaya Bradley - MSR

Gabbie Brazil - MSR

Shawn Brown - MSR

Brittany Bunce - Lending Department

Kaylynn Carpenter- MSR

Carey Daubert - Freeland Branch Manager

Jessica Esparza - MSR Supervisor

Levi Fackler - IT Specialist

Lynette Greenwald - Kochville Branch Manager

Ally Honeman - MSR Intern

Lisa Honeman - Account Specialist

Cathy Honeman - Lending Department

Lourdes Kolanowski - MSR

Steve Klein - Mortgage/Lending Department

Emilee LeRoux - Marketing Manager

Tommi Lough - Chief Compliance Officer

Andrew Lough - General Maintenance

Lexi McKellar - Lending Department

Paula Meyer - Lending Department

Kristina Mieske - Lending Department

Carolynn Neumann - MSR

Karin Nowak - Collections Specialist

Julie Pangborn - Card Services Specialist

Janie Smith - Chief Executive Officer

Dakoda Sopcak - General Maintenance

Paul Sopcak - Maintenance

Julee Turner - Chief Lending Officer

Annette Turner - MSR

Tracey White - Lending Department

*Thank you for your dedication & hard work.
You are greatly appreciated.*

2024 COMMUNITY EVENTS

Walleye Festival

Official Sponsor of the Duck Race

This is Freeland's largest festival. This year, Family First was proud to sponsor the Wayne Glover Memorial Duck Race. Staff members also participated in the annual parade, where we engaged with the community and promoted our services.

East Side Soup Kitchen

Donated \$1,600 of needed kitchen spices

For Credit Union Kind Day, our staff came together to prep and serve meals to our local community. This event allowed us to showcase the credit union difference. In partnership with The Work Wear Store, we were able to donate 50 new aprons to the kitchen.

African Cultural Festival

56th Annual Tent Sponsor

FFCU joined the community in celebrating African culture during the 56th annual festival at the old Morley School Grounds.

Pumpkin Giveaway

Gave away 400 pumpkins

We hosted our first annual free pumpkin giveaway at our Saginaw Branch, inviting the community to stop by and pick out their perfect pumpkin.

Gospel Festival

We were proud to support Vicki Hill's Gospel Fest on Ojibway Island, one of the largest events in the city of Saginaw, with a financial donation and volunteer support.

Juneteenth Festival

This year, Family First gave a monetary donation to Saginaw Juneteenth Celebration Inc., a nonprofit organization dedicated to engaging the community in the importance of the historical context of this day. We hosted an informational booth in the park emphasizing financial literacy and promoting our youth accounts.

Trunk or Treat

Our first Trunk or Treat was a success! We welcomed nearly 300 children and their families to our Kochville branch, where along with partnering businesses, we celebrated the autumn season by giving away treats and toys.

MDHHS: Back to School

This year, all three branches participated in collecting back-to-school supplies for Saginaw MDHHS foster children. Additionally, our members helped raise \$145 to help purchase new backpacks for the kids.

Impact Saginaw

Impact Saginaw is a collaboration of credit unions working together to enrich the lives of kids here in Saginaw. This year we joined other Saginaw credit unions to impact the community in the following events:

YMCA Food Giveaways

Memorial Cup

Back to School: CU at the Zoo

Lights Before Christmas

Christmas Toy Collection

Saginaw Fireworks Sponsor

*In 2024, our staff
volunteered in six
YMCA food
giveaways in
conjunction with
Impact Saginaw*



NEW PRODUCTS & SERVICES



CardGuard

Set transaction limits, card controls, travel plans, and transaction alerts. Lock your card from the app after suspicious activity.



Transfer Now

Moving money seamlessly between financial institutions.



Round Up

Automatically round up to the nearest dollar after every debit card purchase, and the change will be deposited into your new Round Up savings account.



Rate Match

We will meet or beat your approved rate by our competitors.



Mechanical Repair Coverage

Helps limit unexpected, covered repair costs on your aging vehicle.



Premium Checking

Identity protection at an affordable cost.



Zelle

Send and receive money using our online banking with no additional fees.



Wallets

Supporting Google Pay, Samsung Pay, and Apple Pay

...AND MORE COMING SOON



Text to Pay

An effortless way to make loan payments through text.



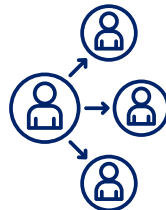
Credit Counseling

Staff is being trained to better serve you.



Kiosk

A self-service option for member convenience in our Saginaw branch lobby.



Referral Program

Get rewarded for referring your friends and family.



Instant Issue

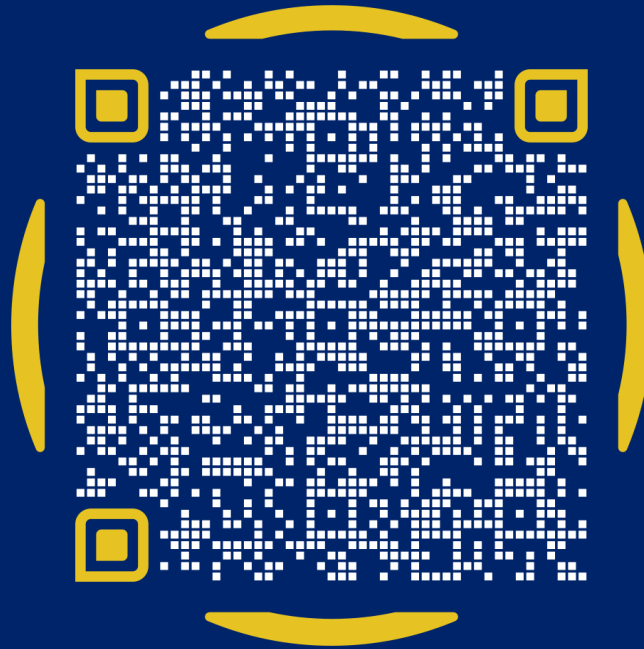
Get your lost or stolen cards replaced instantly at any FFCU branch.



VIP Program

The more you do with us, the more rewards you will earn.

We welcome your feedback



We encourage you to complete this survey so
that we can better serve you.

