



CONTINUING A

89-Year Tradition of Above & Beyond

SERVICE, SAVINGS AND COMMUNITY SUPPORT.

90

YEARS OF FEDERAL
CREDIT UNIONS

The Federal Credit Union Act, enacted in 1934, established a framework for federal credit unions in the United States. It created a system of cooperative, nonprofit financial institutions that serve members with a shared interest, like employment or location.



Our Member Promise!

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- Work in your best interests
- Help you achieve financial success
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ANNUAL MEETING

89TH ANNUAL MEETING AGENDA

- CALL TO ORDER
- APPROVAL OF MINUTES
- NOMINATIONS COMMITTEE REPORT
- DIRECTOR'S REPORT & PRESIDENT/CEO'S REPORT
- SUPERVISORY COMMITTEE REPORT
- UNFINISHED BUSINESS
- NEW BUSINESS
- SCHOLARSHIPS
- BOARD OF DIRECTORS ELECTIONS
- ADJOURNMENT

FINANCIAL SUMMARY

Balance Sheet		2024		2023	
Assets					
Loans to Members	\$	120,209,443	\$	115,188,494	
Loans Held for Sale (Secondary Market)	\$	-	\$	-	
Cash and Investments	\$	64,004,747	\$	70,094,874	
Less Allowance for Loan Loss	\$	(1,492,106)	\$	(1,371,676)	
All Other Assets	\$	12,605,790	\$	11,711,003	
Total Assets	\$	195,327,874	\$	195,622,696	
Liabilities & Capital					
Shares	\$	176,929,483	\$	167,583,086	
Other Liabilities	\$	3,434,030	\$	13,711,593	
Capital	\$	14,964,361	\$	14,328,017	
Total Liabilities & Capital	\$	195,327,874	\$	195,622,696	
Income Statement		2024		2023	
Income					
Interest from Loans	\$	8,016,725	\$	6,676,123	
Interest from Investments	\$	1,358,267	\$	975,999	
Other Income	\$	2,823,463	\$	2,938,526	
Total Income	\$	12,198,456	\$	10,590,647	
Expense					
Operating Expense	\$	8,989,850	\$	8,149,453	
Non-Operating Expense	\$	(320,058)	\$	36,665	
Provision for Loan Loss	\$	393,294	\$	195,491	
Dividends	\$	2,507,072	\$	1,585,494	
Total Expense	\$	11,570,158	\$	9,967,104	
Net Income	\$	628,298	\$	623,544	

A MESSAGE FROM OUR PRESIDENT/CEO & BOARD CHAIRMAN

Welcome to our 89th Annual meeting of members. We welcome you to our first in-person Annual meeting since 2019 due to COVID-19.

Our Credit Union was chartered in December of 1935 and this past December 2024, we celebrated 89 years of service; savings; providing loans; and community support as a credit union! In December of 1935, when a handful of railroad employees pooled their money together in the Back Shops of the Northern Pacific Railroad in Livingston, Montana, who would have guessed then that we would grow over a span of 89+ years to over \$195 million dollars in assets while serving more than 12,779 members!! We were one of the first Credit Unions chartered in Montana thanks to Walt Martin!!

The Board of Directors has the responsibility for directing and controlling the affairs of the credit union and providing effective and efficient management of the credit union's operations through your President/CEO and the Executive Management Team and staff. We meet annually in conjunction with executive management and develop a strategic plan with both short-term and long-range goals. In addition, the Board of Directors and management meet at least monthly to monitor your Credit Union's direction, our strategic goals and the attainment of those goals. Board members volunteer many hours and are not reimbursed in any way for their service to the Credit Union. Once again, it was a very active and busy year at your credit union.

Sky Federal Credit Union now serves 28 Counties in Montana, Southern Idaho and Northern Wyoming. As of December 31, 2024, we have 12,649 members all around the world. This was an increase of 324 net new members in one year during 2024, a +2.63% growth rate!

We are not owned by an out of State Corporation or wealthy family. We are owned by our members – which is anyone who opens an account and does business with us. Sky FCU is a Montana Financial Cooperative, where consumers become our members that save together and pool their resources to provide loans that have built homes, financed cars – trucks – campers, or purchased equipment for businesses, farmers and ranchers. The members of Sky FCU have helped one another while helping themselves. And even if our member moves out of the area – they can keep their accounts open because “Once a Member, Always a Member”.

Sky FCU ended December 2024 with assets of \$195,327,874 compared to year-end December 2023 and assets of \$195,622,696, which is a decrease in assets of -\$294,822. Member deposits ended 2024 at \$176,929,483 compared to year-end 2023 at \$167,583,086, an increase of +\$9,346,397 or a +5.58% increase year over year.

Our net loan portfolio balance as of December 31, 2024, was \$120,209,443 compared to \$115,188,494 for year-end December 2023, or an increase in net loans of +\$5,020,949, a growth rate 4.36%.

Even in this economy, loan growth continues throughout the country. Sky FCU maintains a healthy loan-to-share ratio of 68% as of 12/31/2024 as compared to year-end 2023 at 69%. We maintained our Loan-to-Share ratio year-over-year. The national average of our peer group in the country was 71% as of 12/31/24 compared to year-end 2023 at 74%. And the average among Montana Credit Unions was at 78% as of 12/31/24 compared to year-end 2023 at 78%. These ratios can change quite a bit based on the increase in total deposits or total loans – or decrease.

We continue to offer our membership the best mortgage rates for purchases of new homes, in addition to those doing refinances of their existing mortgages. We work through a Credit Union Service Organization (CUSO) to finance through the secondary market. As the Fed raised rates (starting March 2022), mortgage rates increased as well. The FED started dropping rates (Sept 2024) a total of -1.00% last year 2024 – but mortgage rates are still in the same range of 6.875% - 7.125%. Home Equity Line-of-Credit Loans (HELOCs) have increased significantly over the last year or so.

Currently the indicators predict that the FED will lower rates with a total decrease by seventy-five basis points or (0.75%) by the end of 2025. However, there are several factors that can change that in a minute, i.e. employment/jobs reports, farm reports, increasing inflation, raising the tariffs et cetera.

We ended 2024 with delinquency at .42% compared to year-end 2023 at .82%. With the increase in rates and substantial continued increase in inflation consumers are still struggling to make ends meet during 2024 and into 2025. The economists predicted an increase in delinquency in 2024 and 2025. However, even with the increase, these are still both good delinquency ratios based on the economy! We also increased our Allowance for Loan Loss Account again during 2024 as our loan portfolios continue to grow.

We ended 2024 with a net worth Ratio (capital/asset ratio) of 7.64% compared to 7.30% at year-end 12/31/2023. This is an increase, which is great, as we did continue to have an increase in assets at year-end 2024. This was great growth and a very positive ratio according to our Federal Regulators, the NCUA.

During 2024 we continued to focus on the work with our members to help with the struggles of increased rates and inflation. We continue working with our members on their loan payments, mortgage payments, and business loans. Everyone continues to struggle.

Sky Federal Credit Union continues to grow and offer new services and technology as we must continue to change and grow with the times. We are constantly looking at new technology and processes to build better efficiencies so that we can offer our membership the services they need, to grow and prosper in their daily lives, and to allow more time and less stress to improve their financial future. An example of that new technology is the new digital wallet which will be rolled out in 2025!

Sky Federal Credit Union is a full-service financial institution!

We serve residents throughout twenty-three (23) Counties in Montana; four (4) Counties in Southern Idaho; and one (1) County in Northern Wyoming.

We now serve anyone who lives, works or worships in the rural district of Beaverhead, Broadwater, Carbon, Cascade, Deer Lodge, Gallatin, Golden Valley, Granite, Jefferson, Lake, Lewis and Clark, Madison, Meagher, Mineral, Missoula, Park, Powell, Ravalli, Silver Bow, Stillwater, Sweet Grass, Wheatland or Yellowstone Counties, Montana, and Bonneville, Fremont, Jefferson, or Madison Counties, Idaho, and Park County, Wyoming.

Anyone who lives, works or worships in any one of these counties is eligible to become a member as are the immediate families of anyone eligible to become a member even if they are not in these areas. We promote the philosophy of “once a member, always a member”.

So once your membership is activated, you may remain a member for life. We now serve many members that live all over the world. With our technology, you can take care of your finances wherever you go.

Our members continue to comment that they are very happy with our Branch in a retail shopping space in Bozeman Walmart, where we are open 6 days a week presently. It has been very successful, and our members continue to be very thankful for later hours during the week and being open on Saturday as well!

During 2024, we worked on another in-store new Branch location to serve our members in Madison County and the surrounding areas. We successfully opened our Ennis Branch on June 27, 2024, in the NEW Madison Foods Grocery Store in Ennis Montana! We are also open six (6) days a week there.

We continue to have a social media presence to connect with our members. In addition, we offer a monthly e-Newsletter to our members to keep them informed. We also continue to update our mobile app, so you are never without your information.

At Sky FCU we want to partner with our members and work in their best interest. We need members who use our products and services. We need members that believe in the cooperative spirit. The more business you do with us, the more new products, services and technology we can give back to you. We encourage our members to focus on what's important to them. It is a win – win situation as we strengthen one another. And we have only gotten stronger over the past 89+ years!

We are pleased to have played an important role in managing our members' finances and want to remind you that we are here for you and your family.

We are grateful for the dedication, support, and guidance of our volunteer Board of Directors and Supervisory Committee and for the hard work and efforts of our staff. Staff continue to work providing the service that you deserve and expect as a member.

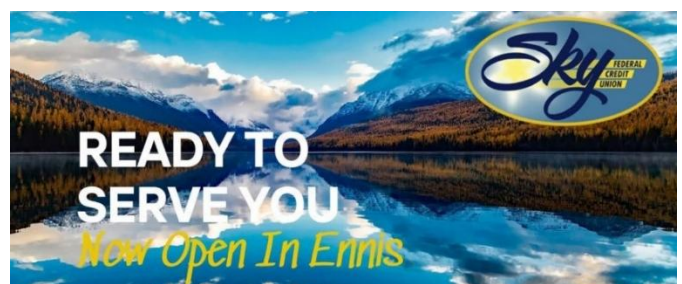
As the President/CEO, and the Board Chair, Mary Ann Duffey, of Sky Federal Credit Union AND on behalf of the Sky Federal Credit Union Board of Directors, we want to “thank you” for your membership and continued support. We congratulate you for 89+ years as a credit union. By partnering together, we are a stronger and better credit union for you! Our 90th anniversary will be coming up fast on December 5th, 2025!!

As we move forward through the next 90 years, we promise to work even harder to take our service “Above and Beyond” for you!

**Please stay safe, healthy, and enjoy your summer.
Our best to you always.**

**Annamarie DeYoung
President/CEO**

**Mary Ann Duffey
Board Chairman**



MINUTES FROM OUR 88TH ANNUAL MEETING OF THE MEMBERS

July 24th, 2024

The annual meeting was called to order by Chair Mary Ann Duffey at 5:00 pm. The following directors were present in person in the Livingston Board Room: Gary Tague, Jewel Redmon, Dan Durgan, and Dale Siegle. The following Director was present via the Zoom Meeting: Catherine Lane. Director Pam Schoenen was excused.

Twenty-one members were present in the Livingston Board Room and on the Zoom meeting, enough to constitute a quorum.

Chair Duffey explained this is the 5th virtual Annual Meeting in the history of Sky Federal Credit Union due to COVID-19.

Member Gary Tague made a motion to dispense with the reading of the minutes of the previous annual meeting held July 19, 2023 and to approve them as printed. Motion seconded and motion carried.

Chair Duffey referred members to the printed CEO/Board of Directors Report and Nominating Committee Report.

Next, CEO DeYoung highlighted accomplishments achieved in the Year 2023. Sky FCU ended December 2023 with assets totaling \$195,622,696 compared to \$189,131,939 for year-end 2022, for an increase in total assets of \$6,490,757. Sky FCU also ended 2023 with \$167,583,086 in member deposits compared to year-end 2022 of \$171,392,281, which is a decrease of -\$3,809,195 in member deposits. Members were spending the government money they received during the prior three years of COVID.

Our net loan portfolio balance as of December 31, 2023, was \$115,188,494 compared to \$106,447,805 for year-end December, 2022, for an increase in net loans of +\$8,740,689, an 8.21% growth rate!

Even in this economy, loan growth continues throughout the country. Sky FCU still maintains a very healthy loan-to-share ratio of 69% as of year-end December 2023, as compared to year-end 2022 at 62%. You can see that in 2023, our Loan-to-Share Ratio increased substantially year-over-year. The national average of our peer group in the country for year-end 2023 was at 74% compared to year-end 2022 at 66% and the average among Montana Credit Unions which was at 78% as of the end of 2023 compared to year-end 2022 at 71%.

Sky FCU ended 2022 with a net worth or capital/asset ratio of 7.28 % compared to 7.20% at year-end 2021. This is an increase, which is great, as we did continue to have an increase in assets at year-end 2022. This was great growth and a very positive ratio according to our Federal Regulators, the NCUA.

Our delinquency at year-end 2023 was .82% compared to a year-end 2022 at 0.17%. With the increase in rates and substantial increase in inflation, consumers are struggling to make ends meet during 2023 and into 2024. We also increased our Allowance for Loan Loss Account again in 2023 as our loan portfolios continued to grow.

CEO DeYoung thanked the Board of Directors for all their work and support. CEO DeYoung went on to say that "The Board of Directors has the responsibility for directing and controlling the affairs of the credit union and providing effective and efficient management of the credit union's operations through your President/CEO and the executive management team and staff. We meet annually in conjunction with executive management and develop a strategic plan with both short term and long-range goals. In addition, the Board of Directors and management meet at least monthly to monitor your Credit Union's direction, our strategic goals and the attainment of those goals. Board members volunteer many hours and are not reimbursed in any way for their service to the Credit Union. Once again, it was a very active and busy year at your credit union."

CEO DeYoung also went on to thank the staff for all their hard work and accomplishments.

Sky Federal Credit Union continues to grow and offer new products and services as we continue to meet our members' ever-changing needs. We are constantly looking at new technology and processes to build better efficiencies so that we can offer our membership the services you need to grow and prosper in your daily lives, and to allow you more time and less stress to improve your financial future. We want to make things easier and more convenient for you, our members.

Member Nichole Basco made a motion to accept the CEO/Board of Directors Report as presented. Motion seconded and motion carried.

Member Dan Durgan made a motion to accept the Nominating Committee Report as presented. Motion seconded and motion carried.

Chair Duffey introduced Audrey Dodge, the Chair of the Supervisory Committee, and asked members to refer to the Supervisory Committee report. Member Dale Siegle made a motion to accept the Supervisory Committee Report as presented. Motion seconded and motion carried.

Chair Duffey asked for any unfinished business to come before membership. There was no unfinished business to discuss, and the meeting turned into new business.

Chair Duffey called for new business, which included the announcement of the 2024 Scholarship winners. President/CEO Annamarie DeYoung announced the recipients of the 2024 Achievement Awards which included:

- **Park High School – Erika Haines and McKenzy Norquist**
- **Bozeman High School – Lizabeth Oberly**
- **Gallatin High School – Cora Pruitt**
- **Belgrade High School – Taylor Simon**
- **Three Forks High School – Madison Griffiths**
- **Sweet Grass High School – Kameryn Ketcham and Kaycee Stene.**

CEO DeYoung congratulated all the Scholarship winners and commended them for all their hard work.

Chair, Mary Ann Duffey, turned the meeting over to Vice-Chair, Gary Tague to conduct the Election of Board of Directors. Vice-Chair Tague gave the Nominating Committee Report, stating that Mary Ann Duffey and Catherine Lane were nominated for election to three-year terms on the Board of Directors. Biographical information on Mary Ann and Catherine was previously posted in the lobby, along with nominating procedures. The Secretary received no nominating petitions. Election conducted by ballot was not necessary, and there were no nominations from the floor. Vice-Chair Tague called for a motion from the floor to elect these two candidates by acclamation. Member Dale Siegle made a motion to elect these two candidates by acclamation. The motion was seconded and the motion carried. Vice-Chair Tague congratulated the newly elected Directors. Vice-Chair Tague turned the meeting over to Chair, Mary Ann Duffey.

CEO DeYoung and Chair Duffey asked the membership if there were any questions. There were no questions from the membership.

Chair Duffey stated an organizational meeting of the Directors would be held immediately following this meeting, in keeping with the bylaws.

There being no further business to come before this meeting, member Gary Tague moved to adjourn the meeting, motion seconded, and motion carried.

The meeting adjourned at 5:44 p.m.

Annamarie DeYoung, Recording Secretary

Dale Siegle, Secretary

NOMINATIONS COMMITTEE REPORT

The Nominating Committee has nominated Daniel Durgan, Jewel Redmon, and Dale Siegle to three-year terms on Sky Federal Credit Union's Board of Directors.

Biographical data on these individuals was prominently displayed in the Credit Union lobby locations.

The Secretary received no nominating petitions. Since there was only one nominee per opening, the election will not be conducted by ballot and there will be no nominations from the floor at the Annual Meeting, as prescribed by Credit Union bylaws.

NOMINATING COMMITTEE:

Gary Tague, Chairman

Catherine Lane

Pam Schoenen

Mary Ann Duffey

SUPERVISORY COMMITTEE REPORT

The Supervisory Committee held virtual meetings during 2024. We reviewed the fiscal year-end 2023 audit completed by Pinion Global. There were no issues with reports reviewed and these reports were presented to the Board of Directors.

We are also in the process of reviewing the 2024 year-end audit completed by Pinion Global. These reports will be presented to the Board of Directors as well.

The Supervisory Committee engaged Bases Covered Auditing to complete the 2024 Automated Clearing House (ACH) Audit; the 2024 Bank Secrecy Act (BSA) Audit; the Safe Act Audit; and all four quarters of Agreed Upon Procedures Audits for 2024.

The Quarterly Agreed-Upon-Procedures Audits consists of loan reviews, verifying Corporate VISA Credit Card transactions, reviewing investments, General Ledger balancing, dormant accounts, conducting surprise teller cash counts, and more. We also review new accounts and closed accounts by sending out verifications to those members. After getting the audit findings back, we go over them with the auditor and then report the results to the Board of Directors.

We conducted a member account verification of all members as of March 31, 2024.

We are once again pleased to report the Credit Union is in sound financial condition with adequate internal controls.

We look forward to serving the membership and for continued financial growth during 2025 and beyond.

SUPERVISORY COMMITTEE:

Audrey Dodge, Chairperson
Kirk Keysor
Jacki McGuire

BOARD MEMBERS:

Mary Ann Duffey, Chairperson
Gary Tague, Vice Chairman
Dale Siegle, Secretary
Jewel Redmon, Director
Catherine Lane, Director
Pam Schoenen, Director
Daniel Durgan, Director



Livingston Health and Rehabilitation · Follow

Dec 20, 2024 · 🌐

Livingston Health and Rehab would like to give a big shout out to Sky Federal Credit Union for their donations! Thank you for thinking of our residents! These blankets are adorable and we know they are going to love it! 😊❤️

#livingstoncommunity #holidaycheer #thankful



We love our members and we aren't afraid to show it!



Celebrating 10 years of Partnership at Montana DECA's 75th Annual State Career Development Conference.

PRESIDENT/CEO ANNOUNCES RETIREMENT



ANNAMARIE DEYOUNG

As I write this newsletter article, it is with mixed emotions that I share with you all that I will be officially retiring in July 2025. It is time to move on after a wonderful 43+ year career, 28 years as your President/CEO with Sky Federal Credit Union. I am still a little-in-shock that it has gone by so quickly, but the time has come to begin the next chapter of my life.

My career began with the credit union in April 1982. At that time, we had one (1) branch in Livingston Mt, six to eight employees and a closed field of membership within Park County.

When I assumed the President/CEO role in

April of 1997, the growth and expansion of our credit union were at the forefront of my vision and the Board of Director's vision for the future. Offering a choice of financial services to consumers in our market area was a passion of mine. Throughout my career, teaching our employees and members along with future members, financial literacy and how to better their financial lives were most important.

Today, we have four (4) stand-alone Branches, in Livingston, Bozeman, Belgrade, and Big Timber Montana. In addition, we have two (2) in-store retail Branches – one in the Bozeman Walmart and a second in the Madison Foods Grocery Store in Ennis, Mt. and encompass twenty-eight counties. We have grown from \$5 million in assets in 1982 to up to \$194.7 million in assets in June 2025. The Credit Union was chartered in December 1935 and will celebrate 90 years of serving our members in December of 2025. A milestone to be proud of for sure! Congratulations to our membership!

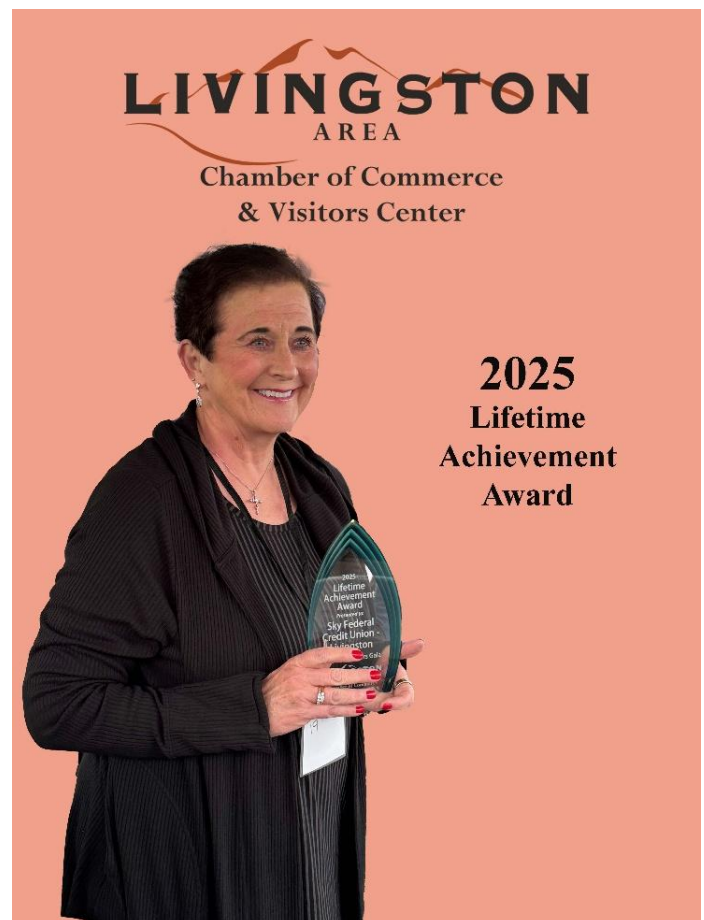
I am looking forward to the personal time I will gain in retirement and spending time with my husband, grown adult children, and grandchildren, knowing that I will miss the work and the people that mean so much to me. However, I am confident that our credit union's best years are still yet to come.

It is difficult to convey how grateful I am for all the support, from the Board of Directors to my leadership team and staff, during my tenure as the President/CEO of Sky Federal Credit Union. Together, we have changed lives for the better and made our communities even more vibrant places to work and live.

It has been an amazing twenty-eight years and a true honor and privilege to have served as Sky Federal Credit Union's President/CEO.

Thank you all and I wish the best to every one of you!

Annamarie DeYoung
President/CEO
Sky Federal Credit Union



Sky's staff provided Big Timber school lunches in 2024.



raisedinthewest.com

The Generosity of Sweet Grass County — Raised in the West Magazine

WELCOME TO THE NEW PRESIDENT/CEO



DR. DAISY ROMO

The Board of Directors of Sky FCU has proudly announced the appointment of Dr. Daisy Romo as its new Chief Executive Officer (CEO). With over two decades of experience in the financial services sector, Dr. Romo brings a wealth of knowledge and a proven track record of leadership.

Prior to joining Sky Federal Credit Union, Dr. Romo served as the Executive Vice President at On Tap Credit Union in Golden, Colorado. In this role, she oversaw key areas including Cultural Stewardship, Marketing and Business Development, Retail Delivery and Member Experience, and Strategic Implementation.

Dr. Romo holds a Ph.D. in Organizational Development and an Executive accreditation from Harvard Business School. She is recognized for her expertise in executing strategic initiatives to drive revenue growth and developing high-performance teams that surpass objectives.

Dr. Romo's appointment signifies a new chapter for Sky Federal Credit Union as it continues to expand its services and deepen its commitment to the communities it serves across Montana. Her strategic vision and dedication to member-focused solutions align seamlessly with Sky's mission to provide exceptional financial services and community support.

"I am honored to join Sky Federal Credit Union and lead an organization with such a strong legacy of community engagement and member service," said Dr. Romo. "I look forward to working with the talented team at Sky to build upon this foundation and drive continued growth and innovation."

Please help Sky FCU Board of Directors, Management and Staff welcome Dr. Romo to Sky Federal Credit Union and the Montana Credit Union community!

JOIN OUR TEAM



Full-Time Positions Available

Send resume and cover letter to:

skyhr@skyfcu.org
(406) 222-1750

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Come chat with us at the
Rocky Mountain Spring Home Show
@ the Gallatin County Fairgrounds
February 22-23



**LOAN EXPERTS
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REFINANCE
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VACANT LAND



Can't wait to chat..



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CONNECT WITH OUR AG EXPERTS:
Monte Koch @
406.946.7102
Kris Stiles @
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agsolutions@skyfcu.org