

20

25

**ANNUAL
REPORT**

FC
CU *First Community*
Credit Union



Agenda

March 16, 2026 | 5:30 PM

Farmers Union Conference Center | Jamestown

Call to Order

Invocation

Introductions

Report of Registration

Minutes of Previous Meetings

Financial Report

Report of the President

Old Business

New Business

Report of Nominating Committee

Adjourned

Drawing of Prizes

Meal Served

The Annual Meeting is governed by Robert's Rules of Order.

Summary of Annual Meeting Minutes

March 17, 2025

The 86th Annual Meeting of First Community Credit Union was held on Monday, March 17, 2024, at the North Dakota Farmers Union Conference Center.

Chair Owen Olson called the meeting to order at 5:30 p.m. Becky Pergotski gave the invocation.

Chair Olson introduced the head table and invited Director Doug Kalianoff to introduce the Audit Committee. Steve Schmitz, CEO, reported who serves on the First Community Scholarships LLC Board.

The report of registration showed 92 members and 4 guests, constituting a quorum.

A motion carried to approve the minutes of the March 18, 2024, Annual Meeting as printed in the brochure.

Chair Olson provided the report of the Board of Directors.

Sean Rinkenberger, CFO, reviewed the Statement of Financial Condition as of December 31, 2024. A motion carried to approve the report as presented.

Steve Schmitz provided the report of the President. He expressed gratitude to the board of directors, employees of FCCU and the members.

Chair Olson called for Old Business. There was none.

Chair Olson called for New Business. A motion was made to increase the board of directors monthly compensation to \$800 and the audit committee to \$400 per quarter. Motion carried.

A motion carried to approve the actions of Management and the Board of Directors for the past year.

Sharman Zachrison, Chair of the Nominating Committee, made known the other committee members Sue Corwin and Scot Nething who were not in attendance. Introductions of the three incumbent candidates running for the Board of Directors, Doug Kalianoff, Owen Olson, and Mark Watne were introduced. Chair Olson declared the vacancies be filled by acclamation.

A motion carried to adjourn.

A Message from our President

I am proud to present the 2025 Annual Report for First Community Credit Union, reflecting a year defined by progress, resilience, and disciplined growth.

After several years of significant economic volatility, conditions have continued to normalize, particularly within the interest rate environment. While some lingering effects of the high inflation from 2022 - 2024 remain, the pace of change has slowed considerably. This shift has provided greater predictability in planning, pricing and asset/liability management, creating a more balanced operating environment and allowing for thoughtful, strategic decision-making.

Financially, 2025 was a strong year for FCCU. We delivered a solid bottom line driven by growth in our core business lines, disciplined expense management and a continued focus on long-term value rather than short-term gains. Loan and deposit activity remained healthy and our diversified portfolio helped mitigate risk while supporting earnings. At a time when many financial institutions are experiencing elevated delinquency and default rates, our loan portfolio continues to perform exceptionally well. This performance has allowed us to strengthen our capital reserves and reinvest in our infrastructure to support future growth.

One of our key investment priorities in 2025 was digital services. We made meaningful progress in advancing our digital platforms to enhance member experience, improve efficiency and strengthen security. Investments in AI-powered tools have improved data analytics and fraud prevention capabilities while expanding our ability to provide enhanced 24/7 member support. These initiatives are already delivering measurable benefits and will

continue to create value in the years ahead. With 27 facilities across our field of membership, maintaining and improving our physical infrastructure remains equally important. During 2025, we invested in a new office space for our Member Relations team in Fargo, added drive-up service at our Kindred branch and began an extensive remodel of our main Jamestown branch, scheduled for completion in fall of 2026. These projects reflect our commitment to providing high-quality experiences for both our members and employees, as well as our long-term dedication to the communities we serve.

Looking ahead to 2026, we are optimistic yet cautious. We anticipate a more stable and predictable interest rate environment, with a continued gradual decline over the course of the year. While economic uncertainties remain, the overall outlook is more balanced than in recent years. As always, our priorities remain clear: maintain a strong financial foundation, pursue responsible growth and continue investing in technology and our people.

Each year, I am reminded that our cooperative model truly sets us apart. FCCU exists for one purpose, which is to improve the financial well-being of our members and strengthen the communities we call home. I extend my sincere gratitude to our Board of Directors, our employees and most importantly, our members for your continued trust and support. By remaining grounded in our core values of Community, Integrity, Passion and Growth, we enter 2026 well positioned for continued success and long-term stability.

Thank you for your continued confidence in First Community Credit Union. We look forward to serving you in the year ahead.

**Steve Schmitz, President & CEO
First Community Credit Union**





2025

Year in Review

Third Annual Day of Service

FCCU staff proudly held our third annual Day of Service in 2025, continuing our commitment to our brand promise, "Life is Better with Community." With nearly all employees participating, more than 250 volunteer hours were dedicated across our footprint.



This year's efforts focused on supporting children and youth, aligning with our first charitable cause of the year. Staff partnered with local schools and organizations through classroom activities, financial literacy presentations, youth events, and community outreach initiatives. Additional efforts included supporting local non-profits, assisting with disabled athletic events, organizing a youth sports gear swap, and hosting a book drive.



The continued success of our Day of Service reflects the dedication of our employees and their commitment to strengthening the communities we serve.

Jamestown Remodel

In 2025, FCCU began a planned remodel of our Jamestown Main Branch as part of our ongoing commitment to maintaining safe, efficient, and welcoming facilities for our members and employees.

Originally built in 1975 and expanded in 1980, the Jamestown location has served the community for nearly 50 years. This project focuses on updating key infrastructure while preserving the building's long-standing presence in Jamestown.

Improvements include energy-efficient windows, upgraded lighting, a new roof system, and enhancements to the drive-up area for added convenience and safety. Interior updates feature improved HVAC systems, upgraded insulation, renovated restrooms, new flooring and lighting and a redesigned teller line with enhanced ADA accessibility.

These updates will ensure the branch remains comfortable, efficient, and well-equipped to serve our members for years to come, reflecting our continued investment in both our facilities and the communities we call home.



Facility Improvements

In 2025, FCCU continued to invest thoughtfully in our facilities to enhance member experience, improve accessibility, and support our growing team across our footprint.

At our Kindred branch, several upgrades were completed to improve convenience and functionality. A new drive-up lane, night deposit drop box, and 24-hour ATM were added to better serve members. Additional updates created new workspace for staff and enhanced parking and landscaping.



In Fargo, an underutilized storage space within our 52nd Avenue building was transformed into a collaborative home for our Member Relations Team. This dedicated collaboration space allows the team to work more efficiently together while supporting members across our region. Finally, in 2025 our Steele branch was relocated one block north. This transition not only allows us to continue serving members in Steele, but also supports the expansion of the local Steele AMVETS facility at our former location, demonstrating our ongoing partnership with the communities we serve.



These updates reflect FCCU's continued commitment to maintaining safe, accessible, and efficient facilities for both our members and employees.

Partnership with UND Athletes

FCCU is proud to continue our exclusive partnership as the official financial partner of UND Athletics. What began as a first-of-its-kind collaboration for our institution has grown into a dynamic and meaningful connection with UND student-athletes, fans, and the broader university community.

In 2025, our partnership continued to expand as we strengthened our presence across athletic programs and deepened engagement with supporters. This year, FCCU partnered with five outstanding UND student-athletes who joined Team FCCU for the 2025–26 season: Caleb Olson (Football), Ben Strinden (Hockey), Zack Kraft (Men's Basketball), Mikayla Aumer (Women's Basketball) and Ethan Thomas (Track & Field). These student athletes exemplify dedication, leadership, and hard work both on and off the field. We are honored to support these individuals as they represent UND and inspire communities across North Dakota. We look forward to continuing to grow alongside UND Athletics in the years ahead.



FCCU

Community Impact

FCCU is proud to not just do business in our communities, but also support them by giving back. We donate money, sponsor various events and organizations, volunteer our time, attend events and the list goes on and on.

Every year, FCCU staff vote to select two charity causes to support. Last year we invited you, our members, to help select the causes we supported.

Our charity initiatives provide a unique way for us to support meaningful causes in the region. Since 2014, FCCU employees have selected these causes, and organizations within them, to support by raising both funds and awareness. The funds are raised through Friday jeans money and other specific activities that relate to the cause. Here's a look back on the positive impact in 2025.



MORE THAN

\$1 million

through donations and sponsorships

\$70,000



in college scholarships



2,700 volunteer HOURS



Q1 & Q2

Children & Youth

Our first charity cause in 2025, as voted on by staff and members, was Children and Youth.

Together, we raised more than \$18,000 to support organizations that bring comfort, care, and hope to children and families across our region. The generosity shown by our members, employees, and communities continues to make a meaningful difference in young lives.



A portion of the funds supported Project Ignite Light, which provides personalized "Bags of Hope" filled with blankets, pajamas, and comforting essentials for children who have experienced abuse. FCCU staff and members once again stepped up by collecting blankets and pajamas to help ensure children feel warmth and security during difficult times.

FCCU also joined credit unions across North Dakota in supporting the Sanford Children's Hospital Micropreemie Unit in Fargo. Through a state-wide collaborative effort, more than \$426,000 was pledged by all North Dakota Credit Unions to provide specialized care for the tiniest and most vulnerable patients and their families.

Additional support was directed to Special Olympics North Dakota, which provides year round opportunities for athletes with intellectual disabilities, and to HIA Heather's House, North Dakota's first freestanding hospice home. FCCU helped fund a new game system to bring moments of comfort and joy to young patients and their families.

Beyond financial contributions, our FCCU family found meaningful ways to give back. Staff packed meals for families, hosted branch fundraisers, baked treats, sold chocolate bars, and volunteered throughout our communities. Every effort reflected the heart behind our mission and the cooperative spirit of people helping people.

Every dollar raised and every hour volunteered speaks to the compassion of our members and employees. Together, we are lifting up families, strengthening our communities, and helping children find hope and opportunity.



Community Impact Continued....

Q3 & Q4

Safe Shelters & Domestic Abuse Organizations

Our second charity cause of 2025 focused on supporting safe shelters and domestic abuse organizations across the communities we serve. Through the generosity of our staff and members, FCCU raised and distributed \$7,200 to local organizations providing safety, advocacy, and hope to individuals and families facing domestic violence.



The following centers were supported through this effort: Rape & Abuse Crisis Center in Fargo; Community Violence Intervention Center in Grand Forks; Safe Shelter in Jamestown; Abused Person Outreach Center in Valley City; Safe Alternatives for Abused Families in Devils Lake; Abused Adult Resource Center in Bismarck; and Someplace Safe in Wahpeton.



Throughout the campaign, branches found meaningful ways to raise both funds and awareness. From our suncatcher kickoff fundraiser and October supply drive, to Purple Casual for a Cause Day, bake sales, Friday jeans contributions and social media outreach, the support was heartfelt and consistent. In Fargo, staff also delivered additional snacks and comfort items to further support those served by the Rape & Abuse Crisis Center.

Whether through monetary gifts, donated supplies, or helping raise awareness in conversations and online, every act of support mattered. Domestic violence impacts individuals and families in every community, and together we are helping create safer spaces and stronger support systems for those who need them most.





FCCU BY THE NUMBERS

From First Car to First Home

Behind every number is a member story. Whether it's opening a first checking account, financing a vehicle, purchasing a forever home, or simply building stability, FCCU is here for every milestone.



Drive Forward

\$100,717,190

In Consumer
Loans in 2025

5,637

Consumer Loans



Move Home

\$96,962,943

In Home Loans
in 2025

397

Homes Financed

2025

Awards & Recognition



FCCU was honored to receive several recognitions in 2025 that reflect both our commitment to excellence and the strength of our team.



For the sixth year in a row, FCCU was named one of the Top 50 Best Places to Work in the region by Prairie Business. In addition, we were recognized as one of the Top 10 Best Places to Work by the Young Professionals of Bismarck for the seventh consecutive year, a testimony to the positive, collaborative culture we continue to build.

In 2025, FCCU was again named North Dakota's Best-in-State Credit Union by Forbes for the third consecutive year. Forbes, in partnership with Statista, conducts independent national surveys to identify the best financial institutions based on member trust, satisfaction, and service quality.

Locally, FCCU was also recognized as the Best Financial Institution in Valley City, celebrating our ongoing commitment to members at the community level.



Additional Individual Honors

This year, several FCCU professionals were recognized for their individual achievements:

Brianna Tabor, Mortgage Lender in Jamestown, was named Top Mortgage Lender – Best of the Best in Mortgage Lending in Jamestown, highlighting her excellence in serving members' home financing needs.

Ashley Mohs, South Region Retail Manager, was named to the 20 Under 40 list, an honor recognizing young professionals making a significant impact in their industries and communities.

These recognitions reflect not only the strength of our organization but the dedication of the people who bring our mission and values to life every day.



Remarkable Leadership Program

FCCU also celebrated the Class of 2025 graduates of our Remarkable Leadership Program. Launched in 2021, the program is designed to cultivate leadership skills across the organization, strengthening both individual growth and collaboration. To date, more than 80 employees have completed the program.



This year's participants dedicated months to developing core leadership competencies and concluded the program by sharing their experiences with executive leadership. We are proud of their commitment to continuous growth and the positive influence they bring to FCCU and the communities we serve.



Living the Brand Award

Each year, FCCU recognizes a team member who truly exemplifies our core values through the Living the Brand Award. This honor celebrates an individual who demonstrates passion for their work, dedication to the community, exceptional member service rooted in integrity, and a commitment to growth.

Our 2025 recipient was Trish Lueck, Senior Financial Service Specialist in Valley City. With 21 years of service, Trish is deeply engaged in her community and consistently seeks ways for FCCU to give back. She advocates for her members with care and integrity and embraces growth in her work and leadership. FCCU is proud to recognize Trish for truly Living the Brand.

Volunteer of the Year

FCCU also proudly honors employees who go above and beyond in service to their communities through our Volunteer of the Year recognition.

Kacie Forness, Senior Financial Service Specialist in Crookston, was named FCCU's 2025 Volunteer of the Year for her exceptional commitment to community involvement. Kacie volunteers extensively across local organizations, strengthening connections between FCCU and the communities we serve.



In total, FCCU staff logged 2,700 volunteer hours in 2025, an increase from the previous year, demonstrating the deep commitment our team has to making a meaningful difference.

Financial Overview

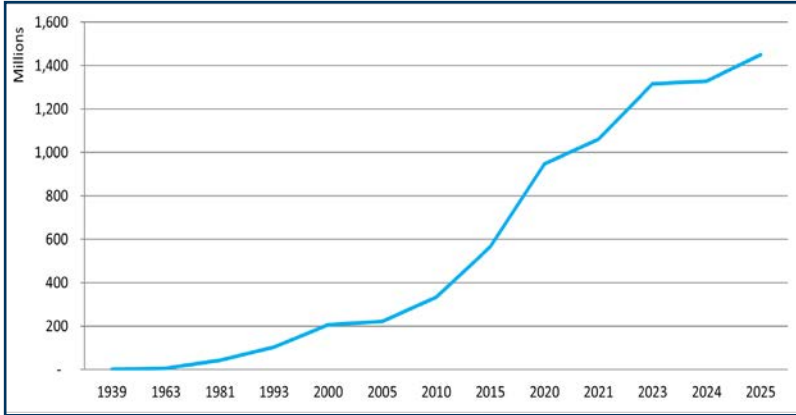
Statement of Financial Condition

ASSETS	Dec. 31, 2025	Dec. 31, 2024
Loans (Net of allowance)	\$ 1,043,395,201	\$ 978,883,337
Cash & Investments	332,722,717	273,817,608
Property and Equipment	39,774,144	40,898,105
Other Assets	34,698,397	34,269,461
Total Assets	\$1,450,590,459	\$1,327,868,511
LIABILITIES AND EQUITY		
Accounts Payable	\$16,896,232	\$16,446,111
Notes Payable	140,000,000	83,000,000
Total Liabilities	156,896,232	99,446,111
Member Shares and Deposits	1,124,967,668	1,081,284,486
Total Liabilities & Member Deposits	1,281,863,900	1,180,730,597
EQUITY		
Total Member Equity	168,726,559	147,137,914
Total Liabilities & Equity	\$1,450,590,459	\$1,327,868,511

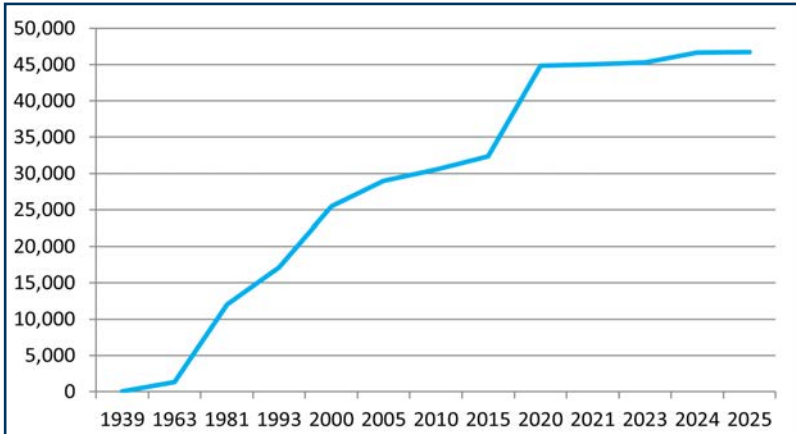
Statement of Income

INTEREST INCOME	2025	2024
Loans	\$58,868,154	\$54,595,662
Investments	12,314,887	10,036,937
Total Interest Income	71,183,041	64,632,599
Interest Expense	(28,431,210)	(28,284,532)
Provision for Loan Losses	(1,375,000)	(165,000)
Net Interest Income	41,376,831	36,183,067
Non-Interest Income	12,778,046	12,100,657
Total Income	\$54,154,877	\$48,283,724
EXPENSES		
Compensation and Benefits	\$26,420,753	\$24,095,030
Operations and Administrative	13,181,695	11,756,478
Occupancy	4,182,934	3,978,519
Total Expenses	43,785,382	39,830,027
Net Income	\$10,369,495	\$8,453,697

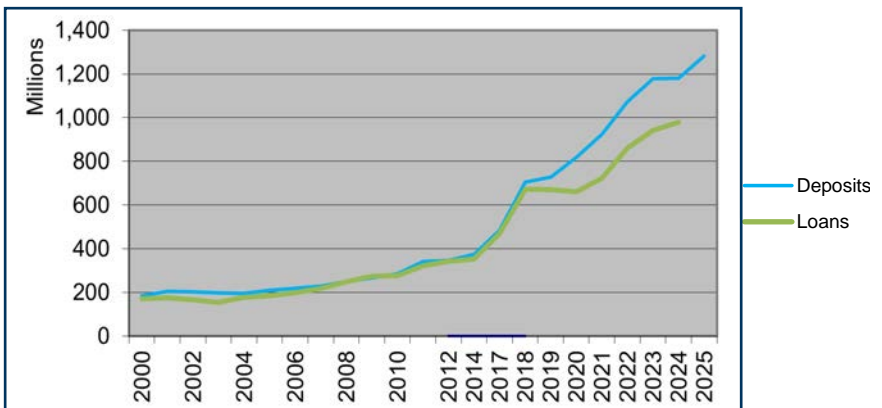
Assets



Membership



Deposits & Loans Since 2000



2025

Executive Management Team



Steve Schmitz
President & CEO



Sean Rinkenberger
Chief Financial Officer



Stephanie Finck
Chief Operations Officer



Craig Grundstrom
Chief Development Officer



Darin Finck
Chief Lending Officer



James Vollrath
Chief Technology Officer



Amie Aesoph
Chief Human
Resources Officer



Steve Davis
Senior VP, Mortgage



Janna Bergstedt
Chief Marketing Officer

Branch Management



Chris Howell
Fargo Market President



Derek Holt
Grand Forks Market President



Jeremy Forester
Jamestown Market President



Heather Wilhelmi
Lake Region
Market President



Alysa Barth
Director of Retail
Sales & Development



Zachary Dosch
Director of Business Sales
and Development

"A leader is one who knows the way, goes the way, and shows the way." - John C. Maxwell

2025

Board & Supervisory



Bonnie Nelson
Elected in 2012



Chris Aarhus
Appointed in 2023



Colin Wegenast
Elected in 2011



Doug Kalianoff
Elected in 2022



Mark Watne
Elected in 2013



Owen Olson
Elected in 2004



Sharman Zachrison
Elected in 2012

Audit Committee

Doug Kalianoff
Scot Nething
Rodney Buck

Nominating Committee

Sharman Zachrison
Scot Nething
Sue Corwin

Board Report

Welcome to the 87th annual meeting of First Community Credit Union, and what a year we had! We started a charitable foundation, made significant donations toward excellent causes and started a full renovation of our Jamestown Main branch. It's all made possible by your support, which reflects how deeply our community values having a trusted, member-owned credit union dedicated to serving local needs and building a stronger future together.

For 2025, the credit union ended with a net income of \$1,174,606, with assets of \$1,449,989,152. Our membership count is up to 46,554, adding 334 new members to our family in 2025.

During the 86th annual meeting in March, Owen Olson, Mark Watne and Doug Kalianoff were re-elected to the board.

We're very excited to share with you the creation of the First Community Credit Union Foundation to serve as our charitable giving arm, supporting initiatives such as scholarships, community donations and other local programs. Through this foundation, we invest directly in the people and organizations that strengthen the communities we serve. It is our meaningful way of giving back to those who support us every day and share in our mission.

Part of that giving includes our scholarship program. Last spring, we proudly awarded \$67,000 in scholarships to 26 graduating seniors, including 13 multi-year scholarships valued at either \$2,500 or \$5,000 each. Over the past 29 years, we have awarded more than \$760,000 in scholarships, reflecting our strong commitment to education as a pathway to opportunity.

At First Community Credit Union, we believe that when neighbors come together, communities grow stronger. That's why FCCU donated \$200,000 to the Great Plains Food Bank, as it prepares to build its new, larger facility in Fargo to better support its mission of ending hunger. Additionally, FCCU donated \$100,000 to James River Senior Center (JRSC) for its new facility. The JRSC provides services to enhance the ability of elderly to lead independent and productive lives. FCCU also joined with 19 other credit unions to pledge over \$400,000 to fund the micro-preemie unit at Sanford Children's in Fargo.

We're also excited to share with you that our main branch in Jamestown is getting a full interior and exterior refresh. Built in 1975, the building will receive numerous updates including modern LED lighting, a streamlined drive-up, a redesigned reception area, new offices and a new teller line that's ADA accessible. We see this project as an investment in our members, creating a refreshed space that reflects our commitment to serving them today while preparing for the future.

Our members are the heart of our credit union, and your dedication is the reason we continue to thrive. We are grateful for your commitment and are proud to serve you as we grow stronger together.



Life is better with community.

1-800-850-7676
myFCCU.com

First Community Credit Union
310 10th Street SE
Jamestown, ND 58401