




2021

annual report



AGENDA

1. Call to Order
 2. Determination of Quorum
 3. Introductions
 4. Approve the Minutes of the Last Annual Meeting
 5. Reports:
 - President and Chairman of the Board
 - Treasurer's Report/Statement of Condition
 - Supervisory Audit Report
 6. Election of Directors
 7. Old Business
 8. New Business
 9. Adjournment
- 

BOARD OF DIRECTORS

Lyle Mader
Chairman

Keith Fischer
Vice Chairman

Nathan Karow
Treasurer

Stephanie Cheslock
Secretary

Emily Charles
Director

Barb Hartfiel
Director

Kathy Jankowski
Director

THE GREEN TEAM (STAFF)

Kathy Jankowski
President/CEO

Bob Olson
Vice President - Operations

Stephanie Krause
Vice President - Lending

Andrea Grunenwald
Vice President - Finance

Roni Kasperek
Member Experience Manager

1500 W. American Drive, Neenah

Heidi Barnard
Consumer Loan Officer

Lisa Hable
Senior Mortgage Loan Officer

Matty Nitschke
Loan Clerk

Shelley Fairbanks
MSR Supervisor

Megan Horejs
MSR/Sustainability Coordinator

Bailey Ketterl
Member Service Representative

Ryan Platta
P/T Member Service Representative

133 N. Richmond Street, Appleton

Tracey Gonia
Branch Manager

Sharon Larson
Consumer Loan Officer

Dawn Menne
P/T Member Service Representative

Maggie Schiedermayer
Member Service Representative

Felicia Toland
P/T Member Service Representative

MINUTES OF THE 2020 ANNUAL MEETING

Chairman Lyle Mader called the 2020 Annual Meeting to order on April 20, 2021 at 6:00pm via Zoom at Evergreen Credit Union office in Neenah, Wisconsin.

Secretary Stephanie Cheslock informed the chairman that 18 members eligible to vote were present, which constituted a quorum.

Chairman Mader turned the meeting over to President/CEO Kathy Jankowski. Kathy informed all Zoom attendees that they have had an opportunity since April 5, 2021 to receive a copy of last year's annual meeting minutes. If they did need a copy, they could go to www.evergreencu.com and under Newsletters was the 2020 Annual report. She gave the members a few moments to review the minutes. There were no questions or comments so the minutes were approved as presented.

The following reports were printed in the annual meeting booklet:

- President/CEO and Chairman's Report
- Treasurer's Report
- Supervisory Audit Report from Hawkins Ash CPAs
- Sustainability Report

CEO Jankowski briefly talked about 2020. Kathy thanked the members, board and staff responding to continuous changing circumstances due to COVID-19. The lobby was closed most of the year; reopening on March 22, 2021. 2020 was an outstanding year which included completion of our new second location in Appleton. Kathy reminded everyone that Appleton is now open and to stop in. She thanked everyone for their support and trust in Evergreen CU. Kathy asked if there were any questions or comments, there were none.

Kathy stated to all Zoom attendees that they have had an opportunity since April 5, 2021 to receive a copy of last year's annual treasurer's report. If they did need a copy, they could go to www.evergreencu.com and under Newsletters was the 2020 Annual report. There were no questions or comments so the report of the treasurer will be filed for audit.

Chairman Mader then informed our attendees that in 2020 the credit union contracted with Hawkins Ash CPAs to perform the required Supervisory Committee Examination. Members had an opportunity since April 5, 2021 to receive a copy of last year's annual report, which included a copy of Hawkins Ash's summary. If they did need a copy, they could go to www.evergreencu.com and under Newsletters was the 2020 Annual report. Lyle stated the results of this internal audit have been reviewed by the board of directors and no material issues were found. The complete exam report has been retained for review by our regulators.

ELECTIONS OF DIRECTORS

Nate Karow stated that we have two members of the board of directors whose three-year terms have



We participated in events on College Ave - pictured is our submission for Downtown Creates

expired. One director has decided to step down from the board at this time. He then asked the chairperson of the nominating committee to read into nominations the names of those they have selected as candidates for election to the board of directors.

Barb Hartfiel informed the members that the nominating committee has nominated current board member Lyle Mader, and Evergreen Credit Union member Emily Charles to 3-year terms. Director Andy Fenwick has decided to step down from the board and not seek re-election. Director Karow asked for a motion to cast one unanimous vote to elect the nominees as directors of the credit union. A motion was by Director Cheslock. The motion carried.

OLD BUSINESS

There was no old business brought to the floor.

NEW BUSINESS

Member, Jeff Gehrke asked what the 2020 ROA ratio was. CEO Jankowski informed the members it was 0.94%.

A motion was made to adjourn the meeting at 6:18pm. The motion carried.

Respectfully submitted,

Stephanie Cheslock
Secretary

Lyle Mader
Chairman of the Board



We are an active sponsor of the 2.1 miles of trail from Cold Spring Road to Clayton Avenue

We made tie blankets for Harbor House as part of our Staff Development Day



2021 PRESIDENT'S AND CHAIRMAN'S REPORT

The best compliment for our credit union is to hear a member say “My entire family are members of Evergreen Credit Union.” Our wonderful members, dedicated volunteer board and amazing team are the reason we are 64 years strong! Thank you for your membership.

Early 2021, our Appleton branch opened. We served 5124 members, processed 366 loan applications, and welcomed 119 new members just at our Appleton branch. If you have not yet visited our new office, we are one block north of College Ave across from Good Company on Richmond St. Look for the solar array!

Interest rates were historically low this year, helping to make home and vehicle purchases more affordable for many members. Loans and assets steadily increased despite the continuing pandemic and the state of the economy. Our financial results show strength and the protection it provides for the future.

Building on our tradition and desire to help people, Evergreen Credit Union got out into our communities to host, sponsor, and volunteer at many events this year! Some of those included:

- o Migrating Monarchs presented by Heckrodt Wetland Reserve
- o Fox Crossing Parks & Recreation Filthy Kids Fun Run
- o Credit Union Day at Feeding America

We are always looking for ways to enhance our products and services. We rolled out Account to Account transfers. With A2A, our members can now transfer funds to and/or from their other external financial institutions. Ask one of our member service representatives to help you set this up! Another new service is ACH on demand. If you have direct deposits coming to Evergreen, you can now post the deposit a day early through online banking and access the funds immediately for a nominal fee.

It continues to be our mission to be the most environmentally responsible credit union in the nation. We have been meeting this goal by implementing a number of projects. These 2021 projects include:

- o Donating to Wisconsin's Forests for the Future Fund for every new account and loan opened
- o Committing to 100% renewable energy with our on-site solar arrays and purchase of RECs
- o Implementing sustainable practices to remove paper from payments, bills, and statements

In 2022, watch for Instant Issue Debit cards. If you lose your debit card or if fraudulent activity took place, we will be able to issue you a new or replacement card instantly. No waiting!

Thank you for choosing Evergreen Credit Union! It has been an honor serving you. Please let us know how we are doing and how we can help you better. We look forward to serving you for many years to come.

Respectfully submitted,

Kathy Jankowski
President/CEO

Lyle Mader
Chairman of the Board

TREASURER'S REPORT 2021

Key Financial Benchmarks:

	2021	2020	Increase/(Decrease)
Assets	\$54,658,432	\$49,017,273	11.5%
Loans	\$36,253,138	\$34,791,445	4.2%
Member Shares (Deposits)	\$48,093,683	\$42,854,837	12.2%
Profit/(Loss)	\$232,005	\$462,453	(49.8)%

Key Financial Measures for 2021:

Net Profit of \$232,005. This was our first full year with a second location. Our net profit was down from 2020 with the added operating expenses, but we are confident this will increase as the branch brings in new members and business.

Return on Assets (ROA) of 0.45%. This ratio has decreased since the credit union took on additional expenses due to the opening of the new branch and growth in assets.

Net Worth Evergreen remains well capitalized with a net worth ratio of 11.66%, which is slightly higher than the Wisconsin peer group average of 9.61%.

Total assets up 11.5%.

Loans to members increased 4.2%.

Loan Delinquency of 1.24%.

Member shares up 12.2%.

Net Membership was up 28 or .8%.

Your board of directors and management team see challenges ahead in 2022 due to the economic uncertainties, a challenging interest rate environment, and competitive pressures. But we will succeed in our mission due to our strong members and strong team!

Respectfully submitted,

Nathan Karow
Treasurer

STATEMENT OF CONDITION

ASSETS

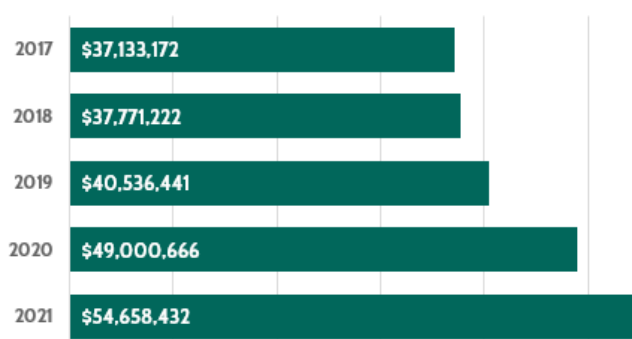
	2021	2020
Cash	\$ 415,781	\$ 106,022
Investments	\$ 14,765,276	\$ 10,622,664
Personal Loans	\$ 14,368,519	\$ 13,333,553
Mortgage Loans	\$ 21,884,619	\$ 21,457,892
Loans Held for Sale	\$ 0	\$ 331,445
Allowance for Loan Losses	\$ (151,331)	\$ (113,936)
Building and Land*	\$ 3,007,597	\$ 1,173,157
Furniture and Equipment*	\$ 181,620	\$ 75,518
Other Assets	\$ 186,351	\$ 2,144,518
Total Assets	\$ 54,658,432	\$ 49,130,833

LIABILITIES AND RESERVES

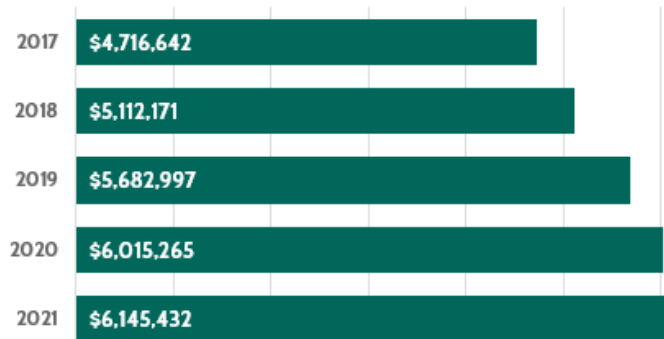
Savings Accounts	\$ 20,470,848	\$ 18,767,637
Checking Accounts	\$ 8,996,873	\$ 7,911,160
Money Manager Savings	\$ 12,050,150	\$ 9,776,943
Certificates of Deposit	\$ 5,421,485	\$ 5,284,062
IRA Accounts	\$ 1,154,326	\$ 1,098,428
Other Liabilities	\$ 187,312	\$ 147,171
Total Liabilities	\$ 48,280,994	\$ 42,985,401
Regular Reserves	\$ 1,957,888	\$ 1,957,888
Other Reserves	\$ 4,187,544	\$ 4,187,544
Total Reserves	\$ 6,145,432	\$ 6,145,432
Total Liabilities & Reserves	\$ 54,658,432	\$ 49,130,833

*Net after accrued depreciation

Assets



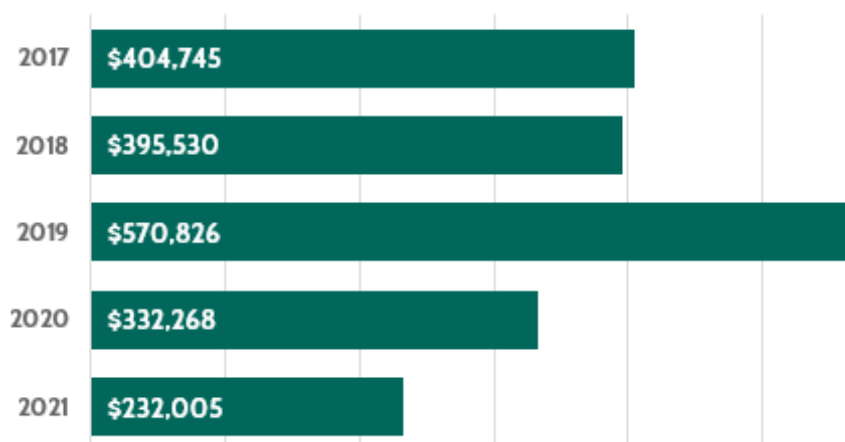
Reserves



STATEMENT OF INCOME

INCOME	2021	2020
Interest from Loans	\$ 1,449,099	\$ 1,535,093
Investments	\$ 113,724	\$ 146,416
Other Income	\$ 484,515	\$ 401,150
Total Assets	\$ 2,047,338	\$ 2,082,659
EXPENSES		
Salaries and Benefits	\$ 900,668	\$ 774,224
Building Costs	\$ 188,729	\$ 89,780
Office Operations	\$ 337,694	\$ 344,117
Provision for Loan Losses	\$ 70,783	\$ 48,400
Other Expenses	\$ 166,469	\$ 168,341
Total Operating Expenses	\$ 1,664,342	\$ 1,424,862
Income Before Dividends	\$ 382,996	\$ 657,797
Non-Operating Income/Loss	\$ 0	\$ (5,946)
Dividends Paid to Members	\$ (150,991)	\$ (189,416)
Net Income	\$ 232,005	\$ 462,435

Income



September 28, 2021

To the Membership of
Evergreen Credit Union
Neenah, Wisconsin

Dear Members:

We performed a supervisory exam of Evergreen Credit Union (the "Credit Union") as of June 30, 2021. The procedures performed and findings, including the independent accountants' report on applying agreed-upon procedures, were issued subsequent to the completion of the supervisory exam and are on file at the Credit Union.

A supervisory exam is one of the options available to federally insured credit unions under Section 715 of the NCUA Rules and Regulations. The supervisory exam was performed in accordance with the minimum procedures described in the *Other Supervisory Committee Audit* Minimum Procedures Guide. Any significant findings identified at your credit union were reported to its Board of Directors.

Sincerely,
HAWKINS ASH CPAs, LLP



By Jeffrey Danen, Partner

2021 SUSTAINABILITY REPORT

Our team is **the (Ever)green Team**, in more ways than one! This report highlights our work in our six focus areas: energy self-sufficiency, carbon neutrality, water conservation, zero waste, employee engagement, and member education. For 2021, we chose to combine metrics for our Neenah and Appleton Branches.

Energy Self-Sufficiency

When designing our Appleton Branch, we aimed for a small building footprint. Appleton's 72 panel solar array was sized to meet our energy goals. For our first year in operation, we came very close to those expectations! We produced 98.12% of our branch demand in Neenah, and 91.43% of our branch demand in Appleton.

Energy consumption for our Neenah Branch increased slightly, which was anticipated given our scaled back "COVID year" in 2020. However, when compared to 2019, energy consumption decreased by 7,393 kWh. We started new energy initiatives, such as random employee work station audits.

For the seventh year in a row, we maintained our ENERGY STAR Certified Building status for Neenah. Look for Appleton's upcoming certification in 2022.

Carbon Neutral

To offset our carbon emissions, we continued our tree planting initiatives. We made donations to the Village of Fox Crossing and Appleton Urban Forestry Departments to help bring trees to municipal streets and parks. We also made a donation to Wisconsin's Forests for the Future Fund for planting in state lands.

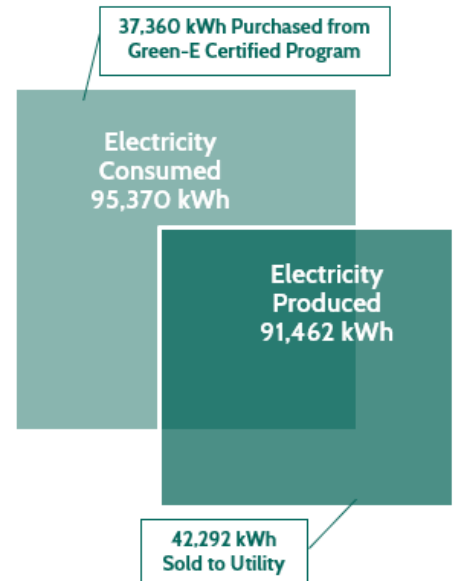
Our Neenah Branch saw a small reduction in annual operating emissions (24.1 mT). As our Appleton Branch moved from construction phase to operating phase, we saw a noticeable change in output from month to month. Emissions from new vehicles financed increased proportionally, with 3 more vehicles than 2020.

We continue to purchase renewable energy credits (RECs) to offset carbon emissions from electricity sourced from the grid.

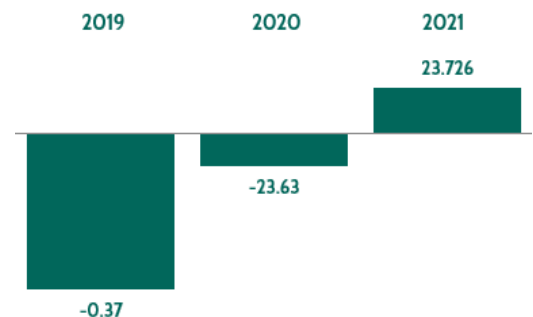
Water Conservation

Consumption at our Neenah Branch held steady, while our Appleton Branch set its first base line. Both locations feature rain barrels, hand watering for plants, and low-flow faucets.

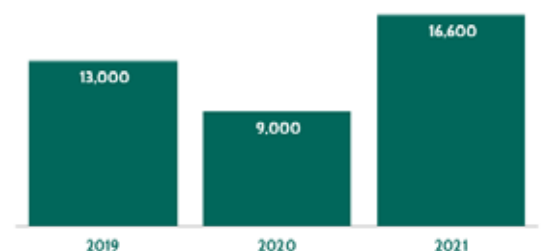
Electricity Production and Use



Net Carbon Footprint (metric tons)



Water Usage (gallons)

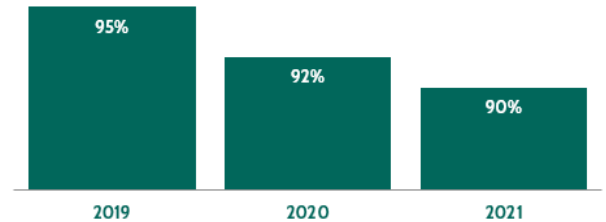


Zero Waste

An interesting challenge of opening a branch was tracking waste. As our main location, our Neenah Branch produces a large volume of diverted waste. Our Appleton Branch has more quick service transactions, which produces very little waste but means there is less recycling occurring. Less overall waste fits our goals, but makes comparison difficult.

While our overall percentage diverted decreased, we still strive for overall waste prevention. In 2021, our loan process saw many changes, including large scale conversions to digital format. We also refined our new account process to limit physical paperwork - a new account can now be open with one half sheet of paper! Look for our new tracking metrics in 2022.

Waste Diverted From Landfill



Employee Development

Our staff continue to engage with sustainability through 4E: Evergreen Environmental Engagement Experience. Every new employee receives sustainability on boarding, including picking their sustainability title. Here are our newest staff:

- Praetor of Pollination (Megan)
- Ruler of Roses (Stephanie)
- Agent of Solar (Bob)
- Guardian of the Gale (Bailey)

Member and Community Engagement

The ongoing pandemic continued to create challenges for community events. As restrictions lifted, and more creative events continued to emerge, we found new ways to support organizations we love.

Here are some things we sponsored last year:

- Volunteer Fox Cities Give Back Bus Earth Day Mystery Mission
- Sustain Greenville Christmas Light Recycling Drive
- Community Clothes Closet Solar Installation
- Big Brothers Big Sisters of East Central Wisconsin Bike Tour
- SOAR Fox Cities Amazing Fundraiser
- Neenah Animal Shelter Furry Flurry
- NAMIWalks Fox Valley

In addition, we continued to sponsor Heckrodt Nature Preserve's Plug into Nature initiative. Plug into Nature is both education on wheels, and a renewable energy initiative. You can charge your electric vehicle for free during their open hours using their solar powered charger!

Find more sustainability initiatives at www.evergreencu.com/our-mission/environmental-certifications/



SOAR Fox Cities' Trunk or Treat



Village of Fox Crossing's Trick or Treat Trail



Credit Union Day with Feeding America



Evergreen Credit Union Finish Line at the Filthy Fun Run



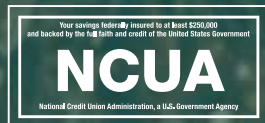
The Wisconsin Department of Financial Institutions' Secretary Kathy Blumenfeld and Assistant Deputy Secretary Catherine Haberland visited our Appleton Branch to learn more about our sustainability initiatives



1500 W. American Drive
Neenah, WI 54956

133 N. Richmond Street
Appleton, WI 54914

(920) 729-2999
EvergreenCU.com



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