



2022

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

Lisa Hable
Vice President - Lending

Andrea Graverson
Vice President - Finance

Roni Kasperek
Member Experience Manager

1500 W. American Drive, Neenah

Matt Bolanda
Consumer Loan Officer

Alex Wyman
Mortgage Loan Officer

Felicia Toland
Loan Processor

Shelley Fairbanks
MSR Supervisor

Alex Calder
P/T Member Service Representative

Sara Erickson
Member Service Representative

Megan Horejs
MSR/Sustainability Coordinator

133 N. Richmond Street, Appleton

Tracey Gonia
Mortgage Loan Officer

Ali Reuss
Member Experience Officer

Dawn Menne
P/T Member Service Representative

Maggie Schiedermayer
Member Service Representative

MINUTES OF THE 2021 ANNUAL MEETING

Chairman Lyle Mader called the 2021 Annual Meeting to order on April 19, 2022 at 6:00pm at Evergreen Credit Union office in Neenah, Wisconsin.

Secretary Stephanie Cheslock informed the chairman that 15 members eligible to vote were present, which constituted a quorum.

Chairman Mader turned the meeting over to President/CEO Kathy Jankowski.

Jankowski introduced the board of directors and staff that were in attendance. She informed the members present that they each received a copy of last year's annual meeting minutes in their booklet. There were no questions or comments so the minutes were approved as presented.

CEO Jankowski briefly talked about 2021. She thanked the members, board and staff for coming. "It's good to see everyone in person this year." Our lobbies opened in March 2021. Kathy asked for a show of hands of those who have stopped at our new location in Appleton? One member raised her hand. Kathy then summarized how Appleton did in 2021: the branch served over 5000 members, processed 366 loan applications and welcomed 119 new members. Interest rates were historically low in 2021 which allowed many members to purchase a different or new vehicle or home. She stated that our mission to be the most environmentally responsible credit union in the nation is still as important as ever to Evergreen CU. CEO Jankowski thanked everyone for their support and trust in Evergreen CU. Kathy asked if there were any questions or comments, there were none.

Kathy informed the members present that they each have a copy of the Treasurer's report in their booklet. 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 2021 the credit union contracted with Hawkins Ash CPAs to perform the required Supervisory Committee Examination. 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

Director Charles stated that we have two members of the board of directors whose three-year terms have expired. She then asked the chairperson of the nominating committee to read into nomination the names of those they have selected as candidates for election to the board of directors.

Director Cheslock informed the members that the nominating committee has nominated current Vice-Chairman of the board Keith Fischer, and current board member Barb Hartfiel to three-year terms. Director Charles asked for a motion to cast one unanimous vote to elect the nominees as directors of the credit union. A motion was by member, Christina Lewis and seconded by staff member, Andrea Grunenwald. The motion carried.



Our Neenah branch continues to be a “hopping” place to be

OLD BUSINESS

There was no old business brought to the floor.

NEW BUSINESS

Member, Tom Reuss asked why income dropped in 2021. CEO Jankowski explained our net profit was down from 2020 with the added operating expenses with opening our new location in Appleton in 2021. This was something the board and the exec team worked into the strategic business plan. Kathy noted that most new businesses do not see a profit for 4-5 years. Evergreen remains well capitalized. Our financial results from this year show strength moving forward.

There was no new business brought to the meeting.

Respectfully submitted,

Stephanie Cheslock
Secretary

Lyle Mader
Chairman of the Board



The Back to School Block Party with People of Progression and Taperz Barbershop was right at our branch

We enlisted some extra help for our summer trail clean up



2022 PRESIDENT'S AND CHAIRMAN'S REPORT

Interest rates were low as we entered 2022, but as the year continued, things changed rapidly; inflation, talk of recession and economic instability. The Federal Reserve started increasing interest rates which resulted in increased rates for member deposits and loans.

Despite these challenges, Evergreen delivered solid results. Our 2022 strong financial performance showed both the agility and stability of Evergreen Credit Union.

We helped 660 members with their borrowing needs, from purchasing or refinancing a home, a new or used vehicle, a home solar array, or a personal loan, funding a total of \$16,849,356!

One of many things we are proud of at Evergreen Credit Union is our desire to support our community. This year our team donated their time for the following Fox Valley needs: Junior Achievement, SOAR Fox Cities, Feeding America, Area High School Career Expo, Neenah Animal Shelter, youth coaching, donating blood, United Way KC Diaper Bank, The Farmory, YMCA, financial guardianship, and crocheting premie hats for area hospital neonatal units.

Two new conveniences were added for our members:

- Instant Issue Debit Cards: if you have fraud or lost your debit card, you no longer need to wait for a new one to come in the mail!
- Account to Account Transfers (A2A): allows you to transfer funds to or from another financial institution through It's Me 247 Online Banking or at one of our Credit Union offices.

Our environmentally responsible focus continues. Both our buildings are now Energy Star Certified. Since 2015, Evergreen has been a part of the Wisconsin Sustainable Business Council's Green Masters Program. We donate money for local tree planting, sponsored the Fox-Wolf Watershed Cleanup, adopted the trail (1 mile) in front of the Neenah location... just some of the ways we are environmentally responsible.

In 2023, we mark our milestone 65th anniversary! Be sure to watch our website for quarterly specials all year to celebrate. We also recently debuted our 3% Cash Back Evergreen Rewards checking.

We would like to thank you, our members, for your trust and partnership, as well as our dedicated board and wonderful employees, which allows us to continue to thrive. We look forward to serving you, your families, and your friends over the next sixty-five years.

Respectfully submitted,

Kathy Jankowski
President/CEO

Lyle Mader
Chairman of the Board

TREASURER'S REPORT 2022

Key Financial Benchmarks:

	2022	2021	Increase/(Decrease)
Assets	\$55,980,995	\$54,658,432	2.4%
Loans	\$40,653,248	\$36,253,138	12.1%
Member Shares (Deposits)	\$48,971,717	\$48,093,683	1.8%
Profit/(Loss)	\$386,449	\$232,005	66.6%

Key Financial Measures/Ratios for 2022:

Net Profit of \$386,449.

Return on Assets (ROA) of 0.70%. This ratio provides insight into how efficiently profits are generated from the credit union's available assets.

Net Worth of 12.08%. Net worth is all of the credit union's earnings since inception. The net worth-to-asset ratio is the primary measure of the credit union's financial strength. According to regulations, a 7% or higher is a well-capitalized credit union.

Total assets of \$55,980,995.

Loans to members increased 12.1%.

Loan Delinquency of .72%. This ratio is a measure of the current credit risk (delinquent loans) in relation to the credit union's total loan portfolio.

Member shares up 1.8%.

Net Membership declined by 31.

We look forward to another good year, growing and serving the needs of our members. We do see challenges ahead due to the continuing economic uncertainty and the challenging rate environment.

We have proven to be a safe and sound financial over the years. We will continue this mission because of our loyal members, strong and capable team, and guidance of our board of directors.

Respectfully submitted,

Nathan Karow
Treasurer

STATEMENT OF CONDITION

ASSETS

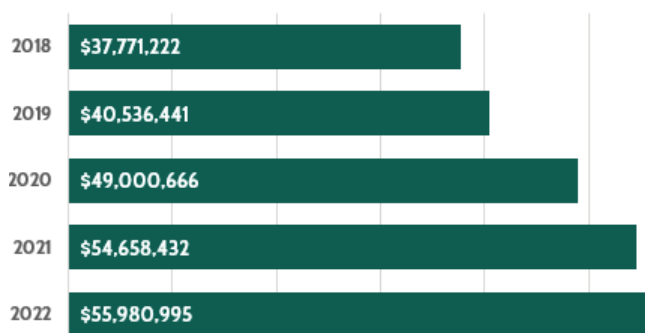
	2022	2021
Cash	\$ 491,931	\$ 415,781
Investments	\$ 10,126,552	\$ 14,765,276
Personal Loans	\$ 14,371,791	\$ 14,368,519
Mortgage Loans	\$ 26,281,457	\$ 21,884,619
Loans Held for Sale	\$ 0	\$ 0
Allowance for Loan Losses	\$ (77,718)	\$ (151,331)
Building and Land*	\$ 2,926,451	\$ 3,007,597
Furniture and Equipment*	\$ 138,840	\$ 181,620
Other Assets	\$ 1,721,691	\$ 186,351
Total Assets	\$ 55,980,995	\$ 54,658,432

LIABILITIES AND RESERVES

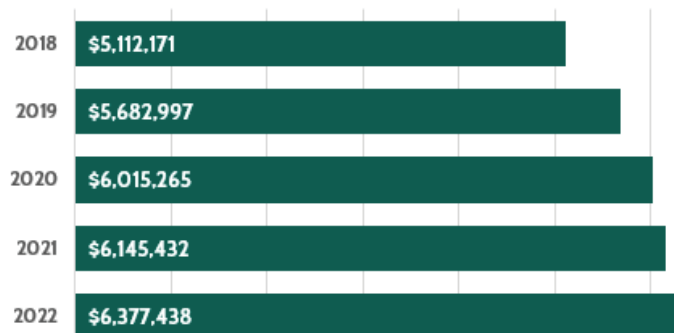
Savings Accounts	\$ 22,323,534	\$ 20,470,848
Checking Accounts	\$ 9,339,337	\$ 8,996,873
Money Manager Savings	\$ 12,321,601	\$ 12,050,150
Certificates of Deposit	\$ 3,740,276	\$ 5,421,485
IRA Accounts	\$ 1,246,969	\$ 1,154,326
Other Liabilities	\$ 245,391	\$ 187,312
Total Liabilities	\$ 49,217,108	\$ 48,280,994
Regular Reserves	\$ 1,957,888	\$ 1,957,888
Other Reserves	\$ 4,419,549	\$ 4,187,544
Total Reserves	\$ 6,377,438	\$ 6,145,432
Total Liabilities & Reserves	\$ 55,980,995	\$ 54,658,432

*Net after accrued depreciation

Assets



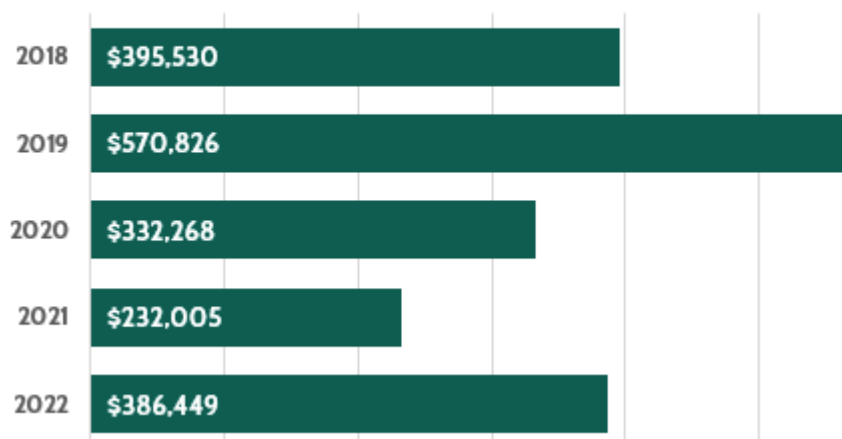
Reserves



STATEMENT OF INCOME

INCOME	2022	2021
Interest from Loans	\$ 1,571,222	\$ 1,449,099
Investments	\$ 227,676	\$ 113,724
Other Income	\$ 474,172	\$ 484,515
Total Assets	\$ 2,273,070	\$ 2,047,338
EXPENSES		
Salaries and Benefits	\$ 994,397	\$ 900,668
Building Costs	\$ 163,678	\$ 188,729
Office Operations	\$ 405,463	\$ 337,694
Provision for Loan Losses	\$ (23,225)	\$ 70,783
Other Expenses	\$ 184,048	\$ 166,469
Total Operating Expenses	\$ 1,724,361	\$ 1,664,342
Income Before Dividends	\$ 548,709	\$ 382,996
Non-Operating Income/Loss	\$ (415)	\$ 0
Dividends Paid to Members	\$ (161,845)	\$ (150,991)
Net Income	\$ 386,449	\$ 232,005

Income



October 6, 2022

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, 2022. 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.

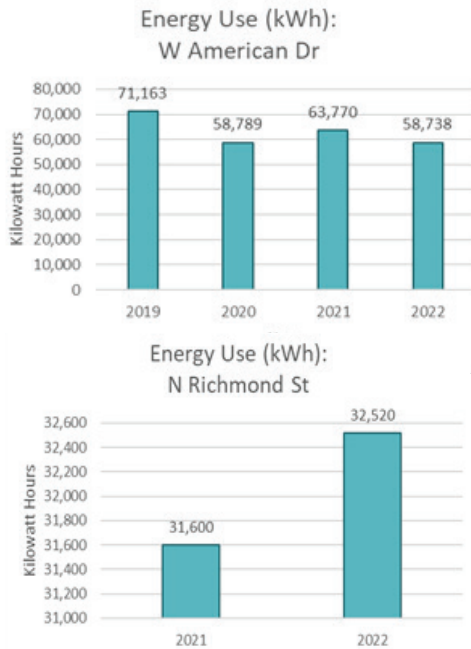
Sincerely,
HAWKINS ASH CPAs, LLP



By Jeffrey Danen, Partner

2022 SUSTAINABILITY REPORT

This report highlights our work in our six focus areas: energy self-sufficiency, carbon neutrality, water conservation, zero waste, employee engagement, and member education. This is the first year where both branches are broken out into their own metrics.



Energy Self-Sufficiency

COVID-19 created an interesting bench mark in 2020. We are happy to say 2022's energy usage is almost exactly what it was in 2020 (and the lobby has been opened all year long)!

Unfortunately, 2022 was a very cloudy year, so while we used less energy, the amount of energy generated declined at both branches. Our Neenah branch produced 84.71% of its usage, and Appleton produced 86.13% of its usage. These seasonal variations are outside of our control and we look forward to a sunny 2023.

Despite this set back, our Neenah branch achieved 8 years of Energy Star certification, and our Appleton branch earned it's first certification. We are proud to be leaders in the "bank branch" category when it comes to energy efficiency.

Carbon Neutral

Evergreen is currently working to revamp our definition of carbon neutrality and how we track and achieve it. This retrospection allows us to evolve and make sure we are maximizing our impact. We continued to donate funds to plant a tree for each new account opened and loan closed. To date, we have donated enough money to plant over 13,500 trees in state and national parks and forests.

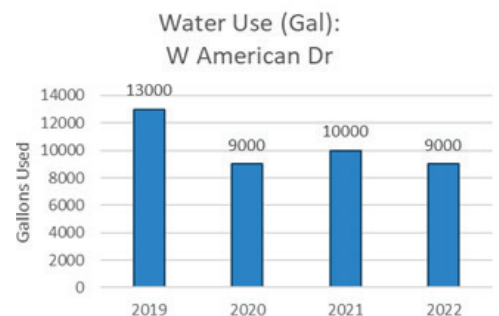
In 2022, we donated to plant trees in Wisconsin's state forests through the Forests for the Future Fund. Donations are used to: plant trees; manage forests; establish wildlife habitat; control invasive plants; improve recreational trail; and develop educational materials.

New this year, we switched to purchasing Renewable Energy Credits (RECs) to offset carbon emissions from electricity sourced from the grid. 39.85 mT of offsets were purchased from Terrapass.

Water Conservation

Water consumption at our Neenah Branch returned to 2020 levels, while Appleton saw a considerable increase.

This change is because our Appleton branch was required to make adjustments to meet the needs of the sewer infrastructure (simply put, we weren't using enough water). Appleton used 7312 gallons.



Zero Waste

The diversion rate at Neenah has stayed relatively consistent. While we did experience a small drop of 1.46%, our goal is to reach 95% in 2023. Appleton previously saw a low diversion rate due to construction. In 2022, Richmond St reached a similar diversion rate as the American Dr branch.

Recycling efforts have improved. In addition to recycling day-to-day waste, we are finding new ways to recycle other items. We continue to collect plastic film and hotel toiletries to donate to local shelters. During the winter, we collect holiday lights. Behind-the-scenes, we consistently recycle batteries, toner cartridges, and other small office supplies.

Before COVID-19, our used paper toweling was added to the compost mixture at Petersen's Dairy Farm. We resumed this partnership towards the end of the year. In addition, composting was introduced to our Appleton branch to help better manage lunch room waste.



Employee Development

In 2022, our staff joined the Wisconsin Sustainable Business Council's state wide game of Cool Choices. We had three teams that placed 5th, 7th, and 19th respectively.

We welcomed new staff to our sustainability program. They are: Alex, our Rainwater Warrior, Ali, our Upcycle Innovator, Matt, our Proponent of Reforestation, and Sara, our Goddess of Gardening.

Member and Community Engagement

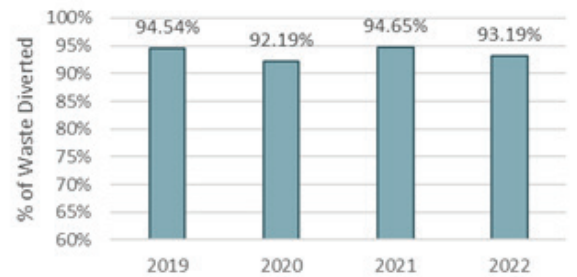
An important part of Evergreen Credit Union's brand is alignment with organizations and causes that reflect our values.

Here are some things we supported last year:

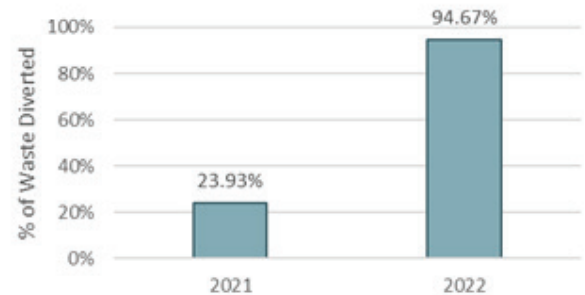
- Sustain Greenville Christmas Light Recycling Drive
- Big Brothers Big Sisters of East Central Wisconsin Bike Tour
- SOAR Fox Cities Amazing Fundracer
- Neenah Animal Shelter Furry Flurry
- Filthy Fun Kids Run
- Fox Cities Mountain Bike Team
- Appleton Parks and Recreation Youth Basketball Team

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. Our support provided 237 roving and virtual education based programs, and over 400 miles were driven electric to provide off site classes!

Waste Diverted from Landfill (%):
W American Dr



Waste Diverted from Landfill (%):
N Richmond St





Playing some Plinko at the SOAR Corn Roast



Getting Serious about Plastic Film Recycling



We highlighted our new Teen Checking with the celebration of Teen Week!



Handing out candy at Fox Crossing's Trick or Treat Trail



Collected and Recycled 76lbs of String Lights



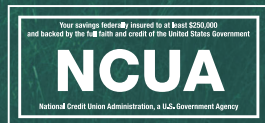
Giving Tree Donations for the Neenah Animal Shelter



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