



# AFFINITY

CREDIT UNION



# ANNUAL REPORT

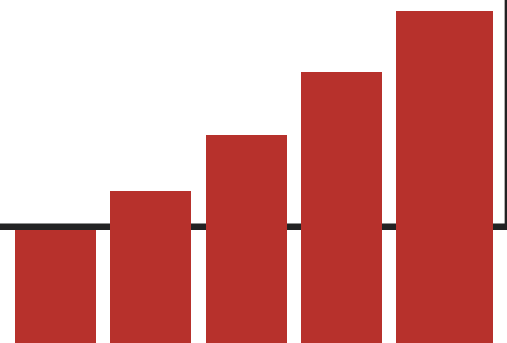
## 2025



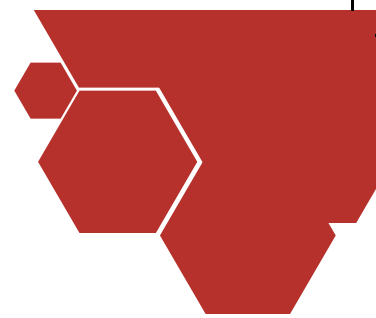
# Agenda



<b>Call to Order</b>	<i>Cara Harris, Board Chair</i>
<b>Determination of Quorum</b>	<i>Cara Harris, Board Chair</i>
<b>Reading of the Chair Report</b>	<i>Cara Harris, Board Chair</i>
<b>Reading of CEO Report</b>	<i>Jeremy Smith, CEO</i>
<b>Financial Coaching Services</b>	<i>Gage Smith, Financial Coach</i>
<b>Wealth Management Services Partnership</b>	<i>Kristin Evans, First Community Trust</i>
<b>Affinty Mortgage Services</b>	<i>Victoria Nesbit, Mortgage Loan Officer</i>
<b>Recognition of Scholarship Recipients</b>	<i>Jeremy Smith, CEO</i>
<b>Reading of the 2025 Annual Meeting Minutes</b>	<i>Terry Jones, Board Secretary</i>
<b>Acceptance of Committee Reports</b>	<i>Cara Harris, Board Chair</i>
<b>Unfinished Business</b>	<i>Cara Harris, Board Chair</i>
<b>New Business</b>	<i>Cara Harris, Board Chair</i>
<b>Introduction of Board Nominees</b>	<i>James Reasoner, Board Member</i>
<b>Oath of Directors</b>	<i>James Martens, Former Board Chair</i>
<b>Adjournment</b>	
<b>Prize giveaway following adjournment.</b>	



# Contents



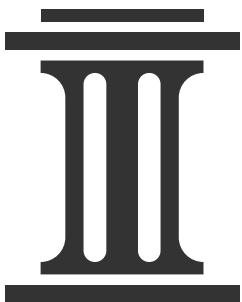
**Chair Report**  
**CEO Message**  
**Speaker Information**  
**Financials**

**Credit/Audit Committee Reports**  
**Board of Directors**  
**New Board Candidate Profiles**  
**Community Impact**

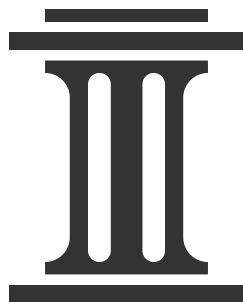
## Vision/Mission

**BUILDING BETTER LIVES**

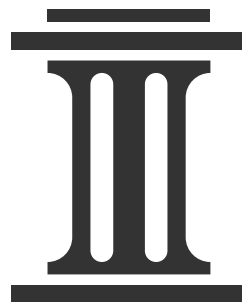
## Brand Promises



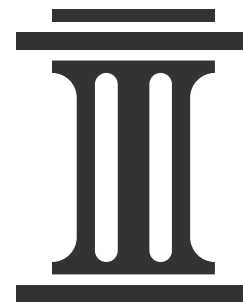
**It Starts  
With  
Employees**



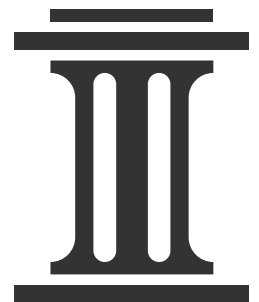
**Work in the  
Members'  
Best  
Interest**



**Simplify the  
Members'  
Life**

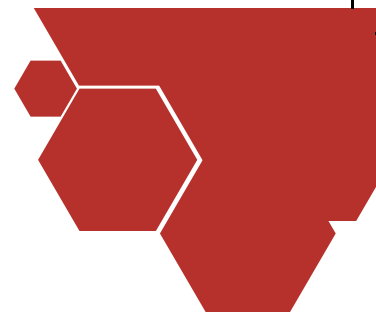


**Enrich Our  
Communities**



**Provide  
Solutions to  
Help Our  
Members  
Achieve  
Financial  
Success**

# Chair Report



Welcome to the 2026 Affinity Credit Union annual meeting.

Before we discuss accomplishments and highlights from the previous year, I want to thank you for placing your trust in Affinity Credit Union. Your membership is what makes our cooperative strong, and it's what fuels our mission of Building Better Lives... helping our members do more with the money they earn, so they can live the lives they want, with a focus on strengthening the communities we call home.

That mission came to life in a powerful way this year through our community involvement. Together, with your support and the dedication of our employees, Affinity provided more than \$100,000 in donations, sponsorships, and hands-on support to local charities and non-profits. One highlight was our 31st annual charity golf outing, which raised \$21,000 for Urban Dreams, a Des Moines based non-profit helping to uplift underserved and underrepresented people. These efforts reflect a simple truth: when we invest in our neighbors, we all benefit.

Alongside our work in the community, we also invested significant time and energy to strengthen the member experience. Much of the year was devoted to implementing and refining a new core and digital banking system, an important modernization effort that touches nearly every aspect of how we serve you. While projects like this require tremendous planning, testing, and patience, they position us to deliver a more secure, reliable, and convenient banking experience today, and well into the future.

This annual meeting will also be especially meaningful to me personally, as it will be my last as a member of the Affinity Board of Directors. After nearly 10 years of service on the Board, I will be stepping down at the conclusion of my term. It has been a true honor to serve as a representative for our 12,000+ member-owners, and I'm grateful for the confidence you have placed in me over the years.

I also want to extend my sincere thanks to my fellow Board members for their time, leadership, and unwavering commitment to Affinity. Their support and thoughtful guidance have been instrumental as we've worked to make decisions in the best long-term interests of our membership and our credit union.

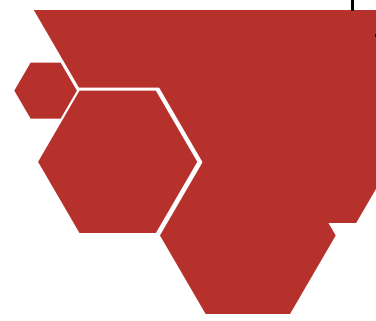
On behalf of the Board of Directors, thank you for being part of Affinity Credit Union. We remain focused on Building Better Lives - through trusted financial guidance, continued investment in modern technology, and ongoing support of the communities we are proud to serve.

**Cara Harris**  
Board Chair  
Affinity Credit Union



**CARA HARRIS**

# CEO Message



As we gather for this year's Annual Meeting, I want to take a moment to reflect on what makes Affinity Credit Union truly special: our deep commitment to the communities we serve. Everything we do, every decision, every product, every conversation, starts with the belief that when our community thrives, our members thrive.

This past year marked an important milestone in that commitment, with Affinity Credit Union receiving certification as a Community Development Financial Institution (CDFI). This designation formally recognizes what many of you already know, that Affinity exists to serve individuals and families who are often overlooked by traditional financial institutions. As a CDFI, we are better positioned to expand access to responsible credit, affordable financial services, and financial education for those who need it most. It strengthens our ability to invest directly in our community and reinforces our mission of building better lives.

Our commitment to community is also taking physical shape through the construction of our new Norwalk branch. This project represents more than bricks and mortar; it's an investment in long-term relationships and local growth. Norwalk is a vibrant and growing community, and we are excited to create a welcoming space where members can access personalized service, trusted financial guidance, and the cooperative values that define Affinity. We look forward to being an active and engaged neighbor as this branch comes to life.

While growth is important, service remains at the heart of everything we do. Our dedicated staff continues to work every day to ensure members feel supported, respected, and valued. I am incredibly proud of our team for their professionalism, resilience, and commitment to member service. Their work is the foundation that allows Affinity to fulfill its purpose in meaningful ways. Looking ahead, we remain focused on responsibly growing our reach, strengthening our financial foundation, and expanding programs that support financial inclusion across our field of membership. We will continue listening to our members, understanding their needs, and finding ways to make a positive difference, both individually and collectively.

Thank you for placing your trust in Affinity Credit Union. Your support allows us to remain a strong, community-focused cooperative. Together, we are not just managing finances, we are building stronger communities and better futures.

Sincerely,  
**Jeremy Smith**  
President & CEO  
Affinity Credit Union



**JEREMY SMITH**

# Gage Smith

## Financial Coaching Services

- Credit Building
- Debt Management
- Budgeting
- Collections
- Crisis Management
- Building a Savings Plan

Phone: 515-777-7824

Email: [gsmith@affinitycuia.org](mailto:gsmith@affinitycuia.org)

Book an Appointment: Call, Email, or go to [affinitycuia.org/financialcoaching](http://affinitycuia.org/financialcoaching)



# Victoria Nesbit

## Affinity Mortgage Services

- With 15+ years of experience in real estate, finance, and lending, including more than a decade as a real estate agent, Victoria understands the homebuying process from every angle.
- Offers quarterly first-time home buyer seminars.
- Experienced with affordable housing grants, VA, USDA, FHA, conventional loans, and refinances.
- Offering free mortgage consultations to members to help you feel confident and supported, whether it's your first home or your next chapter.

Phone: 515-777-7820

Email: [vnesbit@affinitycuia.org](mailto:vnesbit@affinitycuia.org)

Book an Appointment: Call or Email



# Kristin Evans

## Wealth Management Services

- Investments, 401(K) and IRA Rollovers
- Pensions, Annuities
- Retirement Planning
- Trusts, Estates
- Beneficiaries (Succession Planning)

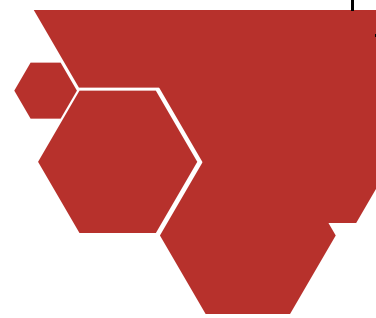
Phone: 515-518-1801

Email: [Kristin.Evans@fctrust.com](mailto:Kristin.Evans@fctrust.com)

Book an Appointment: Call or Email



# Financial Report



	2025	2024
<b>Assets</b>		
CASH/CASH EQUIVALENTS	\$12,778,161	\$15,138,154
INTEREST BEARING DEPOSITS IN FINANCIAL INSTITUTIONS	-	-
AVAILABLE FOR SALE INVESTMENTS	\$22,626,586	\$22,469,973
EQUITY SECURITIES	\$562,731	\$595,948
RESTRICTED INVESTMENTS	\$605,700	\$601,900
LOANS TO MEMBERS, NET OF ALLOWANCE FOR LOAN LOSS	\$104,778,584	\$102,237,716
ACCRUED INTEREST RECEIVABLE	\$539,467	\$472,186
PROPERTY/EQUIPMENT	\$4,750,531	\$4,491,420
NCUSIF DEPOSIT	\$1,283,497	\$1,278,024
OTHER ASSETS	\$1,175,840	\$1,305,899
<b>TOTAL ASSETS</b>	<b>\$149,101,097</b>	<b>\$148,591,220</b>
<b>Liabilities</b>		
MEMBERS' SHARES/SAVINGS ACCOUNTS	\$129,097,748	\$129,873,610
ACCRUED EXPENSES/OTHER LIABILITIES	\$2,189,477	\$2,235,285
BORROWINGS	-	-
INTEREST PAYABLE	\$163,444	\$181,422
<b>TOTAL LIABILITIES</b>	<b>\$131,450,669</b>	<b>\$132,290,317</b>
<b>Members Equity</b>		
REGULAR RESERVES	\$6,407,755	\$6,729,535
UNDIVIDED EARNINGS	\$11,550,060	\$10,515,522
MEMBERS' EQUITY, SUBSTANTIALLY RESTRICTED	\$292,249	\$292,249
ACCUMULATED OTHER, COMPREHENSIVE LOSS	(\$599,636)	(\$1,236,402)
<b>TOTAL MEMBERS' EQUITY</b>	<b>\$17,650,428</b>	<b>\$16,300,904</b>
<b>TOTAL LIABILITIES/MEMBERS' EQUITY</b>	<b>\$149,101,097</b>	<b>\$148,591,220</b>

<b><u>INCOME STATEMENT</u></b>	2025	2024
INTEREST INCOME	\$8,201,560	\$7,738,198
INTEREST EXPENSE	\$1,634,347	\$1,634,403
PROVISION FOR LOAN LOSSES	\$672,077	\$316,179
NON-INTEREST INCOME	\$2,739,963	\$3,023,474
NON-INTEREST EXPENSE	\$7,922,340	\$7,552,390
<b>NET INCOME</b>	<b>\$712,759</b>	<b>\$907,526</b>



# Credit Committee

Your Credit Committee is responsible for ensuring Affinity Credit Union's sound credit policies are maintained and loans are processed in an efficient manner. Most loans to members are granted by Financial Services Officers in the loan department. The Credit Committee, however, meets to process applications for persons in difficult or unusual borrowing situations.

In 2025, 1,496 loans were granted to members, totaling almost \$30 million. This is attributed to several factors, including our members refinancing debt, our competitive interest rates, and our board of directors ensuring we have sound credit policies.

Remember to check with Affinity Credit Union for all your lending needs - you'll be glad you did! The Credit Committee would like to commend the staff for their dedication and service to our membership.

#### **CREDIT COMMITTEE MEMBERS**

Terry Jones, Lee Roy Porter, Aaron Olson

# Audit Committee

The summarized financial statement information included in this annual report was prepared by Affinity Credit Union's management team. The Audit Committee monitors the accounting system on behalf of you, members of Affinity.

As part of its duties, the Committee engages the independent accounting firm, CliftonLarsenAllen LLP, to conduct an annual audit of the credit union and provide an opinion of the financial statements as a whole. A copy of the report is available for review by interested members upon request.

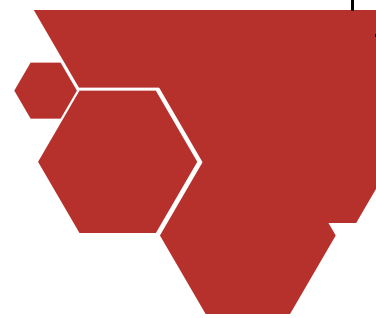
We retained the services of ViClarity, who conducted an audit of the Bank Secrecy Act. Recommendations were made and subsequently corrected by the credit union.

It is the Committee's opinion, the credit union's daily practices remain in compliance with the credit union's policies, state and federal regulations and acceptable accounting procedures.

#### **AUDIT COMMITTEE MEMBERS**

James Reasoner, Isabelle Hanson, Bill Downing

# Board of Directors



**Cara Harris**  
Board Chair



**Aaron Olson**  
Board Vice Chair



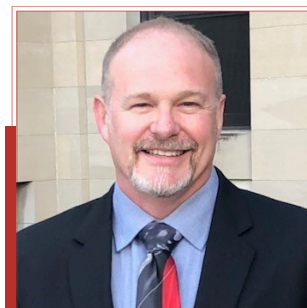
**Terry Jones**  
Board Secretary



**Lee Roy Porter**  
Board Treasurer



**Isabelle Hanson**  
Board Member

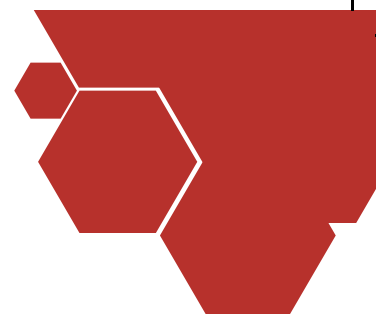


**James Reasoner**  
Board Member



**Bill Downing**  
Board Member

# Board Candidates



## Sandra Avalos

Sandra Avalos is the owner of At Your Service Transportation, as well as co-owner of JS Community Services.

She has a passion for her community, dedicated to helping individuals access critical resources like transportation and financial literacy.

Sandra has resided in Des Moines since 2012, alongside her husband, Carlos. She is eager to join the Affinity board to help coordinate additional opportunities to serve our members and community.

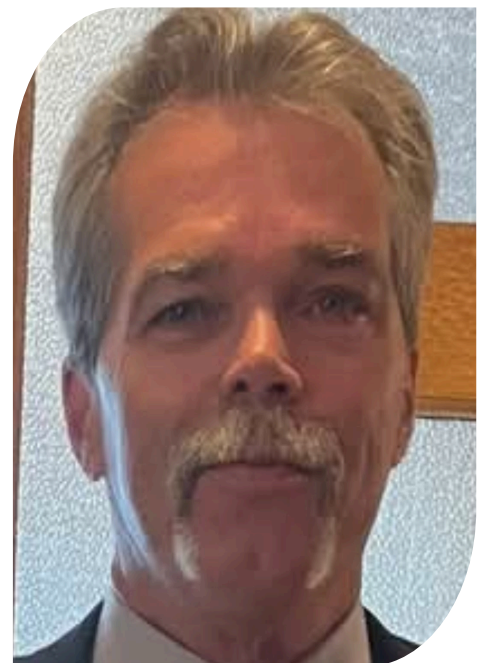


## Randy Schaffer

Randy Schaffer worked at Bridgestone (Firestone) for 33 years. He progressed through the maintenance department ranks, ultimately achieving the role of Senior Maintenance Manager, which he held for 10 years before retiring in 2022.

Randy is a lifelong resident of Polk county & a member of the credit union since 1990. He and his wife enjoy spending time with family & showing their classic car.

He is excited to bring both a management and long-time member perspective to the board.



# Community Impact



Supporting our mission of building better lives.





**AFFINITY**

**CREDIT UNION**

