



2025

Annual Report



A misty forest scene with tall evergreen trees and some yellow foliage in the foreground. The mist is thick and white, partially obscuring the trees in the background. The foreground shows a dense forest of evergreens, with some trees having yellowish-green foliage, possibly indicating autumn. The overall atmosphere is serene and quiet.

***“Live in each season as it
passes; breathe the air, drink
the drink, taste the fruit.”***

— Henry David Thoreau



ACCOLADES





#1

CREDIT UNION IN WASHINGTON



The Daily News' Best of Lower Columbia Awards:

- Best Bank or Credit Union
- Best Employer (Over 50 Employees)
- Best Business to Business Service
- Best Mortgage Company
- Best Financial Planner:
Breta Grumbois



The Reflector's Best of the Best: Best Credit Union



Tillamook Headlight Herald's Readers' Choice Awards:

Best Financial Institution



Best of Southwest Washington

- Best Credit Union
- Best Community Partner



DepositAccounts.com

Grade A Health & Stability Rating



COMMUNITY IMPACT



Donations & Sponsorships



\$301,967

donated

265

donations



173

organizations

\$27,350

in staff payroll
deductions
to non-profits



Financial Education

5,497 people reached through financial education efforts

489 hours of financial education provided to youth and adults

20 in-person financial education presentations



GreenPath

We partner with GreenPath Financial Wellness to provide our members with guidance and tools to meet financial goals and improve overall financial health. Services cover debt management, credit counseling, student loans, housing resources, and more.

55 members completed Debt Management Plans

\$734,414 total debt paid off

85 members started Debt Management Plans

\$2,046,396 total debt enrolled

211 counseling sessions completed



Fibre Family Volunteerism

272
volunteers

2,798
hours

1,325
volunteer shifts

90
organizations

116
community events
we participated in



Overall Credit Union Economic Impact

Washington

5.5 million credit union members

\$4 billion contribution to gross domestic product

\$759 million in direct member benefits

\$24.1 billion in home loans

\$382 million deposited in youth savings accounts

12,100 family wage credit union jobs

78,000 hours of community service by credit union employees

3,000 non-profits supported

Oregon

2.3 million credit union members

\$1.9 billion contribution to gross domestic product

\$229 million in direct member benefits

\$9.5 billion in home loans

\$58 million deposited in youth savings accounts

6,500 family wage credit union jobs

55,000 hours of community service by credit union employees

1,200 non-profits supported



Other Highlights



Cash Club Cares Program:

We donate \$5 to animal shelters for each new youth account opened, up to our **\$5,000** annual pledge. Total since 2017: **\$38,321.**

Neighbor2Neighbor Program:

Over **\$17,000** in donations from our departments giving back to the community in ways that matter most to them.



Communities First Program:

Continued our pledge to disburse **\$46,500** annually to seven community colleges and thirteen hospitals across our service areas. Total since 2018: **\$284,500.**



Credit Unions for Kids & Doernbecher Days:

Donated **\$34,000** and **600** craft items to Doernbecher Children's Hospital through credit union, employee, and member donations. Total since 2010: **\$648,184.**



Christmas Tag Programs:

Partnered with foster care agencies in five counties to help provide gifts for youth. We purchased gifts and filled **116** tags for every foster child in Cowlitz County.



Scan & Score Challenge:

Launched a new partnership with five local high schools, contributing **\$15,575** to support school health & wellbeing programs. Students and guests can scan a QR code in participating school gyms to take a gamified financial literacy quiz for a chance to win prizes and a donation to their school.



Addressing Food Insecurity:

Assembled **400** snack-filled goodie bags and donated **\$25,000** to regional food pantries, supporting the equivalent of **75,000** pounds of food for neighbors in need.



Member Scholarships:

Awarded seven scholarships totaling **\$11,000**. Total since 1995: **\$258,500**.



Advocacy:

\$8,309 in staff donations for America's Credit Unions PAC, which provides bipartisan financial support to candidates and legislation that support credit union goals.





CEO & BOARD CHAIRMAN REPORT





Christopher Bradberry
President/CEO

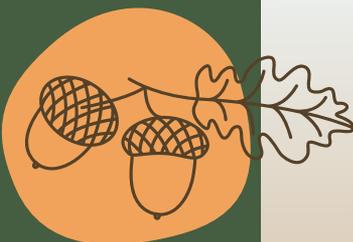


Jim Duscha
Board Chair

As we reflect on 2025, we're proud to report a year defined by strong performance and an unwavering commitment to our Fibre Family. Your trust fuels everything we do—and it shows in the progress we made together.

Assets, loans, deposits, and members all increased last year. Our return on assets and capital grew; however, delinquencies and charge-offs grew, as well. The credit union remains focused on proactive strategies as we continue to navigate an economic environment which is negatively impacting our members' financial health.

Service and access were major priorities. We launched two new teams designed to elevate the member experience across every channel. The Virtual Financial Services Center (FSC) brings personalized support through video, phone, and chat—delivering the same services members expect in person, with the added convenience of a virtual option. This year, the Virtual FSC will expand services and begin offering extended hours. We also created the Member Experience Support Center, a central hub that equips our frontline and digital teams with real-time answers, tools, and specialized guidance so they can spend more time on member relationships.



We invested in both our spaces and our capabilities. Our Main Financial Services Center on Commerce Ave in Longview is closed temporarily for our first remodel in 18 years. Last summer we moved our digital teams into our new Digital Experience Center to consolidate and streamline virtual services. Looking ahead, we're expanding into Ridgefield, Washington, with a new financial services center planned for Royal Ridge Station Shopping Center. We plan to break ground this summer and will announce an opening date later this year. The location will offer full-service banking and Interactive Teller Machines with live video support.

Because of the strategic impact we have had in our communities, we have received multiple national and regional awards. We earned the Juntos Avanzamos designation—affirming our commitment to Hispanic and immigrant communities—and were named #1 in Washington on Forbes' America's Best-In-State Credit Unions 2025 list. Most importantly, Fibre Federal and TLC members saved more than \$45.3 million compared with leading banks—about \$518 per member. Together, we also contributed \$301,967 to 173 organizations and volunteered 2,798 hours in our communities.

Thank you for advancing with us. Together, we will continue building brighter financial futures and stronger communities.

Christopher Bradberry
President & CEO

Jim Duscha
Board Chair



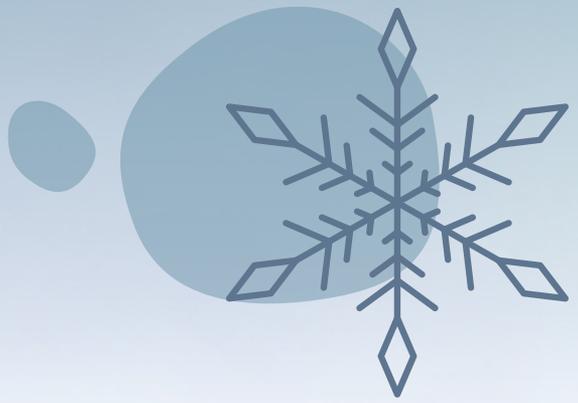
Financial Statements

Statement of Financial Condition

	DEC. 31, 2024	DEC. 31, 2025
Gross Loans	1,203,447,034	1,244,469,551
Allowance for Loan Loss	(12,956,779)	(13,482,813)
Net Loans	1,190,490,255	1,230,986,738
Cash & Equivalents	226,704,226	293,752,238
Investments	160,100,783	132,020,522
Cash and Investments	386,805,008	425,772,760
Foreclosures & Repossessions	1,602,631	1,374,291
Fixed Assets	45,663,964	52,748,964
Other Assets	71,260,993	74,756,113
Total Assets	\$1,695,822,851	\$1,785,638,866
Total Liabilities	21,984,565	22,105,263
Regular Shares	593,172,709	590,999,315
Checking Shares	385,768,141	405,795,103
Money Market Shares	126,106,841	123,749,232
Certificate Shares	356,244,554	404,923,748
Shares	1,461,292,245	1,525,467,397
Undivided Earnings	217,923,926	240,673,711
Other Comprehensive Income	(5,377,885)	(2,607,505)
Equity	212,546,041	238,066,206
Total Liabilities & Equity	\$1,695,822,851	\$1,785,638,866

Statement of Income & Expense

	2024	2025
Total Interest Income	76,955,793	85,376,223
Total Interest Expense	20,321,476	19,716,468
Net Interest Income	56,634,317	65,659,755
Fee Income	6,362,601	6,415,725
Other Income	4,669,395	5,220,055
Credit Card Program	2,244,447	2,201,649
Debit Card Program	9,399,936	9,929,617
Loan Origination Income	781,560	654,668
Non Operating Gain/Loss	298,080	4,421,213
Non Interest Income	23,756,019	28,842,927
Compensation & Benefits	36,397,046	39,115,467
Travel & Conference	820,400	890,843
Office Occupancy	2,831,614	3,124,232
Office Operations	5,655,828	5,990,271
Education & Promotion	1,389,253	1,670,443
Loan Servicing	1,914,250	2,331,396
Professional Services	7,769,035	7,719,149
Operating Fee	256,299	372,437
Misc Operating	3,183,253	3,559,486
Non Interest Expense	60,216,979	64,773,723
Acquisition Related	(181,161)	(60,387)
NCUSIF Refund	0	0
Provisions for Loan Losses	(7,658,503)	(6,918,791)
Net Income	\$12,333,695	\$22,749,784



SUPERVISORY COMMITTEE REPORT



Jeff Skeie
Supervisory
Committee Chair

Your Supervisory Committee is comprised of five volunteers: Jeff Skeie, David Thelin, Alison Peters, Danielle Wheeler, and Natalie Richie. The Supervisory Committee has the responsibility to oversee and verify that the Credit Union has developed and maintains an internal control framework that provides reasonable assurance to the reliability and integrity of the financial statements and compliance with laws and regulations.

Your Supervisory Committee fulfills this responsibility in two ways. We meet regularly with the Credit Union's Vice President of Internal Audit, Luci Sherard, who assists the Committee in verifying compliance within our internal control framework. We also engage an external audit firm, Baker Tilly, to audit the financial statements and the operational controls surrounding those financial statements in accordance with generally accepted auditing principles.

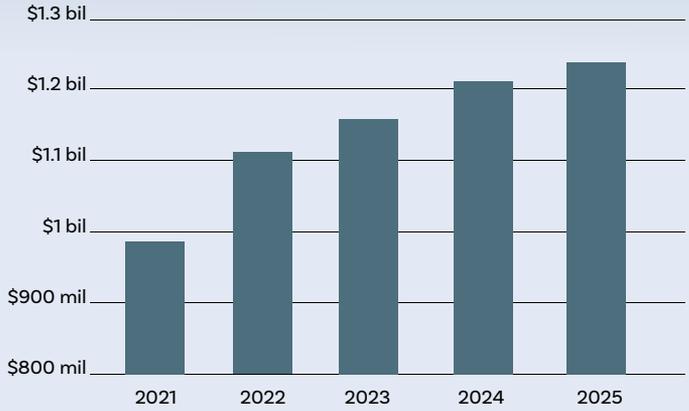
Supervisory Committee members attend regular monthly Supervisory Committee meetings, as well as monthly meetings of the Board of Directors. At these meetings we review the work of the Internal Auditor, the external auditor, and management to ensure that the Supervisory Committee's responsibilities are properly discharged.

Based on our audits and the reports of other experts, the Supervisory Committee is satisfied that the records of Fibre Federal and TLC are accurately maintained, and the Credit Union is in compliance with applicable laws and regulations. We thank the Credit Union management and staff for their diligent work that ensures such a well-run organization.

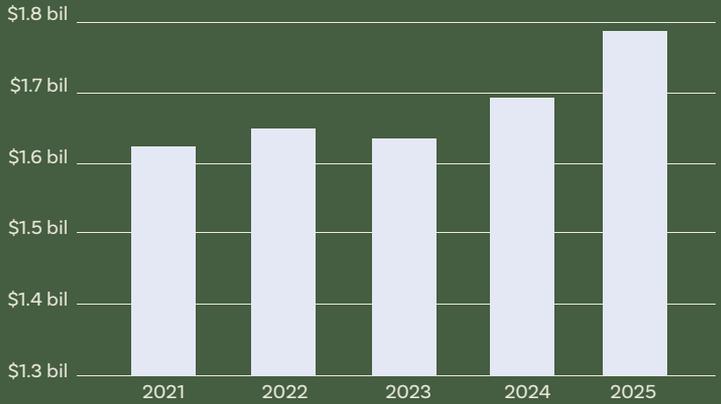
Jeff Skeie,
Supervisory Committee Chair



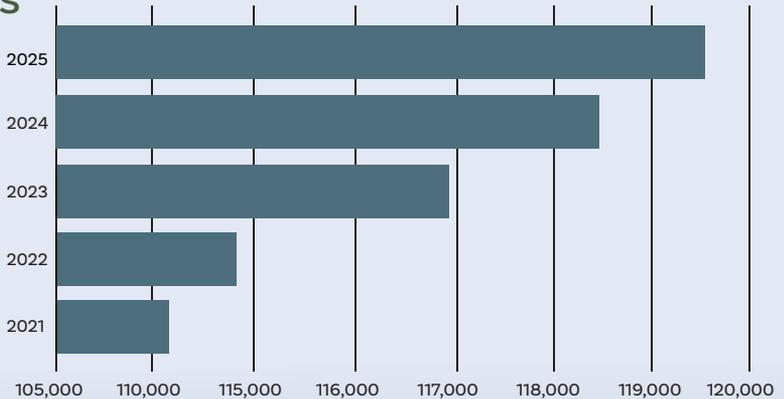
Loans



Assets

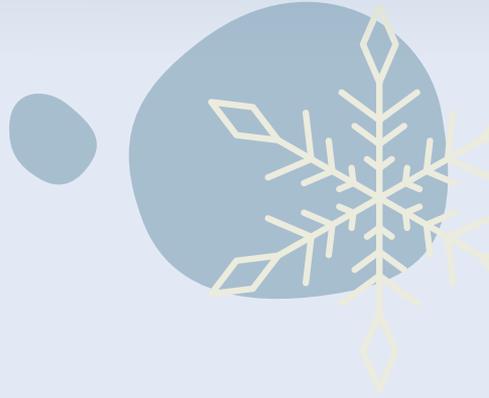


Members



Board of Directors

Jim Duscha, Chair
Kelli Harding, 1st Vice Chair
Steve Mealy, 2nd Vice Chair
Ashley Lachney, Secretary
Jack Courtney, Director
Greg Berg, Director
Jerry Howell, Director
Julie Palmer, Director
Bart Finnel, Director
Gabe Negrete, Associate Director
Jamie Foster, Associate Director



Supervisory Committee

Jeff Skeie, Chair
David Thelin, Secretary
Alison Peters, Member
Danielle Wheeler, Member
Natalie Richie, Member

Executive Management Team

Christopher Bradberry, President/CEO
Shelly Buller, EVP/Chief Operations Officer
Ryan Sullivan, EVP/Chief Delivery & Revenue Officer
Angie Shipman, SVP/Chief Experience Officer
David Keegan, SVP/Chief Information Officer
Meghan Staup, SVP/Chief Financial Officer
Carrie Crape, SVP/Chief Retail Officer
Joe Schulte, SVP/Chief Lending Officer



A dense forest of evergreen trees, with some trees in the foreground showing autumn-colored foliage in shades of yellow and orange. The background is a soft, hazy blue sky. The text is centered in the middle of the image.

**WE'RE KIND OF
LIKE A FAMILY,
ONLY WE'RE
A CREDIT UNION.**



The complete audited financial statements will be available in digital form by request beginning May 15, 2026. Email accounting@fibrecu.com.

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Social Media

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