



## 92<sup>nd</sup> Annual Meeting Minutes

March 17, 2026

### Call to Order

Chair, Brian Brown, called the 92<sup>nd</sup> Annual Meeting to order at 5:05 p.m. There were 117 members present (virtually).

### Roll Call of Official Family

Brian Brown called the roll of the official family. Present were Brian Brown, Mimi Elwell, Ron Griesinger, Greg Vaughn, Randy O'Neil, Stephen Smith, and Dr. Paige Eagan.

### Recognition of Other Official Family

Brian Brown introduced Associate Director, Pano Arvanitis, who was present. Associate Director, Breanna Bell, and Board Member Emeritus, Larry Olson, were also recognized.

### Old Business

A motion by Stephen Smith and supported by Dr. Paige Eagan was made to accept the minutes of the 91<sup>st</sup> Annual Meeting. Motion approved.

### New Business

#### 2025 Recap

A pre-recorded video recapping 2025 was shared with viewers during the meeting.

#### Annual Report & Treasurer's Report

The 2025 Annual Report and Treasurer's Report were provided. *See attached.*

A motion by Greg Vaughn and supported by Randy O'Neil was made to accept the approval of the 2025 Annual Report and Treasurer's Report. Motion approved.

#### Notice of Bylaw Amendment

An amendment was made to the following bylaw: Article III- Membership, Section 1, Item H. *See attached.*

#### Election of Board Members

Mimi Elwell reported that the Nominating Committee recommended a slate of candidates, accepted by the Board of Directors, for re-election of the incumbents Greg Vaughn and Dr. Paige Eagan. No other nominations were received from the membership. On behalf of the membership, Vice Chair, Mimi Elwell cast a unanimous ballot for the election of Greg Vaughn and Dr. Paige Eagan.

### Adjournment

Brian Brown adjourned the meeting at 5:13 p.m.

E-SIGNED by Brian Brown  
on 2026-03-19 06:09:50 EDT

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Brian Brown, Chair

E-SIGNED by Greg Vaughn  
on 2026-03-18 22:41:11 EDT

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Greg Vaughn, Secretary

# Annual Report

Providing Solutions for *Your Financial Success*



**2025 Numbers**

**1,200 hours** volunteered by team members at community events



Awarded to high school seniors  
**SCHOLARSHIPS**

**\$30,000**

**\$8,540** Team Member Support of the MCUL Political Action Committee (PAC)



Awarded to teachers  
**TEACHER AWARDS**

**\$20,000**

**66,960 lbs.** recycled at Free Community Shred Days



Honor Team donated  
**UNITED WAY**

**\$14,478**

**\$860,000** donated to **447** organizations



Honor Team gave  
**PAY IT FORWARD**

**\$24,200**



**\$521,139** Homeownership grant funds

**673** Members in new or refinanced homes

**\$27,320,510**

**Interest & Incentives Paid to Members**



**\$2,123,325**

Checking Account Interest



**\$22,983,067**

Savings Account Interest



**\$2,214,117**

Credit and Debit Card Rewards



# Statement of Financial Condition



## Balance Sheet

Year Ended December 31

<b>Assets</b>	<b>2025</b>	<b>2024</b>
Gross Loans	\$ 1,368,919,177	\$ 1,324,619,133
Total Loan Loss Reserves	(11,796,454)	(12,096,935)
Total Cash	101,815,718	62,407,997
Total Investments	241,024,964	226,998,114
Total Fixed Assets	60,892,310	59,614,338
Total Other Assets	47,745,221	43,605,802
<b>Total Assets</b>	<b>\$ 1,808,600,936</b>	<b>\$ 1,705,148,449</b>
<b>Liabilities</b>		
Total Other Liabilities	\$ 49,197,518	\$ 50,473,674
Total Deposits	1,549,360,200	1,469,012,897
Total Equity	210,043,218	185,661,878
<b>Total Liabilities &amp; Equity</b>	<b>\$ 1,808,600,936</b>	<b>\$ 1,705,148,449</b>

## Income Statement

Year Ended December 31

<b>Income</b>	<b>2025</b>	<b>2024</b>
Total Loan Interest Income	\$ 93,907,012	\$ 89,033,722
Total Investment Income	8,876,540	6,070,878
<b>Total Interest Income</b>	<b>\$ 102,783,552</b>	<b>\$ 95,104,600</b>
Total Other Liabilities	1,834,174	3,538,525
Total Dividends	25,106,393	22,912,230
<b>Net Interest Income</b>	<b>\$ 75,842,984</b>	<b>\$ 68,653,844</b>
Fee Income	\$ 15,788,458	\$ 14,990,170
Total Operating Income	17,469,782	17,986,372
<b>Total Non-Interest Income</b>	<b>\$ 33,258,240</b>	<b>\$ 32,976,541</b>
<b>Expenses</b>		
Total Employee Expenses	\$ 49,741,100	\$ 43,581,032
Total Card Expenses	9,028,838	8,437,474
Total Office Operations	3,041,784	2,784,001
Total Other Operating	24,252,350	22,012,166
<b>Total Non-Interest Expenses</b>	<b>\$ 86,064,072</b>	<b>\$ 76,814,673</b>
Provision for Loan Losses	8,021,491	7,750,462
Non-Operating Income	158,316	659,207
Federal Taxes	4,900	15,860
<b>Net Income</b>	<b>\$ 15,169,077</b>	<b>\$ 16,421,904</b>

### Treasurer's Message:

This annual report provides an audited summary of Honor Credit Union's financial condition as of December 31, 2025.

Amid a year of moderate economic growth, easing yet elevated inflation and declining interest rates late in the year, Honor CU maintained strong financial performance, ending 2025 with a net worth ratio of 12.21%. Membership stands at 105,536, with \$1.368 billion in member loans and \$1.549 billion in deposits. Members earned more than \$27.3 million in interest, incentives, and rewards, nearly 10% higher than 2024.

We continue to champion our members' interests and maintain financial stability, looking ahead to new opportunities to support you and your family to achieve your financial goals.

– Ron Griesinger,  
Board Treasurer

### Notice of Bylaw Amendment- Honor Credit Union

On May 20, 2025, following the discontinuation of Summit Financial Wellness (SFW), a Michigan nonprofit organization, the Board approved a bylaw amendment which replaces SFW with Special Olympics Michigan as a qualifier for credit union membership, as written below.

### Article III – Membership Section 1, Item H -

Persons who are verified donors to and who sign up to receive the newsletter of the Special Olympics Michigan.

To see the full meeting recap, [visit HonorCU.com](https://www.honorcu.com)

# Letter from the Board Chair and CEO

2025 was a year of meaningful progress for Honor Credit Union, made possible by the dedication of our team, our volunteer Board of Directors, and most importantly, our member-owners. As a financial cooperative, our Member Promise remains clear: Providing Solutions for Your Financial Success.

A major milestone of 2025 was the successful completion of our system upgrades in the fourth quarter. This significant project greatly enhanced our technology platforms and expanded our ability to evolve into the future alongside our members while providing increased security. Achieving this milestone required countless hours, strong collaboration, and genuine passion from our team. As we continue to optimize these new systems, we are building efficiencies that help us continue to evolve, streamline operations, and respond more effectively to the needs of our membership.

Honor Credit Union remained fiscally responsible throughout 2025, delivering strong financial results while maintaining full compliance with all regulatory and governmental requirements. This disciplined approach ensures long-term strength and stability.

Our volunteer Board of Directors continues to play an essential role in guiding the organization. This year, the Board strengthened its depth by welcoming two associate board members who bring valuable experience and perspective. With the retirement of Richard Atwell, Dr. Paige Eagan stepped into a full board position after serving as an associate board member since 2023. Collectively, your volunteer board, working alongside management, contributed more than 1,800 hours in service to our members' interests. Board members also remained engaged in ongoing education by attending relevant conferences to stay informed on current issues and best practices.

While we are proud of what we accomplished in 2025, our focus remains on the future. By continuing to invest in people, technology, and sound governance, Honor Credit Union is well positioned to serve our members, today and for years to come. Our success is rooted in you, our members and our communities. We strive to earn your trust each day and are grateful to be your partner in achieving your financial goals.

- **Brian Brown,**  
*Board Chair*

- **Scott McFarland,**  
*Chief Executive Officer*



## Board of Directors

As a not-for-profit financial cooperative, Honor Credit Union's Board of Directors consists of elected officials who volunteer countless hours of their time and energy to serve the credit union. Please join in sharing a **major thank you** to our 2025 Board of Directors for all they have done and will continue to do!

### Officers



**Chair**  
Brian Brown



**Vice Chair**  
Mimi Elwell



**Secretary**  
Greg Vaughn



**Treasurer**  
Ron Griesinger

### Directors



Stephen Smith



Randy O'Neil



**Associate Director**  
Paige Eagan



**Associate Director**  
Pano Arvanitis



**Associate Director**  
Breanna Bell



**Board Member Emeritus**  
Larry Olson



### **Notice of Bylaw Amendment- Honor Credit Union**

On May 20, 2025, following the discontinuation of Summit Financial Wellness (SFW), a Michigan nonprofit organization, the Board approved a bylaw amendment which replaces SFW with Special Olympics Michigan, as included below.

#### **Article III – Membership**

##### **Section 1, Item H -**

Persons who are verified donors to and who sign up to receive the newsletter of the Special Olympics Michigan.