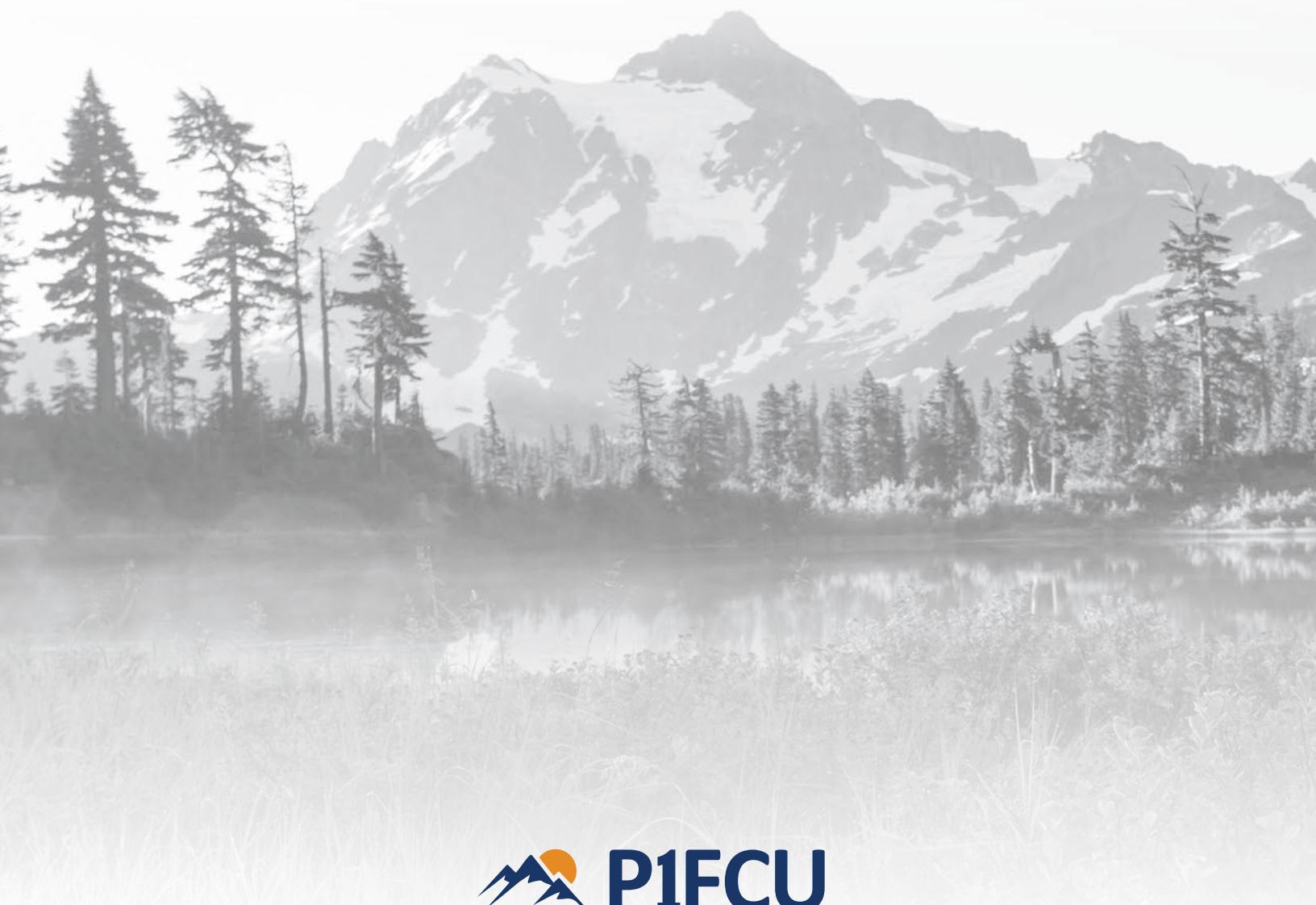


# 2025 | ANNUAL REPORT



88TH ANNUAL BUSINESS MEETING

**Call to Order by the Chair**

**Ascertain Presence of Quorum**

**Reading of Minutes of 2025 Business Meeting**

**Moment of Silence**

**Supervisory Committee Report – pg. 4**

**Chair & President's Report – pg. 6**

**Unfinished Business**

**New Business**

**Meeting Adjourned**

**2025 BOARD OF DIRECTORS**

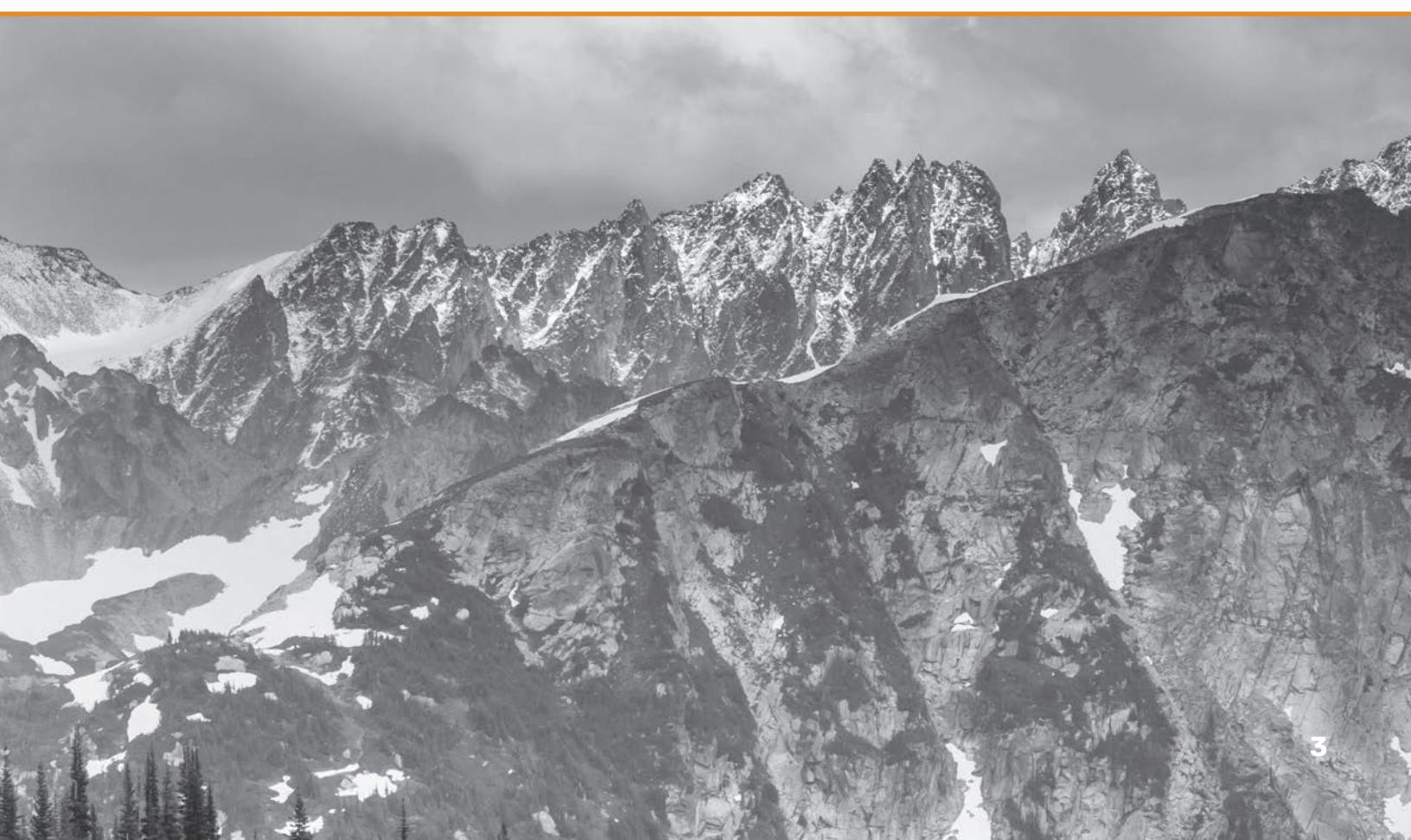
**Tod Dickeson** – Chair  
**Tara Leer** – Vice Chair  
**Kyle Morscheck** – Treasurer  
**Michelle Bly** – Secretary  
**Tom Pfliger** – Director  
**Wanda Keefer** – Director  
**Brett Kinzer** – Director  
**Kym Clift** – Director  
**Michael Locati** – Director

**SUPERVISORY COMMITTEE**

**Tom Luper** – Chair  
**Rebecca Sturmer**  
**Tom Pfliger**

**EXECUTIVE MANAGEMENT**

**Chris Loseth**  
President & CEO  
**Troy Sandvick**  
Chief Data Officer  
**Craig Emerson**  
Chief Financial Officer  
**Mike Vogeler**  
Chief Operations Officer  
**Richard Paige**  
Chief Administrative Officer  
**Michele Beehler**  
Chief People Officer



## SUPERVISORY COMMITTEE REPORT

The Supervisory Committee is charged with the responsibility of ensuring the operations of your credit union not only meets the regulations mandated by the Idaho Department of Finance, our primary regulator, and the National Credit Union Administration, an agency of the United States Government, our federal regulator, but also serves you, the members, professionally and efficiently.

We are also charged with safeguarding the assets and shares of the credit union. We engage Eide Bailly, LLC, to assist with our internal auditing and to conduct additional studies for the Supervisory Committee. Each year we have a co-examination conducted by the State of Idaho, Department of Finance, our primary regulator, and our federal regulator, the National Credit Union Administration, as an assurance that the assets of your credit union are carefully guarded.

**Your credit union is sound and growing. The unaudited financial numbers from the past year show our growth as follows:**

### MEMBERSHIP

CHANGED FROM **127,873** TO

**127,567**

### REGULATORY CAPITAL

CHANGED FROM **\$171,565,991** TO

**\$185,742,999**

Your funds on deposit at the Credit Union are federally insured to benefit our membership. The National Credit Union Administration (NCUA), an agency of the United States Government, oversees the National Credit Union Share Insurance Fund, which provides \$250,000 of coverage per individual share account. There are more combinations of accounts, joint owners, individual retirement accounts, and trust accounts that can increase your coverage beyond the \$250,000. We encourage you to meet with our credit union staff to discuss account options to increase your coverage by using various account structures that allow federal deposit insurance coverage well more than \$250,000.

Brochures are available at the credit union pertaining to the National Credit Union Share Insurance Fund or at their website, [www.ncua.gov](http://www.ncua.gov).

**ASSETS**

CHANGED FROM **\$2,111,687,215** TO

**\$2,134,025,048**

**SHARES**

CHANGED FROM **\$1,871,060,865** TO

**\$1,848,368,013**

**LOANS**

CHANGED FROM **\$1,759,400,798** TO

**\$1,727,176,323**

## A MESSAGE FROM OUR CHAIR & PRESIDENT & CEO

On behalf of our Staff, Management, and Board of Directors, we want to thank you for attending our 88th Annual Business Meeting. We remain committed to bringing value to our members' financial lives and are committed to enhancing the quality of life in the communities we serve as we move into our 88th operational year. These are traits we are known for and traits that have become our brand. This has been our tradition for 88 years, and we are continually building on these traits for the benefit of our members.

Our Board of Directors and Executive Management Team continually reviews and enhances our Strategic Business Plan and analyzes the operations of the credit union, the environment we operate in, and develops strategies and objectives to keep P1FCU strong and relevant for our members while positioned for continued success. We conducted our Strategic Planning session in October with twenty-seven management staff and the Board of Directors. P1FCU's 7 Key Priorities for 2026 are as follows:

**Member Engagement:** Driving personalized engagements to meet members where they are on their financial journey.

**Data Activation:** Leverage Data to deliver personalized member service that is fast, convenient, safe, and secure.

**Product & Service Optimization:** Deliver financial products and services in a manner that is consistent with market expectations, delivers optimal member experience, and maximizes efficiency at scale.

**CU Financial Performance:** In consideration of market conditions, optimize the balance sheet, maximize net income, and net worth for the benefit of membership.

**CU Movement & Market Leadership:** Prioritize our role as a Credit Union Advocate in the Pacific Northwest.

**Culture:** Breathe life into our core values, demonstrating our commitment to our employees, members, and communities as we invest in our employees, who in turn deliver an exceptional member experience, elevating P1FCU to the credit union of choice for employees and members.

**Safer Banking & Financial Wellbeing for All:** In response to the growing threats targeting both members and non-member consumers—threats that pose significant risks to individuals and the broader membership—P1FCU will proactively leverage data, technology, channels, products, and services to create a safer, more secure banking experience that supports financial wellbeing for all.

P1FCU achieved many financial goals this year. Our net income level for 2025 resulted in a \$18,386,324 increase over our 2024 net income results which enhances our strong financial position. Our Net Worth Ratio and Risk Based Net Worth Ratio, both of which are regulatory measurements set by federal regulation, are 125% and 117%, respectively, above the level of Well-Capitalized, the highest recognition given by our federal and state regulators.

We want to thank Tara, Tom, Kyle, Wanda, Michelle, Kym, Michael, and Brett along with Tod for their volunteer service on our Board of Directors in 2025. Additionally, we want to recognize Tom Luper, Becky Sturmer, and Tom Pfliger for their volunteer service as Supervisory Committee Members. The dedication of your volunteers is commendable and valuable to the members of P1FCU. We also want to thank our dedicated and professional staff, who provide best in class service for our members' financial needs.

Thank you, our members, along with our Board, Staff, and Executive Management, for making our credit union what it is today and for attending our 88th Annual Business Meeting.

Sincerely,



Tod Dickeson  
**Board Chair**



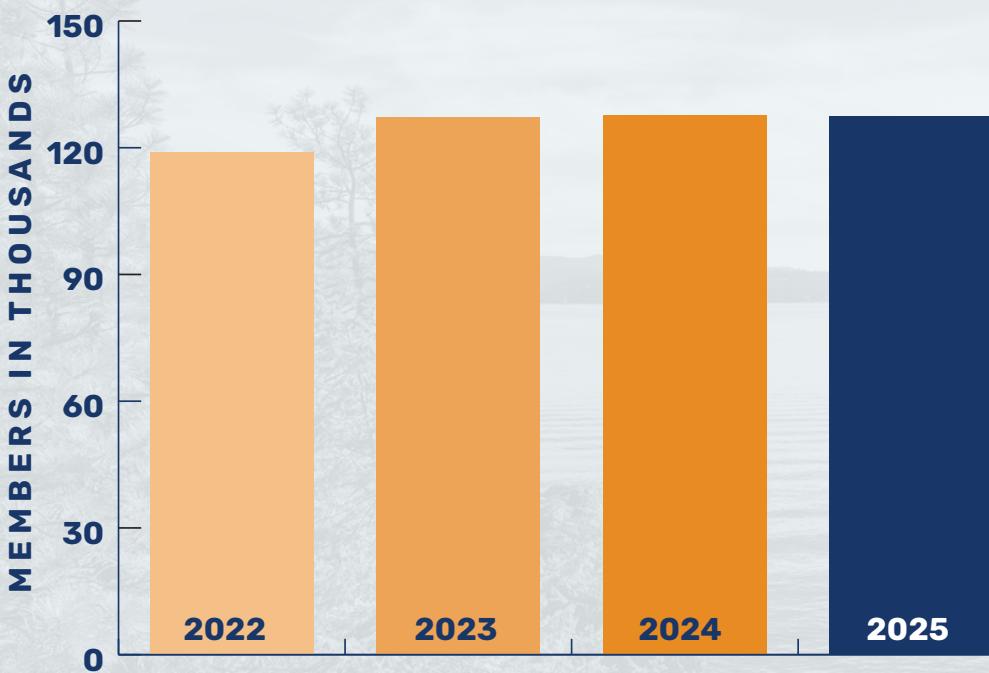
Chris Loseth  
**President & CEO**

P1FCU was able to show strong financial improvement during 2025 by focusing on increasing the net interest margin and by controlling operating expenses. This improvement resulted in strong earnings and growth in capital, which puts P1FCU in a much better position to serve our members.

### MEMBERS

Membership levels declined by 306 members during the year, decreasing from 127,873 in 2024 to 127,567 in 2025. As interest rates declined during 2025, there were 1,843 certificates of deposit that were not renewed, and many of these certificates were owned by members who had no other services with P1FCU. So outside of these members, P1FCU saw strong growth in members who have multiple products and services with P1FCU.

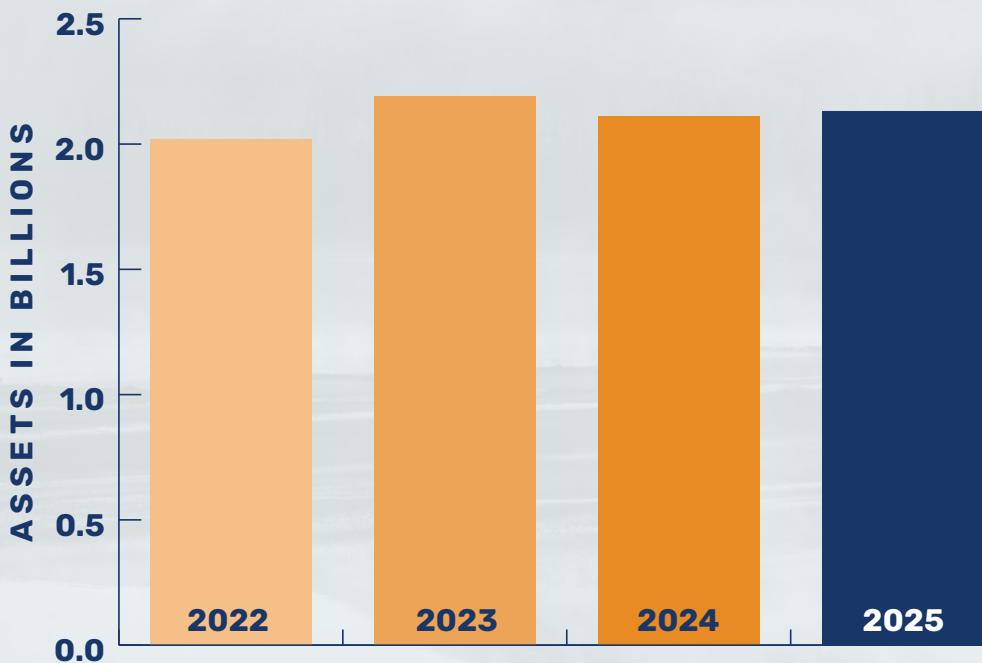
With the expansion of our field of membership into the Boise/Nampa area from the Mountain Gem Credit Union merger completed during 2022, and 2 new branches in that area, with another branch opening in February 2026, we expect membership growth to increase in 2026 going forward. Continued growth is consistent with our long-term objectives to expand the market share of P1FCU.



### ASSETS

P1FCU's assets increased by 1.06% in 2025 compared to our 5-year average asset growth rate of 7.17%. Larger growth years during the 5-year average period reflected the impact from government stimulus during the Covid period. The assets and liabilities of the credit

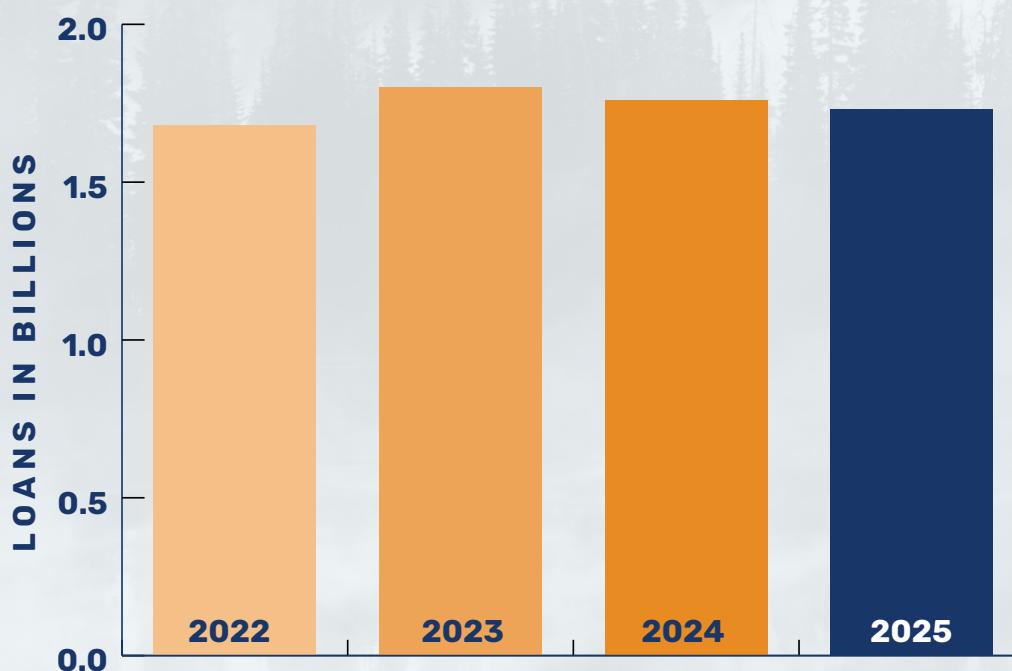
union have been optimized for growth in 2026 so that net interest income will increase over a 2-year period with either rising or decreasing market interest rates.



## LOANS

Lending for our members is at the core of P1FCU's operations. The Executive Management Team and Board of Directors spend much time analyzing the financial market and needs of our members within our lending programs. Loans contracted slightly in

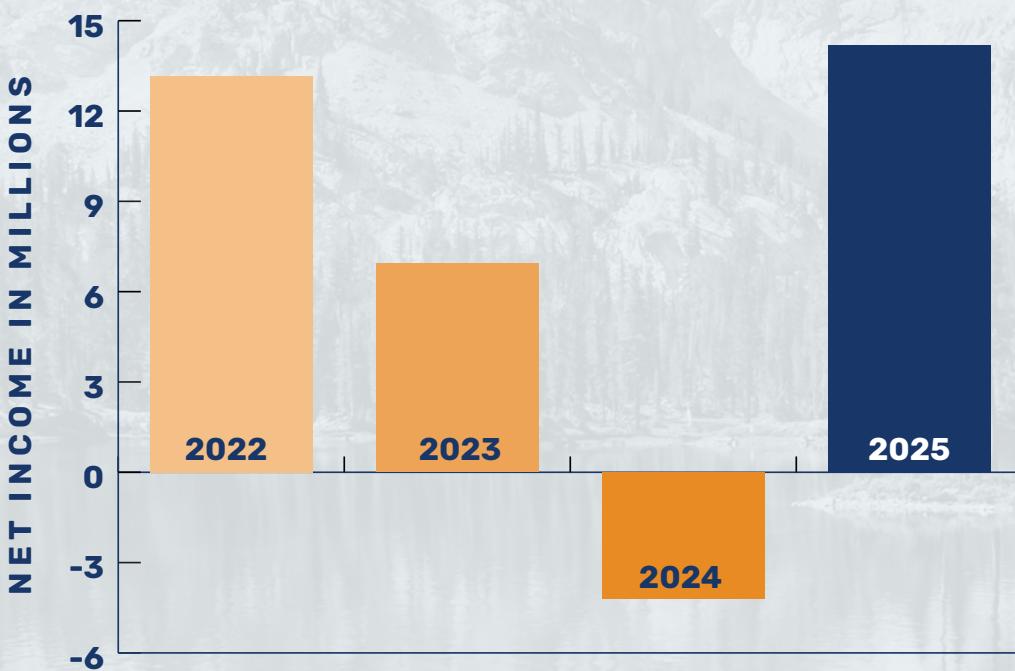
2025 by (1.83%) due to reduced loan demand for several months of the year. We continue our efforts to offer what our members need with consumer loans, mortgage loans, business loans, and credit cards.



### NET INCOME

P1FCU's net income for 2025 was \$14,177,008 which was a significant turnaround from the net loss of (\$4,209,764) in 2024. The net loss in 2024 reflected several strategic decisions made by the Executive Management Team and Board of Directors, which positioned P1FCU well for the success demonstrated in 2025.

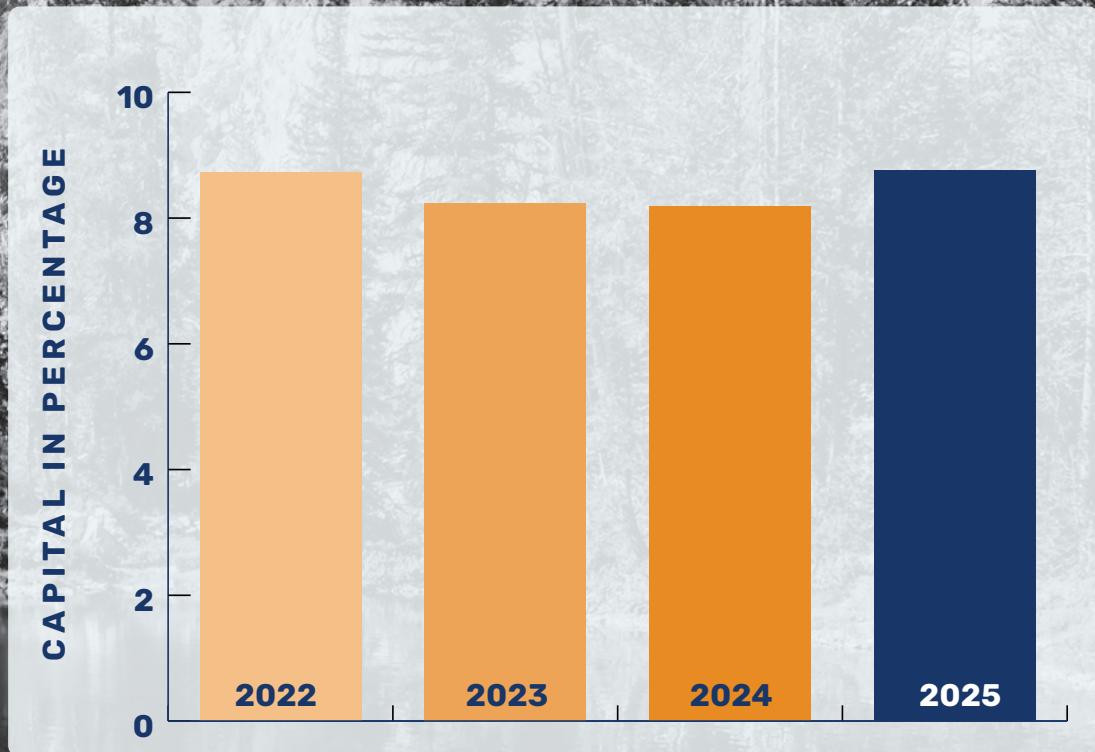
P1FCU's Loan Loss Reserves are well funded, which provides significant financial strength for the credit union. The Staff and Board Asset Liability Management Committees spend much time throughout the year reviewing operations and planning for our financial performance.



## CAPITAL

P1FCU's Net Worth Ratio at 12/31/25 is 8.75% with Regulatory Capital of \$185,743,000. P1FCU's Net Worth Ratio is 25.0% above the 7.0% regulatory level of Net Worth Ratio to be considered "Well Capitalized," the highest regulatory ranking available, and Regulatory Capital in excess of the "Well Capitalized" level was \$36,361,246 at the end of 2025. Increased capital requirements were implemented by the NCUA during 2022 in the form of a new risk-based capital (RBC) ratio. The RBC ratio for P1FCU at the end of 2025 was 11.66% which is

well above the 10.0% regulatory level of RBC to be considered "Well Capitalized". We focus on the financial health of the credit union for the benefit of our members. P1FCU has weathered many economic downturns and challenges in the United States over the years while keeping the credit union financially stable. P1FCU is looking forward to our member's future with a wide array of affordable products and services for our members, while still maintaining competitive loan and share interest rates for our members' benefit.



## STATEMENT OF FINANCIAL CONDITION

ASSETS	2023	2024	2025
<b>TOTAL LOANS</b>	<b>\$1,798,750,215</b>	<b>\$1,759,400,798</b>	<b>\$1,727,176,323</b>
Less: allowance for loan losses	(\$7,689,460)	(\$13,981,858)	(\$12,278,991)
Cash and cash equivalents	\$22,189,045	\$23,952,155	\$22,127,428
<b>NET LOANS &amp; CASH</b>	<b>\$1,813,249,800</b>	<b>\$1,769,371,095</b>	<b>\$1,737,024,761</b>
<b>Investments</b>			
Overnight funds-corporate credit union	\$57,100,835	\$21,163,258	\$76,447,611
Mortgage Backed Securities	\$76,759,750	\$67,321,938	\$63,436,289
All other Investments	\$8,633,470	\$10,089,986	\$10,771,028
<b>TOTAL INVESTMENTS</b>	<b>\$142,494,055</b>	<b>\$98,575,183</b>	<b>\$150,654,929</b>
<b>TOTAL OTHER ASSETS</b>	<b>\$234,173,203</b>	<b>\$243,740,938</b>	<b>\$246,345,359</b>
<b>TOTAL ASSETS</b>	<b>\$2,189,917,058</b>	<b>\$2,111,687,215</b>	<b>\$2,134,025,048</b>

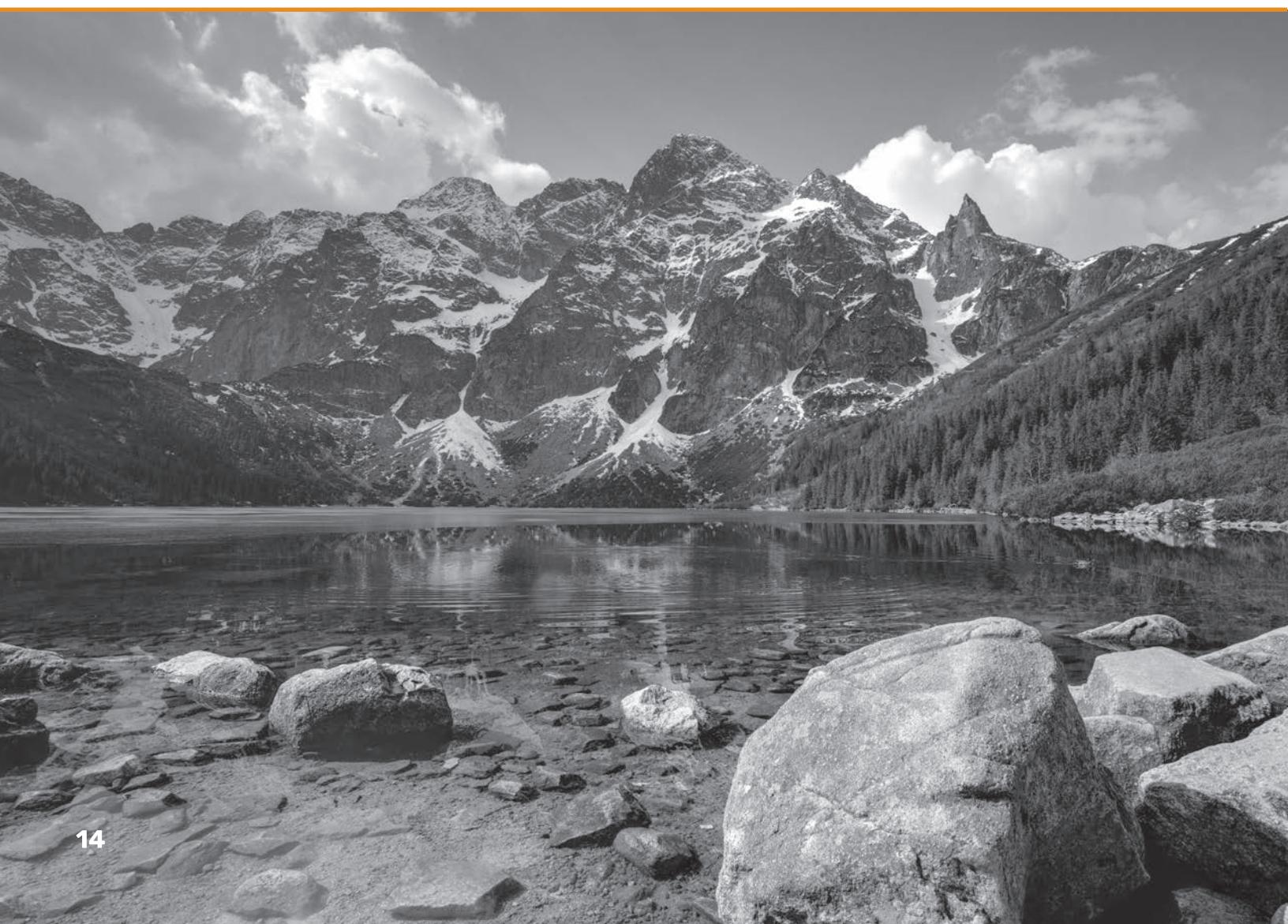
## STATEMENT OF FINANCIAL CONDITION

LIABILITIES, SHARES & EQUITY	2023	2024	2025
<b>TOTAL LIABILITIES</b>	<b>\$158,856,832</b>	<b>\$94,021,703</b>	<b>\$114,425,489</b>
<b>Shares &amp; Deposits</b>			
Share drafts	\$406,265,840	\$406,089,640	\$445,210,718
Regular shares	\$479,499,044	\$472,472,383	\$470,853,507
IRA/Keogh & Retirement Accounts – Certificates	\$73,431,077	\$76,332,088	\$71,163,335
IRA/Keogh & Retirement Accounts – Shares	\$11,930,283	\$10,280,779	\$10,882,969
Money market shares	\$274,660,959	\$280,986,598	\$317,408,727
Share certificates	\$631,432,848	\$619,899,377	\$527,848,757
All other shares & deposits (non-member)	\$5,000,000	\$5,000,000	\$5,000,000
<b>TOTAL SHARES &amp; DEPOSITS</b>	<b>\$1,882,220,051</b>	<b>\$1,871,060,865</b>	<b>\$1,848,368,013</b>
<b>TOTAL EQUITY</b>	<b>\$148,840,175</b>	<b>\$146,604,648</b>	<b>\$171,231,547</b>
<b>TOTAL LIABILITIES, SHARES, &amp; EQUITY</b>	<b>\$2,189,917,058</b>	<b>\$2,111,687,215</b>	<b>\$2,134,025,048</b>



## STATEMENT OF INCOME

INCOME	2023	2024	2025
<b>TOTAL INTEREST ON LOANS TO MEMBERS</b>	<b>\$84,394,071</b>	<b>\$99,275,032</b>	<b>\$102,727,356</b>
Income from investments	\$21,868,188	\$23,467,995	\$17,199,918
Fee income	\$9,586,123	\$9,093,554	\$9,381,600
Other operating income	\$14,240,805	\$14,895,477	\$14,996,497
<b>TOTAL GROSS INCOME</b>	<b>\$130,089,188</b>	<b>\$146,732,058</b>	<b>\$144,305,371</b>
<b>EXPENSES</b>			
<b>OPERATING EXPENSES</b>	<b>\$74,703,640</b>	<b>\$79,435,352</b>	<b>\$78,183,215</b>
<b>INCOME (LOSS) FROM OPERATIONS</b>	<b>\$55,385,548</b>	<b>\$67,296,707</b>	<b>\$66,122,155</b>
Less: provision for loan losses	\$4,014,182	\$15,651,515	\$8,236,110
INCOME FROM OPERATIONS AFTER PROVISION	\$51,371,367	\$51,645,192	\$57,886,045
NON-OPERATING GAINS OR (LOSSES)	\$5,692,063	\$3,450,909	\$2,712,450
COST OF FUNDS	\$50,133,651	\$59,305,866	\$46,421,487
<b>NET INCOME</b>	<b>\$6,929,778</b>	<b>(\$4,209,764)</b>	<b>\$14,177,008</b>



## STRONGER TOGETHER

As a credit union, we encourage our team to get out into their communities and make a difference. Their contributions to P1FCU on the job are extraordinary, but when they're off the clock, their spirit can be felt throughout the Northwest. In 2025, our team donated an incredible 5,000 hours to 428 organizations. Thank you to all the volunteers and outstanding organizations making a difference in our communities.



