
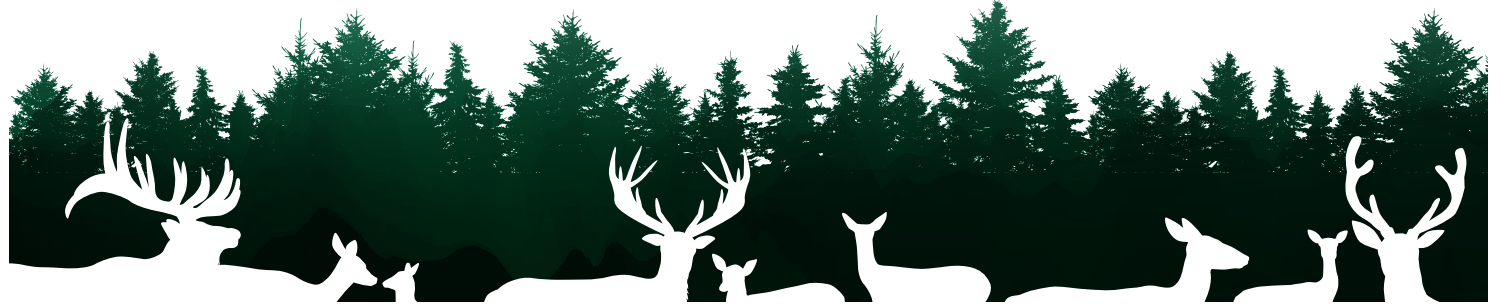


Fibre Federal Credit Union
2020 Annual Report

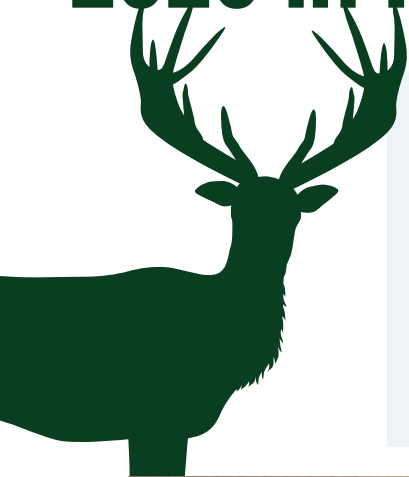


"If you change
the way you look at things,
the things you look at change."

-Dr. Wayne Dyer



2020 in Review



TOP 200 Healthiest Credit Unions



Named one of the Top 200 Healthiest Credit Unions by Deposit Accounts for the seventh year in a row.



Warrenton Branch

We opened our 15th branch in the heart of Warrenton's shopping district, featuring a relaxed ambience and a full-service Red Leaf Organic Coffee shop.

Volunteer Spirit

Pre-COVID, our staff volunteers were out in full force at community events. From the Newport Seafood & Wine Festival to the Lincoln City Chamber Super Auction to Rainy Months Series shows at the Columbia Theatre in Longview, our staff showed their generosity by donating their time to great local events.



VOTED #1 Financial Institution



Best of Tillamook County Readers' Choice Award

Headlight Herald Readers' Choice Award



Lincoln City News Guard Best of the Beach

PPP Loans

We supported our local businesses by funding 331 Paycheck Protection Program loans totaling \$16.5 million.



Emergency Fire Loans

Following the Lincoln County wild fires last fall, we funded 53 loans totaling \$316,309 for residents who needed support immediately.



Give More 24!

We set a goal for our staff to raise \$2,000 for Give More 24!, an online giving marathon held each September. We're thrilled to say we raised \$4,620 for Cowlitz County non-profits!



International Credit Union Day

We celebrated #CreditUnionGood by giving each employee \$10 and a special pay-it-forward card to brighten someone's day with a random act of kindness. Small gestures left a big impact!



Doernbecher Details

We raised \$23,296 for Doernbecher Children's Hospital.

Brown Bag Day

In February, our Cowlitz County staff put together 915 brown bag lunches that were distributed throughout the community to citizens in need.



Humane Society and Animal Shelter Support

We've pledged to donate \$5 to the nearest Humane Society or animal shelter for each youth account we open. Our \$4,560 donation supported Humane Societies and animal shelters in five counties.



Support our Students

We donated \$55,000, and distributed \$7,000 in additional donations, to 17 school districts across our field of membership. The funds were used to supplement meal programs during school closures amid the early months of the pandemic.



Law Enforcement Appreciation

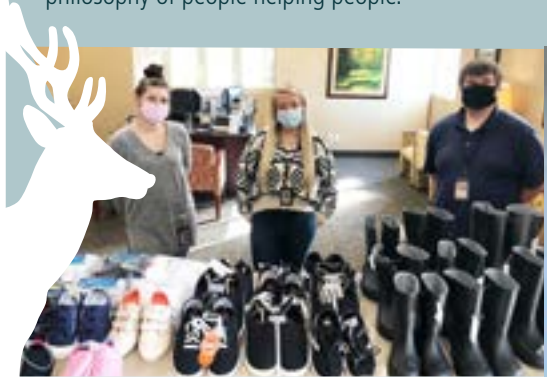
In January, we raised \$665 for the Behind the Badge Foundation (WA) and \$250 for the Oregon Fallen Badge Foundation. Both foundations support the families of fallen officers. We also delivered "copcakes" to every police station and sheriff's office in our service areas as a token of our gratitude for their service.





Department Donations

Community support was an especially strong focal point in 2020. During October, we empowered each branch and department with \$200 to make a big impact in the community. Donation funds were used to support student supply drives, at-risk youth programs, emergency support services and shelters, animal shelters, and a host of other projects, including a mural at an early learning center! This event generated thoughtfulness and goodwill, and exemplified the credit union philosophy of people helping people.



Angel Tags

Thanks to the generosity of local shoppers, donors, and staff volunteers, we ensured we filled all 102 Angel Tags for foster children in Cowlitz and Wahkiakum Counties.



Towel Drive

We hosted a towel drive for Community House on Broadway in Longview. We donated 153 new bath towels for residents and their families and our Community Service Committee donated an additional \$300.



Foundation Donations

We completed a three year commitment to eight hospital foundations and four college foundations, totaling \$87,000 in grants. Funds were used to improve education, health services, and quality of life in our membership areas.





CEO & Board Chairman Report

We can all agree that 2020 presented its share of challenges. But as Albert Einstein said, “In the midst of every crisis, lies great opportunity.” When the COVID-19 pandemic overtook our lives last year, we made a conscious decision to emerge from the situation a better and stronger credit union than when we entered it.

In March of 2020, we ordered hand sanitizing stations for each branch, enhanced our cleaning procedures, discontinued food sharing such as popcorn and cookie days, and shared with our members the many ways they can do their banking without visiting a branch. As the pandemic raged on, we closed our lobbies for 12 weeks. During that time, we equipped our branches with distance markers, clear shields, and other protocols to keep our members and staff safe for the lobby re-openings.

Meanwhile, we prepared for the worst by increasing our allowance for loan loss reserves, reducing our operating expenses, and holding off on filling some staff positions. Our conservative measures paid off: we ended the year with 11.6% capital – well above the “well-capitalized” standard of 7.0%. Our loan losses were less than half of what we had budgeted, and reportable delinquency was just .11% at year-end.

During this state of flux, members were open to changing their normal banking habits and embracing technology. In February, just before COVID hit, **mobile deposits** and ATM deposits accounted for just 12% of total member deposits. At year-end, they accounted for 43% of total deposits. The overall number of deposits decreased 20% from February to December, as more members moved to direct deposit and ACH deposit. At year-end, 34% of member households did their banking online rather than calling or visiting us.

We did a lot more than COVID response in 2020. We also opened a new branch in the heart of the retail district in Warrenton, Oregon, complete with a full-service **Red Leaf Organic Coffee** shop inside. We refreshed our entire fleet of ATMs, which now accept check and cash deposits with no envelopes needed. And, we introduced new services including **My Credit Score**, **ClickSWITCH**, **Fibre Card Manager**, and **Zelle®**.

In April, we’re excited to introduce our first **Express Branch**, inside the Woodland Red Leaf café at 1495 Dike Access Rd. Featuring two Interactive Banking Machines and a staff concierge, this Express Branch will complement our full-service branch in Woodland. Members will be able to withdraw, deposit, transfer funds, and cash checks. Loan applications and new membership applications will be conducted via our online portal.

As we begin to see heartening signs that the pandemic could be under control in the foreseeable future, we all wonder what a “return to normal” will even look like. It’s probably something different than we ever imagined at the beginning of 2020. But this is a certainty: We achieved our goal of finishing the year a stronger and better credit union. Assets grew 23% to \$1,416,654,933, loans grew 7.5% to \$836,916,279 and shares grew a whopping 25% to \$1,235,297,637.

Thank you to our members for their loyalty and understanding, and thank you to our staff for their dedication through trying times. Here’s to brighter years ahead!

Christopher Bradberry
President/CEO

Greg Berg
Chairman of the Board



Statement of Financial Condition

	Dec. 31, 2019	Dec. 31, 2020
Gross Loans	\$778,285,931	836,916,279
Allowance for Loan Loss	(3,735,143)	(4,107,942)
Net Loans	774,550,787	832,808,338
Cash & Equivalents	128,419,900	375,602,998
Investments	153,639,536	109,837,035
Cash and Investments	282,059,436	485,440,033
Foreclosures & Repossessions	272,501	217,301
Fixed Assets	43,598,649	44,257,679
Other Assets	52,244,813	53,931,583
Total Assets	\$1,152,726,187	\$1,416,654,933
Total Liabilities	13,401,929	16,828,559
Regular Shares	440,994,314	573,369,845
Checking Shares	272,170,403	358,743,614
Money Market Shares	131,980,734	162,393,540
Certificate Shares	140,592,621	140,790,637
Shares	985,738,071	1,235,297,637
Undivided Earnings	154,779,656	164,941,316
Other Comprehensive Income	(1,193,469)	(412,579)
Equity	153,586,187	164,528,737
Total Liabilities & Equity	\$1,152,726,187	\$1,416,654,933

Statement of Income & Expense

	2019	2020
Total Interest Income	39,499,817	38,840,186
Total Interest Expense	4,079,736	4,536,617
Net Interest Income	35,420,082	34,303,569
Fee Income	5,534,224	4,434,705
Other Income	4,117,516	4,299,920
Credit Card Program	1,526,379	1,521,170
Debit Card Program	5,941,925	6,677,453
Loan Origination Income	976,017	1,124,248
Non Operating Gain/Loss	408,775	368,870
Non Interest Income	18,504,836	18,426,366
Compensation & Benefits	24,668,455	24,988,859
Travel & Conference	549,251	191,382
Office Occupancy	2,316,344	2,501,099
Office Operations	4,150,404	4,291,801
Education & Promotion	817,506	914,523
Loan Servicing	1,525,317	1,548,547
Professional Services	3,680,199	4,075,541
Operating Fee	293,251	314,130
Misc Operating	2,417,751	2,425,124
Non Interest Expense	40,418,477	41,251,007
Acquisition Related	207,909	(181,161)
NCUSIF Refund	125,452	780,698
Provisions for Loan Losses	(2,107,172)	(1,916,805)
Net Income	\$11,732,629	\$10,161,660

Supervisory Committee Report

Your Supervisory Committee is comprised of five volunteers: Jim Duscha, Julie Palmer, Jeff Skeie, Charlie Gourde, and Amy Hallock. The 2020 Supervisory Committee was also joined and assisted by Supervisory Committee Associates Ashley Lachney and David Thelin. The Supervisory Committee has the responsibility to oversee and verify 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 with our internal control framework. We also engage an external audit firm, Moss-Adams, to audit the financial statements and the operational controls surrounding those financial statements in accordance with generally accepted auditing principles.

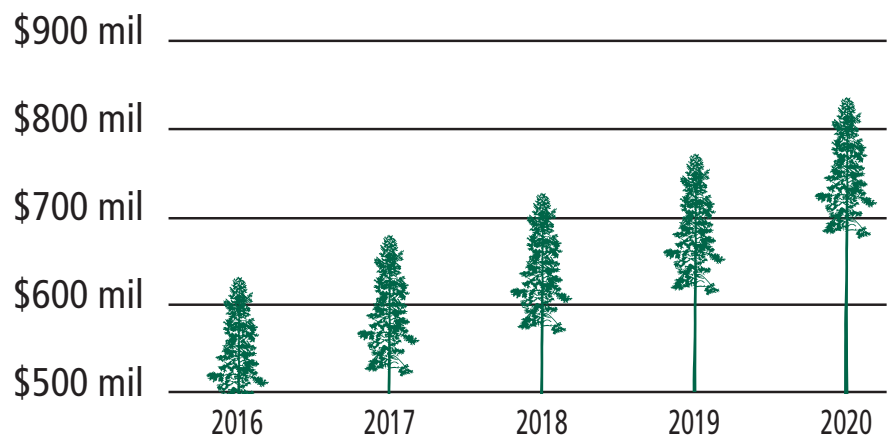
Supervisory Committee members attend regular monthly Supervisory Committee meetings, as well as monthly meetings of the Board of Directors. At these meetings we review the work of the Internal Auditor, the external auditor, and management to ensure that the Supervisory Committee's responsibilities are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

Based on our audits and the reports of other experts, the Committee is satisfied that the records of Fibre Federal 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.

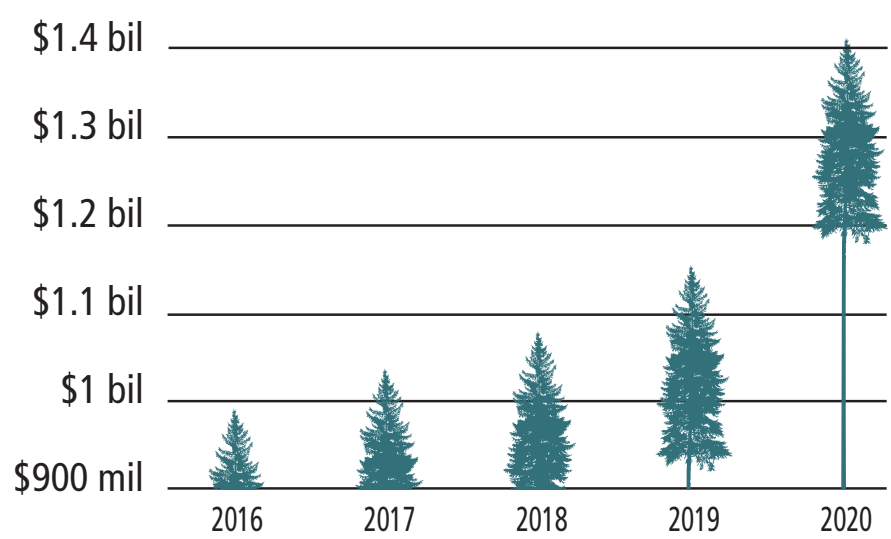
Jim Duscha,
Supervisory Committee Chair



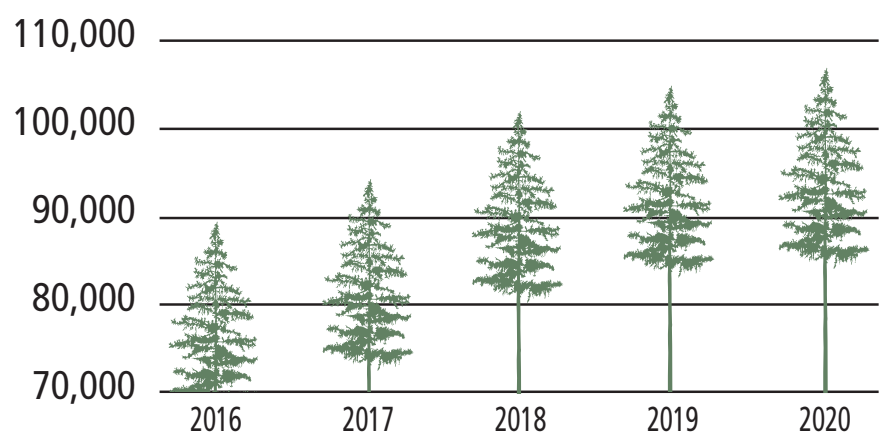
LOANS



ASSETS



MEMBERS





Board of Directors


Greg Berg, Board Chair
Jan Dennis, 1st Vice Chair
Steve Mealy, 2nd Vice Chair
Jack Courtney, Secretary
Terry Alsteen, Director
Alden Bebe, Director
John Barker, Director
Jerry Howell, Director
Kelli Harding, Director

Supervisory Committee

Jim Duscha, Chair
Julie Palmer, Secretary
Jeff Skeie, Member
Charlie Gourde, Member
Amy Hallock, Member
Ashley Lachney, Associate
David Thelin, Associate

Senior Management Team

Christopher Bradberry, President/Chief Executive Officer
Joe Amrine, SVP/Chief Credit Officer
Shelly Buller, SVP/Chief Operating Officer
Rick Dahl, SVP/Chief Retail Officer
David Keegan, SVP/Chief Information Officer
Angie Gilreath, SVP/Chief Experience Officer
Ryan Sullivan, SVP/Chief Financial Officer



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www.fibreku.com
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The complete audited financial
statements will be available at our main office
by April 30, 2021.



Federally Insured
By NCUA



**Fibre
Federal**
YOUR COMMUNITY CREDIT UNION



TLC
A DIVISION OF **FibreFederal**
CREDIT UNION