



# YOUR COMMUNITY. OUR COMMUNITY.

*2024 Annual Meeting Report*

## CHAIRMAN'S MESSAGE

**Together with our dedicated Board of Directors, I am proud to share that 2024 was another year of service and impact for Scott Credit Union.** Staying true to our mission of Members. Value. Community., we remained steadfast in supporting our members while deepening our commitment to the communities we serve. At Scott Credit Union, your community is our community, and together we are building a future that is financially strong, socially responsible, and rooted in lasting impact. As Chairman of the Board, I am honored to reflect on the ways we have upheld these values throughout the past year.

As a member-owned financial institution, we take great pride in sharing our success with those who make it possible—our members. In 2024, we once again provided a Bonus Dividend and Loan Interest Rebate, returning more than \$1 million to our active members. Over the past 17 years, we have distributed more than \$16.4 million in bonus dividends and rebates, reinforcing our dedication to being With You through every financial milestone.

Our impact extends well beyond financial services. Through the Scott Credit Union Community Foundation, we continue to fund initiatives that create meaningful change. The With You Grants program, which launched in 2020, has now distributed over \$355,000 in support of local educators and schools, including a record-breaking \$150,000 in 2024 alone. These grants have helped fund STEM projects, arts programs, wellness

initiatives, and classroom essentials, ensuring students receive the resources they need to thrive. This success is made possible by our members and employees, who support fundraising efforts like our employee giving campaign and annual SCU Community Foundation Golf Scramble, which raised more than \$74,000 in 2024.

Giving back is embedded in SCU's culture. In 2024, our employees took their commitment to the community to new heights by expanding the Acts of Kindness campaign that began in 2023. With a goal of completing 250 Acts of Kindness by the end of 2025, our team made incredible progress this year, completing 103 additional acts. This brings our two-year total to 207, putting us well on our way to surpassing our goal. These efforts reflect our unwavering dedication to making a difference where it matters most.

Through the 250 Acts of Kindness initiative, SCU addresses a variety of community challenges in both the St. Louis and Chicago areas, focusing on issues such as food access, education, and support for veterans. From delivering nutritious meals to families facing cancer treatments to supporting local food pantries and providing playground equipment for schools, our employees actively engage in service that fosters community well-being. Partnerships with organizations like St. Patrick Center in St. Louis, schools throughout St. Louis and Chicago, and the Salvation Army further our impact, ensuring that our efforts provide meaningful, lasting support to those in need.

Building on our dedication to community impact, our partnership with KMOV's Surprise Squad continued to bring hope and joy to local families in 2024. Through 15 impactful segments, we provided support to more than 160 students and their families—helping children prepare for back-to-school, assisting individuals with Down syndrome, and making a meaningful impact on a young boy battling cancer. These moments are a powerful reminder that at SCU, community support is a commitment we uphold every day.

As we look to the future, Scott Credit Union remains steadfast in our mission to serve our members with excellence. On behalf of the Board of Directors, I want to extend my heartfelt gratitude to our members, employees, and community partners. Your trust and support fuel our continued success, and together, we will build an even brighter tomorrow.



**Lawrence Haffner**  
*Chairman  
Board of Directors*

## PRESIDENT'S LETTER

**As we reflect on 2024, I am incredibly proud of how Scott Credit Union has continued to grow, innovate, and strengthen our commitment to the communities we serve.**

At SCU, we believe that a strong financial institution is measured not just by its numbers but by the positive impact it makes in the lives of its members. This year, we deepened our dedication to financial education, community service, and philanthropy, reinforcing that your community is our community.

In 2024, we continued our tradition of giving back to our members, returning \$1 million through our Bonus Dividend and Loan Interest Rebate. This is the 34th consecutive year SCU has paid a bonus dividend and the 17th consecutive year SCU has paid a loan interest rebate, highlighting the advantage of banking with a credit union that prioritizes people over profit.

Our financial foundation remains strong. SCU closed 2024 with total assets of \$1.75 billion, serving 140,794 members across our communities. We ended the year with regulatory capital of \$166 million, representing 9.54% of assets, well above the 7.00% regulatory standard for being considered well-capitalized. Total assets, total shares, and gross income all saw year-over-year growth, reinforcing our long-term financial stability and ability to provide competitive rates and valuable services. Despite economic challenges, we remained committed to delivering member value, closing the year with net earnings of \$6.7 million.

Innovation remains at the heart of SCU's mission, and in late 2024, we expanded our services with the launch of the SCU Insurance Agency, offering members a seamless and trusted way to access essential insurance solutions. In the first two months, 23 policies were issued, meeting our initial target and laying a solid foundation for future growth as members explore this new offering.

Our commitment to both innovation and workplace excellence was also recognized on a national level. SCU was honored as a Top Workplace by the St. Louis Post-Dispatch, marking the 11th time we have received this prestigious recognition since 2012. In addition, for the first time, SCU earned the 2024 Top Workplaces USA Award by USA Today, further affirming the strong, people-first culture we cultivate for our employees.

Beyond financial services, SCU employees embody our mission through hands-on community involvement. In addition to our 250 Acts of Kindness initiative, our team volunteered 2,033 hours across 74 events to support causes that uplift our neighbors in 2024. A highlight of these efforts was the Fisher House Employee Donation Drive, where all 350 SCU employees came together to assemble and deliver 45 gift baskets to Fisher House locations in St. Louis and Chicago, providing comfort to the families of veterans receiving medical care.

We also strengthened our commitment to veterans through Salute to Service Weekend, an initiative that underscored our deep military roots. Through a \$10,000 donation to the Veterans Community Project, we helped furnish two tiny homes, offering a fresh start for veterans transitioning to permanent housing. This initiative, in collaboration with the St. Louis Cardinals and our community partners, is a testament to SCU's dedication to making a meaningful impact.

SCU also remains committed to financial education, a cornerstone of our mission. In 2024, we reached over 1,500 students through our partnerships with Banzai, a free, interactive online financial education platform, as well as with Budgeting Buddies through the St. Louis Cardinals, equipping the next generation with critical money management skills.

These initiatives provide teachers with valuable classroom resources, ensuring that financial literacy is accessible, engaging, and impactful.

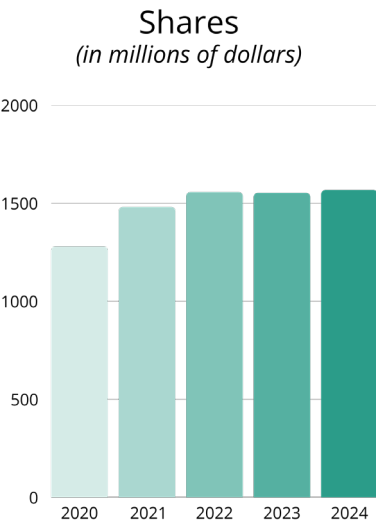
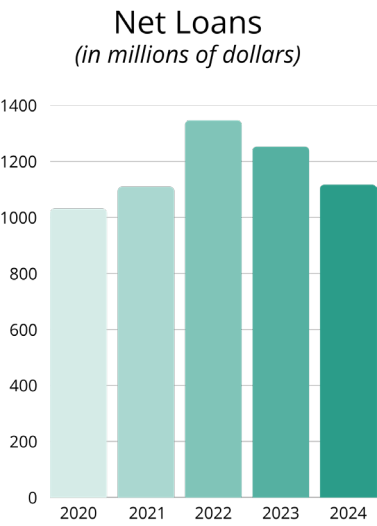
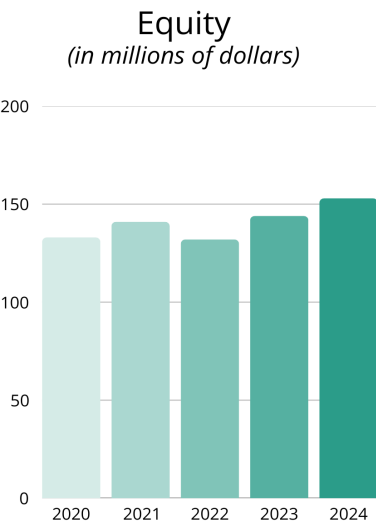
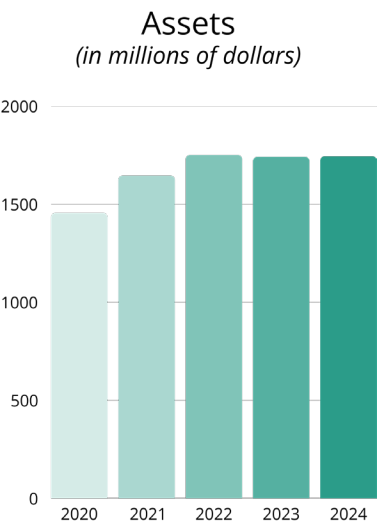
Further solidifying our leadership in financial education, SCU was honored with a Diamond Award from America's Credit Unions for our Who Knew? SCU video series. This recognition highlights our commitment to providing members with engaging, informative content to help them navigate their financial journeys with confidence. In 2024, these videos saw tremendous growth, accumulating 1.1 million views—a 287% year-over-year (YOY) increase—along with 66.3K impressions (up 45% YOY) and 71 new subscribers (up 122% YOY) on YouTube.

As we step into 2025, we remain committed to our mission, our members, and the communities we serve. This annual report offers acknowledgement and gratitude to the hundreds of dedicated staff and our incredible Board of Directors who gave their time and energy in 2024, and to the thousands of members who make it all possible. Together, we'll continue to grow, innovate, and strengthen the bonds that unite your community, our community.

**Frank Padak**  
*President & CEO*



FIVE-YEAR PERFORMANCE



	2024	2023	2022	2021	2020
Total Assets	\$1,745,004,988	\$1,741,583,732	\$1,751,826,315	\$1,647,347,103	\$1,455,808,260
Total Shares	\$1,567,795,914	\$1,544,494,932	\$1,557,613,786	\$1,482,255,291	\$1,280,764,292
Total Members	140,794	148,814	152,284	149,197	144,174
Dividends Paid	\$21,894,913	\$14,843,195	\$5,945,016	\$5,797,938	\$7,787,548
Loans Net	\$1,116,837,403	\$1,252,729,482	\$1,346,463,176	\$1,109,004,931	\$1,031,460,610
Number of Loans Granted	8,789	13,686	23,889	21,338	21,447
Amount of Loans Granted	\$410,631,615	\$495,968,879	\$784,394,668	\$675,139,044	\$627,590,334
Number of Loans	66,266	74,865	80,478	76,498	78,398
Gross Income	\$120,951,375	\$105,927,391	\$85,019,568	\$73,300,247	\$69,267,730
Net Interest Margin	\$44,939,792	\$46,080,708	\$45,870,776	\$44,237,627	\$30,805,819
Net Income	\$6,743,277	\$9,313,135	\$8,623,402	\$7,683,502	\$4,504,230

BALANCE SHEET

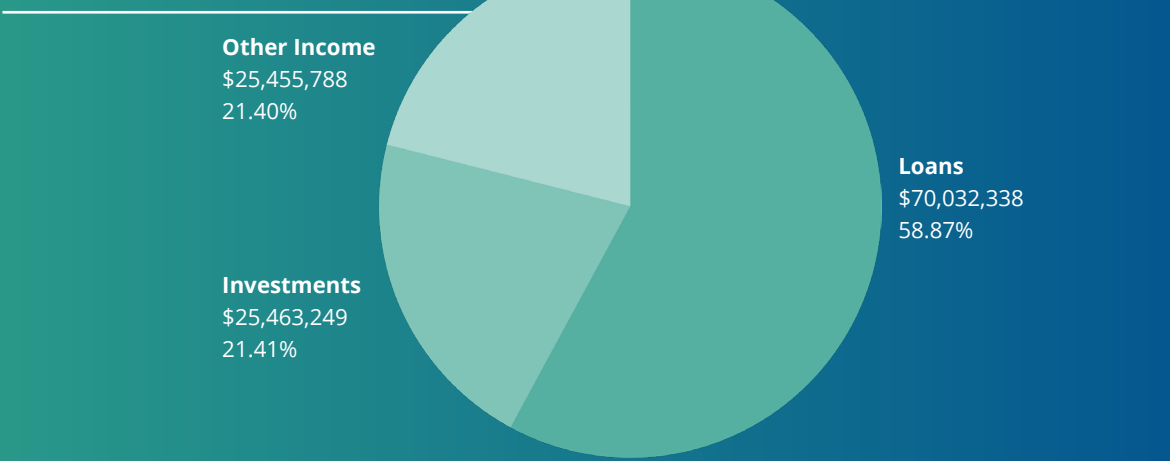
ASSETS	2024	2023
Cash and cash equivalents	\$357,176,233	\$174,039,272
Investments		
Available-for-sale debt securities	122,756,803	147,175,609
Held-to-maturity debt securities	13,599,973	22,406,642
Loans receivable, net of allowance for credit losses of \$19,338,233 and \$13,812,283	1,116,837,403	1,252,729,482
Accrued interest receivable	4,306,116	4,500,00
Net premises and equipment	32,648,191	33,976,585
FHLB Stock	10,756,984	10,276,619
Split dollar life	28,948,399	28,214,521
Credit Union Owned Life Insurance	12,889,205	12,264,290
Goodwill	8,270,843	8,270,843
National Credit Union Share Insurance Fund Deposit	15,094,278	14,621,573
Prepaid and other assets	21,720,560	33,108,296
Total Assets	\$1,745,004,988	\$1,741,583,732

LIABILITIES AND MEMBERS' EQUITY	2024	2023
Liabilities		
Share and savings accounts	\$1,567,795,914	\$ 1,544,494,932
Borrowed funds	-	25,000,000
Accrued expenses and other liabilities	24,707,575	28,411,897
Total liabilities	\$1,592,503,489	\$ 1,597,906,829

COMMITMENTS AND CONTINGENT LIABILITIES

Members' Equity		
Undivided earnings	\$161,915,615	\$155,172,338
Accumulated other comprehensive loss	(13,417,209)	(15,498,528)
Equity acquired from business combinations	4,003,093	4,003,093
Total Members' Equity	\$152,501,499	\$143,676,903
Total Liabilities and Members' Equity	\$1,745,004,988	\$ 1,741,583,732

2024 SOURCES OF INCOME

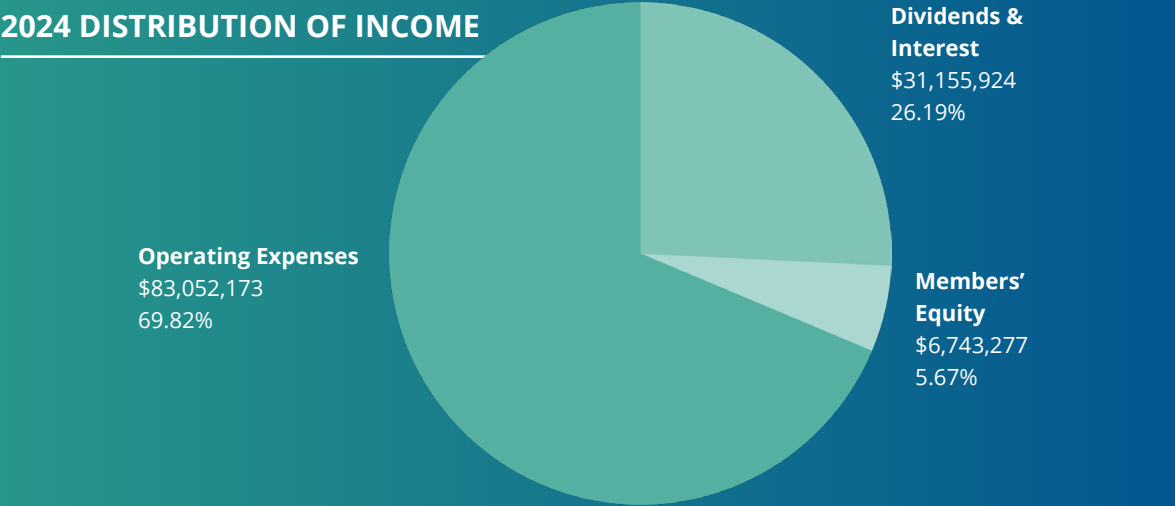




# INCOME STATEMENT

Interest Income	2024	2023
Interest on loans receivable	\$70,032,338	\$67,546,935
Interest on investments	25,463,249	14,971,683
Interest income	95,495,587	82,518,618
Interest Expense		
Dividends on share and savings accounts	21,894,913	14,843,195
Interest on borrowed funds	9,261,011	7,565,013
Interest expense	31,155,924	22,408,208
Net Interest Income	64,339,663	60,110,410
Provision for Credit Losses	19,399,871	14,029,702
Net Interest Income after provision for credit losses	44,939,792	46,080,708
Non-Interest Income		
Interchange income	9,885,674	9,609,712
Fees and charges	7,863,236	7,620,062
Other non-interest income	2,830,225	3,359,621
Gain on sale of VISA stock	1,987,974	-
Loan late fees	1,532,403	1,398,726
Loan servicing income	1,356,276	1,420,652
Total non-interest expenses	25,455,788	23,408,773

Non-Interest Expense	2024	2023
Compensation and employee benefits	\$31,851,002	\$29,688,920
Office operations	14,090,758	13,745,680
Occupancy	4,775,399	4,642,146
Loan servicing expense	4,142,399	4,332,503
Legal and professional expense	3,356,753	2,620,759
Operating expense	2,959,021	2,790,458
Advertising and promotion expense	2,476,971	2,355,880
Total non-interest expense	\$63,652,303	\$60,176,346
Net Income	\$ 6,743,277	\$ 9,313,135



# LEADERSHIP

## BOARD OF DIRECTORS

Lawrence Haffner  
*Chairman*

Jacob Curtis  
*Vice Chairman*

Debbie Lane  
*Secretary*

Frank Padak  
*Treasurer*

Jessica Haugen

Joy Hayward

Lajuan Miller

Christopher Sobrino

Angela Stewart

## ASSOCIATE DIRECTORS

Lucrecia Cordon-Springer

Keith Page

Nathan Richard

Aja Williams

## EMERITUS DIRECTOR

William “Pete” Hostetter

## SENIOR MANAGEMENT

Frank Padak  
*President &  
Chief Executive Officer*

Scott Seidl  
*Executive Vice President*

David Bressler  
*Chief Lending Officer*

Joanne Hernandez  
*Chief Operating Officer*

Carla Lambrecht  
*Chief Information Officer*

Scott Peters  
*Chief Financial Officer*

Val Rhoden-Kimbrough  
*Chief Human Resources  
Officer*

Michelle Wazlawek  
*Chief Marketing Officer*

# LOCATIONS

**Home Office**  
101 Credit Union Way  
Edwardsville, IL 62025

**Affton**  
9100 Gravois Road  
St. Louis, MO 63123

**Ballpark Village**  
6 Cardinal Way  
Suite 130  
St. Louis, MO 63102

**Breese**  
301 N. 4th Street  
Breese, IL 62230

**Chicago**  
Jesse Brown  
VA Branch  
820 S. Damen Ave.  
Suite 1408  
Chicago, IL 60612

**Collinsville**  
1100 Belt Line Road  
Collinsville, IL 62234

**Columbia**  
1000 Eleven South  
Columbia, IL 62236

**Crestwood**  
9792 Watson Road  
St. Louis, MO 63126

**East Belleville**  
2020 N. Belt East  
Belleville, IL 62221

**Edwardsville**  
1067 S. State Route 157  
Edwardsville, IL 62025

**Evergreen Park**  
9059 S. Kedzie  
Evergreen Park, IL 60805

**Fairview Heights**  
555 Lincoln Highway  
Fairview Heights, IL 62208

**Ferguson**  
10797 New Halls Ferry Road  
St. Louis, MO 63136

**Highland**  
12455 State Route 143  
Highland, IL 62249

**Ladue**  
8866 Ladue Road  
St. Louis, MO 63124

**Lebanon**  
107 E. Schuetz Street  
Lebanon, IL 62254

**Mascoutah**  
1248 W. Main Street  
Mascoutah, IL 62258

**O’Fallon**  
712 W. Highway 50  
O’Fallon, IL 62269

**Scott AFB**  
302 W. Winters Street  
Scott AFB, IL 62225

**Trenton Branch**  
28 W. Broadway  
Trenton, IL 62293

**Troy**  
501 Edwardsville Road  
Troy, IL 62294

**Waterloo**  
1019 IL-3  
Waterloo, IL 62298

**West Belleville**  
4807 W. Main Street  
Belleville, IL 62226

**Wood River**  
570 Wesley Drive  
Wood River, IL 62095



## **Member Contact Center**

Call: (618) 345-1000

Email: [memberservice@scu.org](mailto:memberservice@scu.org)



*Federally Insured by NCUA. Scott Credit Union is an Equal Opportunity Employer.*