

FILENE'S



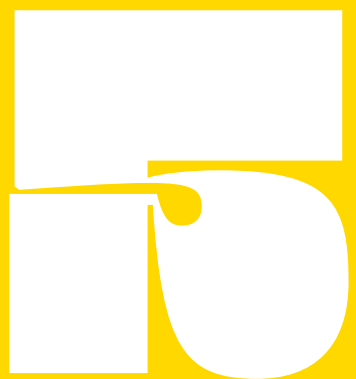
ANNUAL



IMPACT



REPORT





A Remarkable Year

As we close out an extraordinary 2025, I'm inspired by how our credit union community continues to evolve, experiment, and lead with purpose. This past year, Filene took significant strides in helping credit unions refine their strategy and redesign their experiences—anchored by the launch of our two newest Centers of Excellence: Design for Digital and Member Well-Being.

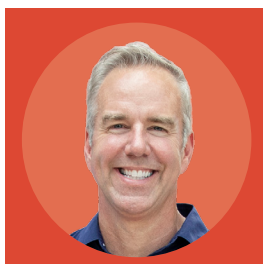
Each of these Centers was built to help credit unions meet members where they are today and anticipate their needs for tomorrow. Together, they are helping our movement design digital experiences that feel personal, human, and authentic—while ensuring member well-being remains at the heart of every financial decision.

As we look ahead to 2026, our new theme—Remarkable—asks an important question: *What does it mean for credit unions to stand out in a crowded and uncertain marketplace?* **To be remarkable is to reimagine what members should expect from a financial institution. It's about thriving when the path forward is unclear and finding opportunity in transformation. Filene can help deliver on this promise.**

In the year ahead, we will **explore what it takes to be remarkable through the lens of our newest Center of Excellence, All Things Payments.** Payments are the connective tissue of deposits and the member relationship—an everyday touchpoint that defines how members experience their credit union. By innovating in this space, credit unions have a powerful opportunity to differentiate, build trust, and create relevance in an increasingly digital economy.

Filene's tools and initiatives like Member Pulse and FiLab are built precisely to help you take those steps. Member Pulse provides insights to understand your members more deeply, while FiLab gives you the space to partner, test, and learn alongside fintechs—turning bold ideas into actionable strategies for growth.

At Filene, our role is to be your trusted partner—a place for inspiration, access, and impact. Amidst a period of great change, we help curate what matters most, offering the context and connections you need to help you be remarkable. To know Filene is to love Filene, and in 2026, we're inviting you to go deeper—to cultivate a culture of innovation and create your own version of remarkable within your organization. **Together, let's build what's next.**



With gratitude and excitement,

Mark Meyer

President + CEO, Filene Research Institute



30+
**RESEARCH
OUTPUTS**

Filene Research delivered powerful insights and groundbreaking studies that deepened understanding of member behavior, leadership, and innovation, building an exceptional foundation for a more inclusive financial future.



20+
**WEBINAR
SESSIONS**

Filene events and webinars brought the credit union community together for learning, collaboration, and inspiration, sparking meaningful conversations that continue to drive action across the movement.



7
**INCUBATION
TESTS**

The Filene Incubation and Testing team (FiLab) achieved outstanding progress by releasing seven test result reports and launched six new tests throughout 2025, advancing innovation and real-world impact across the credit union system.



38
**SPEAKING
ENGAGEMENTS**

Filene speaking engagements united the credit union community through insightful conversations and forward-thinking ideas, inspiring collaboration, innovation, and action that continue to advance the movement.

Filene's Board of Directors

Filene's work is guided by a board of directors who embody the curiosity, courage, and care that define the credit union movement. These leaders help shape not just Filene's direction, but the future of cooperative finance. Their vision fuels our drive to turn insight into impact, ensuring Filene remains a place where ideas grow, collaboration thrives, and members always come first.



CHAIR

APRIL CLOBES

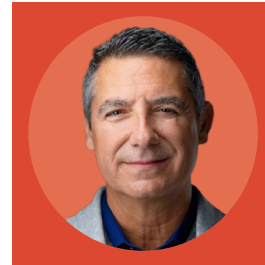
President + CEO
Michigan State
University FCU



VICE CHAIR

TY MUSE

President + CEO
Visions FCU



TREASURER

KEVIN JOHNSON

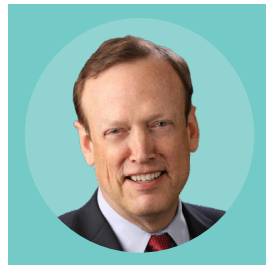
President + CEO
Suncoast CU



DIRECTOR

PATTY CAMPBELL

President + CEO
Christian
Financial CU



DIRECTOR

BILL CHENEY

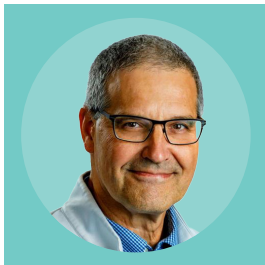
President + CEO
SchoolsFirst FCU



DIRECTOR

LILY NEWFARMER

President + CEO
Tarrant County's CU



DIRECTOR

MIKE SCHENK

Deputy Chief Advocacy
Officer
America's Credit Unions



DIRECTOR

KEITH SULTEMEIER

President + CEO
Kinecta FCU



DIRECTOR

TONITA WEBB

CEO
Verity CU

A LOOK AHEAD

FY2026 brings fresh energy and new faces to Filene's leadership! **Ty Muse** takes the helm as Board Chair, succeeding **April Clobes**. Our gratitude goes to April for her exemplary service and steady hand in shaping Filene's strategic direction during her tenure as Chair. A big thank-you to **Mike Schenk** for his years of wisdom and dedication on the Board—and a warm welcome to **Tammy Schultz**, stepping in to carry the torch forward. We're also thrilled to have **Linda Armyn** and **Mark Zook** join as advisory members, adding even more insight and innovation to the mix. Finally, heartfelt thanks to **Jim Hayes** for his valuable contributions on the Advisory Council. Filene is stronger and more inspired than ever thanks to leaders who turn bold ideas into lasting impact.



ADVISORY

TAMMY SCHULTZ

EVP, Sales +
Marketing
TruStage



OUTGOING ADVISORY

JIM HAYES

President + CEO
State Department
FCU

FY2025 Financials

We extend our heartfelt gratitude to our members and sponsors for your invaluable financial support—an essential driver of our success in FY25.

This year, Filene achieved a 21% increase in revenue, fueled by:

- The launch of discounted bundles for our Centers of Excellence, FiLab, and Member Pulse programs
- Expanded sponsorships for FiLab and The Cooperative Trust communities
- Strong returns from investment income
- Your support enabled us to direct 75% of our total expenditures toward advancing our core mission—innovation, truth, and cooperation in the credit union industry.

Operating expenses grew by 11%, reflecting strategic investments in:

- Expanding our events and market engagement
- Strengthening our team to deliver high-impact programs and meet the evolving needs of our credit union partners

Looking ahead, Filene's financial position remains strong, with Net Assets of \$14.3 million, ensuring our continued capacity to drive meaningful change.

Thank you for being the driving force behind our impact. Together, we're transforming the future of credit unions—and changing lives.

REVENUES

	2025	2024
Contributions and Grants	\$9,640,802	\$8,438,452
Program Service Revenues	\$1,009,806	\$586,519
Other	\$570,655	\$233,553
Total Revenues	\$11,221,263	\$9,258,524

EXPENSES

	2025	2024
Program Services	\$7,700,756	\$6,974,390
Support Services	\$1,057,161	\$1,044,915
Membership Development & Fundraising	\$1,445,697	\$1,177,784
Total Expenses	\$10,203,614	\$9,197,089

LIABILITIES + NET ASSETS

	2025	2024
Liabilities	\$2,083,388	\$2,160,943
Net Assets	\$14,311,205	\$13,293,556
Total Assets	\$16,394,593	\$15,454,499

NET ASSET BREAKDOWN

	2025	2024
Without Donor Restrictions	\$4,179,937	\$3,871,041
With Donor Restrictions	\$10,131,268	\$9,422,515
Net Assets	\$14,311,205	\$13,293,556

* Detailed audited financial statement and 990 filings will be available on guidestar.org

A Special Thank You to



FILENE'S
INNER CIRCLE
COHORT



Our Biggest Supporters



VISIONARY

Bellco CU
Credit Union 1
Credit Union of Texas*
Credit Union One
Defense Credit Union Council
Elements Financial FCU
ELGA CU
I. H. Mississippi Valley CU
Jack Henry
Open Lending
Oregon State CU
Patelco CU
Reseda Group
Rize CU
Royal CU
Unitus Community CU
Verity CU
Westerra CU

LEADER

1st MidAmerica CU
Affinity CU
Alcon Employees FCU
Alternatives FCU
Atlanta Postal CU
Bank-Fund Staff FCU
California Coast CU
Caro Federal CU
Central Willamette Community CU
Centris FCU
Chevron FCU
CMutual Services (Ireland) Limited
Cobalt CU
CommonWealth One FCU
Community First CU
Community South CU
Consumers CU
Corelation
Credit Union of New Jersey
CrossState Credit Union Association
Downey FCU
Edwards FCU
Evergreen CU
Expedition CU
Farmers Insurance Group FCU
First CU
First Northern CU
Fort Sill FCU
Greater Iowa CU
Heartland CU
HerMoney Media
Honolulu Fire Department FCU
Humanidei
Inland Valley FCU
Jack Henry & Associates
Logix Federal CU
LorMet Community FCU
Loyalty CU
Maine Savings FCU
Mazuma CU
Midwest Members FCU
Monterra CU

NorthCountry FCU
NuMark CU
NYMBUS
OceanAir FCU
ONE FCU
OUCU Financial
Oxford FCU
Park Manor Christian Church CU
Partnership Financial CU
Peoples Advantage FCU
ProFed CU
Red Canoe CU
Red River Employees FCU
Red Rocks CU
Revity CU
Santa Cruz Community CU
Service 1st FCU
SkyOne FCU
Spectra FCU
St Louis Community CU
Star One CU
TAPCO CU
Tarrant County's CU
Texans CU
Texas Plains FCU
Texas Trust CU
Topside Federal CU
Town & Country FCU
Tucomas FCU
UNCLE CU
US Community CU
Valley Strong CU
Vermont FCU
Vizo Financial Corporate CU

INNOVATOR

A+ FCU
Access CU
Affinity Plus FCU
Air Academy FCU
Alabama CU
Alloya Corporate FCU
ALM First Financial Advisors
AltaOne FCU
Altra FCU
Ancorum CU
Arizona Central CU
Arizona Financial CU
Arlington Community FCU
Arsenal CU
Azura CU
BankingON
Bellwether Community CU
BFG FCU
Billings FCU
Blackhawk Community CU
Blaze CU
Blue FCU
BMI FCU
Brewery CU
BrightBridge CU
Brownsville City Employees FCU
California CU
California's CUs
Canadian Credit Union Association
CapEd FCU
Caribou
Catalyst Corporate FCU
CELCO FCU
Centra CU
Century Heritage FCU
Children's Miracle Network Hospitals
Citadel FCU
City & County CU
ClassAct FCU
Clearwater CU
Colorado CU

Columbia CU	First Atlantic FCU	Members Choice CU	Revity FCU
Commodore Perry FCU	First Capital FCU	Memorial CU	RIPCO CU
Commonwealth CU	First Commerce CU	Merck Sharp & Dohme FCU	Rogue CU
Community Choice CU	First Community CU	Metro CU	SAFE CU
Community CU	First Entertainment CU	Michigan First CU	San Francisco Fire CU
Community CU of Florida	First Technology FCU	Michigan Schools & Government CU	SavvyMoney
Community CU Of Lynn	Fitzsimons FCU	Mid Minnesota FCU	Scienaptic AI
Community First CU of Florida	Fox Communities CU	Millennium Corporate CU	Scott CU
Community Focus FCU	Frontwave CU	Minnco CU	Self Reliance New York FCU
Community Plus FCU	Genisys CU	Minnesota Power Employees CU	Sentry CU
Connexus CU	Georgia United CU	Mirastar FCU	Service FCU
Copper State CU	Georgia's Own CU	Mocse FCU	SESLOC CU
CorePlus FCU	Glide	Momentum	Silvur Technology Services
Corporate America Family CU	Golden 1 CU	Montana CU	Simplicity CU
CoVantage CU	GoWest Credit Union Association	Montana's CUs	SIUE CU
Credit Union Of America	Great Lakes CU	MyUSA CU	Skyward CU
Credit Union of Colorado	Greater Nevada CU	Navigant CU	Sound CU
Cross Valley FCU	GreenPath Financial Wellness	Neighborhood CU	Southern Lakes CU
CU Healthcare PayCard	Greylock FCU	New Alliance FCU	Space City CU
CU Insight	Harborstone CU	New Cumberland FCU	Spokane Teachers CU
CUES	Healthcare Systems FCU	New Orleans Firemen's FCU	SRP Federal CU
Debbie	HealthNet FCU	Northern Hills Federal CU	Stanford Federal CU
Deseret First FCU	Heights Auto Workers CU	Northern Skies Federal CU	State Employees' CU
Directions CU	Hudson Valley CU	NuVision FCU	State Farm FCU
Duke University FCU	Indiana Credit Union League Inc	Nymeo FCU	State Highway Patrol FCU
Dupaco Community CU	Interra CU	Oakdale CU	Sunward CU
DuPont Community CU	Jeanne D'Arc CU	Ohio Credit Union League	Team One CU
Educational Employees CU	Jefferies	Orion FCU*	Texan Sky CU
EFCU Financial CU	Jefferson CU	Oswego County FCU	The League of Credit Unions & Affiliates
Element FCU	Johns Hopkins FCU	PA Central FCU	The Summit FCU
Elevations CU	Kauai FCU	PCM CU	Tongass FCU
Eltropy	KEMBA Financial CU	Pen Air CU	Travis CU
Empower FCU	Kohler CU	Peninsula Community FCU	Tremont CU
Ent CU	Lakehurst Naval FCU	People Driven CU	TriscendNP
Envision CU	Landmark CU	Point West CU	True North FCU
Estacado FCU	Langley Federal CU	Potlatch No 1 Financial CU	Trust FCU
EvergreenDIRECT CU	Launch CU	Premier America CU	Tucson FCU
Exagens	Leaders CU	Princeton Federal CU	TwinStar CU
Excite CU	Liberty Savings FCU	Purdue Federal CU	U.S. Eagle Federal CU
Express CU	Marine FCU	Raiz FCU	United Consumers CU
Family Focus FCU	Marshfield Medical Center CU	Rave Financial CU	United Teletech Financial FCU
Firefighters First CU	MAX CU	Resource One CU	Unity One CU

University Of Kentucky FCU	Advanz CU	Chicago Post Office Employees CU	FOCUS CU
University of Wisconsin CU	African-American Credit Union Coalition	Choice One Community FCU	Forest Area FCU
UpwardCU	Allied FCU	Co-op CU	Forge CU
USC CU	Alltru CU	Coconino FCU	Forrit CU
Utilities Employees CU	America’s First FCU	Commonwealth Central CU	Fort Community CU
Vantage CU	American Heritage FCU	Communities of Abilene FCU	Fort Worth City CU
Velocity CU	Americhoice FCU	Community First CU	Fort Worth Community CU
Veridian CU	APG FCU*	Complex Community FCU	Forward Financial CU
Waterbury Connecticut Teachers FCU	Arcadia CU	Connected CU	Four Corners FCU
Wescom Central CU	Ark Valley CU	Connection CU	Four Seasons FCU
WESTconsin CU	Artesia CU	Connex CU	Ft Randall FCU
WestEdge CU	Ascent CU	Coop Credit Union of Montevideo	Garden Island FCU
WestTex Community CU	Associated Healthcare CU	Cooperative Credit Union Association	Gas & Electric CU
White River CU	Association of British CUs	Copper Basin FCU	GENCO CU
Wisconsin Credit Union League	Association of Vermont CUs	CORE CU	Genesee Co-op FCU
Workers FCU	Astera CU	Cornerstone CU	Gesa CU
WyHy FCU	Atchison Village CU	Corry FCU	Golden Rule Community CU
	Aurora FCU	CU Strategic Planning	Grand Altitude FCU
	Austin Telco FCU	Deepwater Industries FCU	Great NorthWest FCU
	Australian Mutual Bank	Delaware State Police FCU	Greenville Heritage FCU
	Avestar CU	Discovery FCU	Hawaii County Employees FCU
	Baptist CU	Domino FCU	Hawaii Credit Union League
	Bay Atlantic FCU	Dow CU	Hawaii Federal CU
	Bay FCU	Education First CU	Hawaii First CU
	Baylor Health Care System CU	Education Personnel FCU	Heritage Valley FCU
	Bayou FCU	Embarrass-Vermillion FCU	HopeSouth CU
	BayPort CU	Emporia State FCU	Horizons North CU
	Beacon FCU	F&A FCU	Hotel & Travel Industry FCU
	Big Island FCU	Family Financial CU	Hudson River Community CU
	Border FCU	Farmway CU	International Confederation of Popular Banks
	Brooklyn Cooperative FCU	Federated Employees CU	InTouch CU
	Calhoun Liberty Employees CU	FiCare FCU	iQ CU
	Canopy CU	Financial Health Network (FHN)	Ironworkers USA FCU
	Capital CU	First Central CU	Isabella Community CU
	Caprock FCU	First CU	Kansas State University FCU
	Caprock Santa Fe CU	First Family FCU	Kansas Teachers Community CU
	Carolina FCU	First Imperial CU	KBR Heritage FCU
	Carolinas Credit Union League	First Service CU	Kinetic CU
	Centex Citizens CU	First Source FCU*	Lakeview FCU
	Century CU	FirstLight FCU	Lanai FCU
	Chaffey FCU	Five Star CU	Laredo Fire Department FCU
	Chemcel FCU	floridacentral CU	

LBS Financial CU
 Lewis Clark CU
 Library Of Congress FCU
 Lifetime FCU
 Limestone FCU
 Lisbon Community FCU
 LOCO CU
 Long Reach FCU
 MAC FCU
 Maine Credit Union League
 Maine Highlands FCU
 Maple FCU
 Marine CU
 Massachusetts Credit Union
 Share Insurance Corp
 Maui FCU
 MCU Financial Center CU
 Members 'First' Community CU
 Members 1st FCU
 Members Cooperative CU
 Members CU
 Members Development Co
 Members First CU
 Members Trust of the Southwest FCU
 Merced School Employees FCUn
 Merck Employees FCU
 Messick & Lauer P.C.
 Mid-Tex FCU
 Midwest Coalition of Labor CU
 Minnesota Credit Union Network
 Mississippi Credit Union Association
 Mohave Community FCU
 Mohawk Valley FCU
 Municipal Employees Credit Union
 of Baltimore Inc
 MyGeorgia CU
 N.E.W. CU
 Natco CU
 National Credit Union Federation
 of Korea
 Navigator CU
 Navy Federal CU
 Nebraska Credit Union League

Neches FCU
 New Dimensions FCU
 New York University FCUn
 NorState Federal CU
 North Georgia CU
 NorthRidge Community CU
 O Bee CU
 Old West FCU
 One Detroit CU
 Ozark FCU
 Palmetto Citizens FCU
 Pasadena FCU
 Pathways Financial CU
 Peake FCU
 Penn CU
 Pentagon FCU
 Port Arthur Teachers FCU
 PPG & Associates FCU
 Prime Financial CU
 Pyramid FCU
 Quantum CU
 R-G FCU
 Railway CU
 Rally CU
 Redbrand CU
 Rio Grande Valley CU
 Riverfront FCU
 Route 31 CU
 San Patricio County Teachers FCU
 SCHD Dist No 7 FCU
 Seaboard FCU
 Seabasticook Valley FCU
 Securityplus FCU
 SEI-US Employees FCU
 Select FCU
 Self-Help CU
 Self-Help FCU
 Service One CU
 Sikorsky Financial CU
 Skylar CU
 Southern Chautauqua FCU
 Southwest Heritage CU

St Anne's CU*
 St. Paul FCU
 State CS Employees FCU
 Sun Federal CU
 Swoboda Research Centre
 Syracuse Cooperative FCU
 Tacoma Longshoremen CU
 Tennessee Credit Union League
 The County FCU
 The Family First FCU
 Thornapple CU
 Total Community CU
 Tower FCU
 Trademark FCU
 TrailNorth FCU
 Tri County Area FCU
 TRU FCU
 TruChoice FCU
 True Sky FCU
 Truity FCU
 TruMark Financial CU
 U-Mass/Five College FCU

U.P. State CU
 UFirst FCU
 UNIFY Financial CU
 United CU
 United Trades FCU
 Universal City Studios CU
 University Of Nebraska FCU
 UNO FCU
 UP Arkansas FCU
 USAlliance FCU
 Valley 1st Community FCU
 Valley CU
 Valley Isle Community FCU
 Valley Oak CU
 Ventura County CU
 Vocal CU
 Voyage FCU
 VyStar CU
 Wailuku FCU
 Wellby
 Wheat State CU
 Winnebago Community CU
 World Council of CUs



* New Member contributions received after June 30, 2025



FILENE.ORG