



ANNUAL MEETING MINUTES
April 15, 2025

The 92nd Annual Meeting of Unison Credit Union was called to order virtually by Chairman Joe Verhagen on April 15, 2025, at 6:00 p.m. Joe signified that there were 228 members in attendance, thus establishing a quorum.

Chairman Verhagen welcomed everyone to the meeting and introduced the Board of Directors. The minutes of the 2024 Annual Meeting were distributed to the members in advance and were available during the meeting.

A motion was made by Alvin Pethke, second by Randall Blair to approve the minutes from the 2024 Annual meeting.

Four director's terms had expired and are running for re-election for the 4 open seats: Mark Hietpas (149), Dave Van De Hey (137), Giovanna Feller (132), and Ruben Wittman (118). The top 3 vote getters will each serve a 3-year term. The candidate with the lowest votes will get a one-year seat on the board. All four incumbents submitted their intention to run and were placed on the ballot. There were no other candidates. Verhagen next announced the results of the election, Hietpas, Van De Hey, and Feller received the highest number of votes therefor each will serve a three-year term, and Wittman will serve a 1-year term.

Next Verhagen read the Chairmans Report.

Mark Hietpas, CEO next read the President's report and shared with the group some thoughts on 2024 and what we are looking forward to in 2025.

The Chairman of the Supervisory Committee, Jim Fett, next reported that in March of 2023, your Supervisory Committee engaged the firm of CliftonLarsonAllen LLC to perform audits in several phases of Unison's operations including a review of financial statements. This exam period covered January 1, 2023, through December 31, 2023. All was found to be in order.

In January 2024, an extensive examination of all phases of operations was performed by the Wisconsin Department of Financial Institutions, Office of Credit Unions, in partnership with the NCUA. The examiners conducted a thorough review and found Unison to have Management and Directors that are active in the overall operations of the credit union. The examiners feel that Unison Credit Union remains in a strong net worth position of 9.60%, showing the ability of Management and the Board of Directors to manage their net worth cushion during economic fluctuations.

The consumer loan review did not note any substantial concerns and resulted in one Examiner Finding, one Supplementary Fact, and only one loan exception issued. The nature of these concerns does not have an adverse effect on credit risk, as all are rare in occurrence and procedural in nature.

The Bank Secrecy Act is a federal law which mandates the credit union maintain specific policies and procedures which complement the federal government's efforts to prevent certain criminal acts involving currency, such as money laundering, terrorism and drug trafficking. An audit was conducted by the Wisconsin Credit Union League in January 2025 of Unison's Bank Secrecy Act program and our practices meet the requirements of the law, with no findings noted.

In October of 2024 Payment Advisory Resource Compliance Services performed an audit of ACH policies, procedures, and activity. This review verifies processes involving members' automatic deposits and withdrawals from their accounts through the Automated Clearing House System. The Auditor did not find any operational exceptions to the ACH rules or related guidance during their visit. All was in good order.

In addition, your Supervisory Committee itself oversees and conducts audits of various phases of the credit union on a regular basis to ensure that we are in compliance with state and federal laws affecting credit unions.

Members of the Supervisory Committee are pleased to report that your credit union received positive ratings from all audits conducted during 2024.

A motion was made by Emily Roman, seconded by Timothy Van Eperen to approve the Supervisory Committee Report. Motion carried.

No old business was brought forward.

Verhagen asked for any new business, comments, or questions to be addressed. There was no new business brought forward, but there were multiple questions sent in that CEO Hietpas answered for the good of the group.

Motion made by Aubrey Stradel, second by Jason Mathes, to adjourn. Motion carried.

Respectfully submitted,

A handwritten signature in black ink that reads "Daniel J. Valentyn". The signature is written in a cursive, flowing style.

Daniel Valentyn, Secretary



2026 Board Member Election

Joseph L. Verhagen

Education

- MBA Program, Lakeland College – Kellett School of Adult Education
- Bachelor of Science in Managerial Systems, University of Wisconsin–Green Bay
- Laurel Stone School of Real Estate
- Continuing Education: UW–Milwaukee, UW–Fox Valley, Cornell University & FVTC

Professional Experience

- Owner & Manager, Corks & Caps Beverage Store (Beer, Wine & Spirits), Greenville (2008–2019)
- Broker/Agent, Meerdink & Associates, Inc. (2005–2008)
- Larry's Markets (1965–2004)

Unison Credit Union Board Leadership

Director, 1989-1999; 2001–Present

- Chair, Collection Committee (2015–Present)
- Chair, Salary Committee (2007–Present)
- Chair, Executive Committee (2015–Present)
- Member, Asset Liability Management (ALM) Committee (2011–Present)
- Member, IT Steering Committee (2020–Present)
- Member, Investment Committee (2025–Present)

Community Leadership & Service

- Former Member, Habitat for Humanity ReStore – Promotion & Marketing Committee
- Former Commissioner, Kaukauna Utilities
- Former Member, Kaukauna Kiwanis Club
- Member, Holy Cross Catholic Church
 - Former Member, Parish Council
 - Former Member, Adult Religious Education Committee
 - Former Member, Finance Committee

Personal Information

Joseph is the proud father of four children — Matthew, Joshua, Erin, and Maeghan. He retired in 2019 after a long and successful career in business leadership.



2026 Board Member Election

James J. Fett

Education

- Bachelor of Arts in Health Care Administration, Lakeland College

Professional Experience

- President, St. Paul Elder Services, Inc. (1996–2013)
- Retired (2013–Present)

Unison Credit Union Board Leadership

Director, 2004–Present

- Vice Chair, Executive Committee (2015–Present)
- Chair, Supervisory Committee (2015–Present)

Community Leadership & Service

- Organist/Musician for several area churches
- Board Member, American Guild of Organists – Northeast Wisconsin Chapter
- Member, South Shore Chorale, Fond du Lac

Personal Information

James is married to his wife, Barbara.



2026 Board Member Election
Ruben Wittman

Education

- Kaukauna High School, Kaukauna, WI
- Bachelor of Arts in Management & Communication, Concordia University

Professional Experience

- Background in purchasing and supply chain management
- Experience in inside sales, account services, and project management
- Industry experience in grocery, financial services, printing, and flexible packaging
- Retired

Unison Credit Union Board Leadership

Director, 2024–Present

- Member, Budget Committee (2025–Present)
- Member, Investment Committee (2025–Present)

Community Leadership & Service

- Volunteer leader and educator within local church (35 years)
- Member, Village of Little Chute Park Planning Committee (27 years)
- Volunteer, Feeding America (2 years)

Personal Information

Ruben has been married to his wife, Ann, for 36 years. They raised three sons, Micah, Eli, and Tekoa, and now enjoy time with their three grandchildren. He enjoys reading and quiet outdoor activities, including biking, hiking, walking, and kayaking.

Statement of Condition

Assets

Cash	\$22,905,072.58
Investments	\$127,241,480.15
Total Loans.....	\$220,106,121.81
Fixed Assets	\$7,032,125.64
Other Assets	\$6,890,695.08
Total Assets	\$384,175,495.26

Liabilities/Equity

Member Deposits	\$313,747,072.17
Liabilities	\$39,622,467.07
Total Reserves	\$35,389,069.88
Other Equity.....	\$(4,583,113.86)
Total Liabilities/Equity	\$384,175,495.26

Statement of Operation

Income

Loan Income	\$12,132,067.86
Investment Income.....	\$6,612,495.06
Other Income	\$2,285,780.92
Total Income	\$21,030,343.84

Net Income to Reserves

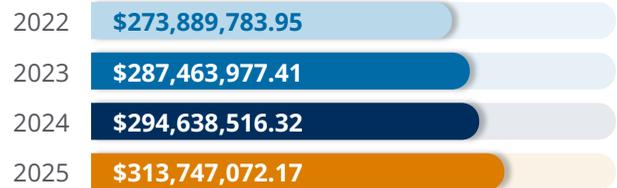
Total	\$2,922,785.75
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Expenses

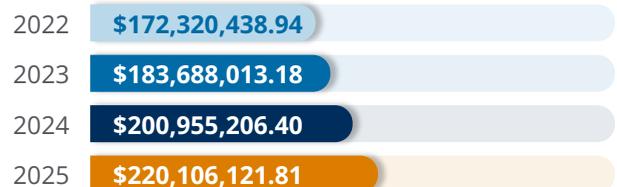
Operating Expenses	\$11,394,056.52
Cost of Funds.....	\$6,761,181.66
Other Expenses.....	\$(47,680.09)
Total Expenses	\$18,107,558.09

Statement of Growth

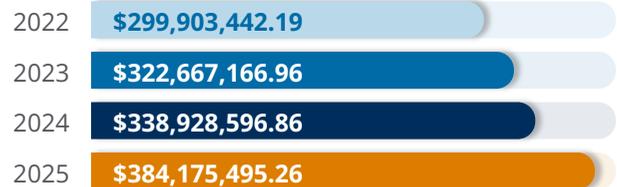
Deposits



Loans



Assets



Reserves

