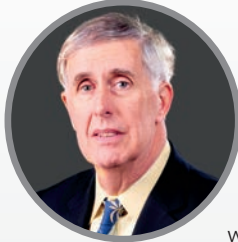


LEADERSHIP REPORT



Board Chair, James P. Fredyma

November 19, 1941 – the day NH Federal Credit Union was incorporated with federal charter number 4746. In just a few short weeks, our nation would face attack at Pearl Harbor and enter the battlefields of World War II. To those who began our organization in November 1941, the outlook for success and growth may have appeared bleak - so much was at stake and unknown. But, like our nation, our Credit Union soldiered on.

Eighty years later, NH Federal Credit Union is poised to thrive. We serve more than 14,000 people and protect more than \$320 million in assets belonging to our members/owners (YOU and me!). However, our nation – our world, even – is again embattled with an enemy: this time, a virus threatens the health and stability of people, businesses, and nations. We are just over two years into the COVID Pandemic and its war on our ways of life. So much has changed so quickly for all of us. As we work through what’s going on in the world around us, we are also preparing for transitions and changes in our Credit Union.

For more than 16 years, I have volunteered for NHFCU. In that time, I have worked alongside NHFCU’s recently retired President/CEO, John R. Young. John spent more than 27 years overseeing our Credit Union, leading our employees, protecting our hard-earned savings and ensuring the service of our mission to our members (you and me). When he began his career with us, we had just \$60 million in assets. With John’s guidance and leadership, we have developed into a strong, capable organization with a “balance sheet of steel”, ready to withstand any storm and preparing for what’s next in making our members’ lives better.

Your board spent much of 2021 in search of a new leader for NHFCU. After a national search, we selected Dr. Tony Emerson, whose vision and experience within the credit union movement and beyond will expound upon our solid foundation and set the stage for another eighty years of success and growth, no matter what external circumstances impact the world in which we live.



**Retired President/CEO,
John R. Young**

I began my work with NHFCU as a volunteer thirty-five years ago. I sometimes joke that I did not realize it was unpaid work – so, a few years later when a paid position became available, well, I decided that was more to my liking.

In all seriousness, my twenty-seven years as your President/CEO, have been an incredible experience. While I brought particular knowledge, skills and business finesse to the table in 1994, I knew little of credit unions and financial cooperatives. The employees and members of NHFCU have indoctrinated me into this world of credit unions and the difference we can make together. There is more than good business sense involved. There is heart and community, assets we have always possessed at NHFCU. I am fortunate to have had such great people working alongside me who were passionate about doing things right for our members and our membership. Thank you for giving me the opportunity of a lifetime. I hope I have served you as well as you have served me.



**President/CEO,
Dr. Anthony L. Emerson**

Although I have not lived in NH in recent years, my roots are here in southern NH. And, I sprouted wings at Pease Air Force Base as I was beginning my search for a meaningful career. When I saw NHFCU was searching for a new President/CEO, my interest was piqued. But, when I learned more about this organization, I had to wonder why anyone would choose to retire. NHFCU is a strong, stable organization with a financial foundation like no other I have seen.

Rapidly, the world is changing for many of you and the generations that will follow. I have been involved in credit unions for almost two decades and I understand the draw - the heart of the organizations and how we make things better for one another.

I look forward to growing into who we are going to be next. I also look forward to earning your trust. I understand my role: Set us up for the next eighty years or better.

BOARD OF DIRECTORS

James P. Fredyma,
Chair
Lori H. Real,
Vice Chair
A. Allan Clark,
Treasurer
George C. Gendron, Jr.,
Secretary
John V. Amrol
Heather E. Brown
William F. Costa
Stephanie L. Milender
Jannah B. Partington

CREDIT COMMITTEE

Janice A. Curtis,
Chair
Tina L. Cabana
Andrea M. Hardy
Susan J. Libby
Jannah B. Partington
John E. Mears,
Alternate

SUPERVISORY COMMITTEE

Thomas S. (Scott) Morris, Sr.,
Chair
James P. Fredyma
Donald M. Kreis
Georges J. Roy
Dianne E. Schuett

EXECUTIVE MANAGEMENT

John R. Young, President/CEO
Retired 12/31/21
Dr. Anthony L. Emerson,
President/CEO - *eff. 1/1/22*
William A. Keane,
Chief Operating Officer
Catherine M. Van Norstrand,
Assistant to the President

SENIOR LEADERSHIP TEAM

John R. Bellerose,
Chief Technology Officer
Tina L. Cabana,
VP – Lending
Pamela E. Roy,
VP – Human Resources
Polly M. Saltmarsh,
*VP – Financial Education
& Business Development*

OFFICES

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Concord, NH 03301

47 N Main Street
Concord, NH 03301

71 Calef Highway
Lee, NH 03861

By Phone
603.224.7731
800.639.4039

Direct Line
800.639.7701
603.224.7908

*We exist to make a positive
difference in the lives of those
we serve through financial
education and services.*



www.nhfcu.org



2021
ANNUAL
REPORT

80TH ANNUAL REPORT
Charter number – 4746 | Serving you since 1941

Making a positive difference... one member at a time.

“Dedicated to the memory of John V. Amrol. Pictured here with (L) Board Member, Stephanie L. Milender & Retiree, Susan J. Libby.”



New Hampshire
FEDERAL CREDIT UNION

Federally insured by NCUA

STATEMENT OF FINANCIAL CONDITION

At December 31, 2021 and 2020

ASSETS	2021	2020
Loans to Members	\$ 160,066,249	\$ 144,401,080
Less: Allowance for Loan Losses	(325,309)	(461,810)
NET LOANS TO MEMBERS	159,740,940	143,939,270
Cash	1,784,940	1,653,665
Short Term Investments	11,161,544	25,633,596
Investment Securities	143,945,172	126,890,953
Land & Building (Net)	893,790	960,807
Furniture, Fixtures, & Equipment (Net)	191,277	321,689
All Other Assets	9,269,086	9,177,700
TOTAL ASSETS	\$ 326,986,749	\$ 308,577,680
LIABILITIES		
Accounts Payable	\$ 2,056,977	\$ 1,542,271
Notes Payable	-	-
Dividends Payable	36,848	62,408
TOTAL LIABILITIES	2,093,825	1,604,679
SHARES		
Share Certificates (including IRAs)	69,173,231	71,386,246
Money Market Accounts	52,171,405	46,445,120
Share Drafts	34,959,756	32,993,742
All Other Share Accounts	130,438,438	116,226,064
TOTAL SHARES	286,742,830	267,051,172
EQUITY		
Regular Reserves	2,845,277	2,845,277
Undivided Earnings	36,109,661	35,117,707
Unrealized Gain/Loss on 457(b) Plan	110,328	92,851
Unrealized Gain/Loss on Assets	(915,172)	1,865,994
TOTAL EQUITY	38,150,094	39,921,829
TOTAL LIABILITIES & SHARES/EQUITY	\$ 326,986,749	\$ 308,577,680

STATEMENT OF INCOME & EXPENSES

For the Years Ended December 31, 2021 and 2020

INCOME	2021	2020
Interest on Loans to Members	\$ 5,787,193	\$ 5,569,161
Income from Investments	1,626,332	2,486,197
Other Operating Income	1,642,761	1,546,412
TOTAL OPERATING INCOME	9,056,286	9,601,770
EXPENSES		
Employee Compensation & Benefits	4,707,821	4,583,373
Travel & Conferences	27,720	24,702
Association Dues	48,879	47,507
Office Occupancy	610,360	585,862
Office Operations	680,222	685,959
Education & Promotion	277,653	269,375
Loan Servicing	256,345	340,460
Professional & Outside Services	546,524	449,301
Provision for Loan Losses	(120,000)	200,000
Federal Supervision & Examination	64,509	75,945
Interest on Borrowed Funds	-	-
Miscellaneous	112,291	88,745
TOTAL OPERATING EXPENSES	7,212,324	7,351,229
Income from Operations	1,843,962	2,250,541
NCUA Stabilization Expense (incl. Share Insurance)	-	-
Dividends	(852,008)	(1,437,486)
NET INCOME AFTER COST OF FUNDS	\$ 991,954	\$ 813,055
DISTRIBUTION OF EARNINGS		
Gross Income	\$ 9,056,286	\$ 9,601,770
Member Dividends	(852,008)	(1,437,486)
Expenses	(7,212,324)	(7,351,229)
Net Income	\$ 991,954	\$ 813,055
NET RESERVE TRANSFER	-	-
NET INCOME FROM OPERATIONS	\$ 991,954	\$ 813,055

SUPERVISORY COMMITTEE REPORT

Your Supervisory Committee is appointed by the Board of Directors and meets monthly. We are the overseers of compliance with policies and practices. It is our responsibility to ensure NHFCU adheres to best practices and protects your hard-earned savings.

We perform independent, objective reviews of New Hampshire Federal Credit Union's financial records and business practices. Additionally, we conduct audits and verifications by contracting with outside firms. These audits and verifications include reviews of finances, regulatory compliance, internal controls, information security, and accepted business practices. We also conduct surprise cash counts at all locations and meet with federal examiners. We are charged with verifying closed accounts and, if necessary, investigating member complaints that require reporting to the National Credit Union Administration.

Based on the work conducted by your Supervisory Committee in 2021, it is our opinion that New Hampshire Federal Credit Union's Board of Directors and management team met their objectives and responsibilities.

You can contact the Supervisory Committee directly by writing to: **NHFCU, Supervisory Committee, 70 Airport Rd, Concord, NH 03301.**



**Supervisory Chair,
Thomas S. (Scott) Morris, Sr.**



NHFCU BOARD NOMINEES - 2022 FOR THREE YEAR TERMS

The Nominating Committee is appointed by the Chair of the Board as required by the Bylaws, Article IV, Section 1. The Chair selected the Nominating Committee members based on their knowledge of the Credit Union's operations and objectives.

Avis L. Crane / Avis L. Crane has been a member of New Hampshire Federal Credit Union since 1978 and has served on the Delinquent Loan Committee since 2013.

Avis graduated from Concord High School in 1972, received a Bachelor of Science, Elementary Education/Special Education, in 1976 from Keene State College and received a Master of Science, Computer Information Systems, from Southern NH University (then New Hampshire College) in 1998.

Now retired, Avis was employed by the State of New Hampshire for almost 44 years, from 1976 to 2020, first in the Department of Health and Human Services, then in the Department of Information Technology, where she worked on custom applications for the Department of Children, Youth and Families.

Avis has been actively involved in the State Employees Association, Local SEIU 1984, for 40-plus years, serving in various offices, including three terms on the Board of Directors (two as Treasurer) and one term on the Negotiating team. She served many years on the Association's Finance, Constitution & Bylaws and Retirement Committees, among others. She is currently serving her first term as Membership Secretary of the Association's Retiree Chapter 1. Avis received the John B. Parker Award for Outstanding Member at their 2021 Annual Convention. Avis is also currently serving as a Director on the Board of the NH Coalition for Occupational Safety and Health (NH COSH).

Avis has lived in Concord's South End for more than 30 years.

James P. Fredyma / James P. (Jim) Fredyma joined the New Hampshire Department of Health and Human Services in 1976 and became Controller in 1993. Prior to retirement in 2012, Jim oversaw the department's budget and financial management, procurement and contracting process and supervised the statewide Employee Assistance Program.

Jim was a member of the Board of Directors of the New England States Consortium Systems Organization, which consists of the six New England states health and human services departments and the University of Massachusetts' Center for Health Care Financing. He was also a member and Past President of the National Association of State Human Services Finance Officers. Jim serves as the Commissioner's designee to the New Hampshire Nuclear Decommissioning Financing Committee.

Jim currently is the Chair of the Credit Union's Board of Directors. He also serves on the Credit Union's Supervisory Committee and Governance Committee. Jim has participated in the Credit Union's volunteer achievement and continuing education programs, completing twelve courses. He has earned the Supervisory Committee, Technology, Credit Committee and Edward A. Filene Awards in 2007 and 2008.

Jim volunteers as a member of the Hopkinton Planning Board and Economic Development Committee and serves on the Boards of the Hopkinton Historical Society and Friends of the Hopkinton Town Library.

Jim and his wife, Judy, have been married forty-three years, have three children, one granddaughter and reside in Contoocook.

Jennah B. Partington / Jennah B. Partington graduated in 1996 from Eastern Nazarene College with a Bachelor's in Business Administration, Minor in Sociology. She is currently enrolled in a Master's Degree Program with an expected conferral date of 2023.

Jennah has worked at New England Employee Benefits Company (NEEBCo) since 2001 as the Supervisor of Strategic Planning & Client Services where she manages the team responsible for client service and retention.

Her expertise includes employee benefits, strategic planning, Healthcare Reform/ACA compliance, other federal and state compliance, special projects and operational and administrative responsibilities associated with management of her team. She is an instructor of insurance related seminars and workshops hosted by NEEBCo.

Jennah leads the Booster Club for the Bishop Brady High School Football and Baseball teams and is the parent/coach liaison for both teams.

She has been a member of NHFCU since 2000, having served on the Insurance, Human Resources and Credit Committees, and has served as a Director on the CU's Board since 2012.



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