



Rooted in Florida

2025 ANNUAL REPORT

A close-up photograph of a woman with blonde hair tied up, wearing dark sunglasses and a denim jacket, smiling warmly from the driver's side of a car. Her reflection is visible in the side-view mirror. The background is a bright, clear sky.

Our Florida Roots

EMPOWER YOU TO LIVE YOUR BEST FLORIDA LIFE!

Our deep Florida roots impel us to nurture our communities, celebrate our local culture, and show that we care with every interaction.

Central Florida is our **home**, so we put **heart** into everything that we do! Florida is filled with stories, and we are proud to be part of yours.

Our Florida Roots

**FUEL OUR MISSION.
INSPIRE OUR VISION.
GIVE US PURPOSE!**

We're dedicated to delivering an extraordinary banking experience and nurturing lifelong member relationships. Every decision we make is shaped by our vision to support our members' evolving financial needs. We combine meaningful connections, expert guidance, and exceptional service to help our members define and live their best Florida lives.



Board of Directors



BILL MIGNONE

Chairman



MARGARET SPURRIER

Vice Chairman



BRATON COLE

Treasurer



STEPHEN SHEAR

Secretary



DAVID STEFFEN

Board Member



GARY VIEN

Board Member



JODY BONE

Board Member

Senior Leadership



LINH DANG

President
Chief Executive Officer



TOM GABRYLUK

Senior Vice President
Chief Financial Officer



BRIAN ROBINSON

Senior Vice President
Chief Strategic Officer



ALEX DEJESUS

Senior Vice President
Chief Lending Officer



BRAD BABIN

Senior Vice President
Chief Information Officer



SCOTT NEWBERGER

Vice President
Chief Operations Officer



CARLA GANT

Vice President
Chief Human Resources Officer



TOM CHESNUTT

Vice President
Director of Sales



DAN GEORGE

Vice President of Finance



ANITA COOK

Executive Assistant
Chief of Staff

A Message From Our **PRESIDENT & CEO**

Thank you for being part of Floridacentral Credit Union, where every member matters and every decision is made with you in mind. Our members' needs drive our initiatives, and together, we are making a positive impact. To that end, I'm proud to say that 2025 was defined by growth, modernization, and expanded community outreach. By listening to and understanding the unique needs of our members and community partners, we've fostered partnerships that align with our mission and developed innovative products and services that truly resonate with our community.

We keep you at the center of every decision we make, creating better products and experiences for you.

- **Enhancing Member Services & Improving Efficiencies:** Your time is precious; therefore, in the comfort of wherever you may be, you can schedule an appointment with one of our Branch Team Members. To provide other channels of communication, Chat and Nova, our virtual assistant was implemented for your convenience in communicating with Floridacentral. We are proud of these new tools and enhancements that make managing your money simpler, faster, and more intuitive.
- **Community-Friendly Products:** We introduced Micro Business Loans, Mobility Vehicle Loans, Adjustable Rate Mortgages (ARMs), First Time Homebuyers Program, FHA and VA Loans, BankOn Compass Accounts, Free Checking, and environmentally-friendly debit cards.

As we embark on the journey into 2026, we continue to expand our community outreach and presence. We are thrilled to introduce even more innovative products designed to enhance our members' banking experience.

- **Smarter Digital Banking:** In the third quarter of 2026, we will launch a new and highly anticipated online banking solution so you can manage your money more simply, faster, and more intuitively.
- **Member First Experience:** A new phone system will be implemented with an intuitive virtual assistant that is user-friendly, so you can use your voice to command your financial transactions. A redesigned website that's simple and focuses on what matters most to you.

With these priorities, technology advancement, product competitiveness, and a member-focused experience, we are well-positioned to drive responsible, sustainable growth and relevance in 2026. As always, we are grateful for your trust and support. Whatever phase of life you're in, we want you to live your best Florida life.

Linh Dang

President & Chief Executive Officer



A Message From Our **CHAIRMAN**

On behalf of the Board of Directors of Floridacentral Credit Union, I would like to thank you for your support and patronage over the last year. Floridacentral Credit Union has been faithfully serving our members since 1958. Our dedicated Team, Board, and Supervisory Committee have remained committed to serving you, our members. We remain focused on disciplined growth, operational efficiency, and helping our members and communities. We work diligently every day to successfully navigate the economic conditions and uncertainties while focusing on our members' financial needs and providing financial resources needed to thrive.

The credit union continues to be well capitalized and can meet all of our members' financial needs. Our directors carry out their duties in good faith and do so in the best interests of the credit union's membership. Sound lending, controlled expenses, solid risk management and an unrelenting focus on member services assist us in maintaining this strong financial foundation.

Total assets increased in 2025 to \$6.14 million from \$5.93 million from a year ago. Floridacentral Credit Union experienced a 2.01% membership growth in 2025 after experiencing stagnation in the past six years. This growth demonstrates the impact we are making within the community.

Loan performance throughout 2025 remained stable, supported by strong underwriting fundamentals and continuous monitoring of credit trends. Delinquency and charge-off levels remain manageable, and we continued to diversify the loan portfolio to strengthen long-term performance. Demand was steady across key lending categories, particularly in consumer and real estate lending. Internal improvements, including workflow refinements, enhanced documentation processes, and more consistent decisioning, helped increase efficiency and protect portfolio integrity.

As we look forward to 2026, the credit union is focused on providing our members with the products, services, and guidance needed to achieve financial prosperity. We will continue to bring you competitive rates, innovative products, and superior service, while working hard to become your trusted financial institution. We appreciate the trust you place in Floridacentral Credit Union and encourage you to consider us for your borrowing and savings needs. On behalf of the Board of Directors, thank you for your continued support of Floridacentral Credit Union.



Bill Mignone
Board of Director Chairman

Report of the

SUPERVISORY COMMITTEE

The Supervisory Committee serves members by independently evaluating the soundness of Floridacentral Credit Union's operations and activities, ensuring that management implements sound internal controls and maintains practices and procedures that adhere to regulatory requirements and generally accepted accounting principles. It is responsible for ensuring the protection of member assets; in doing so, the Supervisory Committee carries out the following primary responsibilities:

- Recommends an external auditor to the Board of Directors
- Reviews examinations and audit findings and follows up on any recommendations with management
- Attends Board meetings and reports on activities
- Meets with the federal examiner upon request

The Supervisory Committee retained the services of Doeren Mayhew, CPAs, who conducted a comprehensive financial audit of the credit union. Based on our observations and the audit and examination reports received from the CPA firm, it is our opinion that the credit union is well-managed and that the accounting records accurately reflect the financial position of Floridacentral Credit Union.

Jeff Sparling

Supervisory Committee Chairman



JEFF SPARLING

Supervisory
Committee Chairman



TERESA TRUMBACH

Supervisory
Committee Member



DEVEN WILLIAMS

Supervisory
Committee Member

Report of the **CREDIT MANAGER**



In 2025, our lending operations remained focused on responsible growth, strong portfolio quality, and delivering credit solutions that meet the evolving needs of our membership. Despite a shifting rate environment and continued economic pressures, we achieved healthy, stable performance that positions the credit union for long-term resilience.

We closed the year with 3.83% loan growth, a reflection of steady member demand and disciplined portfolio management. Growth was intentionally paced to balance yield, credit risk, and liquidity, reinforcing a sustainable and member-driven approach to lending rather than rapid expansion. Our Loan-to-Share ratio ended at 69.41%, demonstrating a healthy balance between serving member borrowing needs and maintaining the liquidity required for strength, flexibility, and readiness as economic conditions continue to evolve.

Strategic Focus Areas in 2025

Our lending strategy remained centered on:

- Sustainable portfolio growth aligned with liquidity and risk tolerance
- Maintaining strong credit quality through disciplined underwriting
- Operational efficiency through improved decisioning and processing

These priorities formed the foundation for both our performance this year and our future direction.

2025 Program Highlights

In addition to maintaining strong credit quality and controlled portfolio growth, these initiatives not only broadened our lending reach but also deepened our impact within the communities we serve.

- **St. Petersburg Microloan Program:** We successfully launched a microloan program designed to help small businesses in the St. Petersburg community. Developed in collaboration with city-supported initiatives, this program provides accessible, responsible capital to local entrepreneurs, helping them start, expand, or stabilize their operations. This effort reinforces our commitment to community development and strengthens our position as a lending partner for the region's economic growth.
- **Advancements in Indirect Lending:** We made significant strides in the indirect lending space, improving dealer partnerships, enhancing processing efficiency, and expanding our presence in a competitive market. These gains support portfolio diversification and increase our ability to serve members at the point of purchase with fast, convenient credit options.

As we enter 2026, we will continue strengthening lending performance by investing in technology that streamlines processes and removes friction from the member journey. Enhancing digital loan applications, advancing automated decisioning, and simplifying documentation workflows will support faster and more intuitive lending experiences.

Alex DeJesus

Senior VP & Chief Lending Officer

FINANCIALS

Comparative Balance Sheet

Assets

(dollars in thousands)

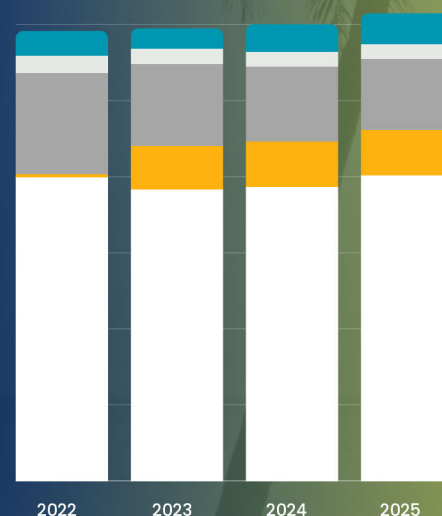
	12/31/2024	12/31/2025
Loans (net)	381,670	401,704
Cash	51,004	60,387
Investments (net)	105,780	92,881
Premises & Equipment	19,508	19,364
All Other Assets	35,923	40,388
Total Assets	\$593,885	\$614,724

Liabilities & Equity

(dollars in thousands)

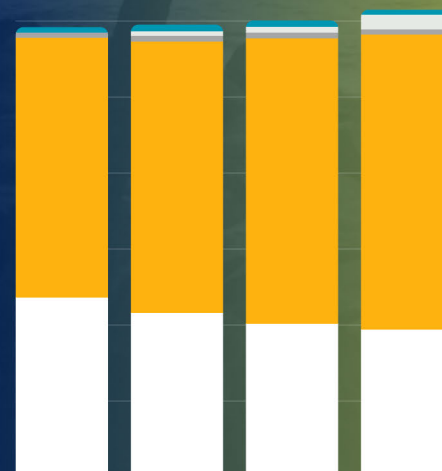
	12/31/2024	12/31/2025
All Other Liabilities	6,549	5,950
Shares	205,647	194,284
Deposits	369,454	388,010
Regular Reserves	7,089	7,089
Undivided Earnings	5,146	19,391
Total Liabilities & Equity	\$593,885	\$614,724

● Loans ● Cash ● Investments
● Premises & Equipment ● All Other Assets



2022 2023 2024 2025

● Shares ● Deposits
● Regular Reserves ● Undivided Earnings
● All Other Liabilities

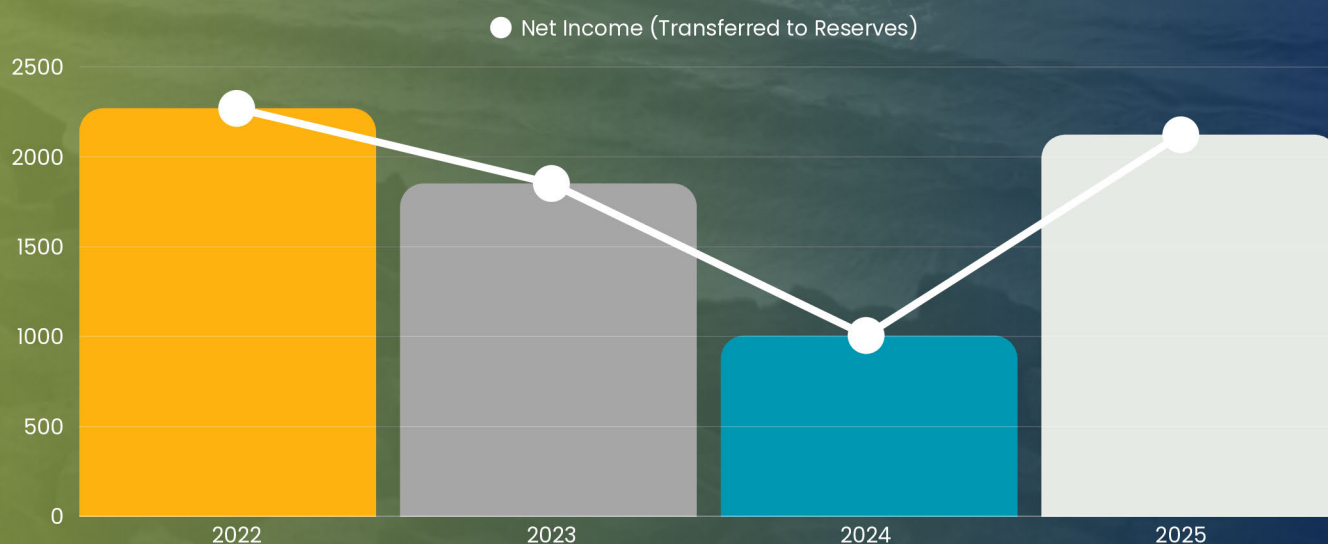


2022 2023 2024 2025

FINANCIALS

Statement of Operations

	Dec. 31, 2024	Dec. 31, 2025
Total Income	32,451,220	35,045,154
Operating Expenses	(21,434,695)	(21,064,820)
Interest on Time Deposits	(7,091,585)	(6,599,274)
Provision for Loan Loss	(1,793,141)	(2,400,414)
Gain on Sale of Investment	(8,479)	(2,090,613)
Gain on Sale of Assets	-	-
Net Income	\$2,123,320	\$2,890,033
Dividends	\$(1,117,609)	\$(766,890)
Net Income (Transferred to Reserves)	\$1,005,711	\$2,123,143



Community

INVESTING IN INITIATIVES THAT ENRICH OUR LIVES

Rooted in Florida, we're committed to investing in the people and causes that make our region vibrant and strong. In 2025, we bolstered our support of community initiatives, empowered more local entrepreneurs, and volunteered our time where it mattered most.



Community

GREENHOUSE PARTNERSHIP



Linh Dang accepts The Greenhouse's Emerging Partner of the Year Award

Every small business journey is different. Some are just beginning. Others are expanding. *All deserve a partner who listens!* In 2025, Floridacentral proudly partnered with **The Greenhouse** in St. Petersburg to understand the real needs of local business owners and provide solutions that empower them to grow.

Small business owners often have the vision and determination to succeed but lack access to capital. By collaborating closely with The Greenhouse, Floridacentral developed a tailor-made microloan program that removes traditional barriers and unlocks opportunity.



Skillful Guidance

The Greenhouse Navigators provide business owners with the education, resources, and assistance necessary to thrive.



Invaluable Training

Entrepreneurs and business owners complete an intensive capacity-building program rooted in education, mentoring, and networking.



Expanded Opportunity

Participants may then qualify for an unsecured loan with non-traditional underwriting and low rates between 3% and 5% through Floridacentral.

Together, we're helping small businesses chase big dreams and, in the process, strengthening the local economy.

Today, the impact is felt in South St. Pete. Tomorrow, we aim to expand this program into other communities across our footprint.



Community

MENTORING FUTURE LEADERS



Promoting Education

Floridacentral is committed to youth success at every stage. We taught middle-schoolers how to budget, save, and build healthy financial habits, supplied back-to-school items to students in Tampa and Lakeland, and supported community literacy initiatives in Seminole.



Championing Health and Wellbeing

We encouraged healthy lifestyles by sponsoring youth soccer, cheer, and football programs, as well as the Special Olympics swimming competition hosted by the Kiwanis Club of Seminole. It was our privilege to contribute to the Palmetto Youth Center's efforts to provide a positive environment for at-risk youth.



Spreading Joy

Through our participation in Metropolitan Ministries' holiday gift drive and community celebrations, such as Halloween on Central, we helped bring smiles to hundreds of children and families.



Community

OPENING DOORS, FOSTERING CONNECTIONS



Expanding Access to Homeownership

In 2025, we launched a new First-Time Homebuyers program to make home ownership more attainable. The new program features down payment options as low as 3% and money-saving rate discounts for community heroes.



Prioritizing Shared Success

Through our active Chamber involvement, Floridacentral celebrated local and women-led businesses. We also cultivated relationships that foster collaboration, spark innovation, and create shared success.



Building Stronger Connections

By hosting and supporting events like Coffee with a Cop and Lakeland's National Night Out, we facilitated meaningful conversations, deeper trust, and a more connected community.

Culture

**WE DON'T JUST
SERVE FLORIDA —
WE CELEBRATE IT.**

Florida's unique culture inspires us. We embrace the rich tapestry of traditions that define our region. By celebrating our diversity, we do our part to help everyone thrive.



Culture

FLORIDACENTRAL CREDIT UNION VIEW



Floridacentral Credit Union loves helping people live their best Florida lives through fun and memorable experiences. In 2025, we partnered with the City of Clearwater to create the new **Floridacentral Credit Union View** at the BayCare Sound. This space is designed for comfort and convenience, offering concertgoers a unique vantage point from which to enjoy the performances.



Capturing the Spirit of Florida Living

Against the backdrop of Clearwater's stunning waterfront, the Floridacentral Credit Union View allows the audience to fully immerse themselves in the joy of live music. The elevated viewing and lounge areas are perfect for creating unforgettable memories.

Enriching the Local Economy

The venue's music and cultural experiences enrich lives while supporting the local economy, attracting visitors downtown to explore, dine, and shop.





Culture

EMBRACING OUR RICH DIVERSITY



Amplifying Local Traditions

We supported gatherings like the St. Pete Sunday Market, a beloved, family-friendly downtown market that showcases local makers, artisans, and small businesses.



Celebrating Cultural Heritage

We celebrated Asian American and Pacific Islander cultural arts, cuisine, performances, and community pride at the HAAPI Festival. We also enjoyed food, music, and local talent while commemorating African American history and freedom at a family-friendly Juneteenth celebration.



Promoting Unity and Celebration

Floridacentral was the cookie sponsor for the Shine with Pride Pop-Up event in St. Pete's Central Ave neighborhood, part of a larger St. Pete Pride weekend celebrations for the LGBTQ+ community.



Culture

CULTIVATING CULTURE & EXPANDING HORIZONS

Backing Local Culture

The music we hear, the food we share, and the teams we cheer for all help shape the culture of our communities. We sponsored the Bradenton Marauders and Tampa Bay Club Sport to encourage hometown pride and active community engagement. We also supported established performers at the Jazz Club of Sarasota and emerging talent at the Music Showcase in Brandon. Our evolving Buy Local Spend Local program showcased the diverse flavors of our local restaurants to connect these businesses with new customers.



Fueling New Adventures

In late 2025, Floridacentral introduced the **World Credit Card**. This new credit card offers amazing rewards on everyday purchases. Its convenience, security, and global accessibility make it easier to manage finances while traveling, so members can enjoy rewarding experiences at home or abroad!

Care

CARE IS OUR COMPASS!

We listen first, advise thoughtfully, and tailor solutions to fit real lives. Our goal is to empower our members to move forward with confidence.



Care

BANK ON PARTNERSHIP



In 2025, Floridacentral partnered with **Bank On** to bring accessible, affordable banking to more people in our community. Bank On is a national initiative focused on connecting unbanked and underbanked individuals with safe banking options and financial education.

Designing a Needs-Based Solution

Recognizing the barriers many Floridians face, Floridacentral launched the thoughtfully designed **Compass Checking Account**. This account is Bank On-certified and features no Overdraft Transfer Fees or NSF Fees. By offering an accessible and practical solution, Compass Checking has already helped many members take greater control of their finances and move forward with confidence.

Meeting People Where They Are

Our engagement has extended beyond product development to active participation in Bank On community events, including those hosted by **Daystar Life** and **Turning Points of Manatee**. These events allowed our team to connect directly with families and individuals navigating financial challenges and housing instability, providing hands-on guidance, education, and resources tailored to each person's unique needs.

Turning Listening into Action

Our Bank On partnership inspired us to consider even more ways to help those in need in our community. A conversation with **St. Vincent de Paul** in St. Petersburg revealed a critical barrier: many individuals experiencing homelessness cannot open a bank account because they lack a permanent address. By working together, we created a pathway for individuals with a valid Florida State ID to open affordable, fee-free accounts. These accounts allow individuals to safely manage funds, receive payments, and take meaningful steps toward financial stability. Our team visits the site each month, and through consistent presence, patience, and genuine care, we are building trust with individuals who may have had little reason to trust financial institutions.



Care

HONORING OUR HEROES

Standing With Those Who Protect and Serve

Through sponsorship of meaningful community events, we helped raise critical funding and awareness for organizations dedicated to veterans, first responders, and their families. We proudly supported events such as SOF Mission's Warrior Golf Classic, the Honor Our Heroes 5K Memorial Run in Oldsmar, and the Pasco Sheriff Charities Shotgun Shootout.

Bringing Gratitude to the Frontlines

In 2025, we also partnered with The Joe Show on 93.3 FLZ to spotlight everyday heroes in our communities through the *Love Our Legends* recognition campaign. The initiative recognized nominated heroes and their teams with workplace celebrations and appreciation gifts. Honorees included healthcare professionals, firefighters, and law enforcement officers.

Lending a Hand with Supportive Programs

We continued our **Legends Loans** program in 2025, offering discounted loan rates to community heroes across Florida. Offering affordable financing to military members, first responders, healthcare professionals, educators, and linemen is a practical way we show gratitude and support those who serve and protect our communities.



Care

APPRECIATING OUR MEMBERS



A Tradition of Gratitude and Recognition

Our Member Appreciation Days are a cherished tradition that reflects how deeply we value our members. This year's celebration was especially meaningful at the Seminole Branch as we honored Gary Bodnar, a beloved member who has been part of our credit union family for five decades! We're honored to serve such a wonderful membership—thank you for making our community so special.



Reflections of Our Care and Connection

Our Google reviews tell a story of meaningful connections. Across our branches, members consistently share positive experiences, highlighting friendly, helpful, and knowledgeable staff. These reflections show the care we bring to every conversation. Of all our accomplishments, hearing that our members feel supported is what brings us the greatest pride and satisfaction!

Branch

LOCATIONS

South Tampa

3902 Henderson Boulevard
Tampa, FL 33629

Citrus Park

8620 Citrus Park Drive
Tampa, FL 33625

Lakeland

4630 South Florida Avenue
Lakeland, FL 33813

Port Charlotte

1600 Tamiami Trail
Port Charlotte, FL 33948

Seminole

8202 113th Street
Seminole, FL 33772

Bradenton

701 9th Street West
Bradenton, FL 34205

Brandon

334 Oakfield Drive
Brandon, FL 33511

Clearwater

2201 Northeast Coachman Road
Clearwater, FL 33765

New Tampa

17502 Dona Michelle Drive
Tampa, FL 33647

Sarasota

3451 Cattlemen Road
Sarasota, FL 34232

St. Pete

400 16th Street North
St. Petersburg, FL 33705

Trinity

10175 State Road 54
New Port Richey, FL 34655

Corporate Office

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Tampa, FL 33609

Mailing Address

P.O. Box 18605
Tampa, FL 33679

Member Services

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CREDIT UNION

floridacentralcu.com

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