

The Diversity, Equity, and, Inclusion (DEI) Renaissance



/ inclusiv /

 **AACUC**
AFRICAN-AMERICAN
CREDIT UNION COALITION

February 2023



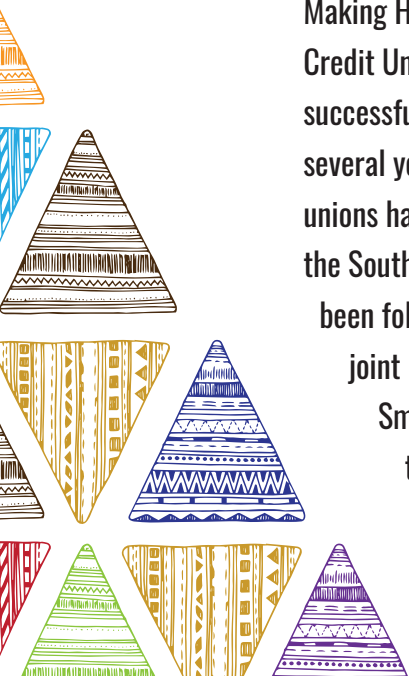
Introduction



Cathie Mahon
President/CEO INCLUSIV

Renée Sattiewhite
President/CEO AACUC

2022 was a banner year for the African-American Credit Union Coalition (AACUC), Inclusiv, and credit unions serving Black communities. AACUC received the National Credit Union Foundation’s prestigious Anchor Award and Chicago’s Faith Based Credit Union Alliance received the Herb Wegner Memorial Award; Renée Sattiewhite was featured in America’s Credit Union Museum’s “Credit Union Women Making History – Herstory” exhibit; Cathie Mahon was inducted into the AACUC African-American Credit Union Hall of Fame; and Renée was featured in *American Banker*. Both organizations hosted successful, highly-anticipated conferences in San Juan, Puerto Rico and St. Petersburg, Florida, after several years of hosting virtual conferences during the pandemic. In addition, two new Black credit unions have been chartered by the National Credit Union Administration (NCUA) in the Midwest and the South this past year with another Black state-chartered credit union on the way. We have also been following the rise of Black female leaders and wanted to showcase them in this issue of our joint Black History Month publication along with recognizing long-time leaders such as Maurice Smith. We hope you enjoy reading about the Diversity, Equity, and Inclusion (DEI) Renaissance that we’ve been experiencing throughout the credit union movement.





Lifting Others, Rising Together



LEFT:
Debra Hurston
Executive Director
Association for Black
Economic Power

RIGHT:
Dan Johnson
CEO Designee
Arise Community Credit Union

If names like George Floyd and Philando Castile are familiar to you, then you probably already have a sense of the adversity the community of North Minneapolis, Minnesota, has faced. An area with heart and grit, this Twin Cities community has experienced an economic deterioration as a result of systemic racism, generational poverty, and financial challenges.

The credit union will provide an opportunity to level the playing field for the most marginalized residents of the community being victimized by these predatory lending practices.

The Association for Black Economic Power (ABEP) is the organizing force behind an initiative to combat these issues throughout the area. In October 2022, ABEP finalized a charter and insurance application for Arise Community Credit Union in North Minneapolis.

The de novo credit union initiative has received strong support from the African American Credit Union Coalition (AACUC) and the Minnesota Credit Union Foundation, the latter of which raised over \$1 million in supportive capital.

Combating Payday Lending

Arise will exist as the Black-led financial hub of a Twin Cities community where 40% of families are un- or under-banked – and where the payday lending industry has been flourishing for decades. The



Spotlight on De Novos (New & Emerging (Us))



Organizers of what will be Minnesota’s first Black-Led Community Credit Union conducted their “official” organizers meeting

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Dan Johnson, Arise CEO designee and longtime resident of North Minneapolis, is a seasoned financial professional with a broad range of close relationships with business and community leaders through the North Minneapolis area.

“We hope to fully displace the predatory payday lenders and check cashing services,” Johnson explains.

To accomplish this goal, the credit union will offer affordable checking and savings accounts, as well as safe consumer loans with manageable interest rates as an alternative to the payday loan system.

A Cooperative Path to Saving

Unlike a traditional bank, Arise has been founded on the credit union philosophy of “People Helping People.” Instead of a focus on profits for shareholders, Arise is a cooperative that will put resources back into member benefits, programs, and entities within the community.

Run by members and for members, Arise is uniquely positioned to understand the challenges its community members face.

“We want folks to understand the cooperative principles behind a credit union,” Johnson says. “It’s their institution.”

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In addition to digital banking options and 24/7 access to their own accounts online, members will enjoy a personalized banking experience when they walk through the credit union doors.



People Trust Community Federal Credit Union



CEO: Arlo Washington
Board Chair: Keith Fountain
Charter Date: September 14, 2022

Even before the idea for PEOPLE TRUST Community FCU and PEOPLE TRUST Loan Funds were born by way of an Arkansas barber shop, they were first a part of a boy's dream to help his mother climb out of poverty.

Arlo Washington grew up in low-income housing in Arkansas, with his single mother and two siblings. He had always dreamed of helping his mother escape poverty, but she passed away two weeks before his high school graduation. His whole world was turned upside down.

"I didn't know what to do next," Washington says. "She never got the home she always wanted, and I wasn't going to make her proud of me and lift her out of poverty. How will I change the narrative? How do I go from here to breaking the cycle of generational poverty?"

A Haircut and a Dream

As a child, Washington had become inspired by the barber business – he would often exchange his services sweeping up hair on the barbershop floor for a haircut.

"I learned so much being there, sitting and listening to all of the stories and community concerns. Barbers are the cornerstones of the brick buildings, the pillars of a community, and this was a sure way for me to create a better future for myself and to help my community along the way," Washington explains.

After Washington graduated from barber college in 1997, he wanted to open his own shop. But, without any credit or the qualifications needed to receive a traditional loan, he hit a brick wall. Three years later, with a \$1,750 student loan check from a local university, he finally opened his first business.

As he made money, he re-invested back into his business. He continued to add more chairs and more stations until the shop was fully staffed.

"Business was booming so I did it again and again – and 27 employees later I wanted to do more," Washington explains.

What was his next move? In 2008 he opened Washington Barber College.

"I realized it could be a career for some and a stepping stone for others," he says. "What it did for me, it could do for them."

A Solution to the Credit Desert

Up until 2009, there were 234 brick-and-mortar payday lending companies in the state, and more than 200,000 Arkansans utilizing these risky services. Fortunately, in 2009 law was passed to ban predatory payday lenders from operating within the state of Arkansas.

While lawmakers were effective in eliminating predatory lending, there weren't alternative financial products and services available for those low- to moderate-income communities who relied on payday loans. Additionally, recidivism rates and poverty were on the rise. Systemic racism in the financial services industry expanded the racial wealth gap in Arkansas.



Spotlight on De Novos (New & Emerging (Us))



"Arkansas became a credit desert," Washington recalls. "I kept hearing stories of generational poverty and how unbanked families were struggling to survive. I was seeing the need for access to affordable credit and capital in low-income communities for individuals and small businesses just like mine."

Washington knew what his next step would be. He launched PEOPLE TRUST Community Loan Fund, a Community Development Financial Institution certified by the CDFI Fund in 2016. Since its inception, the credit union has been serving low- and moderate-income individuals and families who would not otherwise have the opportunity to qualify for safe and affordable financial products and services.

"In an effort to stop the bleeding in these communities, PEOPLE TRUST emerged out of an unmet credit need," Washington explains.

Credit Union on a Mission

Washington and his team are proud of the work they have done thus far, but their mission is not complete.

"Creating a pathway to credit and access to capital has provided significant relief to underestimated populations who had no hope of ever getting out of poverty," says Washington.

However, the racial wealth gap is being exacerbated, according to Washington, due to the extraction of wealth, not enough circulation of resources, a lack of financial education, and restricted access to credit. Additionally, brick-and-mortar financial institutions are scarce in lower-income communities.

PEOPLE TRUST is working to change all of that in the Little Rock area. Over the last five years they have grown tremendously in loan volume and customer base.

"We are on a mission to restore confidence in the financial system through access to cooperative credit and to close the racial wealth gap in Arkansas."

"We are on a mission to restore confidence in the financial system through access to cooperative credit and to close the racial wealth gap in Arkansas," says Washington.



WeDevelopment Federal Credit Union (WDFCU)



CEO: Gail Washington
Board Chair: Ajamu Webster
Charter Date: July 22, 2022

While the WeDevelopment Federal Credit Union (WDFCU) charter only became effective in July of 2022, this de novo effort was actually 13 years in the making.

The city of Kansas City, Missouri, was just beginning to make its way out of the subprime mortgage crisis that ravaged communities nationwide from 2007-2010. Because mainstream banks deserted the area, check cashing, title loan, and payday loan companies began filling the void.

Kansas City's low-income, mostly Black, communities began to find themselves trapped in a cycle of debt as usurious lending practices became ubiquitous.



Ajamu Webster, Board Chair, and Gail Washington, CEO posing in front of the credit union's future home at 3125 Prospect, KC, MO.

It was at this time that then Kansas City, Missouri, Mayor Mark Funkhouser made it his mission to improve the economically distressed areas in the community. It was clear that the lack of trustworthy banking options was contributing, in part, to the disproportionately high percentage of African Americans in the city who were unbanked. Therefore, a task force was created to determine the need for an inner-city banking institution.

After the task force completed its work, Ajamu Webster, task force chair, along with a few other members, reported findings that led to a recommendation to open a community development credit union.

A Personalized Approach to Banking

Initially, the group set out to raise \$400,000 to fund the credit union, but ended up with \$1.5 million in capital funding. To lead the credit union, the board of directors turned to Gwen Washington. Before becoming CEO of WDFCU, Washington was already a 30-year veteran of the banking industry.

When asked what sets this credit union apart from other financial institutions, Washington refers to the personalized experience that members – who are also owners of the credit union – receive when they conduct banking with WDFCU.



Spotlight on De Novos (New & Emerging (Us))

"We're not bank tellers," she explains. "We're financial advisors who want to share with you how we can help. We want to communicate the options we have, and how these options help us help you and those who walk through the doors behind you."

Washington says that the credit union's central focus is their members' interests and helping them receive loans at affordable rates, free checking, and higher savings rates.

Webster, who is now chair of the board of WDFCU, explains, "That's where credit unions excel. Credit unions are the place you go to rebuild your credit."

Enhancing Financial Wellness, Creating Financial Partners

In addition to fighting back against predatory lending and expanding financial services to the un- and under-banked folks of Kansas City, Missouri, WDFCU has another mission: Financial wellness.

Getting their members to a place of financial wellness requires the ability to make sound financial decisions. Washington understands that the lack of financial literacy in the Kansas City community, which has a poverty rate of 30%, is a generational problem.

"Sometimes people don't understand how money works," Washington explains.

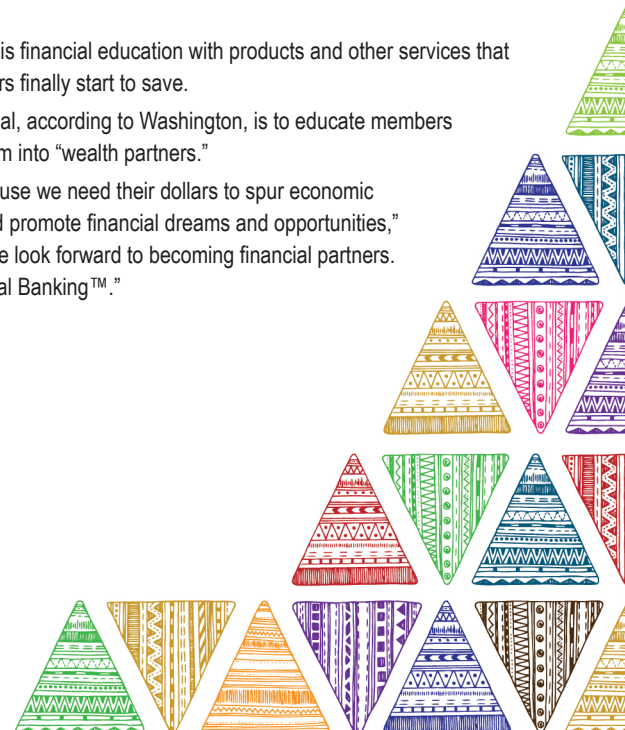
She says that's why the credit union has wealth coaches, who meet with members to address their needs, look at their debts, and help plan a budget.

The ultimate goal, according to Washington, is to educate members and cultivate them into "wealth partners."

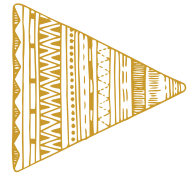
They then pair this financial education with products and other services that can help members finally start to save.

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"I say that because we need their dollars to spur economic development and promote financial dreams and opportunities," she explains. "We look forward to becoming financial partners. We call this Social Banking™."



Church of the Master Federal Credit Union



Opened in 1944
\$699,000 in assets
300 members

Harlem, New York, in the 1940s was a tough place to live. As more African Americans moved into the area, white residents moved out. Tensions were high with increased racial discrimination and deteriorating economic conditions. Redlining meant that African Americans were denied loans by traditional financial institutions and forced to turn elsewhere for assistance. The practice kept them from homeownership and still contributes to the racial wealth gap today.

During this trying time, Reverend Dr. James H. Robinson from Harlem's Church of the Master learned of a parishioner in a dire financial situation. He was in debt to a loan shark with threats on his life to repay the money. To protect his congregation from these usurious lenders, Rev. Robinson started Church of the Master Federal Credit Union in 1944.

Ann Ranniar, a long-time member of the credit union and former secretary of the board for over 50 years, says the credit union had a big impact on people who didn't feel welcome in the community banks.

"People were eager to join," she says. "They were finally able to take out loans and make deposits, buy houses, send their kids to college, and travel. It changed their lives and what they were able to do."

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Growth Through the Civil Rights Movement

Escalating racial tension, the burning of Black churches, and race riots led to the rise of the Civil Rights Movement. And Harlem was in the center of it all.

Church of the Master was at its height with over 1,000 members at this time. Arthur Edwards became one of them after relocating from the Caribbean in 1956. As involvement in the movement increased within the



Faith-Based Credit Union Spotlight

church, Edwards recalls participating in the March on Washington with Martin Luther King, Jr. He traveled with bus loads of other Church of the Master members for this historical event in 1963.

"It was a memorable time," Edwards says. "The community was alive and radically changing, and the credit union was there for us."

The credit union served its members during this tumultuous time by developing products and services that include vacation and Christmas clubs, auto loans, and personal loans.

In 1963 with the help of the credit union, Edwards, who went on to serve as vice president of the board for 40 years, put a downpayment on a house in the Bronx. He recently celebrated his 90th birthday and still lives in the same home the credit union helped him buy nearly 60 years ago.

Continued Commitment to a Mission of Service

Working hand-in-hand with the church, the credit union has always stayed focused on its mission of service.

Yvonne White has been a member for at least 40 years and says the credit union has come through for her several times – even on a day's notice.

"There weren't any other options for borrowing money that I felt comfortable with," she explains. "The credit union was a place I felt accepted. You saw the people in church and they were always so gracious and wanting to help. It was really a lifesaver."





Genevieve White, credit union treasurer and director, explains what she sees as the difference between credit unions that are faith based and those that are not religiously affiliated.

“All credit unions serve and answer to their members, but we also have a higher authority we answer to,” she says. “We are committed to the mission of the credit union and to the ministry of the church. Even if there wasn’t a credit union, we would still be reaching out and serving the community.”

“There weren’t any other options for borrowing money that I felt comfortable with. The credit union was a place I felt accepted. You saw the people in church and they were always so gracious and wanting to help. It was really a lifesaver.”

With its recent multiple common bond charter, the credit union has joined forces with other local churches to widen its mission and further strengthen the community.

But Genevieve White and her colleagues aren’t stopping there.

“Bringing in other churches and other members really allows us to be an active ministry with a commitment to serve, but we are looking to take it to the next level,” she says.



Left to right: Yvonne Tally-Bunn and Dr. Arlene Hector stuffing envelopes with quarterly statements and notices

A Rich History, A Promising Future

While Church of the Master Federal Credit Union has a strong history, its mission isn’t complete.

They plan to partner with local public schools to create educational programs that teach students the importance of consistent savings and how to make wise money decisions for both themselves and the community, Genevieve White explains.

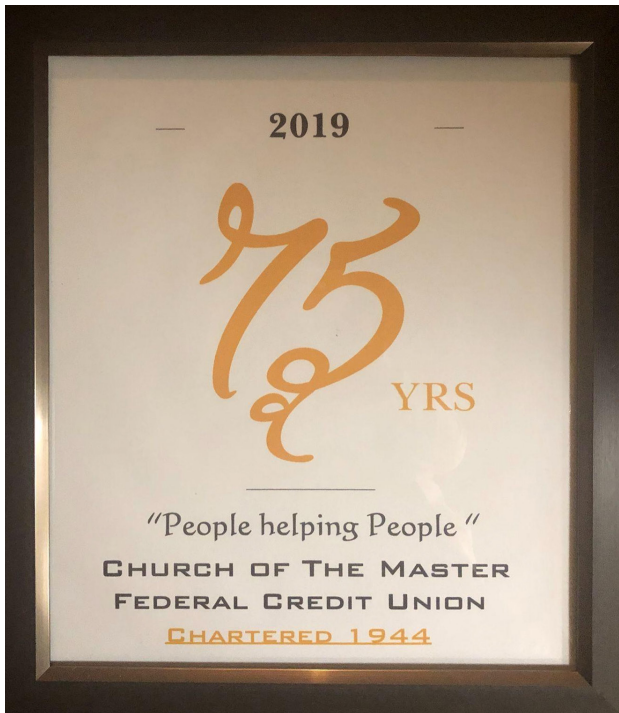
“When you raise a child up, they never go astray,” she says. “Starting at a young age to set good, consistent financial habits – it will become a part of them.”

Another focus for the credit union is to help first-time homebuyers and entrepreneurs receive safe loans. They also intend to secure additional funding for personal loans, which are vital to members.

Many of these plans will rely on increased technological capacity and offerings. While historically the credit union’s staff have always been volunteers, they plan to hire a paid employee with the tech skills to “move us forward into the 21st century,” Genevieve White says.

The credit union team has worked hard recently on a strategic plan, updating by-laws, and on a process to launch mobile banking and other online resources. But there’s still more behind-the-scenes work to do.

“I see it as though we are still in the cocoon stage,” Genevieve White explains. “After we finish this hard work, we will emerge as a beautiful butterfly – and just fly. The sky’s the limit.”





U.S. Virgin Islands Spotlight

Vitelco Employees FCU



Opened in 1979
\$1.97 million in assets
300 members
<https://vitelcocu.com>

You would be hard-pressed to find a more picturesque area than the Virgin Islands. But despite the awe-inspiring views and natural beauty, the people of St. Croix, St. John, and St. Thomas have seen some tough times. Luckily, with their innate strength and resiliency – and some help from Vitelco Employees Federal Credit Union – they keep bouncing back.

Organized by Employees for Employees

Vitelco Employees Federal Credit Union (VEFCU) was organized in 1979 by the union and management of the Virgin Islands Telephone Corporation.

“Then, just like today, the cost of living in the islands was high,” says John Clenance, President of VEFCU. “Salaries weren’t meeting needs and it was realized that a credit union serving and owned by employees was the best route to go.”

VEFCU now offers membership to employees and family members of five other companies. It’s also the only credit union serving all three islands – a community that’s mostly lower income people of color.

“Loans from the credit union is that supplemental income our members need,” Clenance says. “We help them build homes, send children to school, take vacations. These are people who may not be able to save or access additional income the traditional way.”

Weathering the Storm

Like its community, VEFCU also demonstrates strength through strife. Their office was destroyed by Hurricane Irma in 2017, but they quickly obtained space from one of their sponsors, Innovative Telephone, to continue serving members.



“We had members trying to get from one part of the island to another, there were poles on the streets, wires strung across the roads,” Clenance recalls. “Members still needed their money. We were able to serve them. I congratulate the staff for accomplishing that very difficult task.”

People who had never taken out loans before now required financial assistance. This led VEFCU to create a hurricane preparedness loan.

“Nobody expected damage to that extent on their homes,” he says. “We saw the need for members to not only repair but to also prepare before hurricanes so that their homes are in the best shape possible to sustain the viciousness of a hurricane.”

Following Irma’s devastation, St. Croix started supporting St. Thomas, where VEFCU’s main office is located. However, two weeks after Irma, St. Croix was wiped out by Hurricane Maria.

“Then we were all in a rebuilding process,” Clenance explains. “But, that’s what we go through during hurricane season. We pray, prepare, and stay battling.”



John Clenance, President of VEFCU, listens carefully to the members of the Vitelco Employees Federal Credit Union at the 2022 Annual meeting.

A People-Focused Approach to Lending

According to Clenance, it’s the personal interactions at credit unions that set them apart from traditional financial institutions.

“When you have a problem and you call a bank, can you talk to the bank president there? Probably not,” he says. “When you call VEFCU you could very well get the office staff on the line or contact me. I’ll tell you personally what’s in your best financial interest and what loans or actions I recommend to resolve your problem.”

Under the “people helping people” philosophy on which the industry was built, VEFCU members are also owners of the credit union.

“They have a say in what they view as a problem and what they would like to see changed,” Clenance explains.



Meet VEFCU Member Kamau Kambui

Kamau Kambui has been a VEFCU member since the credit union obtained its National Credit Union charter in 1979. He's used many products and services the credit union offers – including their Christmas Club to purchase gifts and Vacation Club for a family cruise. Most recently, he received a revolving loan for maintenance on his truck.

"The cost to fix my truck was really high, but when I went to the credit union they were able to help me without going through all the rigamarole of the banks," Kambui explains. "I don't know where I would have gotten the money to get back on the road without the credit union."



St. Thomas, where VEFCU's main office is located.

Changing with the Times

Clenance says flexibility and adaptability are crucial to VEFCU staying effective over the years.

"We're always finding new ways to make it more accessible and safe to do business with us," he says. "Times change and we have to change with the times to better serve our members."

In this regard, the credit union is focused on instituting mobile banking. Plans for a new, interactive website will allow members to access accounts, apply for loans, and enroll in the credit union 24 hours a day, seven days a week.

"We are continuously looking at new ways to make it more accessible and safe to do business with us. Times have changed and we have to change with the times to better serve our members."

And while accessibility is important, VEFCU is determined to keep members' money safe. The credit union is enhancing cybersecurity measures, including recently purchasing a firewall.

"Keeping your money safe is a big focus for the Board of Directors of VEFCU," Clenance says.

An active participant in Inclusiv's educational offerings, Clenance says Inclusiv is essential to VEFCU's ability to remain flexible, informed, and progressive.

"We learn how to prepare for annual NCUA examinations about compliance issues, among other things," he explains. "Inclusiv is invaluable to our success and ability to move forward."

Addressing the Racial Equity Gap

Closing the community's racial equity gap is a VEFCU goal – one that's always at the forefront of how the credit union operates.

"The economic inequality between Blacks and Whites may on occasion create disparity," Clenance explains. "If we're going to live in the community together, we have to correct that disparity."

Credit unions play an important role in this correction process. Generally speaking, he says, White people can afford to do things people of color cannot – including paying for better education, buying homes, and obtaining loans.

"When Black people can do more of these things – when Black and White children can go to school together and grow up together – then we can put into practice the words of the late great Dr. Martin Luther King, Jr., when in his I Have a Dream speech he stated, 'Judge a man not by the color of his skin but by the

content of his character.' It's when there's a separation of worlds, that's where the problem occurs."

And that's where VEFCU steps in.

Racial Equity Grant Fund Awardee

In 2022, VEFCU was recognized as an awardee of Inclusiv's Racial Equity Grant Fund. The award is funding the website upgrades, which Clenance says is part of their strategy to help close the racial wealth gap.

Enabling around-the-clock, safe online access to become a credit union member, apply for loans, and manage finances – without leaving home or taking time off work – is progress for our less economically fortunate members, he says.

Taking steps like this, as well as creating safe and affordable products and services, is how the credit union addresses members' varying economic needs.

"We have to pull up the people around us who are less economically fortunate than we are," Clenance explains. "They need to be given a ladder to get where the more economically fortunate are. The credit union is the ladder."





Volunteer Spotlight

Abyssinian Baptist Church FCU



Opened in 1940 for members of the church

\$1.02 million in assets

300 members

<https://www.abyssinianfcu.org>

Abyssinian Baptist Church Federal Credit Union (ABCFCU) was founded in January 1940 by Reverend Adam Clayton Powell, Jr., and other members of Abyssinian Baptist Church in New York City. Their vision was to create a place where church members with limited access to loans were served fairly and could borrow money at low interest rates. Today they carry on the founders' legacy by serving this historical community with safe and affordable financial products and services.

Recognition for Longtime Service

Peggy Ifil and Deacon James McShay were recently recognized for being longtime credit union volunteers, while also holding church positions.



Peggy Agard Ifil receives an award for 35+ years of credit union service in the Sanctuary.

"Their dedication and commitment has been a blessing to all credit union members and to this board," Manager and CEO Gloria Calhoun says. "We truly stand on their shoulders."

Ifil dedicated 35 years to the credit union, serving with enthusiasm and expertise. Being part of this community and promoting financial wellness is not just a hobby – it's in her blood.

Saving Through the Generations

Ifil, who comes from a family of ten, says the importance of saving money has been a consistent theme throughout her life.

"Growing up, my father would tell us, 'If you're working and you get a raise, put it in the bank,'" she says. "What he meant was, if you were living off of what you were making before, you don't need extra money right now. Save it for when you do."

Decades after Ifil became a credit union member, most of her immediate and extended family members also have accounts with ABCFCU. At only four years old, Ifil's youngest grandchild is not yet a member. But the seed has been planted.

"For Christmas she received \$100 and I told her father I wanted to see that money in an account," Ifil explains.

Ifil, like her own father, regularly talks with her children and grandchildren about the importance of saving.

"I show my grandchildren how much money they have and they'll ask what they can buy with it. I tell them, nothing right now – the point is to save," she says.

Creating a Solid Foundation

Ifil, a professional accountant, would visit the credit union and check in on their work years ago. All ABCFCU credit union staff – back then and today – are unpaid volunteers.

"Most people didn't have a financial background but they were eager to learn."

"I was impressed with what they were doing, but I also felt like they could be better," Ifil explains. "Most people didn't have a financial background but they were eager to learn. I showed them a few things and they picked up on it easily."

After some time volunteering at the credit union, Ifil found herself in the president role, where she remained for 20 years.

Ifil's ability to build relationships and help others learn created a solid foundation for the credit union to flourish.

"After I came on board we started meeting other credit unions and attending events to help us learn and grow," she explains. "We exchanged ideas and supported each other."

Teaching Young, Starting Small

Ifil believes teaching the importance of saving at a young age is crucial to overall financial health.

"I would talk to young kids around the church about what could happen if they had savings," she explains. "Before that, the credit union hardly worked with kids. Now kids tell their parents they want to keep their own money at the credit union."

Ifil also routinely encouraged people who weren't eligible for traditional banking to save whatever money they could with the credit union.

"I would say to just start small – \$5 becomes \$25 and so on," she explains. "They'd say, 'Wow, I can do this.' People still call me excited that they paid off a loan or saved money."

These connections are why Ifil dedicated her life to the credit union. "We helped people who really needed it. We've been around a long time because we do well by treating people well."



Deacon James McShay receives an award for 50+ years of credit union service. Standing with him are Valeria Mason, Abyssinian FCU Secretary; Chyrisse Robinson Treasurer, son Christopher McShay, Deacon James McShay (center); daughter Pamela McShay and Gloria Calhoun, Manager and CEO.





Maurice Smith

Retired President and CEO

Local Government Federal Credit Union

LGFCU:

Opened in 1983

\$3.71 billion in assets

400,000 members

It was 53 years ago that Maurice Smith first discovered what he wanted to be when he grew up. As a young boy helping out on his family vegetable farm outside of Southpoint, North Carolina, it could have been years before Smith put much thought into his future career path. However, he found some unexpected inspiration at only 12-years-old that would end up sticking with him forever.

A Dream and a Passion

While on an errand with his father at the local bank, Smith noticed a man in a corner office with a tie - the bank president. Smith instantly knew that's what he wanted his future to look like. His father began teaching him about the power of money, savings, and credit.

Now, at 65 years old, Smith is a recent retiree of Local Government Federal Credit Union (LGFCU), where his boyhood dream came true in 1999 when he was named president and again in 2017 when he was named CEO.

Well, not exactly his original dream. After learning more about the possibilities that come with financial empowerment, Smith decided to combine his interest in financial services with his passion for helping people. He discovered his dream was better suited to take place in a credit union than a bank.

Triumphs and Trailblazing

Having been with LGFCU from 1992 to 2023, his journey with the credit union included many triumphs – but also some challenges. He navigated the credit union through multiple recessions, a global pandemic, and even a fire in the LGFCU offices in 2017. But none of these bumps in the road prevented him from growing LGFCU to hold \$3.7 billion in assets – an achievement that ranks the credit union in the top ten largest financial institutions in North Carolina.

Some of Smith's other accomplishments include receiving the 2011 Credit Union Hero Award, presented by Credit Union Magazine; being named a 2019 Pete Crear Lifetime Achievement Award recipient by the African-American Credit Union Coalition (AACUC); and being recognized as the AACUC 2021 DEI Trailblazer.

Leaving His Mark

Most notably, however, Smith improved the lives of hundreds of thousands of LGFCU members over his 30-year tenure. Creating numerous safe and affordable financial products and services; adopting leading technology to better support mission and members; and ensuring the principles of diversity, equity, and inclusion (DEI) are pillars of the financial services industry – these are just a few of the footprints Smith left behind as he continues his personal and professional journey.

Also under Smith's leadership was the creation in 2018 of the LGFCU sister organization, Civic Federal Credit Union. Civic FCU provides services exclusively through digital platforms, an option that LGFCU could not provide due to limitations in its charter. Membership in both credit unions allows for complete financial coverage to help the community earn, save, and grow their money safely and affordably. Smith also served as CEO of Civic Federal Credit Union before his retirement in January 2023.

In one of his greatest contributions to the cooperative world, Smith penned the 8th Cooperative Principle of DEI. The seven base principles for running an effective co-op were first established in 1844 and adopted by the International Co-operative Alliance (ICA) in 1995. This set of core values and practices is what separates cooperatives from other businesses. Smith's eighth principle illustrates that not only is DEI the right thing to do, it's also a good business practice. This principle has already been adopted by the Credit Union National Association and is under consideration by ICA.

Forging Ahead

Smith, who earned his undergraduate degree in business administration from UNC Wilmington, proceeded to earn a law degree from N.C. Central University later in his career.

Now that he is a credit union retiree, Smith has his sights set on traveling and spending time with his family. But, always a man on a mission, his commitment to helping others is not complete. Smith's future plans also include practicing law – with a specific focus on churches and other nonprofits – as well as continuing his service as board chair of the AACUC. Smith will also receive the cooperative community's most prestigious honor: Induction into the Cooperative Hall of Fame in October 2023.





CEO Spotlight

Beverly Anderson
President and CEO, BECU



Beverly Anderson



Opened in 1935
\$30.2 billion in assets
1.3 million members
<https://www.becu.org/>

As a 30-year veteran with a background spanning the financial services, payment, and fintech sectors, Beverly Anderson could not have been better prepared for the most recent step in her career path. With names like American Express, Wells Fargo, and Equifax under her belt, Anderson has both experience and heart to bring to the table for the credit union industry.

Aligning Purpose and Passion

In December 2022, Anderson took the reins of BECU. As president and CEO, Anderson is part of an elite group – she is one of only a handful of African American CEOs of a billion-dollar credit union.

Actually, \$30.2 billion in assets and 1.3 million members. This makes BECU the largest not-for-profit credit union in Washington and one of

the top four financial cooperatives in the United States. BECU currently has more than 50 locations across Washington and two financial centers in South Carolina.

The credit union not only provides financial education, products, and services to help members save money and achieve their financial goals, but BECU is also committed to improving lives and communities through its substantial giving and scholarship opportunities.

“I am so proud and honored to be named president and CEO,” Anderson says. “BECU’s purpose aligns well with my own personal passions of financial well-being and inclusion.”

Financial Services with a Human Touch

BECU’s primary goal is financial empowerment for all members. Great rates, few fees, community partnerships, and financial education programs are all ways the credit union serves its membership and communities.

Because BECU is a member-owned cooperative, success is measured based on its return-to-member, as opposed to measuring return-to-shareholders by public companies. This approach allows members to keep more cash for saving, spending, and investing for their future.

One thing that Anderson truly appreciates about the credit union industry is the meaningful relationships credit unions build with individuals and families as a result of being member-focused.

One thing that Anderson truly appreciates about the credit union industry is the meaningful relationships credit unions build with individuals and families as a result of being member-focused.

“I experienced that first-hand at a young age,” Anderson says. “I remember going with my mom to the local credit union at the hospital where she worked. They played an important role in helping her to save for our family’s needs.”





The differentiation between BECU and other financial institutions, according to Anderson, is “the human touch delivered by our 2,800 employees.”

Enhancing Service Through Tech and DEI

How can we better address the needs of the un- and under-banked? It’s a question credit union leaders ask themselves everyday.

To help realize this objective, Anderson says, “With any segment, we first need to understand their unique and distinct needs across various factors. We can then deliver products and services based on these

“A more diverse, equitable, and inclusive organization builds deeper and more meaningful relationships with its members and delivers better business results.”

needs. Given the enhancements in data and technology, we have an exciting opportunity to reimagine how we serve those who don’t fit neatly into the traditional frameworks of financial services.”

Another way BECU works to better serve its members is by ensuring the principles of diversity, equity, and inclusion are consistently at the root of all decision-making and planning.

“BECU must reflect the diversity of the communities we serve,” Anderson explains. “A more diverse, equitable, and inclusive organization builds deeper and more meaningful relationships with its members and delivers better business results.”

Programs such as BECU’s Spanish language pilot and Multicultural Emerging Leaders, along with philanthropic efforts of the Black Community Development Project and other nonprofit grants, are all part of the credit union’s DEI initiatives.

“We strive to embed equity and inclusion into every aspect of the way we operate,” Anderson says. “We are proud of the commitment and progress we are making and strive to get better every single day.”

Ready to Drive Change and Achieve Results

Anderson is known for being a results-driven executive, having an innovative ability to drive transformative growth, and for her inspiring and authentic leadership.

Her recognitions include American Banker’s “23 People Who Will Matter in Banking in 2023,” Black Enterprise’s “Most Powerful Women in Corporate America,” CardLinx’s “Top 20 Women in Digital Commerce,” and the Kenneth A. Powell Award for Professional Achievement from the Harvard Business School African-American Alumni Association.

After graduating summa cum laude with a Bachelor of Science in Business from Florida A&M University, Anderson earned her Master of Business Administration with distinction from Harvard Business School.

She is ready to lead and further cultivate the credit union and to work hard for its members. “I look forward to continuing to expand our reach and impact for our members, as well as across new communities,” Anderson says.

Debra Somberg, BECU board chair, believes Anderson understood what makes the credit union special and immediately embraced BECU’s purpose from day one. She is confident Anderson will ensure the credit union delivers on its mission.





CEO Spotlight

Marsha Majors
CEO, US Eagle Federal Credit Union



Opened in 1935
\$1.48 billion assets
93,000 members
<https://www.useagle.org/>

The credit union industry has a rich history and continues to run on the long-standing traditions and philosophies with which it was originally founded. Despite its deep roots, however, it's still an industry of innovative creators, progressive decision-makers, and forward thinkers. Marsha Majors has proven herself to be all of these things – and more.

Motivated by the Movement

As CEO for 13 years of US Eagle Federal Credit Union in Albuquerque, New Mexico, Majors has many unique accomplishments under her belt. Not only is she the first African American woman CEO of a billion dollar credit union, she is the first woman and person of color to ever serve as CEO of US Eagle. Including her time in this leadership role, Majors has been at the credit union for over 30 years. But there was a point in her tenure when the credit union industry didn't feel like a good fit. "It was so different from the financial services I'd previously known," she says.

After about a year, she contemplated an exit.

"At that time I had the benefit of having a CEO who really took an interest in me and he was able to persuade me to reconsider," Majors recalls. "The more I learned about the movement and how it impacts our community – I guess you could say I drank the Kool-Aid."

Honored for her Commitment and Dedication

The African-American Credit Union Coalition (AACUC) recently honored Majors for her dedication to the credit union movement over the years. This past summer, Majors was inducted into the AACUC Hall of Fame, which recognizes African American individuals who are instrumental in making changes in the community.



Marsha Majors speaks at the 2022 AACUC Annual Conference

"Having been with my organization as long as I have, you just do your job serving members and uplifting the community when and where you can," she explains. "To have that spotlighted was overwhelming."

Majors says that it's less about impressing others and more about making an imprint on the lives of community and credit union members.

"I am extremely humbled by the recognition – it is truly a treasured honor," she says. "But, at the same time I know it's just what I'm here to do."

US Eagle board member Pamela Herndon was also inducted into the AACUC Hall of Fame in 2022 for her many years of service.

Majors says that the credit union's board and staff were "extremely proud" when they found out that both women were recipients of the honor.

"Nobody does anything on their own," she explains. "The support I receive from my team and the board of directors giving me the latitude to deliver on our mission – all of that collectively is what brought this recognition to the forefront."

And while the support of her team is key to Majors' success and that of the credit union, her passion and commitment are an inspiration to so many people in the US Eagle community.

"Marsha is one of the most inspiring, heartfelt credit union CEOs I've ever had the pleasure of working with," says Anneliese Elrod, Chief Operations Officer. "Her passion for both our member-owners and our employees is evident in every interaction I've had with her, and it infuses our mission and culture at US Eagle. She lives and breathes the credit union difference, and is passionate about the work we do and the

communities we support."

An Innovative Approach to People Over Profits

After the pandemic started in March 2020, US Eagle looked closely at what their members needed during the challenging time. As a result, an innovative decision was made: US Eagle turned off all overdraft and non-sufficient fund fees – for good. While this change resulted in a loss of roughly \$3 million per year for the credit union, it was a saving grace for thousands of members impacted by the deteriorating economy.

"We want to give a greater return back to our members," Majors explains. "This just furthers our mission of people meaning more than the numbers."





In another innovative step, after New Mexico made recreational marijuana use legal in 2022, US Eagle formed a team to research the Cannabis-related business (CRB) financial market. Under Majors' leadership, Aery Group – which focuses on providing safe, secure, and compliant financial services to CRBs – was launched.

“As you might imagine, there were debates around the country,” Majors explains. “But we concluded that these are legal businesses in our state. It’s our job to serve them and it’s the right thing to do.”

US Eagle was the first New Mexico credit union to lead that charge and, so far, the only one serving state-licensed dispensaries.

“We want to give a greater return back to our members. This just furthers our mission of people meaning more than the numbers.”

Additionally, Majors oversaw the development of CU SAFE, the Credit Union Survivor Alliance for Financial Empowerment. Launched in 2018, this program provides access to capital and financial counseling for those impacted by domestic violence. CU SAFE lending options are significantly reduced in rate and can be used toward expenses like housing and transportation.

Blazing the Trail for Others

Despite being among the first to achieve so much as an African American woman, Majors will be the first to tell you that it’s still not an easy road.

“Being an African American woman doesn’t mean I’m immune to the concerns millions of African American people have,” she explains. “I deal with negative assumptions like the rest of the population. The CEO title itself doesn’t give me any type of pass.”

Often the only one who looks like her in the room, Majors says she still has times when she must insist on having her voice heard.

“It goes beyond having a seat at the table – you have to use your voice,” she explains. “My passion is as real as anyone else’s and I need to be my own advocate.”

Majors is grateful for the guidance she has received along her journey, and is honored to serve as inspiration for those who follow in her footsteps.

“There’s so much to be gained from those who have walked the path before you,” Majors says. “It’s our duty to be champions for one another and create opportunities for each other to succeed.”

A Future Focused on Mission

From creating financial education programs to ensuring larger credit unions like hers support smaller credit unions with needed resources, it’s clear that Majors has left an indelible mark on the financial services industry.



US Eagle employees are celebrating the completion of the remodel of their Community Partner Casa Esperanza. Thanks to members of US Eagle, the community, and staff, over \$26,600 was raised for Casa Esperanza. Casa Esperanza experienced severe storm damage to their facilities.

She believes that wherever her future takes her, US Eagle will continue to maintain sustainable growth and a commitment to its core purpose.

“While change is inevitable, I know the credit union will still be delivering on our mission,” she says. “People will always come first.”

Someday, Majors would like to see the credit union industry solidify its place in the financial world.

“I want to see us in lockstep. When someone says ‘bank,’ I want them to also say ‘credit union’ at the same time,” she explains. “I want us to get to a point where people have a true understanding of the meaning behind the mission. That’s my dream.”



Inclusiv Notes From The Field

Inclusiv Meets Alabama CU Members and Attends Federation of Southern Cooperatives Annual Meeting

On August 17-19, Inclusiv staff members, Anna Foote and Monica Copeland, traveled to Birmingham, AL for two purposes. The first purpose was to meet with Inclusiv's southern credit unions for an informal conversation generously hosted by Sixth Avenue Baptist Church. The second reason for the trip to Alabama was to attend the Federation of Southern Cooperatives 55th Annual Meeting and 21st Estelle Witherspoon Lifetime Achievement Awards.



From L to R: Brooke Smedley of NRS Community Development FCU, Joyce Pham of FOGCE FCU, Ransom Davis and Michele Days of Sixth Avenue Baptist FCU, Anna Foote of Inclusiv, Rodney Pham of FOGCE FCU, and Monica Copeland of Inclusiv

Summer Meet & Greet with Southern Credit Unions

Monica and Anna spent the afternoon with President/CEO Michele Days, Board President Ransom Davis, and Board Member/Supervisory Committee Chair Gwen Reid of Sixth Ave Baptist FCU; Manager/CEO Joyce Pham and Board Member Rodney Pham of FOGCE FCU; and President/CEO Brooke Smedley of NRS Community Development FCU.

Michele Days, President/CEO, Sixth Avenue Baptist FCU said, "It was a pleasure hosting Inclusiv and managers and board members from other credit unions in the area. The resources that Inclusiv has provided our credit union are invaluable. Meeting with other similar credit unions to discuss our credit union's history, successes, and our goals provided an opportunity that many small credit union managers don't get the chance to do because we perform so many different roles. I am looking

forward to strengthening those relationships and being a resource to each other as we work to improve our credit unions and the members we serve."

"We were treated to a tour of the Sixth Avenue Baptist credit union offices located within steps of the most beautiful sanctuary I've ever had the pleasure to see," says Anna, "and I got tingles when she let me read through her board minutes going back to 1967! Such wonderful history."

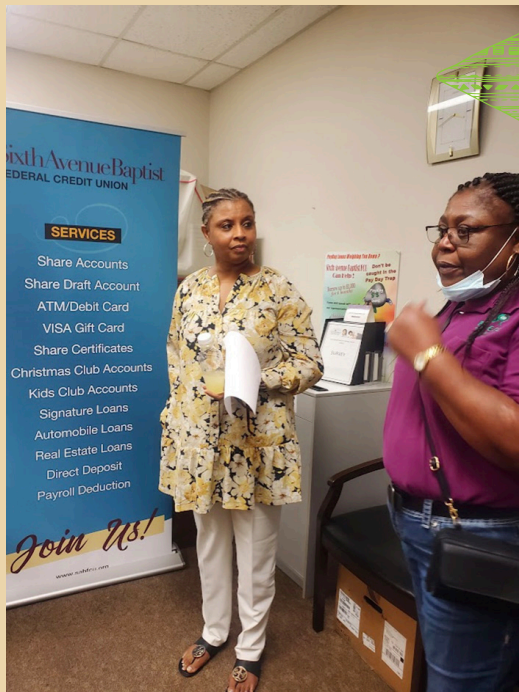
Joyce Pham, Manager/CEO of FOGCE FCU said, "The meet-and-greet on Wednesday was very informative. We learned about the way other credit unions operate. We also talked about how to increase our membership by going to job fairs and working with different companies with new hires. We also discussed prepaid debit cards, catering to our young members and members who don't have checking accounts. The one thing we have in common is providing quality service to our members. We also learned about new technology that is being developed for credit unions. In the future, I hope we can have more meetings of this type."

"The camaraderie and sharing was genuine and warm between these credit unions who have very similar missions and are experiencing many of the same challenges as small MDIs," says Monica, "They were eager to hear ideas from each other on how to best serve their members, grow, and lend."



Rodney Pham, FOGCE FCU Board Member, and Monica Copeland of Inclusiv, exchanging ideas and resources to support small credit unions

Inclusiv Notes From The Field



Michele Days of Sixth Avenue Baptist FCU and Joyce Pham of FOGCE FCU during the credit union tour

Brooke Smedley, President/CEO of NRS Community Development FCU said, “You’re never alone because credit unions help credit unions. It’s always inclusive and not exclusive.”

Anna and Monica hope to host more of these intimate conversations in the future as an opportunity to both introduce Inclusiv services more deeply and to provide a space for greater collaboration between small and MDI credit unions.

Federation of Southern Cooperatives 55th Annual Meeting and 21st Estelle Witherspoon Lifetime Achievement Awards Dinner

On August 18th, Anna and Monica attended a Coop Roundtable in Birmingham hosted by the [Federation of Southern Cooperatives](#) (FSC) and the 21st Estelle Witherspoon Lifetime Achievement Awards Dinner. The Federation of Southern Cooperatives/Land Assistance Fund is a 55-year-old cooperative association of Black farmers, landowners, and cooperatives. Their mission is to be a catalyst for the development of self-supporting communities through cooperative economic development, land retention, and advocacy. They envision sustainable rural communities supported by a network of farmers, landowners, and cooperatives based on local control and ownership. FSC’s annual meeting consists of three days of activities in Birmingham and Epes, AL.



Cooperative Hall of Fame inductees, John and Carol Zippert, with Monica Copeland and Anna Foote at the Federation of Southern Cooperatives Coop Roundtable

Inclusiv Notes From The Field

Inclusiv and Partners Meet with the Congressional Black Caucus

Credit union leaders expressed support for H.R. 7003 and discussed the importance of CDFI and MDI credit unions to Black communities

Last June, Inclusiv and our partners, CUNA, CUNA Mutual Group, the Illinois Credit Union League, and Faith Based Credit Union Alliance (FBCUA) member credit unions, Israel MethComm FCU and South Side Community FCU, met in Chicago with the Congressional Black Caucus. We discussed the importance of CDFI and MDI credit unions for Black communities, and how the recently passed Expanding Financial Access for Underserved Communities Act (H.R. 7003), will promote financial inclusion for all and contribute to the resilience of the communities we serve. The convening was a major step toward pushing our movement further into the mainstream and springing lawmakers into action on behalf of our members and their communities.

Representing Inclusiv were myself, Pamela Owens, Senior Vice President of People and Organizational Development, and Andrea Lally, Director of Credit Union Operations and Compliance. We discussed the CDFI industry and its allocation of funds to MDIs. We also made suggestions on streamlining the certification process to make it less burdensome on MDI credit unions – using stories directly from our members. Our message resonated with the Congressional Representatives. Understanding the need and impact, they committed to share our stories and take action to support MDIs and CDFIs.

The FBCUA's Drs. Hiram and Joronda Crawford did a phenomenal job of illustrating how their credit unions are the heart of the communities they service – and how most of their credit union staff are volunteers. Their story was an example of the selfless, like-minded people in our movement making good things happen one member at a time – truly exemplifying the credit union motto of “people helping people.”

Robin Hollis and Keith Sias of ICUL gave an overview of Illinois CDFIs and 2021 CDFI funds awarded to credit unions in Illinois.

Jim Nussle, President/CEO of CUNA expressed pleasure in working with the CBC “to pass H.R. 7003 and address financial inequities to restore power and vibrancy to communities across the country.”

A strong supporter of credit unions, Congressman Gregory Meeks (D-NY) provided remarks thanking the credit unions for their service and spoke highly of his own family’s economic journey with credit unions.

We extend a special thank you to Robin and Keith from ICUL and the good folks of CUNA and CUNA Mutual Group for being great partners and giving us the opportunity to show the impact of CDFI and MDI credit unions on the national stage. This was a huge step in the advancement of our movement and we look forward to future collaboration!



Pamela Owens
SVP, People and Organizational Development



Pamela Owens and Andrea Lally of Inclusiv, along with representatives from FBCUA, CUNA, CUNA Mutual Group and Congressman Meeks



Inclusiv Notes From The Field

Faith Community United Celebrates Its 70th Anniversary!

Inclusiv member (and supporter/partner since the 1980s) Faith Community United Credit Union celebrated its 70th anniversary! Though small, Faith has been an innovator in anti-predatory loan products and creative solutions for low-income people – all from a faith-based perspective. Faith’s work has been reported on by credit union trade and larger community development press. Jacqueline Moore, CEO of Faith is on Inclusiv’s Board of Directors and chairs Inclusiv’s Small CU and MDI Committee. Pamela Owens and Andrea Lally from Inclusiv were in attendance to celebrate this remarkable milestone.



Jacqueline Moore with Rita Haynes



Pamela Owens, Rita Haynes, and Andrea Lally

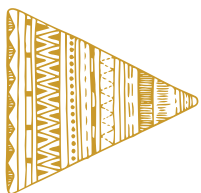
Cathie Mahon Inducted Into The AACUC African American Hall Of Fame

On August 24, 2022, Inclusiv President/CEO Cathie Mahon was inducted into the African American Credit Union Coalition (AACUC) Hall Of Fame in recognition of her outstanding achievements on behalf of the credit union movement and financial empowerment for all. Cathie accepted the honor at the 24th Annual AACUC Conference in St. Petersburg, FL.

[Learn more about the AACUC Hall of Fame](#)



Cathie Mahon and Renée Sattiewhite at the AACUC Hall of Fame Induction Ceremony



AACUC Accolades

AACUC Received the 2022 Anchor Award from the National Credit Union Foundation at GAC

African-American Credit Union Coalition honored with rare accolade at the Herb Wegner Memorial Awards Dinner



The African-American Credit Union Coalition was awarded the 2022 Anchor Award by the National Credit Union Foundation (NCUF) at the Herb Wegner Memorial Awards Dinner during the Credit Union National Association Governmental Affairs Conference in Washington, D.C. for its global efforts unifying financial industries in eradicating racism amid the COVID-19 pandemic and social unrest in 2020.

The Anchor Award is a rare and prestigious award reserved for individuals and organizations exemplifying exceptional leadership during times of great adversity. Taking note of the compounding events following the murder of George Floyd, the rise of the Black Lives Matter movement, the relentless coronavirus and the political strife leading up to the 2020 election and the subsequent collective effect, often disproportionately on communities of color, the NCUF Board of Directors recognized AACUC's unequivocal influence during this unprecedented time.

Nearly 80 AACUC guests including past African American Credit Union Hall of Fame honorees, past Herb Wegner Memorial Award winners and AACUC Board of Directors, founding members, staff, volunteers and strategic partners all celebrated the organization's achievement at the awards dinner.

AACUC President/CEO Inducted in America's Credit Union Museum

New "Credit Union Women Making History: Herstory" Exhibit Honors Women Trailblazers



Renée Sattiewhite was inducted into America's Credit Union Museum (ACUM) during the grand opening of its newest exhibit "Credit Union Women Making History: HERSTORY" at the museum located in Manchester, New Hampshire.

The HERSTORY display – an interactive exhibit showcasing unsung inspiring stories – honors the past, present and future of the incredible women making history in the credit union industry. Twenty trailblazing women, including seven posthumously, were inducted in the museum during ACUM's 20th Anniversary celebration. The museum, located on the site where America's first credit union opened its doors in 1908, plays a leading role in documenting credit union movement accomplishments over the past 100+ years as well as today's achievements while helping to prepare credit unions for upcoming challenges.

One woman's mission to save credit unions by championing diversity

AMERICAN BANKER®

<https://www.americanbanker.com/creditunions/news/one-womans-mission-to-save-credit-unions-by-championing-diversity>



Inclusiv's Racial Equity Grant Fund Awardees

Inclusiv's Racial Equity Grant fund was previously launched as the Inclusiv Resilience Grant Fund in June 2020 to help credit unions - those specifically led by and serving people of color - provide financial relief to consumers and small businesses affected by the pandemic. In the past three years, Inclusiv has made grants totaling \$2.1 million to Minority Depository Institutions (MDIs) and financial cooperatives in Puerto Rico, which are known as cooperativas.

Credit unions have used these flexible grants to cover the cost of technology enhancements; to develop marketing materials and plans; to establish financial coaching and counseling programs; and to hire consultants for strategic and business planning as well as to obtain Community Development Financial Institution (CDFI) certification. Additionally, Inclusiv staff members provide grantees with ongoing technical assistance and capacity-building support to help strengthen the credit unions' operations.

In 2022 and 2023, MDIs and cooperativas were awarded \$824,500 from Inclusiv's Racial Equity Grant Fund. The Racial Equity Grants for the awardees listed below have been made possible by the generous support of Bank of America, Citi Foundation, JPMorgan Chase, and NerdWallet.

2022 Grantees

1199 SEIU Federal Credit Union
Cooperativa de Ahorro y Credito Agentes de la Loteria de P.R
Cooperativa de Ahorro y Crédito Autoridad de Carreteras y Obras Públicas (COOPACOP)
Cooperativa de Ahorro y Credito EDE-COOP
Cooperativa de Ahorro y Credito Empleados Gobierno Municipal de Bayamon
Cooperative Center Federal Credit Union
Cooperative Federal (Syracuse Cooperative) FCU
Florida A&M University Federal Credit Union
Heart O' Texas Federal Credit Union
Lanai Federal Credit Union
Metropolitan Teachers Credit Union
Mid-Island Federal Credit Union
Mt. Jezreel Federal Credit Union
National Urban League (N.U.L.) Federal Credit Union
New Community Federal Credit Union
Paramount Baptist Church Federal Credit Union
St. Tammany School Personnel (S.T.S.P.) Federal Credit Union
Toledo Metro Federal Credit Union
Universal Coop Federal Credit Union
Vitelco Employees Federal Credit Union

2023 Grantees

Berean Credit Union
Bethel AME Church Federal Credit Union
BoniCoop
Border Federal Credit Union
Chicago Municipal Employees Credit Union
Christ Temple Apostolic Church Federal Credit Union
Church of The Master Federal Credit Union
Community First Fund Federal Credit Union
Concord Federal Credit Union
Coop CIAPR
Cooperativa Ahorro y Crédito de Lajas
Cooperativa Ahorro y Credito de Lares y Region Central
Cooperativa Ahorro y Crédito de Mayaguez
Cooperativa Ahorro y Credito Florida
Cooperativa Ahorro y Crédito Naguabeña
Cooperativa de Ahorro y Credito Aguadilla
Cooperativa de Ahorro y Credito Oficiales de Custodia de Puerto Rico (CUSTO-COOP)
Cooperativa de Ahorro y Credito Centro Gubernamental Minillas (GUBECOOP)
Cooperativa de Ahorro y Crédito de la Casa del Trabajador (TRABAJACOOP)
Cooperativa de Ahorro y Credito de los Empleados de la Corporacion del Fondo del Seguro de Estado
Cooperativa de Ahorro y Credito de Moca
Cooperativa de Ahorro y Credito Jesus Obrero
Cooperativa de Ahorro y Credito Pepiniana
Cooperativa de Ahorro y Credito SPTCOOP
Cooperativa de Ahorro y Credito EDE-COOP
Cooperativa Rico Dairy
Credicentro Coop
Edisto Federal Credit Union
Everest Federal Credit Union
Fellowship Baptist Church Credit Union
Fidelis Federal Credit Union
Government Printing Office Federal Credit Union (GPOFCU)
Greater Kinston Credit Union
Iberville Federal Credit Union
ISLACOOP
Israel Methcomm Federal Credit Union
National Urban League (N.U.L.) Federal Credit Union
New Pilgrim Federal Credit Union
Park Manor Christian Church Credit Union
Pilgrim Baptist Credit Union
Saulo D. Rodríguez Gura-Coop
Shiloh Englewood Federal Credit Union
Sixth Avenue Baptist Federal Credit Union
South Side Community Federal Credit Union
St Mark United Methodist Church Credit Union
St. Helena Parish Credit Union
Toledo Urban Federal Credit Union
TuCoop
Unified Homeowners of Illinois Federal Credit Union
Universal Coop Federal Credit Union
Urban Beginnings Choice Federal Credit Union (UBC FCU)
Urban Upbound Federal Credit Union
Virginia State University Federal Credit Union





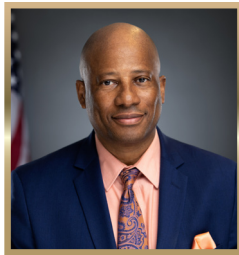
2023 AACUC African American Credit Union Hall of Fame

Individuals of the credit union industry are honored by their peers for their distinguished contributions to the credit union community. AACUC will induct seven credit union leaders into its African American Credit Union Hall of Fame during its Hall of Fame Induction Ceremony during the Credit Union National Association’s Governmental Affairs Conference in Washington, D.C. on February 28, 2023. The 2023 honorees are:



Carla Decker

Chief Operating Officer of
IDB Global FCU



Tim Anderson

President/CEO United
States Senate FCU



Melinda Edmunds

President/CEO Patent and
Trademark Office FCU



Todd Harper

NUCA
Board Chairman



Lois Kitsch

Co-Founder
CU Difference



George Ombado

Executive Director
ACCOSCA



Michael Ray

Vice President of
Business Development
PAHO/WHO FCU



Visit www.aacuchof.org to learn more about this year’s honorees as well as other AACUC Credit Union Hall of Fame Alumni!



MAY 1 – 3, 2023



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MEMPHIS 2023



Atlanta Evergreen
Lakeside Resort

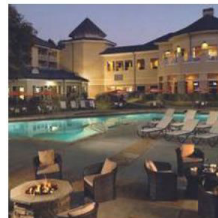
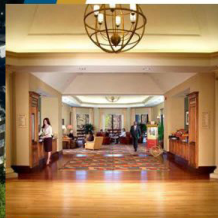
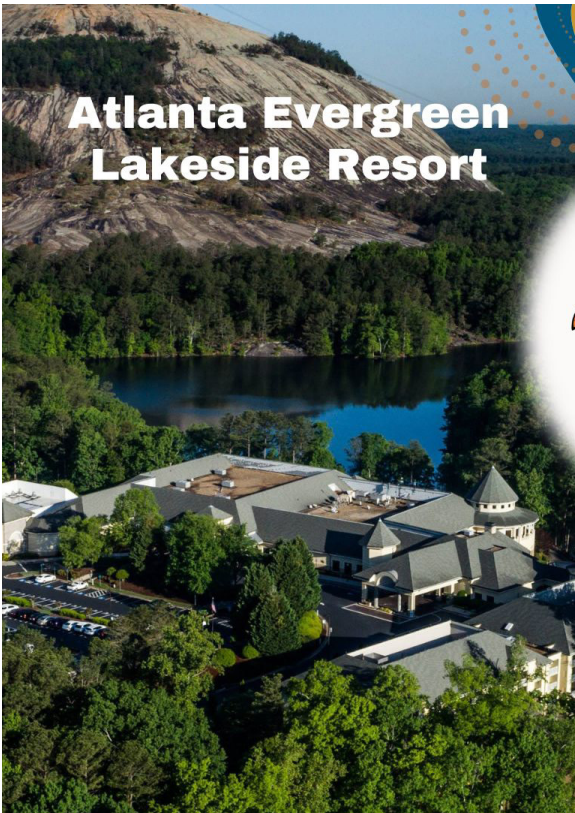
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25th Anniversary AACUC
Annual Conference

Sunday, July 16, 2023-
Thursday, July 20, 2023

Atlanta Evergreen Lakeside Resort

located 20 minutes from Atlanta,
within the lush oasis of Stone Mountain Park





African-American Credit Union Coalition
P.O. Box 392136
Snellville, GA 30039
membership@aacuc.org

Founded in 1999, the African-American Credit Union Coalition (AACUC) was created to increase the strength of the global credit union community. We are a 501c3 non-profit organization of professionals and volunteers in the credit union industry. Over the years, AACUC has grown and is ever changing to meet the needs of the dynamic credit union community which it serves. AACUC has adopted the 8th Cooperative Principle and encourages all credit union and affiliated organizations to adopt it as well. AACUC has also created the Commitment to Change: Credit Unions Unite Against Racism Initiative and it has gained great momentum within the credit union industry.



Inclusiv
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Founded in 1974, Inclusiv empowers its member credit unions to advance financial inclusion for everyone through advocacy, education, technology, and investment initiatives designed to create wealth-building opportunities in communities excluded from the financial mainstream.

Inclusiv was instrumental in establishing the [Community Development Financial Institutions \(CDFI\) Fund](#) in 1994, is a certified CDFI intermediary, and a permanent member of the national [CDFI Coalition](#).

