

2025 ANNUAL REPORT

publicsafetycu.org



Credit Union
PUBLIC SAFETY



PUBLIC SAFETY
Credit Union

Serving First Responders & Their Families Since 1934.

2025 ANNUAL REPORT
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Mission

“Providing financial empowerment for the First Responder Community.”

Core Values



Community

We engage with the first responder community through volunteerism and the credit union principle of “people helping people.”



Security

We provide protection for our members' personal information, assets, and financial affairs.



Member-Centric

We recognize that our members are at the heart of everything we do and commit to provide a positive experience.



Transparency

We share our strengths and areas of opportunity to create trusted relationships with our members and each other.



Innovation

We continually evolve and advance our products and services to create the best possible member experiences.



Mary Shea, President/CEO

At Public Safety Credit Union, our purpose is clear: to provide financial empowerment for the First Responder community. Since our founding in 1934 by ten

Kansas City police officers, we've remained focused on serving those who serve others—law enforcement, fire, EMS, dispatch, and the families who support them.

We are driven by our core values: Innovation, Security, Member-Centric Service, Community, and Transparency. Whether upgrading systems and facilities or supporting our members and sponsoring organizations that serve first responders, these values guided every decision we made in 2025—and they continue to shape our future.

This year, we completed several major projects that directly improve the member experience. The crown jewel was the successful completion and opening of our new East Branch, delivering improved access, enhanced convenience with drive-up ITMs, and a modern, welcoming space for members in eastern Jackson County.

We also launched a new credit card program, providing members with modern card designs and instant-issue tap-to-pay functionality, improving ease of use and transaction security—while laying the groundwork for continued digital enhancements ahead. Infrastructure upgrades across our technology platform—including core system hardware and server replacements—helped increase speed, reliability, and operational performance. To further support member safety, we installed motion-activated security cameras at key branches to ensure security and data integrity remain a top priority.

Around-the-clock member support was also expanded, giving members access to real-time assistance at any hour. These enhancements, though varied in scope, share a common theme: delivering secure, relevant, and responsive service to the people who count on us.

Our financial performance in 2025 demonstrated the strength and resilience of this institution. We continued to grow in all the right ways, ensuring a solid foundation for future investment and long-term sustainability.

Highlights from the year include:

- 7.04% loan growth, reflecting strong and steady demand across our lending programs
- 2.86% share growth, supported by member loyalty and deposit stability
- A healthy loan-to-share ratio of 79.27%, showing effective asset deployment
- An exceptional net worth ratio of 12.66%, well above regulatory and internal targets
- A delinquency ratio well below peer averages, affirming strong credit quality
- Total membership reached 13,387 as a result of focused outreach and retention efforts

These results speak to our sound financial practices and the trust members continue to place in us. They also allow us to reinvest in systems, staff, technology, and facilities—ensuring we remain strong and responsive in the years ahead.

Beyond financial performance, our commitment to the community remained central. In 2025, we proudly continued our sponsorships of the KCPD CARE Team, SAFE (Surviving Spouse and Family Endowment), the Kansas City Police Memorial Foundation, the Metro Chiefs and Sheriffs Association, and the Police Foundation. These sponsorships reflect the people and causes that matter most to our members—and to our mission.

Our staff once again rallied to support Special Olympics Missouri, raising over \$10,000 through team-led fundraising efforts and events like the Polar Plunge. That spirit of generosity and purpose-driven action continues to define our team culture and community impact.

As we move into 2026, our focus remains clear: strengthen member relationships, invest in meaningful innovation, and operate with transparency and purpose. We are proud to serve those who serve, and committed to ensuring Public Safety Credit Union remains a trusted partner for every member—today, tomorrow, and for generations to come.

Thank you for your continued membership and support.

Mary Shea

A handwritten signature in black ink that reads "Mary Shea".

President/CEO
Public Safety Credit Union

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Leadership Team



Mary Shea
President &
Chief Executive Officer



Mike Haggerty
Executive Vice President
Chief Financial Officer



Brian Bell
Chief Marketing
Technology Officer



Lindsey Moore
Chief Operations Officer



Paula Campbell
Chief Lending Officer



Paul Hinck
Vice President
Accounting



Heather Horn
Administrative
Human Resource Director



Erika Bernal
Loan Support Manager



Lisa Hillmer
Branch Manager



Susan Rapp
Branch Manager



Kaise Thomas
Branch Manager

Innovation and Growth

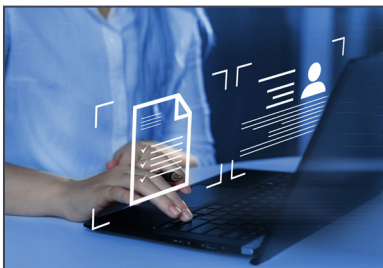
Over the past year, Public Safety Credit Union made meaningful progress across operations, technology, facilities, and marketing—strengthening how we serve members while building a more reliable foundation for the future.

To expand member support and convenience, we implemented 24/7 Call Center Support, ensuring members can access assistance outside traditional business hours. We also launched Live Chat, giving members additional ways to connect with our team quickly and securely—whether they prefer real-time messaging or face-to-face support.



Several major projects were completed to modernize card services and payment functionality. We successfully completed a major upgrade, allowing us to offer tap-to-pay capabilities to our debit and credit cards. In addition, we rolled out a new Mastercard program. Together, these improvements strengthen our card program and provide members with faster, more flexible ways to make purchases and manage everyday transactions.

Technology upgrades were also a major focus throughout the year. The Business Technology team completed multiple server upgrades as well as a core server upgrade, improving system performance, stability, and reliability. We also upgraded our system to enhance document management, workflows, and internal efficiency. To support continuity across locations, internet backup was established at all branches, helping ensure operations remain steady even in the event of service interruptions.



Facilities and security enhancements further supported service continuity and member safety. Construction and relocation of the East Branch was completed; the new location officially opened its doors in mid-November. In addition, motion security cameras were installed at both the Main and Johnson County locations, strengthening facility monitoring and reinforcing our commitment to a secure environment for members and staff.

Facilities and security enhancements further supported service continuity and member safety. Construction and relocation of the East Branch was completed; the new location officially opened its doors in mid-November. In addition, motion security cameras were installed at both the Main and Johnson County locations, strengthening facility monitoring and reinforcing our commitment to a secure environment for members and staff.

Lastly, marketing efforts were strengthened through strategic investment and planning. We established new branding guidelines to ensure a consistent, modern look and message across all communication channels. We also expanded our targeted efforts and drove stronger results through data-informed strategies—helping identify opportunities for growth, better segment outreach, and more measurable campaign performance.

Overall, these accomplishments reflect PSCU's commitment to improving member access, strengthening technology and security, modernizing services, and supporting sustainable growth for the first responder community we proudly serve.

Community Involvement

Polar Plunge

In 2025, PSCU participated in the Special Olympics Missouri Polar Plunge at Longview Lake as team “CU in the Water.” Through generous donations and team support, we raised over \$10,000 to benefit Special Olympics Missouri.



This annual event continues to be a meaningful way for PSCU to live out our commitment to service and community impact.

East Branch Grand Opening

PSCU marked a major milestone with the grand opening of our new East Branch in Independence, an exciting step forward in serving members on the east side of the metro. The new branch is just a short distance from our previous east location and is designed to provide easier access and greater convenience for members, featuring a modern look and feel, more parking, and an additional drive-thru lane.



SAFE Pickleball Tournament

In 2025, the Credit Union was proud to sponsor the SAFE Pickleball Tournament in support of SAFE—the Surviving Spouse and Family Endowment Fund. SAFE provides vital financial assistance to the families of Police, Fire, and EMS personnel in

Missouri and Kansas who have fallen or sustained critical injuries in the line of duty. We were honored to stand behind this meaningful event and its mission to support the heroes who serve—and the families who sacrifice alongside them.

Guns N' Hoses

PSCU was proud to sponsor Guns N' Hoses—an unforgettable night hosted by the Kansas City Metropolitan Crime Commission at the Kansas City Municipal Auditorium. The event features police and fire athletes stepping into the ring for a series of boxing matches, bringing the community together to raise funds for SAFE (Surviving Spouse and Family Endowment Fund). More than an action-packed evening, Guns N' Hoses is a powerful tribute that supports the families of First Responders who have made the ultimate sacrifice.



Metro Chiefs & Sheriffs Association Awards for Valor

The 54th Annual Metro Chiefs & Sheriffs Association Awards for Valor recognized the exceptional bravery and heroism of law enforcement officers across the Kansas City metropolitan area. Held at Argosy Casino in Riverside, Missouri, this distinguished event celebrated extraordinary acts of courage and service. As a proud annual sponsor, PSCU is honored to help recognize the men and women who selflessly protect our communities every day.



911 Memorial Stair Climb Brotherhood Bash

PSCU was proud to support the 2025 Kansas City 911 Memorial Stair Climb—Brotherhood Bash as the beverage sponsor, helping fuel an evening dedicated to remembrance and solidarity. Held on the eve of the Stair Climb, the Brotherhood Bash honors the

343 firefighters lost on September 11, 2001, and brings the community together ahead of the next day's climb—when local firefighters tackle the ascent of a 110-story building in downtown Kansas City. This meaningful tribute also raises critical funds to support local families who have lost a loved one in the line of duty.



Ma Brown Scholarship

PSCU was proud to award the 2025 Ma Brown Scholarship to Brooke Hayes. A graduate of Liberty North High School, Brooke has demonstrated outstanding leadership and dedication through her involvement in organizations such as National Honor Society, Student Council, and other school programs and activities. She plans to attend William Jewell College to pursue a degree in nursing, continuing her passion for helping others through service and compassion. We congratulate Brooke and look forward to all she will accomplish.



KCPD CARE Team

PSCU was proud to sponsor the 24th Annual KCPD CARE Team Golf Tournament at Shoal Creek Golf Course. Supporting the KCPD CARE Team means a great deal to us—their work strengthens our community and reflects the same spirit of service our First Responders live every day. We're grateful to stand alongside the CARE Team and everyone who helped make this another successful event.



2025 ANNUAL REPORT
Consolidated Statement of Earnings

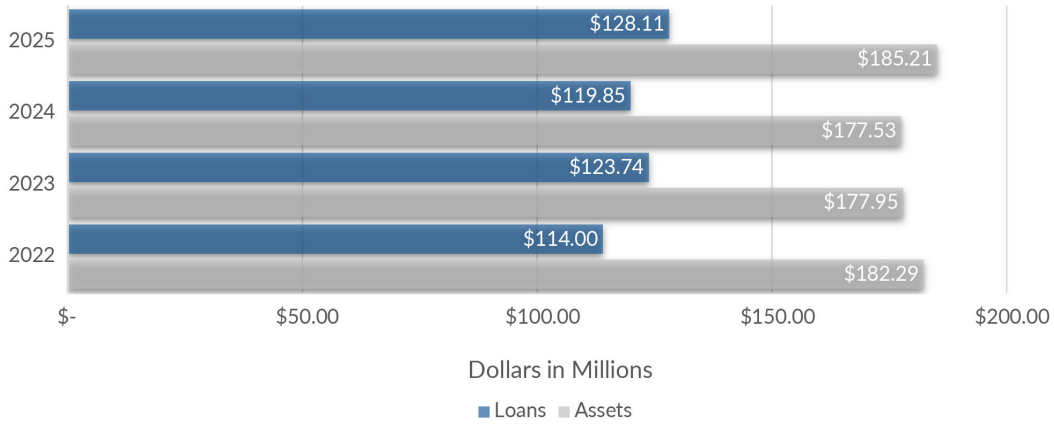
Assets	2025	2024
Cash	\$27,856,532	\$28,952,821
Auto Loans	\$53,354,783	\$49,581,920
Real Estate Loans	\$57,537,498	\$53,279,408
Credit Card Loans	\$8,864,906	\$8,469,597
Personal Loans	\$8,354,428	\$8,354,835
Allowance for Loan Losses	(1,131,806)	(\$979,968)
Investments	\$20,823,425	\$22,135,793
Building/Furniture/Equipment	\$6,398,861	\$4,809,681
Other Assets	\$3,155,006	\$2,934,541
TOTAL ASSETS	\$185,213,633	\$177,538,646

Liabilities/Reserves	2025	2024
Regular Savings	\$74,413,599	\$74,461,598
Club Accounts	\$228,239	\$224,791
Money Market Savings	\$29,719,401	\$28,545,262
Certificates of Deposit	\$19,024,612	\$18,134,993
Retirement Accounts	\$5,333,057	\$5,499,244
Checking Accounts	\$32,658,713	\$30,039,734
Escrow Accounts	\$228,024	\$209,838
Other Liabilities	\$153,477	(\$849,027)
TOTAL LIABILITIES	\$161,759,122	\$156,266,433
Regular Reserves	\$5,550,000	\$5,550,000
Other Reserves	\$17,904,511	\$15,722,213
Total Reserves	\$23,454,511	\$21,272,213
TOTAL LIABILITIES & RESERVES	\$185,213,633	\$177,538,646

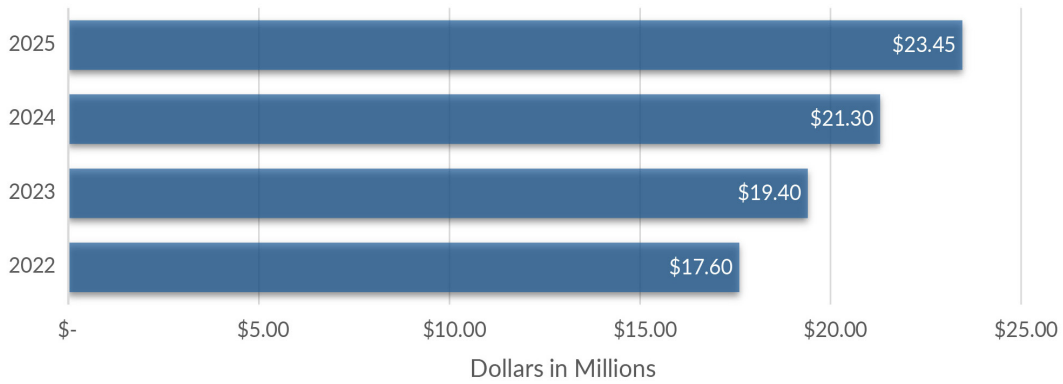
2025 ANNUAL REPORT
Consolidated Statement of Financial Condition

Income	2025	2024
Interest on Loans	\$7,775,348	\$7,189,200
Investments	\$1,728,579	\$1,551,673
Other Income	\$2,451,205	\$2,419,074
GROSS INCOME	\$11,955,132	\$11,159,947
Expense	2025	2024
Salaries & Benefits	\$3,954,269	\$3,603,436
Office Operations	\$2,695,338	\$2,625,175
Building/Equipment	\$549,146	\$495,191
Loan Servicing	\$507,070	\$409,504
Provision for Loan Loss	\$566,300	\$776,060
Education & Promotion	\$116,875	\$109,157
Other Expenses	\$343,640	\$326,681
TOTAL EXPENSES	\$8,732,638	\$8,345,204
Operating Income	\$3,222,494	\$2,814,743
Dividends Paid to Members	\$1,040,196	\$900,514
NET INCOME	\$2,182,298	\$1,914,229

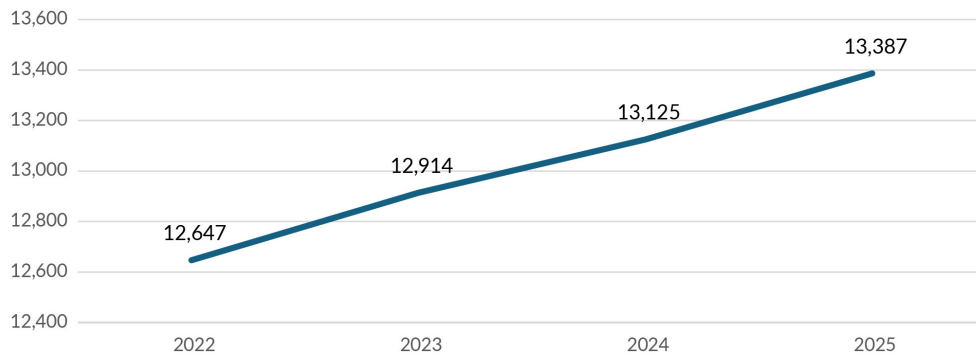
2022-2025 Total Assets and Loans



2022-2025 Capital



2022-2025 Members



Treasurer's Report

PSCU demonstrated another year of financial strength and stability in 2025. By year-end, total assets reached \$185.2 million, reflecting a strong financial position. The balance sheet remained resilient, with member deposits totaling \$161.6 million. Loan and deposit growth remained steady throughout the year, and income continued to be robust, showcasing the Credit Union's ability to navigate economic uncertainties effectively. PSCU closed the year with a solid net worth ratio of 12.66%, surpassing its goals and further reinforcing its financial stability. Looking ahead, PSCU remains committed to delivering financial security, growth, and value to its members.

Supervisory Report

The Supervisory Committee has the responsibility to ensure the Credit Union operates in accordance with the rules and regulations established by the National Credit Union Administration (NCUA) and the Missouri Division of Credit Unions. To help fulfill that responsibility, the Supervisory Committee contracts with an independent certified public accounting firm to audit the Credit Union's accounting records and internal operations each year. Furthermore, the Supervisory Committee regularly attends Board of Directors' meetings.

We are pleased to report that the financial statements are fairly presented and comply with NCUA examination requirements. The Credit Union's records are accurately prepared, and policies are sufficient to safeguard assets. In addition, there were no material weaknesses in internal controls.

Board of Directors

Public Safety Credit Union's Board of Directors are elected by members. This volunteer group functions on our behalf to oversee the operations of the Credit Union. The Board meets every month to ensure the Credit Union runs smoothly and in accordance with regulations.

Board of Directors

Kelly Eckert, Chairman
John Mueller, Vice-Chairman
Jennifer Weimhold, Secretary
Ryan Mills, Treasurer
Brian Bartch
Dan Haley
Derek McCollum
Karen True
Jan Zimmerman

Supervisory Committee

The members of our Supervisory Committee volunteer their time to provide an additional level of checks and balances. This group meets regularly, as well as with the Board monthly.

Supervisory Committee

Scott Glaeser, Chairman
Daniel Frazier
Justin Pinkerton

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90th Annual Meeting Minutes

The 90th Annual Membership Meeting of the Public Safety Credit Union (Credit Union) was called to order by President/CEO Mary Shea at 5:00 p.m. on Thursday, March 25, 2025.

After welcoming the members, President/CEO Mary Shea introduced and thanked the Board of Directors, Supervisory Committee, and Credit Union staff. Secretary Jennifer Weimhold reported a quorum (at least 25 people) was present, which is required under the Credit Union's bylaws; President/CEO Shea then asked that a motion be made to approve the 2024 Annual Meeting Minutes. A motion for approval, as presented, was made by Kelly Eckert, seconded by Garland Ervin, and unanimously approved.

President/CEO Shea shared the Credit Union's accomplishments in 2024 with the membership, highlighting its performance, initiatives, and community impact over the past year.

Operational and technology enhancements completed during the year were summarized, including the implementation of a modern phone system, renovations to the South Branch with the addition of Saturday drive-up ITM service, deployment of multifactor authentication across all channels, upgrades to the ATM fleet, enhanced security at the Main and Johnson County Branches, and the successful transition of all systems to Windows 11.

Community involvement efforts were highlighted, with management reporting continued support of first responder organizations and participation in numerous events throughout 2024. Supported organizations included the KCPD Care Team, Surviving Spouse and Family Endowment Fund, KC Police Memorial Foundation, Metro Chiefs and Sheriffs Association, and the Police Foundation.

Charitable initiatives were also reviewed, with emphasis on fundraising and volunteer support for Special Olympics of Missouri. Management reported that more than \$14,000 was raised during the year in support of this organization.

Financial performance for the year was presented, reflecting steady loan and deposit growth despite economic uncertainty. Year-end results included total assets of approximately \$177.5 million, member deposits of approximately \$157.1 million, total membership exceeding 13,125 members, and a net worth ratio of 11.98%, exceeding established targets.

The meeting was brought to a close by thanking the membership for their continued trust and support, and reaffirming the Credit Union's commitment to long-term stability, innovation, and service to the first responder community.

President/CEO Shea announced that this year, the Credit Union's Board of Directors had three board seats and one Supervisory Committee seat up for election. The Nominating Committee put forward three incumbent candidates for the Board of Directors—Kelly Eckert, John Mueller, and Jan Zimmerman—and one incumbent candidate, Daniel Fraizer, for the Supervisory Committee.

President/CEO Shea congratulated the returning members.

President/CEO Shea asked if there was any new or unfinished business from the floor.

President/CEO Shea requested a motion from the floor to adjourn the meeting with no new or unfinished business. A motion was made by Garland Ervin, seconded by Kaise Thomas, and approved from the floor.

Respectfully submitted,

Kelly Eckert, Chairman of the Board
Jennifer Weimhold, Secretary of the Board



PUBLIC SAFETY

Credit Union



Branch Locations

Main Branch

2800 E. 14th Street
Kansas City, MO 64127-0020

North

8320 North Brighton
Kansas City, MO 64119

South

9701 Marion Park Drive
Kansas City, MO 64137

East

20130 East Valley View Pkwy
Independence, MO 64057

Overland Park

7721 W 123rd Street
Overland Park, KS 66213



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