



2024 Annual Report

A Foundation For Cooperation



Mission Vision Values

Mission Kingston Community Credit Union's mission is to foster the financial health of members by delivering outstanding and affordable financial services using cooperative principles.

Vision To be the most trusted financial service provider and grow the well-being of our community.

Values We value: **Cooperation:** people helping people, **Integrity:** always doing what is best for our members, **Community:** commitment to strengthening our community, **Sharing:** sharing our success with our community and members, **Financial Strength:** building financial strength with cooperative and sustainable ethics, **Education:** sharing our expertise, and **Respect for All.**

Operating Objectives



Member Financial Services

- Offer superior personal service
- Meet financial needs for all life stages
- Provide products for entire wallet
- Use best delivery channels for every generation
- Leverage emerging financial technologies for our member services

Community & Member Engagement

- Build strong and cooperative relationships with members and the community
- Engage our community to bank with us
- Engage KCCU and staff in community building
- Create a financial education strategy
- Support our community charities, cooperatives and not-for-profits

Financial Strength & Long Term Viability

- Promote our cooperative market differentiation
- Improve operational efficiency
- Seek opportunities for growth
- Improve the diversification of products & revenue sources
- Share our profits with the members and foster the cooperative business model

Organizational Growth

- Advance effective recruitment and staff engagement
- Build tomorrow's leaders
- Communicate effectively and cooperatively
- Seek mentorship opportunities
- Seek collaborative opportunities

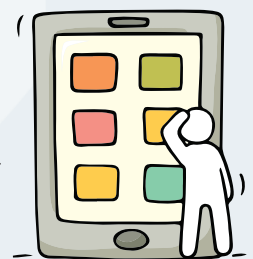
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Stay in touch by web, social & e-mail!

As your financial partner, we want to remain connected to keep you informed about our latest products, services, happenings, and provide you information on topics that are important to you! Whether you want to view a video on boosting your credit score, calculate your mortgage refinance payments, set up an appointment to discuss your finances, or just to know when our next charity BBQ is, be sure to stay in touch.

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KCCU to Go kccu.ca

Board of Directors

| | | |
|---|-------------------|-------|
| Robert Trentadue, <i>Retired Purolator</i> | <i>Chair</i> | 2025 |
| Brent Bellamy, <i>Retired, GM, Kingston Student Housing Co-op</i> | <i>Vice-Chair</i> | 2025 |
| Lisa Dirocco, <i>Hudson's Bay, Educator, Artist</i> | <i>Director</i> | 2024* |
| Stephen Bach, <i>Retired Entrepreneur/Realtor</i> | <i>Director</i> | 2024* |
| Josephine Matyas, <i>Writer & Author</i> | <i>Director</i> | 2026 |
| Dan Hendry, <i>Climate Consultant</i> | <i>Director</i> | 2026 |
| Jordan Beattie, <i>KCHC Manager</i> | <i>Director</i> | 2026 |
| Mary Lowdon, <i>Corporate Secretary</i> | | |

*Term expires





Report of the Chair of the Board of Directors

Welcome to our 67th Annual General Meeting.

This is your meeting, so we encourage you to participate and tell us what you agree with or how we can improve. Last year was an exceptional year financially as you will see from our financial reports.

Financial success will enable us to become even stronger and more sustainable into the future. Our investment offering has also had an outstanding year of growth having combined accumulated assets under administration of some \$61.6Million.

Last year we were pleased to let members know we had purchased the plaza on Gardiners Road as of February of this year. We required permission of our regulator as our capital was a little short of the amount required under the 25% maximum rule on capital investments. The regulator gave us a special variance giving us until December 31st, 2026, to achieve the required level of capital. I am pleased to announce that we achieved and exceeded our requirement a full year ahead of schedule.

At this time, your Board would like to recommend for your approval a 6% dividend on Member Equity Shares, a 5% Personal Loan interest refund and a 15% service charge rebate on chequing account packages. This represents some \$148,000 being returned to members.

We continue to work hard on community involvement and engagement by supporting many community organizations as well as continuing the work with our ongoing partnership with The City of Kingston's Climate Action initiative.

I would like to acknowledge the support the Board has received from all levels of our wonderful staff. I cannot thank my fellow Board members enough for their support in helping make KCCU the first-class organization it is.

In closing, I would like to recognize Kathy Lavorato for all she has done for you, our members and the Kingston community during her 33 years at KCCU. Enjoy your retirement. You've earned it!

Sincerely,

A handwritten signature in blue ink that reads "Robert Trentadue".

Robert Trentadue,
Chair
KCCU Board of Directors





Report of the Chief Executive Officer

Your team at Kingston Community Credit Union is happy to present you with a very successful 2024 at your local community credit union. It was also an eventful year. We seized the opportunity to purchase the plaza at 795 Gardiners Road, where our biggest and busiest branch is located, along with the KCCU Wealth Solutions* office. Just before we took possession, a truck jumped the curb causing extensive damage and forcing us to close the branch for several days until electrical and structural safety issues were remediated. Fortunately, no one was hurt. My thanks go to our members for their patience during the interruptions to service, both immediate and during the several months of restoration work that was added to the purchase process. This was also a difficult time for staff who had to contend with considerable interruptions and space restrictions.

The purchase of the plaza solidifies our main branch location for the future and creates long-term opportunities for further expansion and development of the property. It had for some time been a major part in a larger long-term strategy to ensure the branch remained in an optimal location in a fast developing area. To ensure long-term sustainability and stability this strategy included consolidating our back-office team in one location and achieving cost savings through better use of our premises, equipment and IT infrastructure. We are looking forward to making smaller immediate improvements such as adding EV charging stations, while we map out long-term renovations and opportunities for improving the environmental footprint of our properties.

Your Board's strategic plan and its four priorities has guided the initiatives and achievements of 2024. Under the first strategic plan priority of Member Financial Services excellence, we made considerable investments in expanding our investment and wealth management services. We now have two insurance licensed advisors. We have a total of six licensed financial advisors, and the total investments under management increased 31% to \$62 million. KCCU Wealth Solutions* offers advanced financial planning, retirement advice, life insurance and investments, complementing our in-branch investment and mutual fund services; we are

really proud to be able to offer our members comprehensive and the most appropriate financial planning for every stage of their life-cycle. Other new products and service developments in 2024 included a new online banking platform for small businesses, expansion of the FHSA product offering, an online appointment booking service, and an online member application and onboarding tool.

Our strategic focus on Community and Member Engagement is best exemplified by staff-led involvement and support for our community charities, cooperatives, and not-for-profits. Yet again, your staff made KCCU a Platinum supporter of the United Way. Key initiatives include our 4-year commitment to contribute \$100,000 to the Kingston Community Health Centre's Kingston Pathways to Education endowment fund and the sponsorship of the City of Kingston's Kingston Community Climate Action Fund. Please see the KCCU In Our Community Report included in the AGM package for details of the amazing dedication, kindness and generosity of our staff.

In alignment with the cooperative principles, KCCU is committed to work for the sustainable development of the community in which we operate. In 2024, KCCU contributed close to \$80,000 in donations, sponsorships and volunteer hours and a further \$148,000 will be returned to members in interest and service charge rebates and dividends. In this way we demonstrate our cooperative mandate to benefit both our owner-members and to grow the financial well-being of our community. The cooperative principles also guide our vendor and purchasing policy, where we preferentially look for local or cooperative business partners, a policy that is even more important at the present moment. For your financial services, KCCU is unequivocally the "Canadian Made" choice.

The third strategic priority is promoting our Financial Strength & Long Term Viability. Above, I mentioned the importance of securing our premium branch location for the long term. In connection with the purchase of the plaza we made a commitment to accelerate growth in our regulatory capital levels over two years, but with a record 2024 income before dividends and taxes at

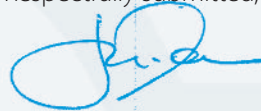
\$1,875,000, we exceeded our target in the first twelve months, and all capital and liquidity ratios are well above regulatory and policy minimums. We are investing in new technologies and products to ensure that KCCU will be well positioned to continue to provide state-of-the-art banking services and meet the challenges of continual digital transformation, while enhancing our business cyber security stance and safeguarding our member's privacy. Our success requires that we are firmly focused on the needs of tomorrow.

Our Annual General Meeting of Kingston Community Credit Union is the ideal occasion for us to celebrate the uniqueness of our credit union and demonstrates the privilege it is for me and all my colleagues on the staff of working for you. KCCU is the only entirely locally owned and operated financial institution in the greater Kingston and surrounding area. Our meetings, our branches, and I, are accessible to the members to a degree unmatched by any other financial institution. Our members tell us that what they love most about KCCU is the staff. To support and sustain the success of your staff, Organizational Growth is the key fourth

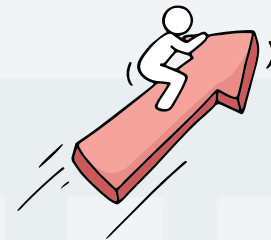
strategic priority. In 2024 the Board and the management team's planning focus was on long-term succession planning and ensuring staff has the tools and support to develop their skills and be positioned for new opportunities. We have a total of 43 employees, and in 2024 invested \$60,000 in training and staff development. Staff promotions during the year included the roles of General Counsel, Risk Manager, and Retail Credit Manager.

It is to my 42 colleagues on the staff that we owe our success and strong growth in 2024. Their dedication to you, to service and to our community is exemplary. On your behalf I offer them my humble thanks!

Respectfully submitted,



Jon Dessau,
Chief Executive Officer



*KCCU Wealth Solutions is a program provided by Aviso Insurance Inc. offering financial planning, life insurance and investments to members of credit unions and their communities. Trademark(s) of KCCU Wealth Solutions are used under licence by Aviso Insurance Inc. Mutual funds and other securities are offered through Aviso Wealth, a division of Aviso Financial Inc.



Report of the Audit Committee

The Audit Committee is established by the Board of Directors and is composed of members appointed by the board from among its directors. The Committee meets, at minimum quarterly and is an integral part of the overall framework of corporate governance and oversight.

Together with senior management, internal and external auditors, the Audit Committee provides oversight that fosters an environment where:

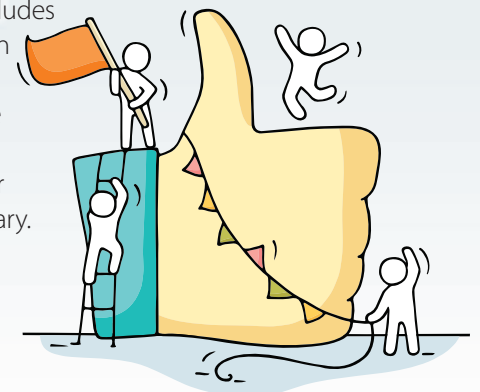
- Risks are assessed and adequately mitigated
- Reporting is accurate, timely and relevant
- Assets and member interests are safeguarded
- Positive ethics are upheld; and
- Compliance is assured.

The Audit Committee's oversight responsibilities include the review of financial reporting, risk management and controls, audit activities and compliance activities. The committee maintains open communication between internal and external auditors, management, and the Board. The committee reports directly to the Board of Directors following each meeting.

During the four times the Audit Committee met during the 2024 fiscal year the following key activities were undertaken:

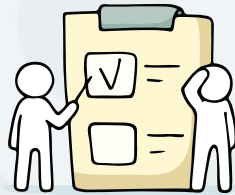
- Review of the Audit Committee Charter to ensure compliance with the Act, the Regulations and any other applicable legislation
- Review of annual Audit Committee Work Plan
- Review and make recommendation to the Board about the annual audited financial statements and year-end results with the external auditors
- Review and make recommendation to the Board about all audit examination findings and letters, including the auditor's Management Letter
- Review with auditors the scope and plan of internal and external audit activities
- Review and make recommendations to the Board regarding the effectiveness of credit union's internal and external audit practice, degree of independence of the auditors, mandates, work plans, performance of auditors and any problems or issues raised relating to the performance of the audit or auditors

- Review the performance of auditors, their proposed engagement letters, and make recommendations to the Board about the engagement and remuneration of internal and external auditors
- Review of all other audit findings, responses from management and/or action plans
- Review any reports about the affairs of the credit union made by the regulator, monitor the implementation of any significant recommendations and report to the Board on the progress of such implementation(s)
- Review of all regulatory filings to ensure timely submissions
- Review of the effectiveness of the Audit Committee in carrying out its duties
- Review of the credit union's policies, procedures, and controls in place for legislative compliance
- Monitoring risk management practices to safeguard credit union's assets
- Monitoring the adherence of directors, officers, and employees with the credit union's standards of business conduct and ethical behaviour including related polices and Market Conduct Code
- Review of any material legal issues
- Review of complaints
- Review of any accounting issues and reporting any significant changes in accounting principles and practices to the Board
- Review and assessment of credit union staff to ensure adequacy to fulfil accounting and financial responsibilities
- Review of director and officer expense claims
- Review of IT security committee and IT steering committee activities
- Review of the Enterprise Risk Management framework which includes ongoing identification and monitoring of significant risks to the credit union and recommendations for actions when necessary.



The Audit Committee, through its oversight role, helps ensure KCCU operates in a safe and prudent manner and adheres to applicable legislation including CUCPA 2020, and FSRA Rules and Regulations. The Committee's oversight ensures excellence in service to members. The Audit Committee has overseen another year of strong audit results, controls, financial performance, and effective risk management while managing a strong forward-looking member service culture.

On behalf of my fellow committee members, Bob Trentadue, and Lisa Dirocco, I can confirm that the committee is conducting its activities in accordance with the Act, Rules and Regulations and that management has implemented all committee recommendations. There are no legal matters which the committee believes should be reported to the membership. There are no other matters which are required to be disclosed pursuant to the Act or the Regulations.



I would also like to take this opportunity to express my appreciation to the committee members for their diligence and attention in the significant work the committee completed throughout the past year.

Respectfully Submitted,

Brent Bellamy

Brent Bellamy
Audit Committee Chair





Report of the Chief Financial Officer/ Credit Manager

2024 was a year of change. Interest rate relief has been coming since June 2024. The Bank of Canada began the process of decreasing interest rates down to 3.00% from the high of 5% over past two years. Inflation peaked at 8.1% in June 2022, as compared to 1.9% (January 2025), a signal that economic activity is trending towards returning to normal pre-pandemic levels. It took until November 2023 for Canada's economy to be 103% of its December 2019 level.

The difficulty members faced was that the inflation that had taken place over the 3-year period from 2020 to late 2023 caused higher costs for food, shelter, utilities and necessities by some 20 percent or more. A global drop in productivity due to the pandemic caused supply shortages and resulting price increases due to stable demand for decreased supply. In fact, Canada had the second strongest recovery and the fastest growth in 2022 in the G7 due in part to the government's economic stimulus to provide income for workers and businesses shut down due to pandemic restrictions from the most severe impacts of the pandemic March 2020 through 2021. Other G7 countries like the US still have higher year-over-year inflation (3.0% as of January 2025) and took much longer to recover due to austerity. Nevertheless, persistent global post-pandemic inflation caused real wages to fall, and members were spending more on food and shelter relative to income.

Some luxury items like appliances and furniture saw price decreases. Understandably people's wages had trouble keeping up with higher costs and new vehicles, vacations and luxury purchasing declined as members adapted to the increased cost of necessities. For the financial and real estate sectors, Mortgage growth declined after 5 years of over 10 per cent growth. Members waited for rates to decrease, renewed shorter terms when rates were elevated and stayed in their homes. There was also a lot less buying and selling of rental homes with real estate values appreciating very slowly due to rising interest rates from 2022-June 2024. According to CREA, The Canadian Real Estate Association, Ontario real estate sales were down 24.6% over the ten-year average and are performing the worst of all provinces in Canada. The average house price sold for \$594,000 in Kingston in September 2024.

During 2024, KCCU Credit portfolio growth was \$1.55M (just under 1%). Broker referrals of \$10.9M (\$8.1M approved) helped offset the need to cyclically increase interest expense to acquire deposits for future growth of member mortgages and credit. From 2019-2023 KCCU lent out over \$64M through this channel, onboarded new members and added \$87M to our Loans Portfolio, increased our interest margin. This funded our journey to becoming more competitive, more technologically adept and helped us meet members where they want to do their banking. The cycle then switched to acquiring deposits and asset growth to permit future margin growth through credit expansion. Due to falling rate CREA now predicts a 4.7% increase in real estate for 2025 after a slow year while borrowers wait for rates to fall to improve affordability. This is especially relevant for younger members entering the market.

Credit growth in 2024 was led by Mortgages at +1%, compared to 6.1% and 12.5% over the past two years. On the deposit side, we grew \$12.41M (103% of our \$12M goal). Members took advantage of higher rates, and we saw a preference shift from chequing and savings accounts to registered and non-registered terms deposits to help them offset inflation. Deposit growth adds directly to asset growth and KCCU grew just over 6% in 2024. Due to a one-time event, a large surplus from the bad debt allowance of some \$600,000 as well as a market-to-market gain from our High-Quality Liquid Assets (HQLA) of \$270,000, KCCU will experience high profitability despite acquiring more high-cost deposits and having a slow year in credit.

In 2024, losses before recoveries were \$142,931 vs. \$63,035 in 2023. KCCU's credit portfolio has had exceptionally low losses while also seeing exceptional growth over the past decade. Of this \$142K, \$59K were bankruptcies, \$41K were legal fees and only \$42K were uncollectible loans. In 2024, recoveries were \$9,166, compared to \$18,894 in 2023. Losses after recoveries were \$133,765 on our \$175.4M credit portfolio.



In 2024, KCCU's credit portfolio growth of +0.9% (\$1.55M) compares to +6.07% (\$10.22M in 2023) +12.2% (\$18.2M) in 2022, +11.1% (\$14.5M in 2021) and +8.94% (\$10.74 Million in 2020). 2024 was part of a cycle of contraction and expansion every 7-8 years as we successfully grew funding. Personal Loans grew 5.6% (+\$599K). Lines of Credit contracted by -\$475K. Combined Loans and LOCs grew net \$124K (+1%). This year's success in personal loans was led by pre-approved loans, dealer car loans, consolidation and RRSP loans. Mortgage volume was only \$1M lower but we had 20% less approvals as amounts were higher but new requests were muted as homeowners wait on the sidelines for better rates. Mortgage growth was just shy of \$2M of which +\$326K was variable. Home Equity Lines were paid down \$760K but we gained \$1.06M in variable mortgages. Our commercial loan portfolio had very low activity in 2024 resulting in repayment of \$548K (decrease). A majority of our commercial lending is due to real estate and rental activity which was quiet in 2024 due to prohibitive rates for new entrants to make profit.

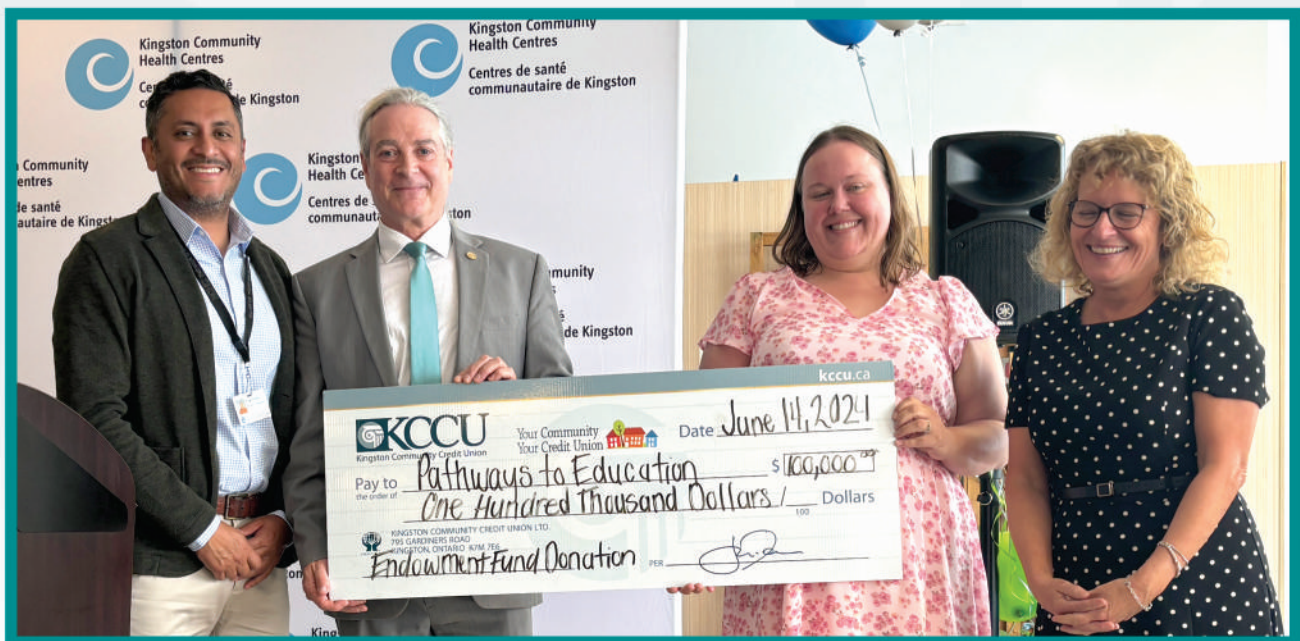
KCCU successfully wound down its member business loans under CEBA helping 39 member businesses through EDC (Export Development Canada) and Central 1 for over \$2Million.

For 2024, bad debts on personal loans were 1.07% (1.00% after recoveries). This is slightly above historical levels over the past decade but still quite low in dollars. Mortgage bad debts were 0.0%. Historically we've only

written off \$7,861 in all combined mortgage losses. As a percentage of the entire credit portfolio (\$175.4 Million), write-offs after recoveries were 0.082% (0.077% after recoveries). Data from the past five years shows an average of 0.060% before recoveries and 0.039% after. These results show the benefits of working on behalf of members and the long-term cooperative nature of collection at KCCU as well as the quality of our credit policies, procedures, and underwriting.

On December 31st, 2024, there were 17 delinquent loans over 90 days representing \$146,588 after security. This compares to 8 for \$30,146 after security in 2023. Though this higher than last year, this includes fully secured bankrupts with mortgages who continue to pay. As a reference we had 21 loans for \$153,838 in 2018.

Total assets grew 6.2%. Total deposits increased by 6.1% from \$190.6M to \$202.2M. Deposit growth improved over last year as members took advantage of high-rate deposit offerings locking in their savings. Most economists predict rates to go down by another 0.75-1% over 2025 as the central bank is now trying to encourage economic growth which it cooled off by hiking rates from 2022-mid 2024 in response to inflation. Deposits and lending are cyclical. Prior to 2024, deposits fell by 1.2% (-\$1.7M) as they did in 2023 after some \$49M of deposit growth from 2020-2021. Those monies were lent out to members in mortgages and other forms of credit and helping grow our interest margin which we used to increase capacity.



Demand deposits increased by 3.2% in 2024. Term Deposits grew by 18.8%. Registered Deposits [RRSPs, RRIFs, TFSAs and FHSAs (First Home Savings Accounts)] grew combined by 8.9% (\$2.8M).

The wealth management portfolio continues producing outstanding results growing from \$46.8 Million to \$61.6M (31.7% growth). The KCCU Wealth Solutions Office* now has \$40.9M up 43.4% (\$12.3M).

KCCU has demonstrated a commitment to a long-term strategy that supports all members through the life cycle from childhood to education, employment, financial management and eventually retirement and estate planning. We have solidified our position, owning

two of our branch locations. The KCCU Gardiners road Plaza permits future diversification of income to ensure KCCU is more resilient regardless of the economic cycles. KCCU is committed to remaining local, independent, compassionate, transparent, responsive, and cooperative for generations to come.

Respectfully Submitted,

David S. Bull, B.A.

"The best ideas are common property".
-Seneca (5 BC – 65AD)



| Consolidated Loans | | 2024 | 2023 | |
|--|-----|-------------|-------------|------------|
| Personal Loans and Lines of Credit | | 13,342,183 | 13,217,933 | |
| Commercial | | 7,109,694 | 7,658,156 | |
| Fixed Mortgages | | 142,991,035 | 141,108,135 | |
| Variable Mortgages/HELOCs | | 11,973,411 | 11,879,620 | |
| Total Loan Applications Received | | 930 | 1045 | |
| Total Loan Applications Declined | | 399 | 481 | |
| Deposits | | | | |
| Term Deposits | | 35,198,614 | 29,620,229 | |
| Savings/Chequing | | 132,715,153 | 128,572,364 | |
| Registered Deposits (RRSP, RRIF, TFSA, FHSA) | | 34,292,007 | 31,498,124 | |
| Wealth Management AUM* | | 61,633,286 | 46,771,931 | |
| Other | | | | |
| Assets | | 225,063,734 | 211,889,378 | |
| Member Ownership (Equity Shares) | | 994,362 | 1,019,129 | |
| Members | | 9,685 | 9,670 | |
| Approved Loans | | | | |
| Personal Loans and Lines of Credit | 414 | 8,472,946 | 402 | 6,104,815 |
| Mortgages | 116 | 31,710,105 | 147 | 32,706,584 |
| Total Approved Credit | 531 | 40,198,051 | 549 | 38,811,399 |
| Commercial | 1 | 15,000 | 1 | 83,019 |
| Canada Emergency Business Account (CEBA)** | 2 | 100,000 | 6 | 303,800 |

*AUM refers to Assets under Administration. KCCU Wealth Solutions is a program provided by Aviso Insurance Inc. offering financial planning, life insurance and investments to members of credit unions and their communities. Trademark(s) of KCCU Wealth Solutions are used under licence by Aviso Insurance Inc. Mutual funds and other securities are offered through Aviso Wealth, a division of Aviso Financial Inc.

** off book (administered on behalf of Export Development Canada for the government of Canada)



Report of the Governance Committee

The Governance Committee is established by the Board of Directors and is composed of members appointed by the Board from among its directors. The committee meets, at minimum quarterly and is an integral part of the overall framework of corporate governance and oversight.

The Governance Committee is constituted as an advisory committee as per article 5.05 of the By-Laws of the Credit Union. The objective of the Governance Committee is to make recommendations to the Board with respect to director education, board succession planning, governance practices and board-level policies.

The committee is comprised of a minimum of three Directors appointed by the Board with four currently serving on it. The Committee is supported and assisted by senior management.

The committee research, develops and maintains an effective Board Succession Planning Strategy, develops, and maintains Terms of Reference for the Corporate Secretary, reviews, and drafts Governance Policies, and makes further recommendations to the Board with respect to best governance practices and board-level policies.

During the four times the Governance Committee met during the 2024 fiscal year the following key activities were undertaken:

- Review Annual Director Education and Training Program and recommend to Board for approval
- Monitor Board orientation, education and development including new Director onboarding and orientation
- Monitor Board Succession Planning and make recommendations to the Board
- Review Director Qualifications –skill, experience, knowledge, attributes
- Conduct CEO Performance and Compensation Review and make recommendations to the Board for compensation
- Review content of Board and Individual Director Self-Evaluations and results

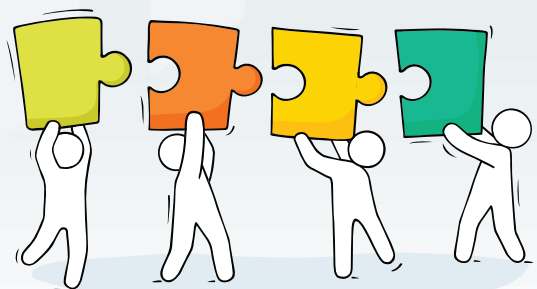
- Review of Governance Framework including:
 - FSRA Rule 001– Sound Business and Financial Practices
 - Kingston Community Credit Union Bylaws
 - Board and Committee Structure, Corporate Governance Policy, Policy Guidelines, and Market Code Conduct
 - Director’s Terms of Reference
 - Governance Committee Charter
- Review Board Honorarium, Chair Remuneration, Compensation Survey and make recommendations to the Board for compensation
- Assist with building an effective Director Recruitment Profile and the Director Recruitment Process
- Review Governance Committee Work Plan
- Assess effectiveness of committee in carrying out its duties
- Review Annual Appointment of Officers

On behalf of my fellow committee members, Stephen Bach, Jordan Beattie, and Dan Hendry, I can confirm that the committee is conducting its activities in accordance with the Act and Regulations and that management has implemented all committee recommendations. There are no other matters which are required to be disclosed pursuant to the Act or the Regulations.

I wish to also thank the committee members for their diligence and attention to detail in the important tasks the committee completed over the past year.

Respectfully Submitted,

Jo Matyas
Governance Committee Chair



2024 In Our Community!

For more than 65 years, Kingston Community Credit Union has been committed to demonstrating our core values every day, making a positive difference in our local community.

Cooperation People helping people



We strongly believe in building cooperative relationships with our members and our community partners.

Collabria Community Grant



KCCU aims to collaborate with other organizations and service providers that share our commitment to our local community.

Collabria Financial Services Inc. is the exclusive provider of KCCU's Business Visas and Personal Mastercard's. Collabria embraces the values of supporting communities in need and works to highlight the credit union difference.

In 2024, KCCU received a \$1,000 grant from Collabria, to be donated to a charitable organization of their choice. KCCU chose to pay this grant forward to its long-time member, Ryandale Transitional Housing.

[Ryandale Transitional Housing](#) provides safe accommodations and essential support services for individuals facing the economic, social, and emotional challenges of homelessness. In addition to offering a secure and comfortable place to stay, Ryandale strives to foster social inclusion and instill a renewed sense of hope in its residents.

Integrity Always doing what is best for our members



We are steadfast in our commitment to prioritizing the well-being of our members, offering support during challenging times, celebrating their successes, and helping through actions grounded in integrity.

KCCU Christmas Caring



KCCU's Christmas Caring Program has been supporting our members for over thirty years, bringing joy to members and their families each holiday season. The program is designed to assist individuals who have experienced financial difficulties and need support during the end of year season.

In 2024, KCCU was able to help 8 member families and seniors by providing essential groceries for 2-3 weeks and gifts for the younger family members.

Community We are committed to strengthening our community



We strive to make a meaningful contribution to our local community through charitable contributions, volunteer efforts, and support for local initiatives.

Social and Fundraising Committee



Our Social and Fundraising Committee raises funds and seeks donations throughout the year to help support a variety of community initiatives through the Community Sharing Program.

In 2024, The Social and Fundraising Committee supported various initiatives such as spreading kindness by wearing Pink for [BGC South East Pink Shirt Day](#), having a used book sale in support of the [Kingston Interval House](#) and Fundraising BBQ's in the Summer months.

During the colder month of the year KCCU collected 440 pairs of socks in support of [Socks Kingston](#) and assembled 75 Winter Care Kits which were distributed through [Trellis HIV and Community Care](#).

Sharing

Sharing our success with our Community and members



We share our profits by investing in the people, small businesses, and charitable organizations in our community that our members care about.

Community Events

One of the best ways to truly connect with the community is by attending local events and offering volunteer support. This enables KCCU to engage directly with the people it works to help.

In 2024, our volunteer team took part in the United Way Day of Caring, helped pack food at the [Food Sharing Project](#), participated in [KCHC](#) Community BBQs, managed the registration table at the [Memorial Centre Farmers' Market](#) Zucchini 500, attended the [Big Brothers & Big Sisters](#) Teddy Bear Party, attended the [Kingston Humane Society](#) Big Paws event, and the first annual [Inclusive Play Project](#) Fun Fair.

Youth Diversion Anniversary Dinner



KCCU had the privilege of attending Youth Diversion's 50th Anniversary Dinner.

Youth Diversion has been actively serving our community for half a century by offering prevention, intervention, and educational programs that guide young individuals away from risks and help them flourish.

Their services include 1:1 mentoring, Youth Outreach Programs, Kairos Substance Abuse Counseling, and Early Intervention initiatives.

Through these essential programs, [Youth Diversion](#) has positively impacted numerous lives in our community. KCCU expresses gratitude to Youth Diversion for their 50 years of dedicated service to the youth of KFLA!

Financial Strength

Building financial strength with cooperative & sustainable ethics



We foster financial strength through cooperative practices and by supporting sustainable efforts in our community.

Kingston Community Climate Action Fund



KCCU joined the City of Kingston for its 4th year to support the Kingston Community Climate Action Fund (KCCAF). The KCCAF was developed to support local charities and not-for-profit organizations, and their climate initiatives.

The All Our Relations Land Trust project was the focus of the KCCAF in 2023/2024. The project allowed All Our Relations Land Trust to curb greenhouse gas emissions by having solar panels installed and a new rainwater collection structure.

The project, located on a 2.86-acre pasture along Hwy 15 in Kingston, aims to offer crucial power and water resources to sustain the Indigenous Food Sovereignty Garden, medicine gardens, a pollinator garden, and small forests. These endeavors are thoughtfully managed by [All Our Relations Land Trust](#), in partnership with urban Indigenous community members, allies, and affiliated organizations like [Little Forests Kingston](#).

KCCU supported the 2023/2024 KCCAF by matching donations made in KCCU branches up to \$5,000. With the community's support, the KCCAF successfully raised \$27,179 to aid the All Our Relations Land Trust Project.



Youth Imagine the Future Writing and Art Festival



KCCU acknowledges the importance of the youth in our community being engaged with the climate crisis. They have the power to drive the change needed to protect our planet and the mindset that is essential for a sustainable future.

The [Youth Imagine the Future](#) Festival celebrates writing and art, inviting youth in grades 7-12 from the Limestone District and Algonquin & Lakeshore School Boards to share their vision of a better, sustainable world through stories and art.

KCCU's CEO, Jon Dessau, was joined by two KCCU Directors to present awards to the winners at the Award Gala. The first-place winners in the art and writing categories received a \$500 GIC from KCCU to support their post-secondary education.

Congratulations to this year's winners and to all the youth who submitted their pieces to the festival!

Our [website](#) features an extensive collection of engaging financial learning videos, providing a fun and easy way to explore financial topics.

KCCU welcomes opportunities to connect with groups and organizations that would be interested in a financial literacy session, please contact us at [kccu.ca](#).

The [Pathways to Education](#) to Education program was initiated in 2010 and is aimed at assisting high school students in low-income areas within our community. By breaking the cycle of poverty through education, Pathways to Education offers a blend of academic, financial, social, and personalized assistance. The Pathways to Education budget enables the organization to assist students throughout high school but does not extend support into post-secondary education. A significant hurdle for Pathways students has been the shift to post-secondary education. Regrettably, the funding for the Pathways to Education is insufficient to offer the students all the necessary support for a successful transition beyond high school and into independent adulthood.

The aim, in collaboration with the [Community Foundation for Kingston & Area](#) (CFKA), was to establish a \$1 million endowment fund. This fund will generate ongoing revenue to sustain a Facilitator of Alumni Relationships position, supporting Pathways to Education Alumni throughout their post-secondary education journey.

KCCU has committed to backing the endowment fund with a \$25,000 donation annually for four years which commenced in 2023. These funds from KCCU will provide crucial support to the endowment fund, ensuring its sustainability and impact of the Facilitator of Alumni Relations role for years to come.



Education Sharing our expertise



We share our experience and knowledge empowering individuals in their financial and educational journey.

Financial Literacy

KCCU emphasizes the importance of possessing the necessary skills and knowledge to make well-informed and impactful decisions. KCCU is dedicated to enhancing the welfare of our community and supporting initiatives that foster the growth of valuable skills.

We share our experience and knowledge with local schools, groups, and organizations by providing financial literacy sessions on topics such as introduction to personal finance, budgeting, the importance of credit scores, and investing.

Youth Bursaries

The CU Succeed Youth Bursary offered through the [Ontario Credit Union Foundation](#) provides invaluable financial support to students who demonstrate community leadership and require financial assistance to pursue quality education.

KCCU remains dedicated to actively supporting the Ontario Credit Union Foundation's [CU Succeed Youth Bursary](#).

In 2024, a total of \$100,000 was distributed amongst Ontario Credit Unions and its winners of this esteemed Student Bursary Program. **Congratulations to two of our members Austin & Maddison who were bursary recipients in 2024!**

Respect for All

Treating every individual with dignity and kindness



United Way KFL&A

KCCU is devoted to supporting United Way KFL&A and its vision of a future where individuals are self-sufficient, living in a community that fosters hope, dignity, respect, and a sense of belonging.

KCCU has been a dedicated participant in the [United Way KFL&A Workplace Campaign](#) for many years, and in 2024, it raised \$13,019. This contribution, along with a corporate donation from the KCCU Board of Directors, will help support a variety of deserving organizations across the Kingston area.

For 45 years in a row, KCCU has maintained 100% staff participation in the workplace campaign, demonstrating the ongoing commitment and generosity of its employees.

Throughout 2024, KCCU supported several of the United Way's initiatives, by donating supplies to the **Backpack Program** and **Tampon Tuesday**. Additionally, two KCCU staff members joined forces with 560 other volunteers for the **Day of Caring**. Together with Hydro One Kingston team members, they worked at the **Kingston Youth Shelter**, where they helped repair fences and decks, planted gardens, and tidied up the yard.



We were proud to support the following organizations in 2024:

- Almost Home
- Alzheimer's Society of KFLA
- Amherst Island Radio/Radio Free Stella
- Boys & Girls Club Kingston – Pink Shirt Day
- Big Brothers and Big Sisters
- Bloomskills Centre
- Blue Canoe Theatrical Productions Inc.
- CanAssist African Relief Trust
- Clothes for Kids
- CU Succeed Youth Bursary - Ontario Credit Union Foundation
- Dawn House
- Elmwood Community Garden
- Epilepsy Southeastern Ontario
- Food Sharing Project
- Friendship Park Community Garden
- Girls Inc.
- Greater Kingston Chamber of Commerce
- Greater Kingston Chorus
- Happy Tales Animal Sanctuary
- Heart & Stroke Foundation
- Inclusive Play Project
- In From the Cold Emergency Shelter
- International Credit Union and Co-op Week
- Juvenis Art Festival
- Kaluta Centre
- KCCU Community Sharing
- KCCU Christmas Caring Program
- KEYS
- Kids for Kids Hockey Organization
- Kingston 4Paws
- Kingston Animal Rescue
- Kingston Canadian Film Festival
- Kingston Clippers Soccer Club
- Kingston Community Climate Action Fund - City of Kingston
- Kingston Community Health Centres
- Kingston Humane Society
- Kingston Indigenous Centre and Languages Nest
- Kingston Interval House
- Kingston Police Association
- Kingston School of Art
- Kingston Secondary School
- Kingston Seniors Association
- Kingston United Soccer Club
- Kingston Women's Art Festival
- Kingston Youth Shelter
- Koimisis Tis Theotokou Orthodox Church of Kingston
- Land Conservancy of KFLA
- Lily's Place
- Lionhearts
- Little Forests Kingston
- Loyalist Jets U13
- Luke's Place Kingston
- Machine Mavericks
- Maltby Centre
- Martha's Table
- Memorial Centre Farmers' Market Association
- Modern Fuel Artist Run Centre
- Murney Tower National Historic Site
- Ontario Cooperative Association
- Ontario Credit Union Foundation
- Our Liveable Solutions
- Pathways to Education Kingston Endowment Fund
- Partners in Mission Food Bank
- Regiopolis Notre Dame Catholic High School Band
- Ryandale Transitional Housing
- Sexual Assault Centre Kingston
- Socks Kingston
- South Frontenac Community Services
- Take Away & Recycle
- Trellis HIV and Community Care
- United Way of KFLA
- Veronica's Veil Overnight Shelter for Men
- Youth Diversion
- Youth Imagine the Future Writing and Art Festival



International Cooperative Alliance Statement on Cooperative Identity

Definition

A cooperative is an autonomous association of persons united voluntarily to meet their common economic, social and cultural needs and aspirations through a jointly-owned and democratically controlled enterprise.

Values

Cooperatives are based on the values of self-help, self-responsibility, democracy, equity and solidarity. In the tradition of their founders, cooperative members believe in the ethical values of honesty, openness, social responsibility and caring for others.

Principles

The cooperative principles are guidelines by which cooperatives put their values into practice.

1st Principle:

Voluntary & Open Membership

Cooperatives are voluntary organizations, open to all persons able to use their services and willing to accept the responsibilities of membership, without gender, social, racial, political or religious discrimination.

2nd Principle:

Democratic Member Control

Cooperatives are democratic organizations controlled by their members, who actively participate in setting their policies and making decisions. People serving as elected representatives are accountable to the membership. In primary cooperatives, members have equal voting rights (one member, one vote) and cooperatives at other levels are also organized in a democratic manner.

3rd Principle:

Member Economic Participation

Members contribute equitably to, and democratically control, the capital of their cooperative. At least part of that capital is usually the common property of the cooperative. Members usually receive limited compensation, if any, on capital subscribed as a condition of membership. Members allocate surpluses for any of the following purposes: developing their cooperative, possibly by setting up reserves, part of which at least would be indivisible, benefitting members in proportion to their transactions with the cooperative, and supporting other activities approved by the membership.

4th Principle:

Autonomy & Independence

Cooperatives are autonomous, self-help organizations controlled by their members. If they enter into agreements with other organizations, including governments, or raise capital from external sources, they do so on terms that ensure democratic control by their members and maintain their cooperative autonomy.

5th Principle:

Education, Training & Information

Cooperatives provide education and training for their members, elected representatives, managers, and employees so they can contribute effectively to the development of their cooperatives. They inform the general public — particularly young people and opinion leaders — about the nature and benefits of cooperation.

6th Principle:

Cooperation Among Cooperatives

Cooperatives serve their members most effectively and strengthen the cooperative movement by working together through local, national, regional and international structures.

7th Principle:

Concern for Community

Cooperatives work for the sustainable development of their communities through policies approved by their members.

Balance Sheet

Kingston Community Credit Union Limited
Statement of Financial Position
As at December 31, 2024

| | 2024 | 2023 |
|---|--------------------|--------------------|
| Assets | | |
| Cash and cash equivalents (Note 6) | 11,775,167 | 13,280,388 |
| Investments (Note 7) | 31,702,271 | 23,095,150 |
| Member loans (Note 8) | 175,256,751 | 173,266,103 |
| Income taxes recoverable | 240,935 | - |
| Property, plant and equipment (Note 9) | 5,622,950 | 1,626,287 |
| Other assets (Note 10) | 440,736 | 493,861 |
| Deferred income tax (Note 11) | 24,964 | 127,589 |
| Total assets | 225,063,774 | 211,889,378 |
| Liabilities | | |
| Member deposits (Note 12) | 203,448,841 | 190,554,675 |
| Income taxes payable | - | 18,441 |
| Other liabilities (Note 13) | 1,174,214 | 1,471,178 |
| Dividends and interest rebate payable | 148,509 | 71,012 |
| Obligations under leases (Note 14) | 190,633 | 1,227,797 |
| Membership shares (Note 15) | 994,362 | 1,019,129 |
| Total liabilities | 205,956,559 | 194,362,232 |
| Members' equity | | |
| Members' equity | 18,857,522 | 17,539,453 |
| Accumulated other comprehensive gain (loss) | 249,693 | (12,307) |
| Total equity | 19,107,215 | 17,527,146 |
| | 225,063,774 | 211,889,378 |

Approved on behalf of the Board of Directors:



Director



Director





We celebrate our success, as together we have built more than just a credit union.
We have built a foundation of cooperation and friendship.

