



ANNUAL REPORT 2025

**YOUR
DREAMS
FIRST**

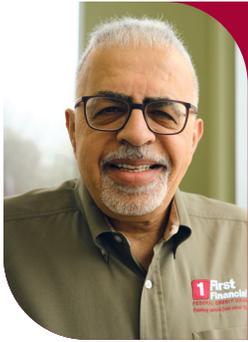
Our First Priority is Achieving Your Financial Dreams

Our Promise to You

- Always put your financial dreams FIRST
- Help make difference in your financial future FIRST
- Deliver FIRST-rate, friendly, fast, and dependable service
- Welcome you FIRST and treat you with respect and dignity
- Identify your financial needs FIRST and provide valuable solutions
- Keep our FIRST-rate facilities clean and welcoming for every guest

Experience Our First-Rate Member Services

- Plan for Your Dreams and Lifestyle
- Get Empowered Through Financial Education
- Build Your Wealth
- Plan for Your Retirement
- Manage Your Risk



Report From:
Issa E. Stephan,
CCUE
President and
Chief Executive
Officer

We're privileged to have reached our 89th year serving the Monmouth and Ocean County communities in 2025. Since our founding in 1936, we have been humbled by the opportunity to be the trusted financial partner to over 15,000 members.

At First Financial, our commitment to Putting People First is more than a philosophy. It serves as our beacon, reminding us that delivering first-rate service and convenient and personalized solutions to assist our members in reaching their financial dreams is at the cornerstone of everything we do. We remain focused on helping our members navigate today's needs and tomorrow's dreams with confidence, clarity, and care.

Commitment to Our Members

Investing in financial literacy remains an important aspect of our mission. We continue to make financial education and resources available through our First Scoop blog, website, social media platforms, and member newsletters. From small business advice and family finances to retirement guidance and fraud awareness, we aim to provide financial recommendations that are relevant and timely. Furthermore, we continue to bring the stories and experiences of our members to life through written and video testimonials, showcasing the meaningful relationships the credit union has forged. Through the various resources we offer and the experiences we highlight, we strive to be a trusted source of information that members can turn to with confidence.

We continue to prioritize encouraging our youngest members to develop a solid foundation of financial confidence. In 2025, we expanded our Reader Rewards Summer Reading Contest to allow more young members to be recognized for their participation. Our student readers were rewarded with \$1 per book read, and six participants were selected to receive Amazon gift cards and First

Financial backpacks filled with school supplies to encourage literary accomplishments beyond the summer months. Furthermore, we continued to offer our Dollars for A's initiative throughout the year, which rewards our young members who have First Step Kids Accounts for their academic accomplishments during the school year.

The First Financial Investment and Retirement Center (IRC) continues to find innovative ways to equip members with the financial knowledge and tools necessary to feel confident in their financial future. In 2025, the IRC hosted 24 virtual seminars on topics ranging from Rethinking Diversification and Medicare to Income for Life and Rollover Planning. After listening closely to our membership, we also offered our first member-exclusive custom virtual seminar on the topic of retirement and estate planning, along with highlighting the importance of having a Power of Attorney. We continued to focus on the IRC's Guided Wealth Portfolio program, an automated digital investment tool—introduced last year as the first in our region. Additionally, we also concentrated our efforts on the IRC's 401k transition assistance program and financial planning campaign.

Each promotion we offered throughout the year underscored our commitment to providing our membership with unique banking solutions and engaging opportunities to save money. In March, we offered those who closed on a First Financial auto loan \$200 cash back to couple our competitive rates with even greater savings. Through our auto loan review program, we are able to offer complimentary consultations for current and prospective members to evaluate their existing auto loans, equipping them with the information needed to make a decision that best suits their financial situation. To help members continue growing their savings, we introduced a 4 Month Savings Certificate Special at 3.14% APY. Additionally, mortgage experts within our Loan Department continued to provide complimentary consultations to prospective homebuyers and assist with the mortgage application process. We welcomed our members with new First Financial mortgages with a \$500 Home Depot gift card, waived their appraisal fee, and gave them a rate lock option with a no-cost float down.

Members of our community continually count on First Financial to offer some of the most competitive rates locally in terms of auto loans. From lease buyout loans for those wishing to keep driving the vehicle they know and love to auto loan refinances for those seeking a better interest rate, we're proud to assist members of the community in obtaining an affordable monthly vehicle payment.

In recognizing that the solution to our members' needs might not always be a financial one, we also compiled and published lists of resources for those within our Monmouth and Ocean County

communities. These guides are continually available in all of our branch locations.

Commitment to Our Community

We are deeply committed to being present in the community we call home. We continue to support raising money for breast cancer research, advocacy, and awareness by participating in the American Cancer Society's Making Strides Against Breast Cancer Walk in Pt. Pleasant Beach. This holiday season, we were also able to spread holiday cheer and send personalized letters from Santa to children in the community. We also partnered with three local charities: Fulfill of Monmouth and Ocean, Ocean's Harbor House, and the United Way of Monmouth & Ocean. The generosity of our membership and staff allowed us to donate non-perishable food items, new children's winter coats, new bedding, and new bath towels to families in our area just in time for the holidays.

Beyond our charitable initiatives, we continue to cultivate relationships with local businesses and community partner groups, both old and new. Various schools, municipalities, and healthcare organizations invited First Financial to engage with their employees through benefits fairs, health and wellness events, and financial expos in 2025. Our participation in these events enabled our Business Development team to connect with our community partner staff and offer solutions for their deposit and lending needs. We continue to extend exclusive member benefits to our community partner employees and provide support in reaching their financial goals. Furthermore, we were able to host three LIFE (Learning Independent Financial Education) Fairs with our long-time partner, Monmouth County Vocational School District, at their Freehold and Neptune locations.

We are immensely grateful for your continued membership, and we're here to support you in your financial well-being. It is through your trust, loyalty, and partnership that we can continue to reach and connect with more members of our local community. We look to the future with optimism and in providing first-rate service and convenient banking solutions to members for years to come.

Thank you for Thinking First, and God Bless!

Issa E. Stephan, CCUE, President/CEO
 Earl Sutton, Jr., Chairperson

Statements of Financial Condition and Income



2025 Financial Statement

Assets	2025	2024
Loans to Members	103,055,793	107,108,837
Cash	16,483,493	15,635,053
Investments	41,303,800	45,216,239
Fixed Assets	9,400,657	9,649,358
Other Assets	8,185,794	7,596,396
> Total Assets	178,429,537	185,205,883
Liabilities & Equity		
Accounts Payable	229,301	251,496
Member Deposits	165,606,373	175,372,592
Equity	12,593,863	9,581,795
> Total Liabilities & Equity	178,429,537	185,205,883

2025 Income Statement

Income	2025	2024
Interest on Loans	5,560,623	5,344,979
Interest on Investments	2,035,084	2,053,485
Other Income	1,650,469	1,772,071
> Total Income	9,246,176	9,170,535
Expenses		
Compensation & Benefits	3,981,982	3,631,917
Office Expense	2,396,449	2,281,763
Data Proc & Prof Services	1,419,110	1,319,628
Provision for Loan Loss	(2,568)	229,239
Education/Promotion	138,101	108,982
> Total Expense	7,933,075	7,571,530
Gain/Loss Sale of Assets	-	900
Other Non-Operating Gain/Loss	339,717	507,764
Income Available	1,652,818	2,107,669
Dividends & Interest on Borrowed Funds	48,726	49,810
> Net Income/Loss	1,604,092	2,057,859



FIRST SERVICES

- Online Banking & Bill Pay
- Direct Deposit
- Instant Issue Debit Cards
- eStatements
- Investment & Retirement Center
- Love My Credit Union® Rewards Program
- Merchant Services
- Mobile & Tablet Apps with 1 Click Remote Deposit Capture
- First Scoop Blog
- Digital Wallet featuring Apple Pay®, Google Pay®, Microsoft Wallet®, and Visa® Checkout.
- ACH Origination for Loan Payments
- Zelle®



CHECKING & SAVINGS

- Checking Accounts
- Individual Retirement Accounts
- Savings Certificates
- Premium Money Market Accounts
- Holiday Club Accounts
- First Step Kids Accounts
- Savings Accounts
- Business Checking Accounts with Dividends



LOANS & CREDIT CARDS

- Mortgages
- Visa® Credit Cards
- Vehicle Loans
- Personal Lines of Credit
- Home Equity Loans & Lines of Credit
- Commercial Real Estate Loans
- Home Improvement Loans
- Business Loans & Lines of Credit
- Personal Loans
- Consolidation Loans
- Fast Cash Loans (Payday Alternative)
- Cash Out Auto Loans
- Lease Buyout Loans

What Our Members Say

“ I went into the branch to see if I could refinance my car. I was paying an outrageous interest rate. The whole process was so easy and smooth. I was approved the same day. I was so happy!”

—Lisa E., Howell Member

“ I have been a member for over 20 years. The branch staff is knowledgeable and extremely helpful. They always let you know about special offers and services. I have financed numerous car loans and they always have the best rates.”

—Christine M., Neptune Member

“ Extremely helpful, supportive, knowledgeable and patient. I love this establishment - their services are excellent and the team is top notch professional.”

—Joan M., Toms River Member

Board of Directors

Earl Sutton, Jr.
Chairperson

Karen Fiore
Vice Chairperson

Catherine McLaughlin
Secretary & Treasurer

Elizabeth M. White

Laurita Carr

Supervisory Committee

Karen Fiore
Committee Chairperson

Ronald Minsky
Elna Montgomery
Caryl Singer
Mitch Thaler

Leadership Team

Issa E. Stephan, CCUE
President and Chief Executive Officer

Terriann Warn, NCRM
Vice President, Chief Financial Officer

Jessica C. Tortorice
Vice President, Chief Marketing Officer

Josephine DeSucre
Vice President, Chief Lending Officer

Report of the Supervisory Committee

The Supervisory Committee is appointed by the Board of Directors. It serves as an independent group to ensure that Management and the Board of Directors establish adequate policies and procedures, and guarantees the financial statements are properly prepared and accurately reflect the financial position and operating results of your Credit Union.

The Committee, in conjunction with the Risk Officer and external auditors, reviews relevant plans, policies, and control procedures established by the Board and Management to ensure they are properly administered and are sufficient to safeguard member assets.

The Supervisory Committee engaged the certified public accounting firm, The Curchin Group LLC, to perform the audit of the Credit Union's financial statements effective December 31, 2025.

A copy of their report may be obtained by writing the Supervisory Committee at P.O. Box 751, Neptune, NJ 07754.

Karen Fiore, Committee Chairperson



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Freehold, NJ 07728

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