



Annual Meeting Agenda

Sunday, April 27, 2025

1. **Welcome & Call to Order**3:30 pm
2. **Minutes**.....3:35 pm
3. **Reports**3:40 pm
 - a. Governance 3:40 pm
 - Written reports: Board of Directors & Supervisory Committee
 - b. Financial Condition 3:45 pm
 - c. Community Impact 3:55 pm
 - d. Questions & Answers on Reports 4:05 pm
4. **Election**4:15 pm
 - a. Nominations Committee Report..... 4:15 pm
5. **Unfinished Business**4:30 pm
6. **New Business**.....4:30 pm
 - a. Coming Soon: New Branch at 1217 N Salina St 4:30 pm
 - b. The Future of Community Finance: Strategy for Inclusion and Advocacy 4:35 pm
 - c. Questions & Answers on New Business/Other Topics 4:45 pm
7. **Election Results**4:55 pm
8. **Adjournment**.....5:00 pm

★ In Case of Emergency ★

If the Credit Union is ever forced to close due to an emergency, information will be posted on our website at www.cooperativefederal.org. We will also notify local radio and television stations.

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Sunday, April 28, 2024

3:30 – 5:00 pm

Location: Syracuse Community Connections (401 South Ave, Syracuse, NY 13204)

Final Count of Attendees: 68 (11 non-voting: underage or nonmember)

63 in person, 5 Zoom

I. Call to Order

Moise Laub, Vice President, called the meeting to order at approximately 3:35 pm and welcomed attendees. He directed attendees to the printed Meeting Packet, noting that additional members were attending via Zoom with a link to a digital copy.

II. Minutes

Attendees reviewed minutes of the 2023 meeting (*in the meeting packet provided electronically*).

Proposal 1: Approve Minutes of the 2022 Annual Meeting.

Moved by Duane Owens, second by Barbara Racculia.

Discussion: None

Election Results

Vote: Motion carries by show of hands and Zoom poll.

III. Governance Reports

1. Board of Directors: *Written report in packet*. Moise Laub, Vice President, acknowledged current BOD. Referred members to the written report to learn more about the Board's work.
2. Supervisory Committee: *Written report in packet*. Moise Laub directed meeting attendees to the report and acknowledged committee members.

IV. Financial Report

Christina Sauve, CEO, presented on Cooperative Federal's financial position for the last fiscal year. *Financial statements and glossary* are in packet. Slides presented during the meeting will be available on Coop Fed's website.

As of 12/31/2023, the credit union had \$40.3 million in Assets, \$30.1 million in Loans Outstanding, \$31.3 million in Shares & Deposits, 6,088 members.

Key trends and results: Major growth in net worth and total assets, supported particularly by strong grant revenue and new Secondary Capital from the US Treasury Department. This long-term loan helps our credit union maintain strong net worth as we grow, as older Secondary Capital matures, and as we implement new accounting standards for calculating our allowance of loan loss reserves. We continued to grow in members, shares and loans and to invest in our facilities and technology.

Financial ratios are compared to credit unions in our peer group of \$10 million to \$50 million total assets. The majority of these are not certified Community Development

Financial Institutions (CDFI), a designation by the US Treasury Department that CoopFed has maintained since 2002, so we can expect to see differences in financial indicators.

Earnings: Return on Average Assets was positive for the past 5 years, 0.90 at 12/31/2023. ROAA was highest in 2021 when we received an influx of funding to support economic recovery initiatives.

Capital Adequacy: Our regulatory net worth increased to 9.15%.

Delinquency: Our ratio of loan 60+ days past due was 6.87% at 12/31/23. We typically have a DQ ratio that is above our credit union peer group, which is not unusual for CDFI credit unions. Christina cited the 12/2023 ratios for 3 other CDFI credit unions, which ranged from close to peer to on-par with ours. Our goal is to keep this ratio under 7%, and we also have a strategic plan goal to bring this under 5% in the coming years through increasing member communication and support

Charge Offs: Over the past few years our ratio of loan loss has been higher than peer, reflecting members facing extended economic hardship due to the pandemic. It came back down to below-peer levels in 2023. Our goal is always to work with members to help them get back on track with their finances.

Loans to Assets: More than 74% of our assets are put to work in the form of loans to our community. Our ratio of loans to member shares is more than 100%, supported by nonmember deposits that are placed at our CU by organizations that see the value of our mission and want to advance our work.

Growth: We continue to tick upward in both loans (7.58% growth) and shares & deposits (6.39%). We also were in the 90th percentile of our peer group for member growth, at 4.53%.

CDFI Lending: In 2023, more than 81% of loans opened (65% of loans by dollar) were in eligible CDFI target markets. CDFI target markets are borrowers designated by the the US Treasury Department CDFI Fund, including members in distressed census tracts, members with low household income and members belonging to other targeted populations.

Ron Ehrenreich: Commented that he closely analyzed the financial report and is very impressed by what the credit union is achieving.

Christina replied that our work takes a strong team effort and recognized staff members present in the room.

V. Community Impact Report

Christina Sauve, CEO, shared slides featuring testimonials and data points for each of our 4 major program pillars.

Home Ownership: The CU opened 30 home loans totaling \$3.6 million in 2023, 60% to people of color as we work to fill the gaps left by mainstream lenders.

58% of our homebuyers were first-time buyers, and we provided \$600,000 in down payment assistance grants.

Personal Finance: The CU opened 334 personal loans & credit lines, totaling \$3.3 million; 505 new members joined in 2023.

Small Business: In 2024 we provided over \$600,000 in small and micro business financing through 13 loans, supporting 43 local jobs. 69% of business loans were to businesses owned by women and/or people of color.

Financial capability: Our financial capability education and counseling reached 581 youth, adults, and small businesses.

Full-length member testimonials and program impact data are presented in our 2023 Annual Report publication, which will be available on CU's website.

VI. Questions & Answers on Reports

[Name Unrecorded]: After 2008, [a large credit union in Syracuse] had three underwriters look at her loan and they could not approve it. She was able to get the mortgage from Cooperative Federal instead. Thanks to our CU and our mortgage team, she's now paying off her condo.

Andy Mager: What is the status and plans for the building at 723 Westcott Street, which seems like an underutilized asset [since we relocated that branch to Erie in 2023].

Christina Sauve: For the time being we've continued to use the facility to offer an ATM to the neighborhood and have been in the process of clearing out the building. We will be ready to list it for sale in the coming months.

Ron Ehrenreich: As a board member of Inclusive Economy CNY, formerly the Westcott Community Development Corp, he is interested in the building and another neighborhood nonprofit may also be interested.

Christina Sauve: Will follow up with Ron to discuss.

Feruzi Murairi: Has been a staff member for two years and has learned a lot. The credit union keeps investing in people, helping new community members and working with nonprofits. He's thankful to the credit union for investing in him and in the community.

Christina Sauve: Feruzi is a staff member, actively involved with community organizations, and now sits on the NY Credit Union Association's Young Professionals Commission.

Anonymous Zoom Attendee: How many folks are attending this meeting online and in person?

Meagan Weatherby: Currently approximately 40 in the room, not including children, and 6 on Zoom. [The final registration list showed additional attendees by the close of the meeting.]

[Name Unrecorded]: How does that compare to typical attendance?

Christina Sauve: Around 50-55 is typical for us, although it does go up and down a bit.

[Anonymous Zoom Attendee]: What other role might we play in working with others in fighting the local housing crisis?

Christina Sauve: This is a huge question for our community right now and we'll need to approach it from multiple directions. One crucial part is additional housing overall and additional affordable housing in particular, and the city is working to address this. CoopFed can play a part through our program for first-time homebuyers, and while the market is getting more and more difficult for first-time buyers we're working to offer larger down payment grants. Building our strategy for preserving affordable strategy is one of our strategic plan goals and we're working on additional initiatives.

Brent Bleier & Sherry Gordon (via Zoom): How can we provide more and better public housing?

Christina Sauve: We partner with Syracuse Housing Authority, that are analyzing what public housing models make sense in Syracuse going forward. It will also take public advocacy, while may be beyond the scope of what our credit union can do but we all as members can take steps to advocate for the needs we see in our community.

Susan Hamilton: Is the credit union still working with people who are at risk of losing their home due to tax foreclosure, or who are renting homes that are facing tax foreclosure? She has neighbors who are renting a house in tax foreclosure, can the credit union help them buy a home?

Christina Suave: Absolutely send them over. We're still a HUD Housing Counseling affiliate and offer assistance with foreclosure intervention and other housing topics. We do still do mortgages on Land Bank mortgages, although those can be very involved and we try to make sure our members understand and are prepared for that going in.

Thomas Dellwo: Thom is a housing and financial counselor at CoopFed. There is a direct referral link between the Syracuse Land Bank and the Syracuse Financial Empowerment Center, a city-supported financial counseling program staff by both Home Headquarters and Cooperative Federal. When financial counselors encounter a renter in a property facing tax foreclosure, they contact the Land Bank to address solutions which can potential include facilitating purchase of the home.

VII. Elections

1. Nominations Committee Report: Moise introduced members of the Nominations Committee and provided a summary of the report; *written report included in meeting packet.*
2. Board Candidate Introductions: Duane Owens (Board member / Nominations Committee member) introduced the Nominations Committee's candidates for the Board of Directors. Each nominee's photo and biographic summary were shared on the screen (*also available in the written packet*) and were read aloud. Nominees included:
 - Jery Augustin
 - Frank Cetera
 - Ebony Farrow
 - Tanika Jones
 - Pie Manirarora
 - Duane Owens
3. Election by Acclamation: Per our bylaws, the Credit Union will not conduct the annual meeting by ballot at there will be no nominations from the floor when the number of nominees equals the number of open positions.

VIII. Unfinished Business

No unfinished business presented by the Board.

Hanah Ehrenreich: Reiterated that she objects to this election procedure, it does not feel democratic when there is no vote, and when 44 people attended this meeting but the nomination by petition requirement is 30 member signatures.

[Unrecorded Name]: Do you want to be on the board?

Hanah Ehrenreich: No, but there talented people we could be engaging with. Not having an open election diminished the value of having an elected board and saps enthusiasm from annual meetings.

Jessica Maxwell (Board member): The board reviewed election policies last year based on member feedback, and agreed that the petition requirement was set too high, so now it is half of what it used to be. Besides for lowing that number, they decided to keep the nominations process because they want member to be

intentional about Board service, talk with the Board, submit a bio, etc. so that it is equal for everyone going through the process rather than someone who is added at the last minute. The Nominations Committee also considers neighborhood representation and other accountability goals.

Hanah Ehrenreich: Suggests that the petition number be dropped to 10, and members vote at the annual meeting even if we do not accept nominations from the floor.

Moise Laub: The board had a difficult conversation on this topic and will review again.

IX. New Business

1. Service Upgrades – Presented by Meagan Weatherby, Development & Communications Manager.

Our new, upgraded core system is live as of March 4, 2025. This project took 18 months of preparation from staff across all CU departments. In addition to an improved software suite for all aspects of credit union operations, the core conversion including new online and mobile banking platforms and many new vendors, integrations and procedures. The data migration and system conversion was all around successful and training and fine-tuning remains in progress.

Our new online and mobile features provide many new and improved features to provide improved digital banking options to our members. Meagan reviewed a list of our top new and improved features, with screenshots showing where to find these features in the mobile app. Meagan also shared tips for customizing the online/mobile banking dashboard and setting up personalized alerts.

2. Future Plans – Presented by Christina Sauve, CEO.

In September 2023, Cooperative Federal's board and management adopted a new 5-Year Strategic Plan. Christina presented an overview of our five-year goals:

- Grow as a resilient, sustainable, financial healthy community development credit union focused on the financial health of our community
- Foster financial stability and economic inclusion by investing in tailored services to communities with low economic wealth
- Build assets and community prosperity through homeownership, small business and quality housing
- Cultivate an equitable and service-oriented organizational culture with effective leadership

Christina focused on 2 of the key initiatives currently in progress that support these strategic goals.

A) North Salina Street Office. The Board has approved the purchase of 1217 N Salina Street, 4 blocks north of our current branch, so that we can relocate to a better and larger location for our second-busiest branch. This move is prompted by problems with our current location, which we have rented since 2008. The building will have a larger lobby, additional teller station, more space for lending and counseling, drive-up ATM and parking, and room to grow on upper levels in the future.

B) Fee Schedule Changes. We are planning change to our fee schedule in order to reduce barrier for new members, encourage growth and follow latest recommendation for fair banking practices. We will introduce a free checking option with direct deposit; waive fees for overdraft transfers from savings; and make other changes to streamline and remove fees (effective date and details TBD). We are also discontinuing fees for representation of returned items.

[Name Unrecorded:] What are the current checking fees:

Christina Sauve: \$3/month for personal accounts, \$4/month for business accounts, \$5/month for nonmember accounts. We also have a Super Share Checking account that earns dividends and has no fee but has minimum balance requirement.

3. Congratulations, Gerry – Presented by Christina Sauve, CEO.

Christina honored Gerry Russo, who will retire from Cooperative Federal's staff this summer after 27 years of service. Christina shared photos from over the years, recapped Gerry's work in various roles at the credit union, and reflected on the incredible impact Gerry has had on our members as well as our staff.

4. Questions and Answers on New Business / Other:

Brent Bleier & Sherry Gordon (via Zoom): Have we had any progress or success with efforts to have our Erie Blvd office be friendlier and safe for bus riders and non- automobile users, especially walkers? When will the city install sidewalks along lower Westcott St and Lombard St?

Christina Sauve: When we reached out to the City about sidewalks in this area, we were told that they had recently evaluated that corridor and decided not to include it in short-term sidewalk improvement plans. There is frequent foot traffic there, to the credit union as well as other businesses in the area. Members are welcomed to contact the City if they would like to help advocate.

Angie Mager: Regarding the need for affordable housing, in addition to homeownership opportunities there is a huge need for better utilization of occupied housing. This is a seldom discussed aspect of the housing crisis. Would love to see Cooperative Federal look at innovative solutions.

Christina Sauve: Agree, this is an important issue and there are members here in the room that have worked on strategies such as new options for cooperative housing.

Brent Bleier & Sherry Gordon (via Zoom): [Regarding sidewalks on Westcott and Lombard] Might we have a petition for folks to sign, in-person and on-line?

Christina Sauve: Agree, we will consider that.

[Name Unrecorded:] Is there any rent control existing in Syracuse today?

Christina Sauve: Not aware of any policies locally for rent control, but one of our strategic plan initiatives is to review and update our standards for mortgage lending to local landlords so that we can ensure that properties we finance are providing safe and fair housing.

Hanah Ehrenreich: Is there any opportunity in the future to create a searchable member business directory to support our local solidarity economy?

Christina Sauve: Great suggestion and we will consider that within our other plans.

Ron Ehrenreich: Over the years, our successful work with community partners to bring back the Westcott neighborhood has ultimately, ironically, led to higher housing costs that price out lower income people.

Jessica Maxwell: In addition to Hanah's point about a direct for CU member businesses, we often look at where our friends are getting services. That can include all of us telling our friends that we bank at Cooperative Federal and working that into credit union marketing.

Jessica Maxwell: Will the CU create video tutorials to help members make use of the new online and mobile banking features?

Meagan Weatherby: We hope to develop more resources like videos this year. For now, there is a text FAQ on the website.

X. Common Cents 2024: Business and Economic Development Award

Voting opens today by paper ballot, attendees can turn them in today.

Voting online opens tomorrow.

XI. Call to Adjourn: Moise Laub thanked members for attending. Meeting adjourned at approximately 5 pm.

Submitted by Moise Laub, President of the Board of Directors (4/2025)

Directors

Cooperative Federal remains a model of values-based financial stewardship—led by its members, for its members. This year, our Board of Directors upheld that mission with diligence and purpose, despite rising economic and political headwinds.

We are proud to share that five Board members whose terms were up for renewal have chosen to seek reelection. Their commitment speaks to the enduring spirit of shared governance that defines our credit union. Together, this Board represents a wide range of identities, experiences, and professions, united by a commitment to economic justice. We are also deeply grateful to Randy White, who is cycling off the Board after 4 years of service, and we are excited to welcome two new board members to our Board in 2025.

A Shifting National Landscape

Across the country, federal institutions have pulled back from equity-aligned programs. Programs tied to Diversity, Equity, and Inclusion (DEI) have been cut or quietly dismantled. The chilling effect is clear: organizations like ours must now prepare to operate in an environment where values of justice and inclusion are no longer explicitly supported by public policy.

Most notably, the administration has threatened to destabilize the Community Development Financial Institutions (CDFI) Fund—undermining decades of progress made by values-driven lenders. Cooperative Federal, like many peer institutions, will need to sustain our impact without the reliable federal partnership that once existed.

At Cooperative Federal, our response is simple: we will not back down. We continue to provide accessible financial tools to those excluded from traditional finance. We lend where others won't. We invest in neighborhoods others redline. And we organize in coalition with partners who believe, as we do, that a cooperative economy is not a dream—but a necessity.

Strategic Resilience in Practice

In 2024, our strategy was tested—and it held.

- **Strong Loan Growth:** We achieved 12.4% loan growth, exceeding our 12% goal. With over \$33.7M in loans outstanding and a high-performing portfolio, Coop Fed is effectively deploying capital where it's needed most.
- **Net Worth Strength:** Our Net Worth Ratio stands at 8.81% (or 9.52% regulatory ratio with CECL adjustment), supported by over \$943K in net income, up from \$334K in the previous year.
- **Funding Diversification:** From 12/2022 to 12/2024 we raised \$2.42 million in nonmember deposits, as well as an additional \$3.25 million in commitments that hit our books by 2/28/2025. Non-member deposits from philanthropic, corporate, and community partners

provide liquidity to fuel lending in low-income communities. We are actively applying for additional capital from Inclusiv, Empire State Development, and the US Treasury's CDFI Fund.

- **Expense Management:** Despite rising costs, our team identified meaningful efficiencies, including member account cleanups, vendor renegotiations, and digital service improvements.

Progress on our Strategic Plan

Our five-year Strategic Plan continues to guide Board and staff action. Over the past year, we made progress in:

- **Equity in Leadership:** Ongoing efforts to reduce barriers to Board and committee service for low-income members
- **Branch Expansion:** Renovations at 1217 N Salina are underway, with asbestos removal completed and design plans advancing
- **Technology Upgrades:** We launched a new VOIP phone system, new online banking and mobile app, and continued to leverage the new capabilities of our upgrade core system that was implemented in March 2024.
- **Data & Cybersecurity:** Quarterly KnowBe4 trainings and simulated phishing have strengthened our security culture

Looking ahead, our 2025 targets include 10% loan growth, 14% share growth, and \$850,000 in new secondary capital, with deposit growth refocused on Coop Fed's member base.

Community Advocacy & the Solidarity Economy

Even in an era of retrenchment, our Social Action Committee and Board remain deeply engaged in advocacy and systems change. This year:

- We adopted a policy reaffirming our commitment to immigration sanctuary principles
- We continued our partnerships with the New Economy Project and New Economy Coalition
- We supported lending initiatives that address housing insecurity, public health hazards (like lead), and climate resilience
- We participated in preliminary outreach around Micron's investment in CNY
- This is not charity—it is economic justice. And it is inseparable from our financial mission.

A Call to Action

This is a defining moment—not just for Cooperative Federal, but for the values we represent.

The erosion of public investment in equity, access, and inclusion makes one thing clear: we cannot wait for others to build the future we want. We must do it ourselves—together.

Every member has a role to play. Bring a friend in to open an account. Encourage a neighbor to switch their banking to an institution that reflects their values. Consider joining a committee or running for the Board. Show up to an event. Share your story.

By growing our membership, strengthening our deposits, and deepening our grassroots leadership, we protect our mission—and extend its reach. Your voice, your presence, and your commitment matter.

This credit union is not just a financial institution—it's a vehicle for change. Let's drive it forward, together.

Looking Ahead: Growing Through Community Power

To strengthen our momentum, we see opportunities to deepen member engagement in the following ways:

- **Sharing stories:** We will highlight real members whose lives have been transformed by our services—putting a human face on the impact of our mission.
- **Collective action:** We will emphasize how everyday actions—opening an account, referring a friend, joining a committee—build a people-powered economy.
- **Reframing challenge as innovation:** As public support retreats, we embrace this moment as a chance to create local, values-driven solutions rooted in community care.
- **Lifting up partnerships:** Future reports will include visuals and timelines of our strategic plan progress, showcasing shared accomplishments and inviting broader participation.

In Closing

To our members: thank you. Your belief in a different kind of finance sustains us.

To our staff and volunteers: thank you for your daily work to uphold that vision.

To our partners: thank you for building this economy of care and cooperation with us.

In solidarity and with purpose,
Moise Laub
Chair, Board of Directors
Cooperative Federal

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2024 Annual Report: Supervisory Committee



Submitted by Sarah Terrel, Supervisory Committee Chair (4/2025)

The Supervisory Committee is appointed by the Board. We work to validate that internal controls are sound, records are accurate, independent reviews are performed and operations are in compliance with all federal and state regulations, as well as with our own bylaws, policies and procedures.

The Committee engaged Firley, Moran, Freer and Essa, CPA, PC (FMFE), to carry out the annual audit effective 3/31/2024. Based on the results of the annual audit, the Supervisory Committee concludes that Cooperative Federal has satisfactory financial controls and is financially sound.

The Committee meets monthly and conducts a variety of additional oversight activities. This year we reviewed a sample of loan files, reviewed General Ledger account reconciliations, and other recommended procedures.

Supervisory Committee members in 2024 were Sarah Terrell (Chair), Liz Crockett, John Faley, and Pie Manirarora (Board Liaison).

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National Credit Union Administration

Financial Performance Report - Financial Summary

Annual, Ending Dec 2024

Charter	Name	Street	City	State	ZipCode	Region
23865	SYRACUSE COOPERATIVE	1816 Erie Blvd E	Syracuse	NY	13210	1

Line Item	Dec-2020	Dec-2021	%Chg	Dec-2022	%Chg	Dec-2023	%Chg	Dec-2024	%Chg
ASSETS:	Amount	Amount		Amount		Amount		Amount	
Cash & Other Deposits ¹	5,875,103	5,118,071	-12.9	3,623,322	-29.2	3,971,575	9.6	2,470,787	-37.8
TOTAL INVESTMENTS	417,381	419,674	0.5	372,675	-11.2	373,075	0.1	374,875	0.5
Loans Held for Sale	0	0	N/A	0	N/A	0	N/A	0	N/A
TOTAL LOANS	22,632,070	26,296,859	16.2	27,939,703	6.2	30,058,547	7.6	33,707,532	12.1
(Allowance for Loan & Lease Losses or Allowance for Credit Losses on Loans & Leases)	(444,988)	(373,467)	-16.1	(421,819)	12.9	(864,833)	105.0	(888,667)	2.8
Land And Building	255,027	875,333	243.2	1,172,147	33.9	1,835,792	56.6	2,316,032	26.2
Other Fixed Assets	114,096	90,746	-20.5	208,207	129.4	405,214	94.6	336,865	-16.9
NCUSIF Deposit	212,201	257,727	21.5	274,251	6.4	274,251	0.0	274,251	0.0
All Other Assets	763,932	1,255,990	64.4	1,018,557	-18.9	4,267,796	319.0	2,451,621	-42.6
TOTAL ASSETS	29,824,822	33,940,933	13.8	34,187,043	0.7	40,321,417	17.9	41,043,296	1.8
LIABILITIES, SHARES & EQUITY:									
Accounts Payable, Accrued Interest on Borrowings, & Other Liabilities ²	2,062,792	3,632,338	76.1	1,995,145	-45.1	5,492,977	175.3	3,760,804	-31.5
Accrued Dividends & Interest Payable on Shares & Deposits	0	0	N/A	0	N/A	0	N/A	4	N/A
Allowance for Credit Losses on Off-Balance Sheet Credit Exposures	0	0	N/A	0	N/A	0	N/A	0	N/A
Borrowings Notes & Interest Payable	129,586	200,172	54.5	1,150,000	474.5	2,016,667	75.4	1,891,667	-6.2
TOTAL SHARES & DEPOSITS	26,771,329	28,644,306	7.0	29,456,084	2.8	31,338,135	6.4	32,973,582	5.2
TOTAL LIABILITIES ³	28,963,707	32,476,816	12.1	32,601,229	0.4	38,847,779	19.2	38,626,057	-0.6
Undivided Earnings	861,115	1,464,117	70.0	1,585,814	8.3	1,473,638	-7.1	2,417,239	64.0
Other Reserves	0	0	N/A	0	N/A	0	N/A	0	N/A
TOTAL EQUITY	861,115	1,464,117	70.0	1,585,814	8.3	1,473,638	-7.1	2,417,239	64.0
TOTAL LIABILITIES, SHARES, & EQUITY	29,824,822	33,940,933	13.8	34,187,043	0.7	40,321,417	17.9	41,043,296	1.8
INCOME & EXPENSE:									
Interest Income*	1,250,055	1,290,201	3.2	1,399,664	8.5	1,738,840	24.2	2,225,487	28.0
Interest Expense*	66,758	52,700	-21.1	42,872	-18.6	111,552	160.2	282,291	153.1
Net Interest Income*	1,183,297	1,237,501	4.6	1,356,792	9.6	1,627,288	19.9	1,943,196	19.4
Provision for Loan/Lease Losses or Total Credit Loss Expense*	201,901	170,869	-15.4	292,476	71.2	42,312	-85.5	106,486	151.7
Non-Interest Income*	939,725	1,665,904	77.3	1,669,048	0.2	1,877,726	12.5	2,376,571	26.6
Non-Interest Expense*	1,861,485	2,129,535	14.4	2,611,666	22.6	3,128,142	19.8	3,269,679	4.5
NET INCOME (LOSS)*	59,636	603,001	911.1	121,698	-79.8	334,560	174.9	943,602	182.0

* Income/Expense items are year-to-date while the related %change ratios are annualized.

Means the number is too large to display in the cell.

1- Prior to March 2022, Time and Other Deposits were included in Investments.

2- Prior to 3/31/22 includes "Subordinated Debt Included In Net Worth" and "Non-Trading Derivative Liabilities".

3- Prior to 3/31/19, Total Liabilities did not include Total Shares And Deposits.

National Credit Union Administration

Financial Performance Report - Key Ratios ⁵

Annual, Ending Dec 2024

Charter	Name	Street	City	State	ZipCode	Region
23865	SYRACUSE COOPERATIVE	1816 Erie Blvd E	Syracuse	NY	13210	1

Line Item	Dec-2020	Dec-2021	Dec-2022	Dec-2023	Dec-2024	Peer Avg.
CAPITAL ADEQUACY RATIOS						
Net Worth/Total Assets for Prompt Corrective Action ⁶	6.57	7.28	7.24	9.15	9.52	14.39
Net Worth + ALLL or ACL / Total Assets + ALLL or ACL	7.82	8.24	8.34	10.19	11.47	14.83
Risk-Based Capital Ratio	N/A	N/A	N/A	N/A	N/A	N/A
GAAP Equity / Total Assets	2.89	4.31	4.64	3.65	5.89	14.08
Loss Coverage	111.65	114.80	152.46	74.88	76.03	11.34
ASSET QUALITY RATIOS						
Delinquent Loans / Total Loans	7.28	5.92	7.97	6.87	7.34	1.21
Delinquent Loans / Net Worth	85.79	63.48	90.32	61.99	63.07	5.09
Rolling 12 Month Net Charge Offs / Average Loans ²	0.54	0.97	0.96	0.29	0.23	0.44
Delinquent Loans + Net Charge-Offs / Average Loans	7.92	7.33	9.17	7.41	7.99	1.64
Other Non-Performing Assets / Total Assets	0.15	0.06	0.14	0.00	0.00	0.02
MANAGEMENT RATIOS						
Net Worth Growth ¹	-1.30	27.74	0.48	35.07	17.75	5.44
Share Growth ¹	23.20	7.00	2.83	6.39	5.22	-0.25
Loan Growth ¹	2.77	16.19	6.25	7.58	12.14	-0.97
Asset Growth ¹	19.37	13.80	0.73	17.94	1.79	0.30
Investment Growth ¹	373.38	-9.01	-31.98	8.69	-37.62	8.72
Membership Growth ¹	6.63	5.16	6.24	4.53	-40.74	-1.13
EARNINGS RATIOS						
Net Income / Average Assets (ROAA) ¹	0.22	1.89	0.36	0.90	2.32	0.68
Net Income - Extraordinary Gains(Losses) / Average Assets ¹	0.22	1.88	0.32	0.91	2.32	0.68
Non-Interest Expense / Average Assets ¹	6.79	6.68	7.67	8.40	8.04	3.62
PLLL or Credit Loss Expense / Average Assets ¹	0.74	0.54	0.86	0.11	0.26	0.27
LIQUIDITY						
Total Loans / Total Assets	75.88	77.48	81.73	74.55	82.13	52.16
Cash + Short-Term Investments / Assets ³	19.87	15.23	10.45	9.85	6.02	26.70
SENSITIVITY TO MARKET RISK						
Est. NEV Tool Post Shock Ratio ⁴	2.75	3.72	3.72	2.30	4.36	13.61
Est. NEV Tool Post Shock Sensitivity ⁴	-28.22	-29.74	-34.25	-48.51	-36.64	-13.80

1 Exam date ratios are annualized.

2 Exam Date Ratio is based on Net Charge Offs over the last 12 months.

3 This ratio relies on maturity distribution of investments reported per 5300 instructions. Thus, the maturity distribution could be based on the repricing interval and not the actual maturity of the investment.

4 Applicable for credit unions under \$500 million.

5 The FPR was recently reorganized resulting in some ratios being relocated but not deleted. The ratio you are looking for may be on the Historical Ratios tab.

6 The net worth ratio is calculated according to NCUA regulations part 702. This ratio considers optional assets elections, SBA PPP loans pledged as collateral to the FRB PPP Lending Facility, and the CECL Transition Provision, as applicable. The calculation may be found on Schedule G of the Call Report, see Account 998.

National Credit Union Administration

Financial Performance Report - Historical Ratios ³

Annual, Ending Dec 2024

Charter	Name	Street	City	State	ZipCode	Region
23865	SYRACUSE COOPERATIVE	1816 Erie Blvd E	Syracuse	NY	13210	1

Line Item	Dec-2020	Dec-2021	Dec-2022	Dec-2023	Dec-2024	Peer Avg.
CAPITAL ADEQUACY						
Has the credit union adopted ASC topic 326 (CECL)?	No	No	No	Yes	Yes	N/A
Effective date of adoption of ASC Topic 326 - Financial Instruments - Credit Losses (CECL)	0	0	0	04/01/2023	04/01/2023	N/A
Net Worth / Total Assets excluding CECL Transition Provision ⁴	6.44	7.23	7.21	7.15	8.83	14.35
Net Worth / PCA Opt. Total Assets (if applies)	6.57	7.28	7.24	N/A	N/A	N/A
Net Worth/Total Assets excluding one time adjustment to undivided earnings for the adoption of ASC topic 326 (CECL) ²	6.44	7.23	7.21	N/A	N/A	N/A
Solvency Evaluation (Estimated)	107.18	108.57	108.37	109.20	110.99	117.39
Classified Assets (Estimated) / Net Worth	23.16	15.22	17.11	25.97	22.66	4.04
ASSET QUALITY						
Net Charge-Offs / Average Loans*	0.54	0.97	0.96	0.29	0.23	0.45
Fair (Market) HTM Invest Value/Book Value HTM Invest.	0.00	0.00	0.00	0.00	0.00	97.99
Accum Unreal G/L On AFS/Cost Of AFS	0.00	0.00	0.00	0.00	0.00	-6.12
Delinquent Loans / Assets	5.53	4.59	6.51	5.12	6.03	0.64
EARNINGS						
Gross Income/Average Assets*	6.47	6.27	5.82	6.06	6.62	5.40
Yield on Average Loans* ¹	5.54	5.18	4.97	5.65	6.56	6.15
Yield on Average Investments*	0.24	0.44	1.25	2.84	4.47	3.28
Fee & Other Op.Income / Avg. Assets*	1.91	2.23	1.71	1.39	1.15	0.77
Cost of Funds / Avg. Assets*	0.24	0.17	0.13	0.30	0.69	0.90
Net Margin / Avg. Assets*	6.23	6.11	5.69	5.76	5.93	4.49
Net Interest Margin/Avg. Assets*	4.32	3.88	3.98	4.37	4.78	3.71
Non-Interest Expense / Gross Income	104.98	106.50	131.82	138.58	121.39	66.79
Fixed Assets & Foreclosed & Repossessed Assets / Total Assets	1.39	2.91	4.18	5.56	6.46	1.52
Net Operating Exp. /Avg. Assets*	4.93	4.93	6.13	7.06	6.95	3.12
ASSET / LIABILITY MANAGEMENT						
Net Long-Term Assets / Total Assets	10.91	13.40	72.10	19.72	27.99	17.33
Reg. Shares / Total Shares. & Borrowings	30.34	30.17	27.72	25.65	25.15	58.21
Total Loans / Total Shares	84.54	91.80	94.85	95.92	102.23	61.63
Total Shares, Dep. & Borrs / Earning Assets	99.31	95.25	97.60	98.76	96.78	89.09
Reg Shares + Share Drafts / Total Shares & Borrs	62.69	63.38	62.06	56.06	57.50	73.36
Borrowings / Total Shares & Net Worth	4.15	3.83	3.60	5.82	5.13	0.16
PRODUCTIVITY						
Members / Potential Members	3.66	3.85	3.92	4.10	2.48	32.07
Borrowers / Members	37.56	33.87	31.10	31.00	56.43	110.39
Members / Full-Time Empl.	212.78	219.28	247.83	234.15	120.27	435.63
Avg. Shares Per Member	\$5,135	\$5,225	\$5,058	\$5,148	\$9,139	\$9,941
Avg. Loan Balance	\$11,559	\$14,161	\$15,428	\$15,929	\$16,556	\$13,320
Salary And Benefits / Full-Time Empl.*	\$41,145	\$47,635	\$52,634	\$57,737	\$58,886	\$73,008

* Annualization factor: March = 4; June = 2; September =4/3; December = 1 (or no annualizing)

**Percentile Rankings and Peer Average Ratios are produced once a quarter after the data collection is complete. Subsequent corrections to data after this date are not reflected in the Percentile Rank or the Peer Average Ratios until the next cycle. Percentile Rankings show where the credit union stands in relation to its peers in key areas of performance. To arrive at the percentile ranking, all data for all credit unions in a peer group are arranged in order from highest (100) to lowest (0) value. The percentile ranking assigned to the credit union is a measure of the relative standing of that ratio in the entire range of ratios. A high or low ranking does not imply good or bad performance. However, when reviewed in relation to other available data, users may draw conclusions as to the importance of the percentile rank to the credit union's financial performance.

1/ Prior to September 2019, this ratio did not include Loans Held for Sale in the denominator. Prior to June 2019, the numerator may or may not have included interest income on Loans Held for Sale.

2/ For periods after March 2020, Assets in the denominator excludes Small Business Administration Paycheck Protection Program loans pledged as collateral to the Federal Reserve Bank Paycheck Protection Program Lending Facility.

3/ The FPR was recently reorganized resulting in some ratios being relocated but not deleted. The ratio you are looking for may be on the Key Ratios tab.

4/ For periods after March 2020, Assets in the denominator excludes Small Business Administration Paycheck Protection Program loans pledged as collateral to the Federal Reserve Bank Paycheck Protection Program Lending Facility. For periods after December 2022, the CECL Transition Provision is not included in either Net Worth or Assets.

Glossary for NCUA Financial Performance Report (FPR)

From the NCUA's FPR User Guide ([v. 9/2022](#)) and FPR Ratio and Formula Guide ([v. 6/2023](#))

1. Overview of Key Ratios

Net Worth:

Net Worth divided by Total Assets. This capital adequacy ratio measures net worth in relation to total assets. Net worth cushions fluctuations in earnings, supports growth, and provides protection against insolvency.

Net Worth divided by Optional Total Assets for PCA. This capital adequacy ratio measures net worth in relation to *average assets* over a period. It better indicates capital adequacy during periods of growth.

Return on Average Assets:

Net Income divided by Average Assets. This is an earnings ratio that measures net income in relation to average assets. This ratio represents the bottom line. A positive ratio value shows that earnings were sufficient to cover the credit union's operating expenses and cost of funds.

Delinquency:

Delinquent Loans divided by Total Loans. This is an asset quality ratio that measures delinquent loans in relation to total loans. This ratio is an indicator of the effectiveness of delinquency control and potential loan & lease losses.

Charge-Offs:

Net Charge-Offs divided by Average Loans. This is an asset quality ratio that measures net charge-offs in relation to average loans. Net charge-offs are an important indicator of the effectiveness of lending and collection practices. Loan & lease losses reduce the credit union's capital.

Peer averages and percentile rankings are provided for comparison. Cooperative Federal's peer group includes credit unions with assets of \$10 million to \$50 million. Peer comparisons must be considered in relation to other available data, including any factors unique to the credit union, before conclusions can be reached.

2. Key Terms

AVERAGE ASSETS. Total Assets for the current period + Total Assets for the prior year-end, divided by two.

AVERAGE INVESTMENTS. Total Investments, Cash on Deposit, and Cash Equivalents for the current period + Total Investments, Cash on Deposit, and Cash Equivalents for the prior year-end, divided by two.

AVERAGE LOANS. Total Loans for the current period + Total Loans for the prior year-end, divided by two.

BORROWINGS. The total of Draws Against Lines of Credit, Other Notes, Promissory Notes, and Interest Payable, Borrowing Repurchase Transactions, Subordinated Debt and Subordinated Debt included in Net Worth, minus Borrowing Repurchase Transactions Placed in Investments for Purposes of Positive Arbitrage. For low-income designated credit unions only, borrowings also include Uninsured Secondary Capital.

COST OF FUNDS. The total of Dividends on Shares, Interest on

Deposits, and Interest on Borrowed Money.

DELINQUENT LOANS. The amount of loans 60 days or more delinquent.

ESTIMATED LOSSES. Estimated losses include the allowance for loan and lease losses, the allowance for credit losses, and the appropriation for non-conforming investments (this account is used by state chartered federally insured credit unions for investments not authorized by NCUA).

FULL-TIME EQUIVALENT EMPLOYEES. Number of Part-time Employees divided by two + number of Full-time Employees.

NET CHARGE-OFFS. Total amount of loans charged off during the year, minus all recoveries on charged-off loans during the year.

NET WORTH. The total of the Undivided Earnings, Appropriation for Non-Conforming Investments (state chartered credit unions only), Other Reserves (Appropriations of Undivided Earnings), and Adjusted Retained Earnings acquired through Business Combinations. For low-income designated credit unions only, Net Worth also includes Subordinated Debt and Grandfathered Secondary Capital.

SHARES. The total of all shares and deposits. Low-income designated credit union can hold member shares & deposits as well as nonmember deposits.

SUBORDINATED DEBT or grandfathered SECONDARY CAPITAL. Low-income designated credit unions can make use of this alternative capital to build net worth. Because it is long term and uninsured, this type of borrowing may be included in net worth.

3. Ratio Calculations

CAPITAL ADEQUACY:

NET WORTH/TOTAL ASSETS. Net Worth divided by total assets.

NET WORTH/PCA OPT TOTAL ASSETS. Net Worth divided by alternative asset election (i.e. average assets) or total assets.

TOTAL DELINQUENT LOANS/NET WORTH. All loans 2 months or more delinquent divided by net worth.

SOLVENCY EVALUATION (ESTIMATED). Total assets minus liabilities, uninsured secondary capital, and appropriation for non-conforming investments divided by total shares.

CLASSIFIED ASSETS (ESTIMATED)/NET WORTH. Estimated losses divided by net worth.

ASSET QUALITY:

DELINQUENT LOANS/TOTAL LOANS. All loans 60 days or more delinquent divided by total assets.

NET CHARGE-OFFS/AVERAGE LOANS (ANNUALIZED*). Total amount of loans charged off during the year minus all recoveries on charged-off loans during the year divided by average loans.

FAIR (MARKET) VALUE/BOOK VALUE (for investments Held to Maturity). Fair market value of held-to-maturity investments divided by the book value of held-to-maturity investments.

ACCUMULATED UNREALIZED GAINS OR (LOSSES) ON AVAILABLE FOR SALE SECURITIES (+ debits credits)/COST OF INVESTMENTS AVAILABLE FOR SALE. Accumulated Unrealized Gains or (Losses) on Available for Sale Securities divided by the total of the book value of investments Available for Sale minus the accumulated Unrealized Gains or (Losses) on Available for Sale Securities.

DELINQUENT LOANS/ASSETS. All loans 2 or more months delinquent divided by total assets.

EARNINGS (ANNUALIZED*):

All earnings ratios with Average Assets in the denominator must be annualized.

RETURN ON AVERAGE ASSETS. Net income (loss) divided by average assets.

GROSS INCOME/AVERAGE ASSETS. Gross income divided by average assets.

YIELD ON AVERAGE LOANS. Interest on loans divided by average loans plus average loans held for sale.

YIELD ON AVERAGE INVESTMENTS. Income from investments and trading profits or losses divided by average investments.

COST OF FUNDS/AVERAGE ASSETS. Interest on borrowed money from all sources, plus dividends on shares and interest on deposits, divided by average assets.

NET MARGIN/AVERAGE ASSETS. Gross income minus cost of funds divided by average assets.

NET INTEREST MARGIN/AVERAGE ASSETS. Total interest income from loans and investments minus total cost of funds divided by average assets.

NET OPERATING EXPENSES/AVERAGE ASSETS. Total operating expenses (excluding the provision for loan & lease losses and cost of funds) minus fee income divided by average assets, annualized as appropriate.

NON-INTEREST EXPENSE/AVERAGE ASSETS. Total non-interest expense divided by average assets. Non-interest expense does not include Provision for Loan and Lease Losses.

NON-INTEREST EXPENSE/GROSS INCOME. Total operating expenses (excluding the provision for loan & lease losses and cost of funds) divided by gross income. *This ratio is not annualized.*

PROVISION FOR LOAN & LEASE LOSSES/AVERAGE ASSETS. Provision for loan & lease losses (or Credit Loss Expense) divided by average assets

FIXED ASSETS AND OREOs/TOTAL ASSETS. The sum of land and building, other fixed assets and other real estate owned divided by total assets. *This ratio is not annualized.*

ASSET/LIABILITY MANAGEMENT:

NET LONG-TERM ASSETS/TOTAL ASSETS. The sum of real estate loans which will not refinance, reprice or mature within 5 years, commercial loans, investments with remaining maturities of more than 3 years, NCUSIF deposit, land and building and other fixed assets divided by total assets.

REGULAR SHARES/TOTAL SHARES AND BORROWINGS. Regular shares divided by total shares and borrowings.

TOTAL LOANS/TOTAL SHARES. Total loans divided by total shares.

TOTAL LOANS/TOTAL ASSETS. Total loans divided by total assets.

CASH AND SHORT-TERM INVESTMENTS/ASSETS. Cash and equivalents plus investments with less than one-year remaining maturity, divided by total assets.

TOTAL SHARES, DEPOSITS AND BORROWINGS/EARNING ASSETS. Total shares, deposits, and borrowings divided by the sum of total loans and total investments (excluding reverse repurchase transactions placed in investments for positive arbitrage).

REGULAR SHARES + SHARE DRAFTS/ TOTAL SHARES AND BORROWINGS. Regular shares plus share drafts divided by total

shares and borrowings.

BORROWINGS/TOTAL SHARES AND NET WORTH. Total borrowings divided by total shares and net worth.

PRODUCTIVITY:

MEMBERS/POTENTIAL MEMBERS. Number of current members divided by the total of potential members.

BORROWERS/MEMBERS. Number of loans divided by number of current members.

MEMBERS/FULL-TIME EMPLOYEES. Number of current members divided by equivalent full-time employees.

AVERAGE SHARES PER MEMBER. Total shares and deposits divided by number of current members.

AVERAGE LOAN BALANCE. Total loans divided by number of loans.

SALARY & BENEFITS/FULL-TIME EMPLOYEES - Employee compensation and benefits divided by equivalent full-time employees.

MANAGEMENT RATIOS (ANNUALIZED*)

*This section of the FPR shows growth ratios for net worth, shares, loans, assets, and investments. All growth ratios are computed using the same basic formula: Current Period (***) minus Prior Year End (***) divided by Prior Year End (***) where (***) is the growth item to be calculated (such as shares or loans).*

NET WORTH GROWTH. This ratio measures the growth in total net worth. To compute the ratio, use total net worth in the basic formula discussed above and annualize as appropriate. (Note: The calculation of this ratio requires using the absolute value of the denominator.)

SHARE GROWTH. This ratio measures the growth in shares. To compute the ratio, use total shares in the basic formula discussed above and annualize as appropriate.

LOAN GROWTH. This ratio measures the growth in loans. To compute the ratio, use total loans in the basic formula discussed above and annualize as appropriate.

ASSET GROWTH. This ratio measures the growth in assets. To compute the ratio, use total assets in the basic formula discussed above and annualize as appropriate.

INVESTMENT GROWTH. This ratio measures the growth in investments. To compute the ratio, use total investments (excluding for all periods reverse repurchase transactions placed in investments for positive arbitrage) in the basic formula discussed above and annualize as appropriate. Beginning in December 2000 this ratio indicates growth in the sum of investments, cash on deposit and cash equivalents.

**Multiplying the result of the formula given by the appropriate annualization factor for each quarter annualizes these ratios: March (4), June (2), September (1.33). No annualization is necessary for December ratios because they already reflect an annual period.*

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Nominations Committee Report

April 27, 2025

Board of Directors

The board size for 2025 is set at 13. There are seven 2-year terms open. Five board members are seeking re-election and one new candidate has been nominated. We have one vacancy due to a resignation and will accept nominations from the floor.

Nominees:

Alaa Alawaad
Indaria Jones
Moise Laub
Jessica Maxwell
Aleris Pizarro-Lopez
Barbara Racculia

Balloting Details

1. Listing on the ballot is determined randomly.
2. Ties are broken by a run-off vote.

Continuing Current Terms of Office

Continuing on the Board of Directors are Jery Augustin, Frank Cetera, Ebony Farrow, Tanika Jones, Pie Manirarora and Duane Owens.

Considerations for Nomination

Candidates must be members age 14 or older, must be bondable, and must not have a conflict of interest. We like all candidates to be reasonably responsible with personal finances and to use the credit union as their primary financial institution. A good board member is a member who is thoughtful, level-headed, involved in the community and loves the credit union and what we try to do.

Diversity

The nominating committee works to maintain a diverse and inclusive Board that reflects our membership and our community.

Nominations Committee

Frank Cetera, Stasya Erickson, Ebony Farrow, Duane Owens, and Barbara Racculia.

The committee is charged with coming up with at least one well-qualified nominee for each open position and follows other guidelines in the board policy.

The Nominations Process

1. Notices are posted in our statements, email newsletters, website and Facebook page.
2. Members, board, volunteers, and staff are solicited to submit the names of members who they think would be good candidates.
3. Nominations Committee researches the experience and affiliations of potential candidates and the history of their credit union relationship.
4. Nominations Committee reviews and prioritizes the list.
5. The Committee or staff contacts the members in order of priority, soliciting interest, providing information about the responsibilities, training, and answering questions.
6. The final nomination list is presented to the Board of Directors via its Secretary, and notice is sent to membership at least 75 days prior to the Annual Meeting.
7. Nominations can also be made by filing a petition signed by 0.5% of the members (as of 12/31/2024, 20 people) with the Board Secretary. Members that wish to petition for nomination may collect signatures in CoopFed's lobbies during designated times.
8. If petitions are received, a revised notice of nominations is sent to the membership.

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4/2025 Board Election Candidate Profiles



Alaa Alawaad has been a member of Cooperative Federal's Board of Directors since October 2021. He is an IT professional with over eight years of experience in system analysis and process improvement. Alaa currently works as a Computer Consultant at Syracuse University, where he focuses on software deployment, server management, and project management. Alaa holds a BS in Information Management & Technology from Syracuse University. Fluent in Arabic and English, Alaa is dedicated to enhancing operational efficiency and supporting IT initiatives at the credit union.



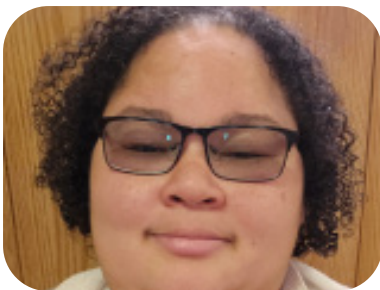
Indaria Jones is an award-winning entrepreneur with 8 years of experience as an economic development professional. She has managed some of Upstate New York's most prominent CEOs from small to million-dollar companies, executives of regional organizations, startups, and community activists and leaders. Indaria is passionate about creating opportunities for minority and women owned businesses professionals, leading her to create an incubator for this purpose in 2018. She recently served on the NYS Regional Economic Development Council Advisory Group to accelerate economic investment for minority developers and cofounded iHome Property Management & Co. to purchase and rehabilitate residential homes in her neighborhood.



Moise Laub was born in Haiti and immigrated to the United States at the age of 12. He is a U.S. Navy veteran who went on to earn his associate degree from Onondaga Community College and a bachelor's degree in International Relations from Syracuse University. He later completed a Master of Public Administration (MPA) at the Maxwell School of Citizenship and Public Affairs. Moise currently works for the U.S. Department of Agriculture's Natural Resources Conservation Service (USDA NRCS), supporting conservation and program initiatives. He joined the Board in 2021 and now serves as President, where he champions equity, community development, and cooperative values. Outside of work, he enjoys traveling, volunteering, and spending quality time with his family.



Jessica Maxwell grew up on a small farm in Upstate NY. For the past 20 years, she has been an activist and community organizer in Syracuse, working on economic and social justice campaigns including immigrant rights, justice for incarcerated individuals and their families, community gardening and urban agriculture, and safe and clean energy. Jessica is currently a trainer with RiseUp for Social Action, serves on the boards of the Alliance for a Green Economy and the NY Immigration Coalition, and is the Executive Director of the Workers Center of CNY.



Aleris Pizarro-Lopez was born in Puerto Rico and raised between both Puerto Rico and Syracuse. She is currently serves the Spanish-speaking community as caseworker with the Onondaga County Department of Children and Family Services. Aleris received her BA in Psychology and Sociology from Wells College in 2010. Aleris has dedicated her life to Social work and loves assisting those around her in whichever way possible. In her spare time, Aleris enjoys traveling and spending time with family and loved ones.



Barbara Racculia was born and raised in Syracuse, and loves living here. She currently works at Thompson and Johnson Equipment as their Financial Analyst. Barbara has worked in various types of companies, all in an accounting capacity, from insurance to retail and manufacturing. With 2 adult daughters and 2 granddaughters, she received her BBA in Finance/Accounting when her youngest went to kindergarten and her MBA in 2016. She joined Coop Fed's Board in 2021 and serves as the Financial Officer.