



**First
Federal**

2024

**Community
Impact
Report**





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Committed to Community

At First Federal, giving back to the community is more than a tradition—it's a core part of who we are. In 2024, our commitment to community impact remained unwavering as we focused on meeting basic human and community needs, fostering meaningful partnerships, and empowering our employees to make a difference.

This year, our 86 employees volunteered an incredible 3,149 hours, supported by First Federal's 8-hour paid volunteer time program. Together, we partnered with local nonprofits, including Lutheran Community Services NW, Juliette's House, and McMinnville Area Habitat for Humanity, to address critical challenges and make a measurable difference in our community.

Our philanthropic efforts resulted in significant investments in the causes that matter most to our neighbors. Through donations, sponsorships, and volunteer initiatives, we supported housing, food security, education, and health services, reaching countless individuals and families in need.

At First Federal, we also celebrate success and inspire action. With monthly team celebrations, ambitious goals, and a culture of collaboration, we not only achieved but exceeded many of our impact targets.

As we look ahead to 2025, we remain dedicated to being a positive force in the community we call home. We are proud to work alongside passionate employees, trusted partners, and our resilient neighbors to create lasting change.



Expanding Service

McDaniel Branch

This year, First Federal grew alongside our community by opening our newest branch at 1650 OR-99W in McMinnville. On December 16th, our team proudly welcomed customers into this state-of-the-art facility, designed to provide an even better banking experience.

Before its opening, we invited community members to help choose a name that reflected the significance of this location. With over 150 thoughtful responses, "McDaniel Branch" emerged as the clear favorite—honoring its position on McDaniel Lane and the area's vital role in connecting businesses, schools, and neighborhoods.

Spanning 4,400 square feet, the McDaniel Branch was built with customer convenience in mind. It features modern banking amenities, a drive-thru service, and ample parking, ensuring easy access. More than just a new building, this expansion allows us to serve you better—offering more space, enhanced services, and a welcoming environment for personal and business banking.





Community Impact Programs

Community Internship Program with Linfield University

This year marks the 15th anniversary of our collaboration with Linfield University for the First Federal Community Internship Program.

This initiative connects the energy and talents of students with the strategic goals of nonprofits in the Yamhill County area. A successful internship not only grants students invaluable experience and insights into nonprofit work but also allows nonprofits to benefit from completed projects by Linfield students with diverse academic backgrounds. Through this program, we aim to empower both students and regional nonprofits, fostering a stronger community.

This year, we supported five unique student internship projects:

- McMinnville Downtown Association Committee for Public Art: Gather information about public art in McMinnville and assist Visit McMinnville in website development.
- Student Nutrition & Activity Clinic for Kids (SNACK): Create and execute an outreach plan to raise awareness of the organization and identify partnership opportunities within the healthcare sector and broader community.
- Juliette's House: Work alongside Family Advocates and the Family Support Coordinator teams to design parenting tool lesson plans that assist caregivers post-assessments and improve the family waiting room experience.
- Outdoor Education Adventures: Collaborate with a team of educators and counselors at summer camp to develop materials for community outreach events.
- McMinnville Community Media: Identify organizations to serve, then plan, film, and edit interviews with support from an experienced mentor.



Community Impact Programs

High School Scholarships

Since 1922, First Federal has been dedicated to meeting the financial needs of customers in Yamhill County, and we are excited to offer support to students who are investing in their futures. This year, we awarded seven (7) scholarships of \$5,000 each to selected graduating seniors from public or charter schools, including homeschooled students, in Yamhill County, Oregon. One scholarship was allocated for each of the following schools: Amity, Dayton, McMinnville, Newberg, Sheridan, Willamina, and Yamhill-Carlton. In 2024, First Federal introduced the First Federal Trades Scholarship to assist graduating seniors who are pursuing a trade degree or certificate. As part of this initiative, one (1) \$5,000 scholarship was granted to a graduating senior from Yamhill County who intends to attend a United States Trade School.

The eight (8) scholarship recipients are:

- Amity: Nevi Reeser - Pacific University
- Dayton: Anna Baumholtz - Linfield University
- Yamhill-Carlton: Cayden Hill - Chemeketa Community College
- McMinnville: Mckenna Graham - The University of Arizona
- Newberg: Hudson Veatch - George Fox University
- Sheridan: Abigail Matlack - Pacific University
- Willamina: Mikalie Floyd - Corban University
- Trade School: Genevieve Greninger - Cascade Culinary Institute

Teach Children to Save

Every April, the staff at First Federal take part in the 'Teach Children to Save' initiative by providing financial literacy lessons to local third graders. Sponsored by the American Bankers Association, Teach Children to Save is a free national program that mobilizes volunteer bankers to help children cultivate healthy savings habits from an early age. This year, 15 of our team members engaged with 460 students across 21 classes from 7 elementary schools in Yamhill County. Our employees are deeply dedicated to the communities we serve, and this program is always an exciting highlight for us! It offers a wonderful chance to share our expertise and instill the importance of lifelong saving in our youth.



Community Impact Programs

Community Rewards

For every hour volunteered by First Federal customers, a contribution of \$2 will be made to nonprofit organizations in Yamhill County. The more time invested in volunteering, the greater the potential reward for these organizations. Participating nonprofits can earn up to \$500 in a single year, with total donations based on the active volunteer hours logged during the program. The First Federal Community Rewards program will conclude once a milestone of 10,000 volunteer hours is reached. Contributions are calculated based on the total hours recorded and will be distributed at the end of the program.

In 2024, a total of \$20,000 was donated through this initiative, reflecting the 10,000 volunteer hours submitted. A total of 311 customer volunteers participated, supporting 67 nonprofit organizations that received funding based on the associated volunteer hours. The program will return on May 1st, 2025!

Here are the recipients for 2024:

Homeward Bound Pets

Juliette's House

YCAP Food Bank

Wilamina 4th of July

4-H Clubs of Yamhill County

Vine Medical Center (PCIC)

Newberg Animal Shelter Friends

Love INC.

Yamhill County Gideons

Yamhill Carlton Together Cares

A Family Place Relief Nursery

Henderson House

Give a Little Foundation

Soup Kitchen @ St. Barnabas

St. James Catholic School

Amity Assembly of God Isaiah 58

West Valley Community Campus

Head Start of Yamhill County

Hillside Foundation

With Courage

Amity Volunteer Fire Dept.

Gallery Theater

See Ya Later Foundation

Yamhill County CASA

Yamhill County Historical Society

Amity Education Foundation

St. Vincent de Paul

Sheridan Museum of History

Zero Waste

Hope on the Hill

C.S. Lewis Academy

Second Winds Community Band

Hazel's House Rescue

Newberg Area Habitat for Humanity

Yamhill County Search and Rescue

Carlton Volunteer Firefighters Assoc.

First Baptist Church, STAR Program



Community Impact Programs

Community Rewards

Lutheran Community Services

McMinnville Education Foundation

Yamhill County CERT

American Red Cross

Dayton Education Foundation

Tina Miller Community Center

Yamhill Chapter DAR

McMinnville Music Boosters

Yamhill Enrichment Society

Yamhill Carlton High School Trap Team

American Cancer Society - Relay for Life

Yamhill County Gospel Rescue Mission

McMinnville Area Habitat for Humanity

Soroptimist International of McMinnville

Hoofprints in the Sand

Devins Helping Hands

Newberg Community Band

Newberg F.I.S.H. Emergency Services

First Presbyterian Church Community Dinner

Yamhill County Master Gardeners Association

Virginia Garcia Memorial Health Center

Harmony New Beginnings Animal Rescue

Soroptimist International Chehalem Valley

Friendsview Retirement Residents Assistance Fund

MV Advancements

Veritas School

Rock of Ages Mennonite Home

Boy Scouts of America

Friends of the Amity Library

Beyond Backpacks

Salvation Army

Carlton Observatory

Traveling Light Foundation

Noah's Haven Animal Rescue

Grand Sheramina Community Resources

Sheridan Volunteer Fire

Camp Smith Scout Camp

SMART (Start Making a Reader Today)

McMinnville Adventist Christian School

Tilikum Center for Retreats & Outdoor Ministries

Legacy Hospice Services - McMinnville

McMinnville Christian Academy

Willamette Valley Cancer Foundation

US Naval Sea Cadets Corps, Ironside Division

Newberg High School Trap Shooting Team

Yamhill Carlton Education Foundation

Yamhill County Special Olympics

Carlton Memorial Post 173, American Legion



Community Impact Programs

Employee Ballot

Our Employee Ballot program empowers each employee to choose one (1) nonprofit organization in Yamhill County annually to receive a \$50 donation. This year, we proudly donated a total of \$3,900 based on the selections made by our team. Our staff is genuinely enthusiastic about supporting our community, and we take great pride in giving back through their choices in this program.

Here are the recipients for 2024:

Homeward Bound Pets	Hope On The Hill Inc
Noah's Haven	Newberg Kiwanis
Hoofprints In The Sand Rescue	American Legion Auxiliary Post 173 (Carlton)
Juliette's House	Life Christian Academy
Newberg Animal Shelter Friends	Love Inc Of Newberg
Henderson House	McMinnville Downtown Assoc
With Courage	McMinnville Public Library
Carlton Memorial Post 173	McMinnville Soccer Club
McMinnville High School	Newberg Booster Club
MVMS Parent Group	Newberg Rod And Gun Club
American Cancer Society Relay For Life Yamhill County	Oregon Council On Economics Education
Unidos Bridging Community	Oregon Hunter's Assoc Yamhill County
US Naval Sea Cadet Corps	McMinnville Rotary Club
4 H Clubs Of Yamhill County	See Ya Later Foundation
ABC Daycare	St Vincent De Paul
Amity Volunteer Firefighters	Willamette Valley Cancer Foundation
Beyond Backpacks	Yamhill Enrichment Society
Carlton Community Foundation	Yamhill County CASA Program
Carlton Observatory	Yamhill Carlton High School
Spanish McMinnville Congregation Of Jehovah's Witnesses	Yamhill County Historical Society
Carlton's Walk In The Park	Yamhill Carlton Storehouse
Celtic Heritage Alliance	Yamhill Community Action
Devin's Helping Hands	(Provoking Hope) Yamhill Valley Treatment
Gallery Theater	Grand Sheramina Food Bank
Girl Scouts	McMinnville Habitat For Humanity



Community Impact Programs

Community Grants

We are committed to empowering local organizations that make a profound difference in the lives of our neighbors. Through our Community Grants program, we proudly champion initiatives across Yamhill County that address vital needs, spark creativity, and enrich our community overall.

In 2024, we awarded grants to a diverse array of organizations, enabling them to accomplish meaningful goals—ranging from facility upgrades and critical resource provision to enhancing community programs. Below is a full list of our 2024 grant recipients and the projects they accomplished with our support:

December 31st, 2023:

- \$1,249 to Newberg Animal Shelter to upgrade the dryer for the shelter.
- \$3,000 Hope on the Hill to purchase a new food pantry freezer.
- \$2,359 to McMinnville Area Habitat for Humanity to restore and update building signage.
- \$2,000 to Sheridan Museum of History for air conditioning upgrades to help preserve artifacts.
- \$1,500 to Provoking Hope to provide 1,000 basic hygiene kits to unhoused citizens.

March 31st, 2024:

- \$2,000 to Churches United for West Valley for 10 weeks of meals for local families.
- \$2,000 to Yamhill County CASA to purchase tablets for volunteer advocates use.
- \$1,000 to Soroptimist International of McMinnville for the “SoroBoutique” women who work program.
- \$950 to Love our Library (Willamina Public Library) to host a comic book event.
- \$1,500 to Soup Kitchen at Saint Barnabas for the redesign of their serving area.
- \$1,500 to Riverstreet Church of God to upgrade food pantry equipment.
- \$1,000 to REACH Northwest to support their foster family BBQ event.

June 30th, 2024:

- \$1,500 to With Courage for their Courageous Movement program.
- \$1,500 to Grand Sheramina Food Bank to supply weekly meals to students through the summer.
- \$2,000 to St Peter Catholic Church for the facilities upgrade project.
- \$1,941 to Sleep in Heavenly Peace to provide beds to local families.
- \$1,000 to American Legion Post 173 to upgrade Hall equipment.
- \$2,000 Joyful Servant Church to purchase equipment for their Community Cantata Choir.

September 30th, 2024:

- \$2,000 to Share Inc of Yamhill County to purchase shelving for the renovated furniture bank.
- \$1,000 to Sheridan Museum of History for building lighting updates.
- \$1,628 to Yamhill Carlton Together Cares- Soccer Club to add a defibrillator on the field.
- \$3,000 to First Baptist Church of Carlton for exterior paint updates.

Through these partnerships, we're proud to contribute to impactful projects that improve lives and strengthen our shared community.



Community Impact Programs

Community Grants



\$40,000 to 22 Projects!



Community Impact Programs

Member Impact Fund Grants

In April, First Federal, in partnership with the Federal Home Loan Bank of Des Moines (FHLB Des Moines), proudly awarded two grants of \$10,000 each from the FHLB Des Moines Member Impact Fund to Yamhill Carlton Together Cares and the Willamette Valley Cancer Foundation. This matching grant initiative, launched in 2023, aims to allocate nearly \$20 million to qualifying organizations, thereby enhancing communities in specific areas within the FHLB Des Moines district. First Federal was proud to nominate Yamhill Carlton Together Cares and the Willamette Valley Cancer Foundation.

Yamhill Carlton Together Cares (YCTC), an organization dedicated to improving the lives of youth and families, intends to use the grant to expand and enrich their highly effective summer youth work program. This initiative is a fundamental aspect of their mission to empower and support community youth aged 13-17. With the help of these funds, they plan to increase the variety of job placements available while also enhancing the program's overall impact and reach. Additionally, the funds will help address essential infrastructure needs in their community facilities, which provide shelter during outdoor activities. Moreover, the grant will facilitate the installation of four new backboards in the gyms used by their programs, thereby upgrading sports facilities and enhancing recreational opportunities.

The Willamette Valley Cancer Foundation provides a financial assistance program for cancer patients to help them manage their household expenses during treatment. Many patients may find themselves unable to work for an extended time, if they can return at all. With these funds, the Cancer Foundation supports patients' recovery by covering essential costs such as mortgage or rent payments, maintaining utility services, ensuring cell phone plans are active, providing gas and grocery cards, assisting with auto, home, and health insurance premiums, purchasing necessary prescriptions, and much more.





Commitment in Action

Community Giving & Sponsorships

In 2024, First Federal contributed nearly \$265,000 to community sponsorships and donations. This amount encompasses contributions from our Community Impact Programs and individual sponsorship requests received at our branch locations. Through these efforts, First Federal proudly supported over 100 events, programs, projects, and youth activities, along with numerous other recognized community sponsorship opportunities. We cherish the chance to positively impact local organizations through these funds and eagerly anticipate the opportunities we can support in 2025 and beyond.

Fraud Prevention Seminars

First Federal's "Scam Smart" initiative in 2024 proved to be a valuable educational resource for the community, tackling the ever-growing threat of scams and identity theft. By hosting 20 interactive seminars, First Federal created an engaging platform for community members to learn about the latest scams, including cyber crime, bank fraud, online scams, and phishing attacks. The sessions were not only informative but also fostered open discussions, allowing participants to share personal experiences and strategies for safeguarding their identities. With the involvement of over 15 dedicated staff members, the seminars reached nearly 250 attendees throughout the year, underscoring First Federal's commitment to enhancing community awareness and resilience against scams.

Banking as a Career Path

We took our message about banking as a career path straight to the students by attending career fairs at high schools and universities. We wanted to show them that banking isn't just about numbers – it's about innovation, leadership, and making an impact. By connecting with students early on, we were able to share the wide range of opportunities in the industry and give them a better idea of what a career in banking can really look like. It was a great way to engage with the next generation and help them see the potential of a future in banking.





Commitment in Action

Volunteerism

In 2024, First Federal's team clocked up an impressive 3,200 hours in service to our community! A heartfelt thank you to our dedicated crew for their ongoing support of local nonprofits in Yamhill County. A standout amongst our various volunteer events has to be the biannual Amity highway cleanup. This much-anticipated event has not only become a valued tradition within our team, but it also serves as a brilliant team-building exercise that contributes to a tidier highway!



April Highway Cleanup Crew



October Highway Cleanup Crew

Community Shred Day

Since 2007, First Federal has been offering no-cost Shred Days in Yamhill County. We've teamed up with Iron Mountain to make sure your documents are shredded quickly and confidentially. These events are a hit with our community and our team is always eager to volunteer and help combat identity theft. But that's not all - we also gather canned food donations for local food banks, making these events a double win for our community! In 2024, we hosted three Shred Days across three different branches: Newberg, Amity, and at McMinnville Home Office.



Newberg Shred Day Crew



Home Office Shred Day Crew



Commitment in Action

Community Giving Drives

In April, First Federal partnered with Juliette's House to host a donation drive at each of our branches in recognition of National Child Abuse Prevention Month. Throughout the month of April, we were able to collect 34 New Fleece Blankets that went to the children that Juliette's House serves!



In August, First Federal partnered with Beyond Backpacks for their annual School Supply drive in preparation for the new school year. This annual giving drive is set up to ensure every local student has the necessary supplies to succeed. Education is a critical foundation for our community's future, and we are proud to have supported this collection drive to help set every child up for success.



In September, we hosted our annual 'Bank's for the Bank' Diaper Drive for A Family Place. Donations were accepted at each of our branches throughout the month of September and we were able to collect over 6,800 diapers and 3,600 wipes in total!



During the months of November and December, each First Federal branch participated in local holiday giving Drives that supported different causes throughout Yamhill County. These are the giving drives that were held at each branch: Carlton Fire Department Toy Drive, McMinnville Fire District Toy Drive, YOOP Tree of Giving, Amity Volunteer Fire Department Toy Drive, Tualatin Valley Fire & Rescue Toy & Joy program, Provoking Hope Sock drive, and Sheridan Rotary Coat Drive.





Commitment in Action

Customer Appreciation Picnics

Our annual Picnics In the Park(ing Lot) event is a highlight for both employees and customers. Each summer, our team loves to serve hotdogs, pie, and ice cream to our community members. This year, we hosted picnics at each of our six branch locations, bringing together over 1,500 people across all events! This occasion not only allows our team to enjoy the outdoors but also creates opportunities for meaningful connections with our wonderful customers over a shared meal.





Commitment in Action

Partnering for Affordable Housing

First Federal teamed up with McMinnville Area Habitat for Humanity to help fast-track affordable housing development in our community. In December, First Federal purchased mortgages from McMinnville Area Habitat for Humanity, which provided them with immediate capital to acquire property for their next major housing project.

This strategic collaboration allows Habitat to free up resources and take critical next steps in its mission of providing affordable housing while First Federal becomes the mortgage servicer for these loans. For Habitat homeowners, nothing changes—loan terms remain the same, ensuring a seamless transition for customers who will now interact with First Federal for mortgage servicing.

“Our partnership with McMinnville Habitat for Humanity reflects our commitment to supporting local solutions to housing challenges,” Brent Murray, Chief Credit Officer. “By purchasing these loans, we’re empowering Habitat to expand its impact and create new homes for families in need while welcoming a group of dedicated homeowners into our First Federal family.”

Traditionally, Habitat receives mortgage payments over the course of 30 years. However, this partnership provides the nonprofit with immediate access to funds, allowing it to reinvest those dollars directly into developing new housing opportunities. Habitat is close to completing their 34-lot Aspire Development in McMinnville. With the sale of some homeowner mortgages to First Federal, the organization has funds for property acquisition, and can continue their mission of building affordable homes for low-income home buyers.

“We’re thrilled to have a partner like First Federal who shares our vision of creating safe, affordable homes in our community,” said Katie Curry, Executive Director. “With limited supply of available land, and sale prices reaching all-time highs, these funds will help us serve even more families, while increasing the affordable housing inventory in our area.”

This collaboration represents a win-win for the community, allowing Habitat to focus on its mission and First Federal to deepen its involvement in the lives of local families.



Achievements

100 Best Companies to Work for in Oregon

In March, First Federal was recognized as one of Oregon Business Magazines 100 Best Companies to Work for for the second year in a row! This year, we were ranked at #9 in our category! We are so proud to have served our community for over 100 years, and we dedicate our continued success to our employees.



Corporate Philanthropy Award

In October, First Federal was recognized by the Portland Business Journal as one of the most generous businesses in Oregon! We won 2nd place for our \$478,614 total contributions given back to the community, and 3,150 employee volunteer hours served in 2023! We are so proud to receive this award as it highlights not only our organizational giving, but also our employees volunteerism to support our Community!



Business of the Year

In November, First Federal was named 2024 'Business of the Year' by the McMinnville Area Chamber of Commerce! This was an incredible honor, and being nominated and voted for by local chamber members makes this recognition even more meaningful. We're so proud to be recognized through this award as it celebrates the hard work and dedication of our amazing team, and the incredible support from our community.





Achievements

Community Impact Awards

At the heart of community banking lies a commitment to excel in financial services and foster a profound and lasting impact within the communities we serve. I am immensely proud to highlight members of our team who represent just that and were recently recognized at our second annual First Federal Impact Awards.

I want to congratulate Monica, Morgan, and Shanna for their inspiring dedication to service. Their efforts remind us that our roles extend beyond the office – we are an integral part of the larger community with the power to make a real difference.

These awards are not just a recognition of individual achievement but a testament to our collective spirit of social responsibility. Every recipient has demonstrated incredible initiative and compassion. I am grateful to have such dedicated individuals as part of our team.

As we celebrate these achievements, let us renew our commitment to serving our community. Each one of us can contribute and make a positive impact. I encourage everyone to seek opportunities to volunteer, support local causes, or lend a helping hand to those around us.

- Jim Schlotfeldt, President & CEO

Volunteer Leader Award

Monica Tribys-Colombi
Newberg Branch Operations Manager

Recognizing a creative and innovative approach to volunteer work, and investing 30+ hours in those initiatives.



Community Hero Award

Shanna Uscanga
Customer Care Supervisor

Recognizing an employee who has dedicated 100+ hours to making an exceptional impact within our community through volunteer work.



Emerging Volunteer Award

Morgan Caponi
Marketing & Community Impact Specialist

Recognizing an employee who has shown exceptional dedication and enthusiasm in volunteer initiatives.





Final Thoughts



A Note From The CEO

Dear Neighbors,

I am struck by the countless moments of connection and impact that have defined this year for First Federal. In every corner of our community, I see evidence of the incredible work we've accomplished together, and it fills me with pride and gratitude.

This year, we witnessed firsthand the power of collaboration. Whether it was employees stepping up to volunteer their time, local nonprofits driving change, or community members coming together to support one another, these efforts have made a tangible difference in people's lives. It's a reminder that even the smallest actions can ripple outward, creating meaningful change.

One of my favorite moments from this year came during a volunteer event with Habitat for Humanity. Watching our employees work side by side with future homeowners was a humbling experience. It underscored the importance of not just donating resources, but also showing up—rolling up our sleeves and contributing to the community in ways that matter most.

At First Federal, giving back is not just something we do; it's part of who we are. It's in the stories of our employees, who enthusiastically embrace their 8 hours of paid volunteer time. It's in our partnerships with organizations like Lutheran Community Services NW and Juliette's House, which remind us of the resilience and strength within our community. And it's in the goals we set—and often surpass—to ensure that our impact continues to grow year after year.

Looking ahead, I am excited about what we will accomplish together in 2025. Our focus will remain on listening to our community, addressing its needs, and ensuring that our work reflects the values we hold dear. I am confident that, with your continued support, we will achieve even greater things in the year to come.

Thank you for allowing us to serve you and this incredible community. Together, we are building something truly special.

Jim Schlotfeldt
Chief Executive Officer
First Federal