



Building legacy one cup at a time, Copper Cup received a \$20,000 Small Business Grant thanks to the partnership between FHLB and Zeal CU.

Trust isn't a transaction.

It's **built over years** –  
by **paying it forward.**



Zeal Credit Union proudly supports our hardworking families and their financial legacies - every step of the way.



Member of 15 years, Brandon Smiley, celebrates the purchase of his first home with a \$20,000 Launch Down Payment Grant.



**2025 Annual Report**



Generational entrepreneur, Liesl Stemas, uses a Zeal business loan to expand and create a new legacy for MI residents.

# 71st Annual Zeal Credit Union Membership Meeting

Wednesday,  
March 25, 2026

## PROGRAM

Welcome

Chairman's Welcome

## BUSINESS MEETING

Call to order and establishment of quorum

Minutes of 70th Annual Membership Meeting

## REPORTS

### Board of Directors

- Michael A. O'Hehir, Chairperson
- Karen Rawls, Oversight Committee Chairperson
- Karen Rawls, Treasurer

### Management

- Julie Kreinbring, President & CEO

## OLD BUSINESS

## NEW BUSINESS

- Scholarship Recipients

## ELECTIONS

- Report of the Nominating Committee
  - Paul Messimer, Chairperson

## ADJOURNMENT



# 70<sup>th</sup> Annual Meeting Minutes

David L. Kistic  
Secretary

The 70<sup>th</sup> Annual Membership Meeting was held virtually on Thursday, March 20, 2025, via Microsoft TEAMS. Colleen Chapman, SVP Experience, kicked off the meeting by welcoming Members, Board, and Staff. Colleen then introduced Michael O’Hehir, Chairman of the Board of Directors.

In accordance with the Bylaws of the Credit Union, David L. Kistic, Secretary of the Board of Directors, established a quorum. Motion was made and supported to accept the 69<sup>th</sup> Annual Meeting Meetings. Motion carried.

The reports from the Board of Directors and Management were presented, with all reported approved as printed in the 2024 Annual Report. Recipients of the 31<sup>st</sup> Annual Scholarship Program were recognized for their accomplishments.

OLD BUSINESS: There were no Old Business items.

NEW BUSINESS: David Kistic, Chairperson of the Nominating Committee, introduced the incumbent nominees for the Board of Directors: Karen Rawls and Sharon Wright. He stated that there were no other candidates running other than the incumbent nominees and moved that the individuals be elected by acclamation. Motion carried.

A motion was made to adjourn the meeting.







## 71st Annual Membership Meeting

**Cultivating a  
Legacy Built  
on Trust**

**Feeling with Empathy  
Acting with Passion  
Living with Character**



# Chairperson's Report

As Chairperson of the Board of Directors, I am honored to recognize the passion and commitment the entire Zeal team demonstrated this past year. Their focus has continued to be on delivering an exceptional service experience while welcoming new Credit Union members into our Zeal family.

Growing our membership is just one of many ways that Zeal is committed to building our legacy. Zeal remains resilient and financially well-positioned to steer the course in the markets we serve. We support our members and business owners as they build their own legacies. We strive to assist in all areas of financial success, be it multi-generational wealth, homeownership and investing, or purchasing a vehicle that gets members to work, school, or play. We prioritize the needs of our hard-working members while supporting our communities.

We welcomed Credit Union Advantage members and employees into Zeal Credit Union and concluded the year by officially welcoming Gogebic Range Bank customers and team members into Zeal as well. This successful partnership has expanded Zeal's presence into the Upper Peninsula, allowing us to provide even more access to affordable products and services, exceptional member experiences, and convenient access to locations statewide. It has served as a tremendous opportunity for all of us to grow, prosper, and develop the communities we serve - together.



Michael A. O'Hehir  
Chairperson

*"We continue to prioritize the needs of our members while supporting the communities we serve."*

Along with the growth and expansion of branch locations, the Board of Directors is committed to the growth and development of the credit union industry. This past year, board members attended numerous educational sessions, advocating on behalf of our members in legislative events with state and national lawmakers, and continued to share best practices with management. Be assured that we will continue to work alongside lawmakers in 2026, stressing the importance of accessible and affordable credit union services for Hardworking Americans like yourselves.

In 2025, while we experienced many wonderful additions to Zeal Credit Union, we also experienced the loss of two of our own, David Adams Jr., who served on our Board of Directors for nearly 20 years and former President & CEO, Tony Carnarvon. You can read more about their lifelong contributions to the credit union movement in the special tributes to their legacies in this report. On behalf of Zeal Credit Union's Board of Directors, I wish to extend our deepest condolences to David's and Tony's family and friends, and gratitude for their many contributions to Zeal Credit Union. Their dedication and friendship was heartfelt. David and Tony will be sincerely and truly missed.

While we look to the future, we remain committed to helping each of our members achieve their financial success, and build the legacy born from their goals and dreams. Legacy is never accidental; it's intentional. From bridging the gap to home ownership with financial assistance, to providing affordable means to expand locally owned businesses, Zeal Credit Union continues to strengthen our legacy in meeting the needs of our membership and our communities. Most of all, we are and will always remain committed to serving you. On behalf of our Board of Directors, thank you for your loyalty, your trust, and your choice to belong to Zeal Credit Union. It remains a privilege and an honor to serve you.



Michael A. O'Hehir  
Chairperson

*“We remain committed to helping each of our members achieve their financial success, and build a legacy born from their goals and dreams. Legacy is never accidental; it's intentional.”*

# President's Report

At Zeal Credit Union, we are connected by a shared purpose: serving our communities and supporting the people who depend on us. That commitment guides how we work together and how we show up for our members every day. We recognize and understand that at Zeal, YOU make the difference. We live by our core values with character, empathy, and passion because we are here for you.

We've welcomed over 35 new team members and more than 10,000 new credit union members into Zeal Credit Union over this past year, while expanding our footprint to the Upper Peninsula. At more than \$1Billion in assets, with 17 locations and more to come, we are positioning ourselves to be the leading trusted household name in banking in Michigan. This growth is not just about numbers, it's about bringing people together, expanding access, and creating a lasting value that strengthens the financial well-being of the members we serve. It means building a stronger future for our members and our neighborhoods. A legacy built from trust that's earned.

It is why we are committed to providing access to essential financial services in every community we serve. We diligently pursue access to grant funding, providing affordable loans to borrowers whose interest rates may have been much higher elsewhere.



JULIE KREINBRING  
President & CEO

*“Growth is not just about numbers. It’s about bringing people together, expanding access, and creating a lasting value that strengthens the financial well-being of the members we serve.”*



Additionally, we continue to establish products and services that meet the needs of the communities we serve, including special savings and loan programs. This year alone, we granted over \$68 Million in loans to members, providing more affordable payments on cars & homes, and loans to simplify and ease their debt load. We are honored to have served over 4,500 members through our community development-focused initiatives. One of these initiatives includes financial education.

When Zeal attended Mumford High School's Senior Fair in Detroit, we spoke to students, helping them to elevate their money management skills through budgeting, responsibly utilizing credit, and investing in their financial future.

It's another reason why we partner with Herman Moore to host Zeal's "The Financial Huddle," where participants learn how to better understand credit reports and scores, and maximize their financial performance. Topics have paved the way to financial success including "Investing in a Volatile Market," and for members who are just getting started on their journey, "Homebuying & Mortgage Process 101."

In December 2025, Zeal built upon the foundation of financial education by partnering with the Federal Home Loan Bank of Indianapolis and Mortgage Center to grant three members up to \$20,000 towards the down payment on a purchase of a new home, courtesy of the *Launch Down Payment Assistance grant*. We were honored to hear from our recipient Brandon Smiley, "It's been my plan since I graduated college to get a home and start building equity." It is just one of many ways we are committed to building a lasting impact on the financial lives of Zeal Credit Union members, and the communities we serve.



JULIE KREINBRING  
President & CEO

*"It is just one of many ways we are committed to building a lasting impact on the financial lives of Zeal Credit Union members, and the communities we serve."*



Whether it's coordinating a *Socktober Donation Drive* to gather over 1,500 warm pairs of socks for community members in need, purchasing coats, gloves, baby wipes and diapers to distribute at The Guidance Center, launching a Toys-for-Tots Donation Drive, or providing for families in need during the holiday season with Zeal and The Guidance Center's Adopt-A-Family Initiative... we're here for our communities. We are here for you.

While collecting donations for the Michigan Credit Union League Action fund, we are supporting initiatives that continue to make banking services accessible and affordable for our members through legislation. When our volunteer Board of Directors engage in the Governmental Action Committee (GAC) events at State and National levels, alongside our leadership team, it is to advocate for you and every other Zeal Credit Union member to ensure that products and services remain accessible and affordable for everyone. Rest assured, at every level, in everything we do, we strive to make the difference in our members' lives. We are committed to being here... for you.

As we enter the new year, we do so as one team, one community - stronger, aligned, connected, and moving forward - together.

Thank you for *making the difference* here at Zeal Credit Union.

We are honored to have you as our member.



JULIE KREINBRING  
President & CEO

*“As we enter the new year, we do so as one team, one community; stronger, aligned, connected, and moving forward - together.”*

# Oversight Committee

KAREN RAWLS  
Oversight Committee Chairperson

The Oversight Committee ensures that the Credit Union's financial records are accurately maintained. We work closely with our CPA firm to provide an independent audit of the financial statements for the Credit Union membership. The audits are conducted in accordance with generally accepted accounting principles and standards. The reports critically and systematically examine the internal controls, statements, records, accounting transactions and other financial records of the Credit Union. The CPA firm issued their opinion that the financial statements present fairly, in all material respects, the financial position of the Credit Union, in conformity with accounting principles generally accepted in the United States of America. In addition, the Oversight Committee oversees the internal audit function and reviews internal audit reports.

The State of Michigan Department of Insurance and Financial Services also conducts periodic examinations of the records of the Credit Union. The results of each examination are reported to the Board of Directors and the Oversight Committee. In addition to these safeguards, the National Credit Union Administration (NCUA), an agency of the U.S. government, insures deposit accounts of the Credit Union to at least \$250,000.



# Treasurer's Report

KAREN RAWLS  
Treasurer

Zeal Credit Union experienced significant growth in 2025 with \$878,249,764 in Total Assets. The credit union's capital position has increased to 22.23% Net Worth ratio through continuous implementation of organizational efficiencies and managed expenses, leading to substantial Net Income.

Zeal's lending program continues to deliver high quality results with \$212,329,007 million in loans granted throughout 2025. With a personalized focus on delivering convenient products and affordable solutions, Zeal continues to raise the bar in helping our members achieve their financial success.

Zeal Credit Union will continue to strengthen the financial futures of hardworking Americans and help Zeal members build their dreams into reality. As we continue to grow and expand our accessibility to our members, we will remain a trusted financial institution that has been here for its members and the communities we have served for over 70 years. We look forward to carrying on our legacy and building upon our commitment to serve you and over 70,000 Zeal Credit Union members in the years to come.

Thank you!



# December 31, 2025, and 2024 Statements of Earnings and Financial Condition (Unaudited)

	2025	2024
<b>Interest Income</b>		
Loans	\$39,347,796	\$38,144,079
Investments	4,653,494	3,777,063
<b>Total Interest Income</b>	<u>44,001,290</u>	<u>41,921,142</u>
<b>Interest and Dividend Expense</b>		
Members' Shares and Savings	1,466,472	1,394,779
Borrowed Funds	127,418	653,220
<b>Total Interest and Dividend Expense</b>	<u>1,593,890</u>	<u>2,047,999</u>
<b>Net Interest Income</b>	<u>42,407,400</u>	<u>39,873,143</u>
<b>Provision for Loan Losses</b>	<u>6,480,843</u>	<u>6,180,000</u>
<b>Other Income</b>	<u>15,431,209</u>	<u>15,427,811</u>
<b>Operating Expenses</b>		
Compensation and Benefits	12,736,259	11,580,690
Data Processing	2,414,002	2,294,907
Audit and Insurance	594,329	511,437
Cost of Space	2,680,862	2,442,363
Forms and Supplies	311,530	338,370
Education and Training	427,238	326,455
Marketing	589,239	428,660
Communications	605,163	599,897
Collections	526,125	677,521
Administrative	4,258,780	2,766,926
Member Services	5,121,422	4,259,761
<b>Total Operating Expenses</b>	<u>30,264,949</u>	<u>26,226,987</u>
<b>Non-Operating Gain/(Loss)</b>	<u>8,221</u>	<u>20,199</u>
<b>Gain on Bargain Purchase</b>	<u>912,711</u>	<u>0</u>
<b>Net Income to Undivided Earnings</b>	<u><u>22,013,748</u></u>	<u><u>22,914,166</u></u>

	2025	2024
<b>Assets</b>		
Loans to Members	\$650,824,328	\$647,323,387
Less Allowance for Loan Losses	(8,399,597)	(7,022,318)
<b>Net Loans</b>	<u>642,424,731</u>	<u>640,301,069</u>
Cash	10,137,768	8,012,561
Investments	152,458,477	104,685,598
Other Assets	73,228,788	72,403,485
<b>Total Assets</b>	<u>\$878,249,764</u>	<u>\$825,402,713</u>
<b>Liabilities and Members' Equity</b>		
Member Shares	348,254,710	322,227,787
Checking	149,604,841	135,926,303
Other Deposits/Certificates	183,593,834	180,788,379
<b>Total Savings</b>	<u>681,453,385</u>	<u>638,942,469</u>
Borrowed Money	0	18,506,193
Dividends Payable	28,246	21,264
Other Liabilities	6,952,726	7,314,874
Regular Reserves	18,585,560	16,665,230
Secondary Capital	5,000,000	5,000,000
Unrealized Gain(Loss) on Investments	(5,441,680)	(10,249,099)
Undivided Earnings	171,671,527	149,201,782
<b>Total Liabilities and Members' Equity</b>	<u>\$878,249,764</u>	<u>\$825,402,713</u>



# Scholarship Winners

2026 Zeal Credit Union Scholarship Program Recipients

71st Annual Meeting

# Ava Gray

## AL WILLIAMS SCHOLARSHIP

Woodhaven High School Class of 2026

The University of Michigan - Neuroscience

- Tutors middle school students and donates the proceeds to the Malala Fund to help raise money for women's education around the world.
- Works as an intern at the Downriver Community Clinic for uninsured patients and volunteers at Corewell Health Hospital.
- Multi-generational Zeal Credit Union member.
- Passionate about her dedication to supporting others instead of living for financial gain – recognizing the importance of uplifting others to create community, connection, and strength.



“I believe that individuals should support the people around them, instead of living for personal gain. Local credit unions embody this idea.”

# Ella Atkinson

## HARLAN RICHARDSON SCHOLARSHIP

Allen Park High School Class of 2026

The University of Kentucky – Nursing

- Member of National Honor Society and National Technical Honor Society (Nursing President), Health Occupations Students of America (Org. President), Link Crew, and Varsity Soccer (Captain), Golf (Captain), and Cheer Teams.
- Recipient of many sports awards including All-State Academic (Golf, Cheer, and Soccer) and Most Improved Player (Cheer and Golf). Also received High Honors for academic success.
- Longtime Zeal Credit Union member since childhood.
- Passionate about her dedication to advocacy and drive to support the well-being of others, especially during hard times.



“My dedication to advocacy and empowerment is fueled by a drive to act with passion for the well-being of others.”

# Bailey A. Ellis

## DUTCH FARR SCHOLARSHIP

Allen Park High School Class of 2026

The University of Michigan – Mechanical Engineering

- Member of National Honor Society, Student Council, Girl Up Club, and Link Crew, along with Varsity Volleyball.
- Volunteers with Detroit Marathon, Gleaner's, Rivergate Terrace Nursing Home, and Penrickton Center for the Blind.
- Third-generation Zeal Credit Union member.
- Passionate about understanding complex historical truths and its impact on the cyclical nature of art, engineering, and the geopolitical landscape.



“As a financially secure adult, I plan to give back to my community just as credit unions do.”

# Rianna Radulescu

## MARGARET KREMER-HEHMAN SCHOLARSHIP

Churchill High School Class of 2026

The University of Michigan – Biology

- Member of the Churchill Cross Country Team (Captain) and 3-time MVP recipient due to her dedication to fostering a positive team culture and leading by example.
- Works as an intern at a biotechnology start-up and founded her school's first biology club to help connect with other likeminded students to conduct genetics research.
- Multi-generational Zeal Credit Union member.
- Passionate about using science to solve real world problems and giving back to the community by empowering them – through research – to make educated medical decisions.



“Local credit unions, like Zeal, are member-owned and reinvest in their community, truly caring about the financial stability of their members.”

# Zyan Breznik

## MARK STROEBEL SCHOLARSHIP

Lenawee Christian School Class of 2026

Central Michigan University – Accounting

- Avid baseball player currently serving as Varsity Team Captain, who has received a variety of awards including All State Academics, All District Fielder, and All District Pitcher.
- Leads others as Student Body President, National Honor Society Vice President, Chief Yearbook Editor, and members of the Spanish Club and Turning Point, as well as through his volunteer work with AWANA.
- Longtime Zeal Credit Union Member since childhood.
- Passionate about utilizing servant leadership to support a well-functioning society.



“Real financial wealth comes from hard work. The market may crash, but your work ethic never will.”

# Natalie Morton

## WILLIAM ALLEN SCHOLARSHIP

Franklin High School Class of 2026

University of Detroit Mercy – Biology (Pre-Med)

- Member of the Varsity Softball Team and National Honor Society. Along with working two part-time jobs, she also volunteers with the Miracle League of Plymouth and Spartan Street Medicine.
- Leads others as Class Secretary, now Community Service Chair, as well as Chair for Franklin High School's Freshmen Mentoring Program and Unified Sports Club to support students with disabilities.
- Longtime Zeal Credit Union Member since childhood.
- Passionate about becoming a physician who cares for children, guides others toward living healthier lives, and advocating for equitable healthcare.



“I aspire to be a physician that can listen to, learn from, and amplify the voices of others to improve patients’ health and well-being.”

# A'nyiah Daniels

## JAMES CULLIMORE SCHOLARSHIP

Clarenceville High School Class of 2026

Michigan State University – Pre-Veterinary Sciences

- Member of Varsity Bowling Team and National Honor Society alongside the Students Leading Students Club.
- Works part-time as a hostess and shadows at a veterinary clinic to support her long-term goal of becoming a veterinarian.
- Zeal Credit Union member since 2024.
- Passionate about animals and hopes to one day open her own veterinary clinic and own, or partner with, an animal rescue or rehabilitation center to expand her practice's reach further.



“In the future, I would like to donate money to no-kill animal shelters and rehabilitation centers so that more animals can get the help they need, when they need it.”



**Built Over Years – Paying it Forward**



## Supporting Local Business Owners: Building Legacy One Community at a Time

When Lucy and Michael of Ironwood, MI, found themselves in need of a new commercial Espresso coffee machine for their locally owned business, Copper Cup, they turned to Neil Beckman, our Regional Vice President. Neil immediately worked with them to complete an application for the Elevate Small Business grant with the Federal Home Loan Bank of Indianapolis (FHLB). Through this partnership, they were able to receive over \$19,000 to replace their equipment so they could return to fulfilling their dream, that “great coffee should energize more than just your morning – it should connect you to your community... a community grounded in passion, flavor, and hometown pride.” Copper Cup isn’t just serving coffee. They’re building a legacy inspired by their passion for creating amazing coffee that energizes, empowers, and brings their community together; and we are honored to have helped them pay it forward - one Copper Cup at a time. Visit: [www.coppercup.coffee](http://www.coppercup.coffee) to learn more about this locally owned roastery.

Find MI Home, LLC is a women-owned organization born from a family legacy of dedicated real estate investors. Businessowner, Liesl, shared that Find MI Home, LLC focuses on single-family rental homes, with many properties in the Downriver area communities. Thanks to her business loan from Zeal, Liesl is ready to start the next chapter of her company’s story, and she looks forward to expanding her network of properties in the future to house even more residents in the great state of Michigan. Congratulations again to Liesl and the Find MI Home, LLC team! What an amazing way to pay her family’s legacy forward, by providing access to affordable homes in Southeast Michigan. When searching for a single-family rental, check out: “Find MI Home, LLC” properties on Zillow!





# First-Time Homeowners: Creating New Legacies Together

Longtime Zeal member, Brandon Smiley (pictured top left), is the first recipient of Zeal's Launch grant, receiving \$20,000 in down payment assistance to accelerate his path to homeownership. Brandon is no stranger to hard work as a college graduate working full-time while providing personalized skill development and family-based training for clients with autism. Now a first-time homeowner, he looks forward to sprucing up his new home in his spare time and setting up a garage charging station for his electric vehicle.



We also celebrated our second Launch grant recipient, Holly McPherson (pictured center left), who received over \$19,000 in down payment assistance funds. We are excited for Holly to step into this new phase of her life, moving from an apartment in Traverse City to her first single-family home.



Last but certainly not least, Daphne Brown (pictured bottom left), a new Zeal Credit Union member, received the latest Launch down payment assistance grant. Daphne received more than \$13,000 in grant funds, securing the opportunity to purchase a home for her family.

Amidst today's housing market, it can be increasingly difficult for Michiganders to break free of rental properties and move into homeownership. Launch down payment assistance is Zeal's way of putting our members and their futures first – one first-time homebuyer at a time.





# Zeal the Love

Connecting with our Community in 2025

71st Annual Meeting





## Out of the Office, Into the Community

The best way to get out into the community is to do just that – **get outside!** Between community events like the Dearborn Homecoming Fest and New Hudson Kite Festival, and special outings like the annual Metro West Charity Golf Outing, we never had a dull moment in 2025! Team members even participated in charity fun runs and spoke to legislators about credit union member needs during the annual Governmental Affairs Conference in Washington D.C.



## Holiday Helpers

Alongside volunteering at numerous Trunk-or-Treat events, the Zeal team was fortunate to continue a 4+ year tradition this holiday season by adopting 5 families through The Guidance Center's Adopt-a-Family program. Zeal volunteers provided everything on the family wish lists, including household goods, clothes and shoes, activities for the whole family, and even a dining table so one family could enjoy meals together!





## Shred Days

Zeal Credit Union hosted 3 free Shred Day/Donation Drive events in 2025, collecting **over 5,000 pounds of recycling** and **hundreds of food donations** for local shelters! These initiatives not only help to cut down on pollution but also keep members' sensitive information out of the hands of scammers by providing secure on-site shredding services through Bulldog Records Management.



## Warming Michiganders of All Ages

To better support our partners at The Guidance Center (TGC), Zeal hosted our first-ever month-long *Socktober* donation drive, collecting **1,500+ pairs of socks** for Michiganders in need this winter. Plus, Zeal's Risk Management Team went above and beyond by donating **youth coats, gloves, baby wipes, and diapers** – all must have items for TGC's free-to-the-public Walter White Community Resource Center!



# In Memoriam

## DAVID ADAMS JR.



Please join us as we commemorate Mr. David Adams Jr., an honorable volunteer who served on Zeal Credit Union's Board of Directors for nearly 20 years.

Susan Leslie (Board Director) recalls fondly that "he loved the credit union and all that it stands for. He was passionate about Zeal's ability to support members, strengthen families, and make a meaningful difference in people's lives."

Karen Rawls (Board Treasurer) shared that "David was a genuine mentor for current and aspiring board members. He was an excellent resource of Human Resource Management knowledge as a Parliamentarian who served the National Association of Postal Supervisors (NAPS) State Convention."

"I wish to express my sincere gratitude to the late Mr. David Adams Jr. for his steadfast mentorship and for recommending me for the opportunity to serve on this Board," shared Carmen Hughes (Board Director). "While his passing is a profound loss to our community, I am honored to uphold his legacy."

Sharon Wright (Board Director) appreciated that David was "a man with a wealth of knowledge and abilities, providing inspiration and guidance to everyone, impacting the community near and far with his National and State governmental legislative advocacy for the Michigan Credit Union League, among several other community organizations which he avidly supported."

"It was an honor to have worked with David alongside the Board of Directors in leading Zeal Credit Union," said Julie Kreinbring (President & CEO). "David had a passion for serving the community and for creating a memorable impact on our members' lives through his support on the Board. He will always be remembered for his contributions, warm smile, and charming demeanor. Thank you, David, for your many years of service and dedication to Zeal Credit Union."

Those who knew David Adams Jr. best would tell you his remarkable rich bass vocals could light up a room, and his stories of singing on the blocks of Detroit. Particularly, the story of his singing group on the corner at the heart of Motown's rise in the music industry; how it led to David turning down Motown legend, Smoky Robinson, who once asked to join his singing group back in the day... is one of legend. Just like David Adams Jr. was, and is, truly a legend of his time and we at Zeal Credit Union are so thankful and grateful to have known him and had him as an integral part of our credit union lives. He will always be missed and never forgotten.

# In Memoriam

## ANTHONY “TONY” CARNARVON



Please join us as we remember longtime credit union leader, retired President & CEO of Zeal Credit Union, Anthony “Tony” Carnarvon has passed away.

Tony was a passionate and inspiring leader, often a mentor and always a resource to help anyone in need. For more than 35 years, Tony dedicated his life to serving the credit union membership at Zeal, and formerly Co-op Services Credit Union.

Our President & CEO, Julie Kreinbring, had these words to share about her colleague and mentor, Tony Carnarvon, “Tony’s leadership in the credit union industry was rooted in genuine kindness and care for people. He was the kind of person you could always count on – ready to listen, ready to help, and always bringing people together. He shared his time and knowledge so freely. He loved his Excel spreadsheets. I’m grateful to have learned from him, and his impact will stay with us for a long time.”

Tony was the kind of person who could inspire someone to change their life in just one conversation. He once asked an applicant, why he hadn’t considered going all the way to the top of the organization, posing the simple question as a statement: “Why not!” That question led that candidate to continue their education and pursue a broader career path. They now oversee a segment of a multi-billion-dollar organization.

Tony truly exemplified the core values Zeal Credit Union believes in, and that is exactly how Tony made an impact in the lives of others... living with character, acting with passion, and feeling with empathy.

We are forever grateful for the contributions he made to the credit union movement, to Zeal Credit Union, and to everyone who had the pleasure of knowing him.

Tony, you will be sincerely and deeply missed and never forgotten.



# Board of Directors



**MICHAEL A. O'HEHIR**  
Chairman



**PAUL MESSIMER**  
Vice-Chairman



**DAVID L. KISIC**  
Secretary



**KAREN RAWLS**  
Treasurer



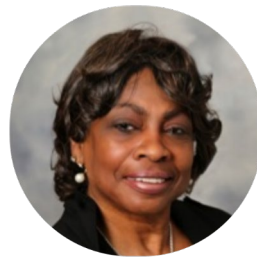
**CARMEN HUGHES**  
Director



**SUSAN LESLIE**  
Director



**KATHY RICHARDSON**  
Director



**SHARON WRIGHT**  
Director



**SAMUEL R. PALISE**  
Director Emeritus



**JON GUASTELLA**  
Associate Director



**JULIE KREINBRING**  
President/CEO



LIVE with CHARACTER - FEEL with EMPATHY - ACT with PASSION

**Thank you!**

