

ANNUAL REPORT 2025



**TOP
WORK
PLACES
2025**

Inside Business
The Hampton Roads Business Journal





**Community-based
banking has been at
the heart of BayPort
Credit Union since
our founding in 1928.**



Meeting Agenda & Table of Contents

Tuesday, February 17, 2026, 1:00 p.m.

2026 ANNUAL MEETING BROADCAST AGENDA

- ✓ Call to Order
- ✓ Invocation
- ✓ Pledge of Allegiance
- ✓ Welcome
- ✓ Introduction of the Board of Directors
- ✓ Roll Call
- ✓ Quorum Established
- ✓ Introduction of 2025 Annual Report
- ✓ 2025 Minutes Approved by Committee
- ✓ Appointment of Committee to Approve 2026 Minutes
- ✓ Report of the Chairman
- ✓ Report of the President/CEO
- ✓ Supervisory Committee Report
- ✓ Report of the Nominating Committee
- ✓ Adjournment

2025 ANNUAL REPORT TABLE OF CONTENTS

- 01 Board of Directors
- 03 Message from the Chairman and President/CEO
- 05 Minutes
- 07 Nominees for the Board of Directors
- 08 Supervisory Committee Report
- 11 Financial Statements



Credit Union Board of Directors



Maureen H. Davis
Chairman



Suzanne M. Beckstoffer
First Vice Chairman



Pamela J. Rowe PMP®
Second Vice Chairman



Jennifer M. Miller
Secretary/Treasurer



LeMeshia M. Steele
Assistant Secretary



Ray C. Bagley



Mary L. Cullen



Darlene W. Dawkins



Dinetta D. Hill



Craig Holley, Jr.



Thomasina R. Wright

2025 Highlights

As we look ahead to our 99th year, we are proud to reflect on the progress we've made and excited to share the many successes and milestones from the year behind us.



BAYPORT CONVERTED TO A FEDERAL CHARTER, OPENING DOORS TO NEW MEMBERS AND NEW COMMUNITIES TO SERVE.



WE COMPLETED THE FIRST PHASE OF THE RENOVATION OF BAYPORT'S VERY FIRST BRANCH LOCATION ON 37TH STREET.



WE INTRODUCED THE TAKE-BACK LOAN; MEMBERS CAN PAY AHEAD ON A LOAN & LATER "TAKE BACK" THE EXTRA FUNDS.



FOR THE 2ND CONSECUTIVE YEAR, BAYPORT WAS RECOGNIZED AS A TOP WORKPLACE IN HAMPTON ROADS.





Message from the Chairman and President/CEO

Dear Valued Member:

Community-based banking has been at the heart of BayPort Credit Union since our founding in 1928. As we enter our 99th year, we are proud to reflect on the progress we've made and excited to share the many successes and milestones from the year behind us.

BayPort continues our 35-year tradition of being a 5-Star Superior-rated credit union from BauerFinancial for financial strength and stability.

In 2025, our member savings grew by 5.9% to over \$2.3 billion, our total loans to members grew 7% to nearly \$2.2 billion, and our total assets now stand at \$2.7 billion – putting us in the top 4% of credit unions nationwide by asset size.

We returned nearly \$40 million to our members through dividends paid on competitively priced deposit accounts, including savings, checking, money market, IRA accounts, and certificates of deposit. We originated over \$133 million in mortgage loans and provided over \$279 million in vehicle loans, plus we grew our business loan portfolio to nearly \$318 million.

Last year, BayPort accomplished a significant achievement by converting to a federal charter, a move designed to open our doors to new members and the opportunity to serve new communities. This transition gives us the flexibility to grow, expand our service areas, and welcome new member groups. As a federally chartered credit union, BayPort continues to be regulated by the National Credit Union Administration, which provides federal deposit insurance up to \$250,000 per individual account, the same secure coverage you trusted under our state charter. And while our charter has evolved, your experience will not change: your accounts, routing numbers, and the products you depend on remain just as they are today. This change empowers us to serve you even better for years to come.

The move to a federal charter allows us to grow into new markets. We are excited to announce that BayPort's first branch in Richmond will open later this year, reaffirming our commitment to bringing the benefits of BayPort membership beyond Hampton Roads. Additionally, in 2026, BayPort will open our sixth Virginia Beach branch, located on Pacific Avenue in the city's oceanfront area.

Our focus on expansion does not mean we have forgotten our roots. In 2025, we completed the first phase of the renovation of BayPort's very first branch location on 37th Street and Huntington Avenue. This phase brought the teller and the member experience functions together, creating a more convenient, easier-to-navigate experience for our members who use this location. In addition, this stage of construction saw the installation of two drive-thru YourTeller® interactive teller machine lanes which are now open for business! Future enhancements will include two walk-up ITMs, additional parking, and a fresh, inviting exterior.

In 2025, we introduced the first in the market Take-Back Loan. With a Take-Back Loan from BayPort, members can pay ahead to reduce their loan balance and later “take back” the extra funds if you need them. These loans provide added flexibility to help you achieve your financial goals, without any fees or penalties.

We also partnered with Legal Karma to offer comprehensive estate planning packages. Members can now plan for their future with confidence. Through a simple guided questionnaire, Legal Karma helps you create wills, trusts, powers of attorney, and more.

In 2025, we celebrated one year of our Credit Score Member of the Month sweepstakes, a program designed to help members improve their financial health. By increasing their credit score by five or more points, members earned a chance to win \$1,000 toward paying down existing BayPort debt. In its first year, twelve winners, ages 27 to 66 and representing six different cities, each received \$1,000 to support their debt-repayment goals. By encouraging members to regularly monitor and strengthen their credit, we are actively supporting their long-term financial wellness.

The BayPort Foundation awards \$100,000 in tuition assistance to our members annually. Our Scholarship Program is unique because we allow funds to be applied to not only colleges and universities, but trade and vocational schools as well. This flexible approach reflects BayPort's commitment to strengthening our region's workforce pipeline by supporting both traditional academic paths and the skilled trades that keep our local businesses and communities thriving. BayPort offers 12 different scholarship types to 36 high school seniors, college students, and full-time working adults. The submission deadline for all scholarships for the 2026-2027 academic year is close of business on March 31, 2026.

In 2025, BayPort reimagined our Student-Run Credit Union Program, moving from individual school outreach to district-wide programs for students, families, and educators. We are reaching more students with innovative programs and resources and ensuring that high school graduates are prepared for college, careers, or the military.

We introduced our Work-Based Learning Ambassador Program to help high school students build professional skills and real-world experience, while offering Student Grants up to \$500 for student-led projects. BayPort's Students Teaching Students Program empowers high school students with the tools to teach elementary students the fundamentals of financial literacy and a platform for those who may be considering a career in teaching. And our School Savings Program rewards savings habits, giving students, parents, school staff, and PTAs a chance to win \$1,000.

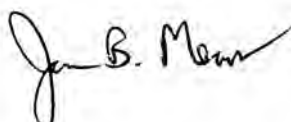
In addition to our student outreach, BayPort provides grants to assist local teachers in creating new financial education programs. In 2025, we awarded 26 grants totaling over \$24,000.

We want to highlight BayPort's 2025 industry accolades. For the second consecutive year, BayPort was recognized by Inside Business as a Top Workplace in Hampton Roads, a testament to our ongoing commitment to creating an exceptional work environment. Additionally, for the fifth year, we received Diamond Awards from America's Credit Unions for creative excellence and outstanding results in public relations, financial education, and events. BayPort is proud to be the only credit union in Virginia to earn three Diamond Awards in 2025.

As we look ahead to our 99th year of service, our mission, vision, and core values remain firmly rooted in the credit union philosophy of “People Helping People.” We will continue to do our very best work for our members and the communities we serve in 2026 and beyond.



Maureen H. Davis
Chairman of the Board



James B. Mears
President/CEO

Minutes of the 97th Annual Meeting

1. Call to Order

The 97th Annual Meeting of shareholders of the Newport News Shipbuilding Employees' Credit Union doing business as BayPort Credit Union was called to order virtually on February 18, 2025, at 7:00 p.m., by Ms. Maureen Davis, Chairman of the Board of Directors.

The invocation was given by Lewis Smith, Executive Vice President and Chief Financial Officer of BayPort Credit Union.

Cadet Lieutenant Commander Zabree Harris of the Heritage High School Junior ROTC led the audience in reciting the Pledge of Allegiance.

The Chairman extended thanks to Zabree Harris for her participation in the pre-meeting ceremonies.

Chairman Davis introduced the Board of Directors.

At the request of the Chairman, Ms. Jennifer M. Miller, the Secretary/Treasurer conducted the Roll Call and announced that a quorum of the shareholders was in attendance.

2. Minutes of the 96th Annual Meeting

The Chairman informed the members that the minutes of the 96th Annual Meeting were in the Annual Report, which can be located on our website, and at all BayPort Branch locations and had been approved and filed by a committee comprised of Ms. Thomasina Wright, Mr. Ray Bagley, Ms. Mary Cullen, and Ms. LeMeshia Steele. There being no objection from the shareholders, the reading of those minutes was dispensed with, and the Chairman ordered them filed.

Ms. Davis subsequently appointed a committee consisting of Ms. Pamela Rowe, Ms. Mary Cullen, Ms. Dinetta Hill, and Ms. Darlene Dawkins to approve the minutes of the 97th Annual Meeting.

3. Reports

Chairman's and President's Reports

The Chairman's and President's Reports to the Shareholders were presented by Ms. Maureen H. Davis, Chairman of the Board, and Mr. James B. Mears, President/CEO of the Credit Union.

Report of the Nominating Committee

Ms. Jennifer Miller, of the Nominating Committee, presented the Nominating Committee Report. The members of the Nominating Committee were Mr. Ray Bagley, Ms. Mary Cullen, Ms. Darlene Dawkins, Ms. Dinetta Hill and Ms. Jennifer Miller. Ms. Miller reported that with three available seats and three nominees, per credit union bylaws, an election will not be conducted by ballot and there will be no nominations from the floor because the number of nominees equals the number of positions to be filled. Ms. Miller thanked her fellow Committee members: Ray Bagley, Mary Cullen, Darlene Dawkins, and Dinetta Hill.

4. Adjournment

The Chairman thanked the members on behalf of the Board for their participation in the Annual Meeting and for taking part in the affairs of their Credit Union. There being no further business to come before the meeting, Ms. Davis declared the meeting adjourned at 7:18 p.m.



Welcome Class



Welcome
7TH

409

Nominees for the Board of Directors

The order of appearance on the ballot is by random selection by the Committee.



Ray C. Bagley, Incumbent

Incumbent, up for re-election, Ray Bagley retired in 2018 as Vice President of Trades Operations for Newport News

Shipbuilding after nearly 44 years of service. During Ray's career, he was an Apprentice School Graduate and named to the vice president position in 2014. He was responsible for production labor resources and processes, plant engineering and maintenance, waterfront support services, training, instructional design, and The Apprentice School.

Ray has been a member of BayPort Credit Union for more than 51 years. He currently serves as Vice President and Vice Chairman of BayPort Foundation and is on the Policy, ALM, Delinquent Loan, and Technology Committees. He is active in his community and serves in the Overseer role for Faith Ministry Outreach Church. He also serves on the board of Achievable Dream and is a member of Hampton Ministers Police Academy Alumni and Faith Walk Wythe.

Ray and his wife Marion are the proud parents of four children, seven grandchildren, and three great-grandchildren.



Mary L. Cullen, Incumbent

Incumbent, up for re-election, Mary Cullen is currently the Vice President of the Nuclear Propulsion Division

at Newport News Shipbuilding. She has a Bachelor of Science in Chemistry and holds a Master of Science in Engineering Management. She is responsible for all Nuclear Engineering and Production Refueling work at Newport News Shipbuilding. Mary has worked at Newport News Shipbuilding for more than 30 years.

Additionally, Mary volunteers in her church, Good Shepherd, in Smithfield and serves on the board of the United Way. Throughout the years, Mary has also served on the boards of Girls Inc., Peninsula READS, Trinity Lutheran School, and has supported Smithfield High School's Athletic Booster Club. Mary has been a part of the BayPort Board of Directors team for twelve years. Currently, she serves on the BayPort Foundation Board, as well as the Policy, ALM, Delinquent Loan, and Technology Committees.

Mary lives in Smithfield with her husband, David, and two children, Ian and Meredith.





LeMeshia M. Steele, *Incumbent*

Incumbent, up for re-election, LeMeshia M. Steele, a Hampton Roads native, is currently employed as a Senior Financial

Controls Analyst at Ferguson Enterprises, LLC. Prior to being employed at Ferguson, LeMeshia was employed as a Financial Analyst at Newport News Shipbuilding where she also interned for two summers while obtaining her undergraduate degree from North Carolina State University. LeMeshia has been a member of BayPort for more than 20 years, with her parents opening her first savings account at a very young age. Financial literacy has been an important factor in LeMeshia's life, and she believes that people of any age should be educated on the importance of sound financial habits.

With a background in accounting and finance information systems, she brings a wealth of knowledge and experience in financial reporting and budgeting as well as strength in learning and adapting to new technologies. Continuing service as a BayPort Board Member, LeMeshia currently holds the office of Assistant Secretary/Treasurer. She has served on various committees, participated in numerous Board events, and served as the past chair of the Technology Committee and Strategic Planning Committees, while currently serving as the chair of the Budget Committee. LeMeshia prides herself in being able to bridge the generational gap and bring a millennial perspective. In the community, LeMeshia enjoys volunteering and is a member of Ivy Baptist Church and the Omicron Pi Omega Chapter of Alpha Kappa Alpha Sorority, Inc. She and her husband Danny enjoy traveling, trying new restaurants, participating in outdoor activities and raising their 2-year-old toddler.



Thomasina R. Wright, *Incumbent*

Incumbent, up for re-election, an Apprentice School graduate, Thomasina Russell Wright has a Master of Business

Administration from The College of William and Mary, and a Bachelor of Science degree in Mechanical Engineering from Old Dominion University.

Thomasina began her career with Newport News Shipbuilding in 1983 and worked in various departments until 1992. She worked for Tenneco, Inc. as a state and federal lobbyist and returned to the shipyard in 1994. She has held several director level positions in Sheet Metal, Subcontract Management, Fleet Support and aircraft carrier refueling and overhaul programs. She is currently the Vice President of Fleet Support Programs and responsible for the fleet maintenance on submarines and aircraft carriers.

Thomasina is an active member on Strategic Planning and Budget, Salary and Benefits and Technology Committees. She also serves on the Board of Managers of BayPort Insurance.

Thomasina is a native of Portsmouth and very active in the community, where she lives with her husband and their four daughters.

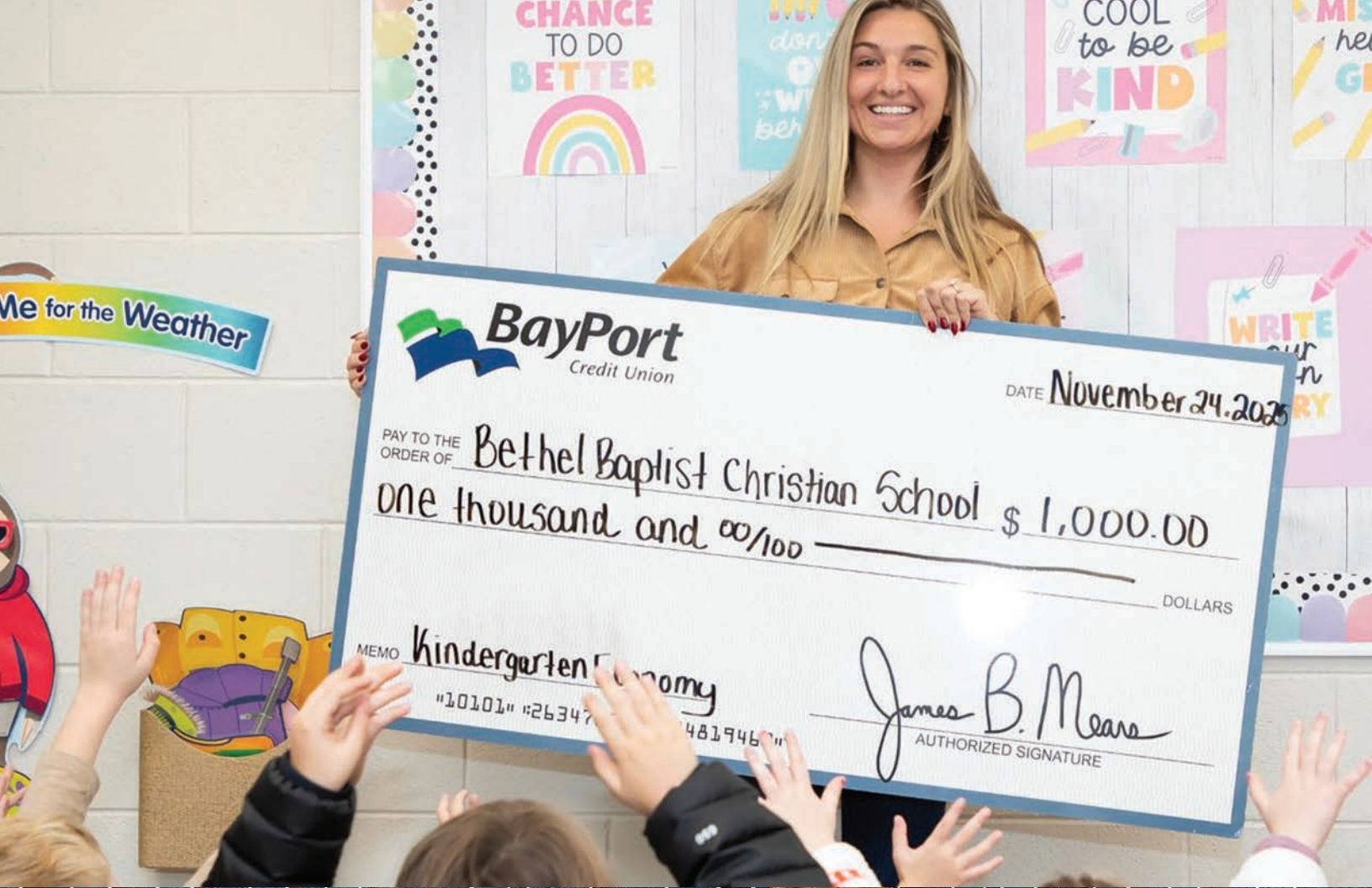
Supervisory Committee Report

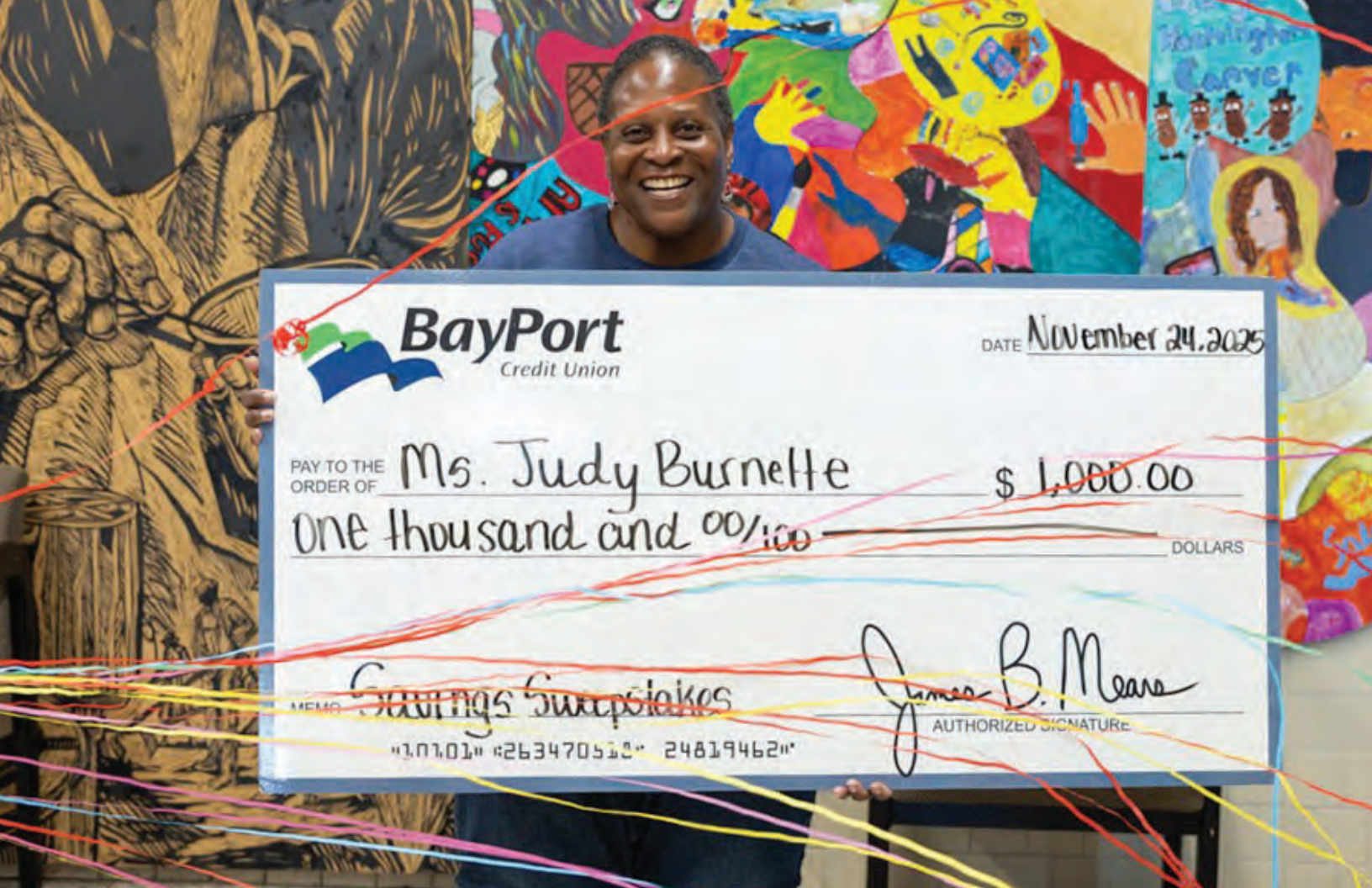
The Supervisory Committee's (the "Committee") primary functions are to make, or cause to be made, an annual audit and such supplementary audits of the records and affairs of BayPort Credit Union, as it deems necessary. Accordingly, the Committee reviews operational procedures of the Credit Union and makes applicable recommendations to the Board of Directors.

The audits are designed to determine that: 1) Accounting records and financial statements are promptly and accurately prepared and present fairly the financial condition of the Credit Union. 2) Internal controls are established and maintained. 3) Plans, policies, and controls are properly administered. 4) Practices and procedures are sufficient to safeguard members' assets.

The Committee retained the services of Doeren Mayhew Assurance to perform an opinion audit of the Credit Union's financial statements. The Committee believes, based on the results of the opinion audit and a review of the Credit Union's operations, BayPort Credit Union is in sound financial condition and is operating under sound management procedures.

Any member of the Credit Union is considered to be an associate of the Committee and we invite your inquiries.





Our School Savings Program gives students, parents, school staff, and PTAs a chance to win \$1,000.

BAYPORT IS COMMITTED TO DEVELOPING LONG-TERM PROSPERITY FOR OUR COMMUNITIES BY COMMITTING TO OUR MEMBERS' FINANCIAL WELL-BEING.

2025 Financials



Total assets now stand at \$2.7 billion putting BayPort in the **top 4% of credit unions nationwide by asset size**



Grew our business loan portfolio to over **\$318 million**

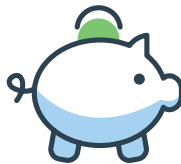
Returned nearly **\$40 million** in dividends on member deposits



Originated over **\$133 million** in mortgage loans



Provided over **\$279 million** in vehicle loans



Member savings grew 5.9% to over

\$2.3 billion

FINANCIAL HIGHLIGHTS December 31, 2025 and 2024

(In Thousands)

FINANCIAL CONDITION

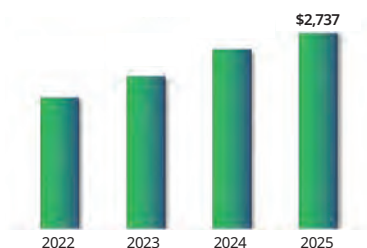
	2025	2024	% of Increase (Decrease)
Assets	\$ 2,736,726	\$ 2,623,985	4.3%
Loans outstanding	\$ 2,197,854	\$ 2,049,675	7.2%
Savings held by members	\$ 2,318,021	\$ 2,188,134	5.9%
Total retained earnings	\$ 291,159	\$ 266,837	9.1%

OPERATING STATISTICS

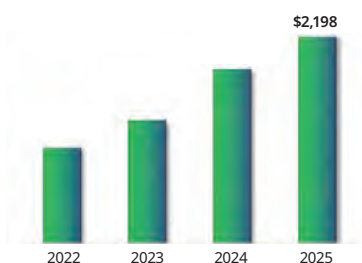
Dollar volume of loans granted to members	\$ 1,019,686	\$ 1,043,041	(2.2)%
Gross Income	\$ 198,455	\$ 185,616	6.9%
Dividends paid	\$ 39,928	\$ 40,907	(2.4)%
Operating expenses	\$ 104,784	\$ 99,966	4.8%

MEMBERS	156,777	154,711	1.3%
----------------	---------	---------	------

ASSETS
Dollars in Millions



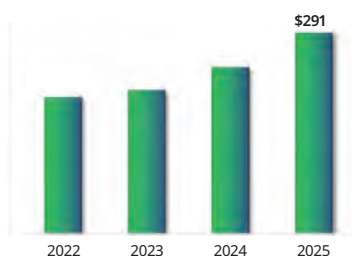
LOANS OUTSTANDING
Dollars in Millions



SAVINGS HELD BY MEMBERS
Dollars in Millions



TOTAL RETAINED EARNINGS
Dollars in Millions



CONSOLIDATED STATEMENTS OF FINANCIAL CONDITION
December 31, 2025 and 2024

(In Thousands)

ASSETS	2025	2024
Cash and cash equivalents	\$ 24,259	\$ 28,220
Investments	363,243	422,252
Loans held-for-sale	-	-
Loans receivable, net of allowance for loan losses	2,150,466	2,007,588
Accrued interest receivable	8,618	8,101
Premises and equipment, net	62,304	59,444
National Credit Union Share Insurance Fund deposit	20,018	19,263
Other assets	107,818	79,117
Total Assets	\$ 2,736,726	\$ 2,623,985

LIABILITIES AND MEMBERS' EQUITY

Liabilities		
Members' shares and savings accounts	\$ 2,318,021	\$ 2,188,134
Borrowed funds	105,000	165,000
Accrued expenses and other liabilities	23,138	27,671
Total liabilities	2,446,159	2,380,805
Members' Equity	290,567	243,180
Total Liabilities and Members' Equity	\$ 2,736,726	\$ 2,623,985

CONSOLIDATED STATEMENTS OF INCOME
December 31, 2025 and 2024

(In Thousands)

INTEREST INCOME	2025	2024
Interest on loans receivable	\$ 143,488	\$ 123,922
Interest on investments	12,062	19,258
Interest Income	155,550	143,180
INTEREST EXPENSE		
Dividends on members' shares	39,928	40,907
Interest on borrowed funds	4,821	9,277
Interest expense	44,749	50,184
NET INTEREST INCOME	110,801	92,996
PROVISION FOR LOAN LOSSES	25,425	19,510
NET INTEREST INCOME AFTER PROVISION FOR LOAN LOSSES	85,376	73,486
NON-INTEREST INCOME		
Service charges and other income	42,905	42,436
Non-operating income (expense)	825	244
Non-interest Income	43,730	42,680
	129,106	116,166
NON-INTEREST EXPENSE		
Compensation and employee benefits	50,395	49,493
Operations	46,938	43,534
Occupancy	7,451	6,939
Non-interest Expense	104,784	99,966
NET INCOME	\$ 24,322	\$ 16,200

Chesapeake

1000 Cedar Road
677 N. Battlefield Blvd.*
2445 Old Taylor Road*

Gloucester

6723 Fox Centre Parkway
2369 Geo. Washington Mem. Hwy.*

Grafton

5028 Geo. Washington Mem. Hwy.*

Hampton

1168 Big Bethel Road*
2300 Cunningham Drive
199 Fox Hill Road*
22 Lincoln St., 3rd Floor

Newport News

One BayPort Way*
433 Denbigh Blvd.*
955 Harpersville Road (*restricted access*)
3711 Huntington Ave.*
3101 Jefferson Ave. (*inside Piggly Wiggly*)
8000 Marshall Ave.
12512 Warwick Blvd.*

Norfolk

600 Church Street (*inside USPS office*)
2014 Granby Street

Portsmouth

1241 Frederick Blvd.

Highland Springs

109E Nine Mile Road (*coming soon*)

Smithfield

1290 Smithfield Plaza*

Suffolk

1463 North Main Street*
1013 University Blvd.

Williamsburg

4171 Ironbound Road*

Virginia Beach

4388 Holland Road*
750 Independence Blvd.
770 Lynnhaven Pkwy.
5225 Providence Road*
3205 Virginia Beach Blvd.
3012 Pacific Ave. (*coming soon*)



**ALL BRANCHES &
GENERAL INFORMATION**
757.928.8850

TOLL-FREE NUMBER
1.800.928.8801

BALANCES/RATES
(Audio Response)
757.244.STAR

BUSINESS BANKING
757.873.4031

MORTGAGES
757.896.8769

BAYPORT FINANCIAL
757.928.8931

BAYPORT INSURANCE
757.493.5140

WEBSITE
bayportcu.org

*Also serve as CO-OP Shared Branch Locations
Federally insured by the NCUA.



Follow us on social media!

