

# 2024 Community Impact Report



**Warsaw Federal**

 EQUAL HOUSING LENDER • MEMBER FDIC

# Letter from the President



## **I am proud to present the Warsaw Federal Community Impact Report, a snapshot of how we supported our communities in 2024.**

When we transitioned to a Minority Depository Institution (MDI) in late 2023, we were excited to have a renewed focus: to provide focused services, tools, and education to promote economic growth and stronger neighborhoods in historically underserved communities. And I'm grateful that we worked hard to fulfill that mission in 2024 and will continue to do so for generations to come.

Because this impact goes beyond reinvesting a percentage of our profits, the report tells the story of who we are as a mutual bank, the efforts and partnerships that provide opportunities to those we serve, as well as our own team members, and how we build our communities together.

I am incredibly grateful to work alongside such wonderful people and am inspired every day by their hard work and dedication. Our mutual message is amplified with every customer interaction as they demonstrate our purpose to provide solutions that support our colleagues, customers and communities for life.

Thank you for your continued support and choosing to be part of the Warsaw Federal family.

Sincerely,

A handwritten signature in black ink that reads "Robie K. Suggs".

**Robie K. Suggs**  
*President and CEO*  
*Warsaw Federal*

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# Leadership Team



**Robie K. Suggs**  
*President and CEO*



**Shawn Huss**  
*Senior Vice President,  
Mortgage Lending*



**Jose Suliveres**  
*Vice President, Head of Retail Banking*

## Board of Directors



**David Evans**  
*Chairperson, President and CEO*  
TESSEC



**Mike Kelly**  
*Managing Partner*  
Right Path Enterprises, LLC



**Robie K. Suggs**  
*President and CEO*



**Stephen Langenkamp**  
*COO*  
MSA Design



**Joseph M. Gallina**  
*CFO*  
Meridian Mark Management



**Michael Moore**  
*President and CEO*  
Black Achievers, Inc.



**Michele Hawkins**  
*CCO*  
Fort Washington Investment  
Advisors, Inc.



**Martin Rodriguez**  
*Affiliate and Capital Markets Leader*  
First Federal Lakewood



**Joseph R. Huber**  
*COO*  
Cincinnati Development Fund

# Who We Are

Warsaw Federal began in 1893 when three Cincinnatians saw the need for financial services in the booming neighborhood of Price Hill. Our goal in 1893 was helping people and businesses get the loans and mortgages they needed — and that hasn't changed. As a Minority Depository Institution (MDI), we are committed to providing focused financial services, tools, and education to promote economic opportunity and financial equity and help community members invest in the success of the community.

**OUR VISION** To ignite dreams and empower financial success for our customers today and for generations to come.

**OUR PURPOSE** To champion dreams and break barriers to help our customers achieve financial objectives from personal and educational savings goals to home and retirement plans in order to live a better life, today and tomorrow.

**OUR VALUES** **Build Trust:** Act with transparency, honesty, and respect in every interaction.

**Be Inclusive:** Embrace uniqueness, promote equality, and ensure we all feel like we belong in our shared journey.

**Have Passion:** Passion fuels our purpose and shared energy to innovate, excel, inspire positive change and make meaningful impact on the lives of one another and the communities where we all live, work and play.

**Act like the Leader in the Room:** We are all leaders in the commitment to collaborate and empower each other and our customers.

**Be in Service to Others:** Deliver exceptional service, create lasting relationships, and make a positive impact on one another.

**12**   
organizations supported

 **20**  
employees

**\$94.8**  
 million  
in assets



# A Community Partnership: **LISC and Warsaw Federal**

## Partnering with organizations that are committed to their communities is a top priority for us.

That's why it was an easy decision to do so with Local Initiatives Support Corporation (LISC), an organization that identifies priorities and challenges for low-income communities, formulates strategies to address them and delivers effective support to meet those needs on the ground. They have over 38 offices and work across the country.

LISC's Greater Cincinnati chapter, in partnership with the Hamilton County Commission through the American Rescue Plan Act (ARPA), Community Development Block Grant (CDBG), and the Greater Cincinnati Foundation, launched the Revive + Thrive Home Repair Loan Program to help Hamilton County homeowners who struggle to get funds for improvements such as roof repair, new floors, and more.

That's where our partnership came in. Through the program, we offered a below-market 2% interest rate with loan amounts that range from \$5,000 to \$25,000. The main goal was to help individuals build equity in their homes when they otherwise wouldn't be able to.

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*As Cincinnati's first Minority Depository Institution, their commitment to ensure accessible, below-market financing aligns perfectly with our mission. This program isn't just about home repairs—it's about preserving the housing stock in our region and helping families build generational wealth.*

—Kristen Baker, executive director of LISC Greater Cincinnati

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"We're proud to partner with Warsaw Federal for this initiative," says Kristen Baker, executive director of LISC Greater Cincinnati. "As Cincinnati's first Minority Depository Institution, their commitment to ensure accessible, below-market financing aligns perfectly with our mission. This program isn't just about home repairs—it's about preserving the housing stock in our region and helping families build generational wealth. By making it possible for homeowners to invest in the health and safety of their homes, we're creating a pathway for long-term stability, allowing families to remain in their homes and pass them down to the next generation."

# The Power of Collaboration Between MDIs

## Our partnership with Adelphi Bank to secure a loan for House of Joy Christian Ministries, a local Cincinnati-based Black church, shows the power of shared values and community-focused missions.

House of Joy is not just a place for Sunday services; it offers various community events, including daycare, children's services, and music-centered ministries. The building the church was interested in purchasing was a closed restaurant, perfect for their plan to open Garden of Joy, a culinary school for 16-to 24-year-old individuals from their community. Garden of Joy aims to teach young chefs cooking techniques and leadership skills.

The partnership was seen as a great fit, aligning with their shared goals and values—especially since both banks are the only two Minority Depository Institutions (MDIs) in Ohio. Warsaw Federal was proud to work with them on purchasing the closed restaurant to help them reach their goals.

"Our goal was always to impact the community positively," says Warsaw Federal President and CEO Robie K. Suggs. "This loan represents not just financial assistance, but a belief in the church's mission to uplift the lives of its members and local neighborhoods."

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—Warsaw Federal President and CEO Robie K. Suggs

Working with Adelphi Bank on this project reinforced our commitment to community development. It's more than banking; it's about building a stronger future together."

The partnership between Adelphi Bank and Warsaw Federal demonstrates the power of collaboration between MDIs, particularly when driven by shared values and a commitment to community development. In the end, House of Joy securing the loan benefited the local community and strengthened the relationship between the two banks, paving the way for future collaborations.

***We're grateful to partner with Warsaw Federal as we build a space where young people connect through food, learning, and community. We focus on disrupting harm with real tools—culinary skills, mentorship, and spaces rooted in dignity and belonging. We work alongside our students to support graduation, economic mobility, and futures they define for themselves.*** —Ali Rizvi, Executive Director of Programs & Nonviolence Education at Garden of Joy Culinary Academy



# Living the Mutual Mission

Our community means everything to us, and living the mutual mission is something we strive for every day.

## Community Appreciation Day

We gave back to our neighborhoods with a Community Appreciation Day at our Warsaw Ave branch, complete with delicious food and refreshments. We also matched up to \$50 for customers who opened either a Statement Savings or a Simply Free Checking Account with us.

## Educating our Communities

October was Cybersecurity Month and Financial Planning Month, and we educated our customers all month long on social media on the importance of cyber safety. This included romance scams, text scams, saving yourself from credit or debit card fraud, phone scams, and online shopping fraud as well as the importance of financial planning including ways to stretch your retirement budget, cybersecurity and more.

## Leaving a Legacy Award

Our President and CEO Robie K. Suggs was awarded the Leaving a Legacy Award by the African American Chamber of Commerce: Greater Cincinnati and Northern Kentucky and was honored at the chamber's gala for her dedication to our community.



## Giving Back to Our Neighborhoods Over the Holidays

Warsaw Federal employee Brince E. coordinated the first annual Price Hill Christmas Giveaway event. Thanks to the sponsors Price Hill Kroger, Price Hill Branch Library, and Warsaw Federal, they served over 300 people, providing toys, articles of clothing and food to the Price Hill community. Their mission was to provide families within the historic East Price Hill neighborhood a sigh of holiday relief through giving, as a way of combating financial hardship many families go through during the holiday season, and we are thrilled to be a part of such a transformative event.



We also hosted our annual 12 Days of Holiday Giving giveaway on Facebook from December 2-13, where every day someone had a chance to win a \$50 gift card to a local business. From local restaurants to special boutiques, we aim to support our businesses and community in as many ways as possible.





**Warsaw Federal**