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Department of the Treasury

Internal Revenue Service

DLN: 93493319035938 OMB No 1545-0047

# **Return of Organization Exempt From Income Tax**

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)

▶ Do not enter social security numbers on this form as it may be made public

▶ Information about Form 990 and its instructions is at <a href="www.irs.gov/form990">www.irs.gov/form990</a>

Open to Public Inspection

Λ F.	ortha 2	017 calendar	r vear or tay year heni	nning 01-01-2017 , and ending 1	12-21-2	017				
	ck if appl	C Name	of organization	mining 01-01-2017 , and ending 1	12-31-2	.017	D Employ	er identif	ication number	
	dress cha	■ INTER	RRA CREDIT UNION				35-108			
	me chang	Daina	business as				33 100	2370		
_	tıal returr al return/te	_	pasmess as							
	nended re	urn Numb		mail is not delivered to street address) Roo	m/suite		E Telephor	ne number		
□Ар	plication	enaing	ox 727				(574) 5	34-2506		
			or town, state or province, col en, IN 465270727	untry, and ZIP or foreign postal code						
			,				<b>G</b> Gross re	•	2,668,374	
			me and address of princip enning	al officer	+	I(a) Is this	a group re	turn for		
		PO Bo	x 727				dınates?   subordınat	tes	□Yes ☑No	
 Т Та	x-exempt		n, IN 465270727			includ		ces	☐ Yes ☐No	
		□ 50	1(c)(3) 501(c) (14)	◀ (insert no )					instructions)	
J W	ebsite:	www interr	acu com		'	(C) Group	exemption	number	•	
V [			rporation  Trust  Ass	Othor S	L	Year of forma	ation 1932	<b>M</b> State	of legal domicile IN	
K FOII	n or orga	iization 🖭 Co	rporation in Trust in Ass	ociation					-	
Pa	rt I	Summary								
				or most significant activities	and val	und financi	al racquirea			
Çe		Derative illiant	Liai institution with a miss	sion to be our members' most trusted	anu vai	ueu iiianci	arresource			
Tel	—									
ven		1.11 1 5				250				
Ĝ	2 Cr   3 Nu	eck this box <b>&gt;</b> mber of votino	т if the organization d members of the govern	scontinued its operations or disposeding body (Part VI, line 1a)	or more	e than 25%	or its net a	ssets 3	7	
*	1			of the governing body (Part VI, line 1b				4	7	
Activities & Governance	<b>5</b> To	tal number of	ındıvıduals employed ın c	alendar year 2017 (Part V, line 2a)			•	5	335	
₹	<b>6</b> To	tal number of	volunteers (estimate if ne	ecessary)				6	10	
Ac	<b>7a</b> ⊺o	al unrelated b	ousiness revenue from Pa	rt VIII, column (C), line 12				7a	197,155	
	<b>b</b> Ne	t unrelated bu	siness taxable income fro	m Form 990-T, line 34			•	7b	117,312	
						Pri	or Year		Current Year	
đ,	<b>8</b> Co	ntributions and	d grants (Part VIII, line 1	h)				0	0	
Rəvenue		9 Program service revenue (Part VIII, line 2g)						565	47,422,362	
Ŗ		estment incor			1,780,0	_	2,001,765			
		-		s 5, 6d, 8c, 9c, 10c, and 11e)			42 500	0	40 424 127	
				ust equal Part VIII, column (A), line 1	12)		42,589,		49,424,127	
			, , ,	column (A), lines 1–3 )			2 402	0	3,710,723	
		·	·	enefits (Part IX, column (A), lines 5–:	10)		3,403,5 17,032,5	_	17,700,158	
SS		•		umn (A), line 11e)	10)		17,032,	0		
Expenses			penses (Part IX, column (D),	, ,,						
짚	1	_	(Part IX, column (A), line:		<b>-</b>		17,636,0	696	20,483,017	
				ual Part IX, column (A), line 25)			38,072,0	_	41,893,898	
	<b>19</b> Re	venue less exp	penses Subtract line 18 f	rom line 12			4,516,	558	7,530,229	
8 8						Beginning	of Current Y	'ear	End of Year	
an Ke							040.006	265	1 040 405 005	
Net Assets or Fund Balances		•	t X, line 16)				918,936,		1,049,405,307	
ž,š		•	Part X, line 26) nd balances Subtract line	21 from line 20	•		11,665,0 907,270,1	_	90,198,481 959,206,826	
Pai		Signature I		21 110111 111110 20			907,270,	761	939,200,820	
				nined this return, including accompan	nying sch	nedules and	statement	s, and to	the best of my	
	ledge an nowledg		rue, correct, and complet	e Declaration of preparer (other than	officer)	ıs based o	n all inform	ation of v	which preparer has	
arry ic	nomicag Li									
		Signature of offi	icor			201 Date	8-11-15			
Sign		-				Date	<b>G</b>			
Here	,	Jim Henning SV Type or print na	P Chief Financial Officer							
			e preparer's name	Preparer's signature	Date	ı		PTIN		
Paid	4	1,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	. p. spara, o name			Che	ck lif 'employed			
	parer	Firm's nan	me 🕨				n's EIN ►			
	Only	Firm's add	lress 🕨			Pho	ne no			
	Jiny									
May t	he IRS o	iscuss this ret	urn with the preparer sho	own above? (see instructions)				□ <b>Y</b>	res □ No	
			Act Notice, see the se	· · · · · · · · · · · · · · · · · · ·		Cat No 1			Form <b>990</b> (2017)	

Cat No 11282Y

Form **990** (2017)

Form	990 (2017)				Page <b>2</b>
Par	t IIII Statement	of Program Service Acc	omplishments		
	Check If Sche	edule O contains a response or	note to any line in this Part III		🗆
1	Briefly describe the	organization's mission			
соор	erative financial institi	ution with a mission to be our i	nembers' most trusted and valued fin	ancıal resource	
2	Did the organization				
	the prior Form 990 o	or 990-EZ?			☐ Yes ☑ No
	•	ese new services on Schedule (			
3	<del>-</del>		nificant changes in how it conducts, a	ny program	
					🗌 Yes 🗹 No
	If "Yes," describe the	ese changes on Schedule O			
4	Section 501(c)(3) ar		plishments for each of its three larges required to report the amount of gran ervice reported		
4a	(Code	) (Expenses \$	including grants of \$	) (Revenue \$	)
	See Additional Data			,,	,
4b	(Code	) (Expenses \$	including grants of \$	) (Revenue \$	)
	-				
	-				
4c	(Code	) (Expenses \$	including grants of \$	) (Revenue \$	)
	•	, , ,			<u>,                                      </u>
	Other present seem	ices (Describe in Schedule O )			
4d	(Expenses \$	(Describe in Schedule O) 0 including g	rants of \$ 0.17	Revenue \$	0)
4e	Total program ser		0	ч	- /
76	. Juli program ser	THE EXPENSES F	•		Form <b>990</b> (2017)

or X as applicable

**Checklist of Required Schedules** 

Section 501(c)(3) organizations.

Page 3

No

Νo

Νo

Nο

No

Nο

Nο

Nο

Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year?

Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right

Did the organization report an amount in Part X, line 21 for escrow or custodial account liability, serve as a custodian for amounts not listed in Part X, or provide credit counseling, debt management, credit repair, or debt negotiation

Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments,

Did the organization report an amount for investments—program related in Part X, line 13 that is 5% or more of its

Did the organization report an amount for investments—other securities in Part X, line 12 that is 5% or more of its total

Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported

Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X 🕏

Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses

the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? If "Yes," complete Schedule D, Part X 🕏

If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional 🕏

Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any

Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to

Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX,

Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII,

Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes,"

If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX,

permanent endowments, or quasi-endowments? If "Yes," complete Schedule D, Part V

5 Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues,

Did the organization receive or hold a conservation easement, including easements to preserve open space,

assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII . . . . . . . . . . . .

**b** Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments

valued at \$100,000 or more? If "Yes," complete Schedule F, Parts I and IV

b Was the organization included in consolidated, independent audited financial statements for the tax year?

Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E

14a Did the organization maintain an office, employees, or agents outside of the United States? . . .

column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I (see instructions) . . . .

the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part II . . . . Did the organization maintain collections of works of art, historical treasures, or other similar assets?

to provide advice on the distribution or investment of amounts in such funds or accounts?

a Did the organization report an amount for land, buildings, and equipment in Part X, line 10?

12a Did the organization obtain separate, independent audited financial statements for the tax year?

foreign organization? If "Yes," complete Schedule F, Parts II and IV . . . . . .

or for foreign individuals? If "Yes," complete Schedule F, Parts III and IV . . .

assessments, or similar amounts as defined in Revenue Procedure 98-19?

8

9 10

11a

11b

11c

11d

11e

11f

12a

12b

13

14a

14b

15

16

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Yes

Yes

Yes

No

No Νo

Nο

Nο

Νo

Nο

Nο

Nο

Form **990** (2017)

No Nο Yes Nο Nο Nο

29

Part IV Checklist of Required Schedules (continued)			
		Yes	No
<b>20a</b> Did the organization operate one or more hospital facilities? <i>If "Yes," complete Schedule H</i>	20a		No

**20a** Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H . . . . 20a

government on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II

column (A), line 2? If "Yes," complete Schedule I, Parts I and III . . . . . . . . . .

Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX.

Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's

current and former officers, directors, trustees, key employees, and highest compensated employees If "Yes,"

24a Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? If "Yes," answer lines 24b through 24d and

**b** Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception? . . .

c Did the organization maintain an escrow account other than a refunding escrow at any time during the year

**d** Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year? . . .

that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ?

officer, director, trustee, or direct or indirect owner? If "Yes," complete Schedule L, Part IV

Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets?

301 7701-2 and 301 7701-3? If "Yes," complete Schedule R, Part I . . . . . . . . . . . . . . . . . .

within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2 . . .

is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R, Part VI

35a Did the organization have a controlled entity within the meaning of section 512(b)(13)?

a A current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, 

Did the organization engage in an excess benefit transaction with a disqualified person during the year? If "Yes,"

b Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and

Did the organization report any amount on Part X, line 5, 6, or 22 for receivables from or payables to any current or former officers, directors, trustees, key employees, highest compensated employees, or disqualified persons?

Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity or family member

Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV

b A family member of a current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part

An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) was an

Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation

Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections

Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III, or IV, and

b If 'Yes' to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity

Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related 

Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that

Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 197 Note.

Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I .

Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M . . .

Yes

22

23

24a

24b

24c

24d

25a

25b

26

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28a

28b

28c

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35a

35h

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Yes

Yes

Form 990 (2017)

Nο

Νo

Νo

Nο

Page 4

25a Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations.

instructions for applicable filing thresholds, conditions, and exceptions)

b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return? 20b Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic 21

	990 (2017)			Page 5
Par	Statements Regarding Other IRS Filings and Tax Compliance			
	Check if Schedule O contains a response or note to any line in this Part V			
			Yes	No
	Enter the number reported in Box 3 of Form 1096 Enter -0- if not applicable 1a 17,973	4 1		
	Enter the number of Forms W-2G included in line 1a Enter -0- if not applicable  1b  0			
	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	1c	Yes	
	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return			
	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?	2 <sub>b</sub>	Yes	
	<b>Note.</b> If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions)			
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year?	3a	Yes	
b	If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation in Schedule O	3b	Yes	
	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?	4a		No
b	If "Yes," enter the name of the foreign country   See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR)			
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?	5a		No
	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?			No
		5b		140
С	If "Yes," to line 5a or 5b, did the organization file Form 8886-T?	5c		
	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?	6a		No
	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?	6b		
7	Organizations that may receive deductible contributions under section 170(c).			
	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?	7a		
	If "Yes," did the organization notify the donor of the value of the goods or services provided?	7b		
	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?	7c		
d	If "Yes," indicate the number of Forms 8282 filed during the year			
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	7e		
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	7f		
	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?	7g		
	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?	7h		
	Sponsoring organizations maintaining donor advised funds.  Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?	8		
9a	Did the sponsoring organization make any taxable distributions under section 4966?	9a		
	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?	9b		
.0	Section 501(c)(7) organizations. Enter			
а	Initiation fees and capital contributions included on Part VIII, line 12   10a			
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities 10b	1		
	Section 501(c)(12) organizations. Enter	1		
	Gross income from members or shareholders			
	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them )			
.2a	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?	12a		
	If "Yes," enter the amount of tax-exempt interest received or accrued during the year			
	Section 501(c)(29) qualified nonprofit health insurance issuers.	-		
	Is the organization licensed to issue qualified health plans in more than one state? <b>Note.</b> See the instructions for additional information the organization must report on Schedule O	13a		
	Enter the amount of reserves the organization is required to maintain by the states in			
b	which the organization is licensed to issue qualified health plans   13b			
b	Enter the amount of reserves on hand	-		
b c		14a		No

-orm	990 (2017)			Page <b>6</b>
Par	Governance, Management, and DisclosureFor each "Yes" response to lines 2 through 7b below, and for a "No 8a, 8b, or 10b below, describe the circumstances, processes, or changes in Schedule O See instructions	" respo	nse to l	
	Check if Schedule O contains a response or note to any line in this Part VI			✓
Se	ction A. Governing Body and Management			1
1a	Enter the number of voting members of the governing body at the end of the tax year 1a 7		Yes	No
	If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain in Schedule O			
b	Enter the number of voting members included in line 1a, above, who are independent  1b  7			
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?	2		No
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person? .	3		No
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	4		No
5	Did the organization become aware during the year of a significant diversion of the organization's assets? .	5		No
6	Did the organization have members or stockholders?	6	Yes	
7a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?	7a	Yes	
b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?	<b>7</b> b	Yes	
8				
а	The governing body?	8a	Yes	
b	Each committee with authority to act on behalf of the governing body?	8b	Yes	
	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O	9		No
Se	ction B. Policies (This Section B requests information about policies not required by the Internal Revenu	e Code	2.)	
			Yes	No
10a	Did the organization have local chapters, branches, or affiliates?	10a	Yes	
b	If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?	10b	Yes	
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	11a	Yes	
b	Describe in Schedule O the process, if any, used by the organization to review this Form 990			
12a	Did the organization have a written conflict of interest policy? If "No," go to line 13	12a	Yes	
Ь	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to			
	conflicts?	12b		No
Ĭ	Schedule O how this was done	12c		No
13	Did the organization have a written whistleblower policy?	13	Yes	
14	Did the organization have a written document retention and destruction policy?	14	Yes	
15	Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?			
а	The organization's CEO, Executive Director, or top management official	15a	Yes	
b	Other officers or key employees of the organization	15b	Yes	
	If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions)			
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?	16a	Yes	
b	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt			
	status with respect to such arrangements?	16b		No
	ction C. Disclosure			
17	List the States with which a copy of this Form 990 is required to be filed▶			
18	Section 6104 requires an organization to make its Form 1023 (or 1024 if applicable), 990, and 990-T (501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply			
19	Own website Another's website Upon request Other (explain in Schedule O)  Describe in Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest			
20	policy, and financial statements available to the public during the tax year  State the name, address, and telephone number of the person who possesses the organization's books and records			
	▶Alan Zimmerman 300 W Lincoln Ave Goshen, IN 46526 (574) 534-2506			

(14) David Birky

(15) Phil Wiens

Chief Retail Officer

(16) Andy Marshall

Chief Operating Officer

VP of Mortgage Lending

(17) Robert Spencer

Chief Strategy Officer

Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees,

and Independent Contractors

Check if Schedule O contains a response or note to any line in this Part VII .

Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

1a Complete this table for all persons required to be listed Report compensation for the calendar year ending with or within the organization's tax year

- List all of the organization's current officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation  $\,$  Enter -0- in columns (D), (E), and (F) if no compensation was paid
- List all of the organization's current key employees, if any See instructions for definition of "key employee" • List the organization's five **current** highest compensated employees (other than an officer, director, trustee or key employee)
- who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than \$100,000 from the organization and any related organizations • List all of the organization's former officers, key employees, or highest compensated employees who received more than \$100,000
- of reportable compensation from the organization and any related organizations

List persons in the following order individual trus compensated employees, and former such person  Check this box if neither the organization no	าร					·		. ,	-	
Check this box if neither the organization noi  (A)  Name and Title	(B) Average hours per week (list any hours	Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization	(E) Reportable compensation from related organizations (W- 2/1099-	(F) Estimated amount of other compensation from the organization and
	for related organizations below dotted line)	anizations 이 전 등 등 어떤 등 이 기계를 되는 MISC) ow dotted 이 기계를 되는 이 기계를 되었다.		(W- 2/1099- MISC)	(W- 2/1099- MISC)	related organizations				
(1) Kathy Brewton Board Member Vice Chairperson	0	X						115	0	0
(2) Tim Yoder Board Chairman	0	х						140	0	0
(3) Loren Eash Board Secretary	0	х						552	0	0
(4) Carl Stoltzfus Board Treasurer	0	Х						140	0	0
(5) Lında Garber Board Member	0	Х						50	0	0
(6) Vince Beasley Board Member	0	х						25	0	0
(7) David Eby Board Member	0	х						0	0	0
(8) Michelle Adams Supervisory Member	0 2	Х						115	0	0
(9) Darın Short Supervisory Chairperson	0 2	х						140	0	0
(10) Susan Cripe Supervisory Member	0 2	х						115	0	0
(11) Amy Sink President / CEO	40			х				374,930	0	445,918
(12) Andrew Gangwer Chief Administrative Officer	40			x			x	207,816	0	2,738
(13) James Henning Chief Financial Officer	40			х				161,749	0	8,400

40

40

0 40

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Χ

Х

Form **990** (2017)

20.199

16,734

21,468

16,970

0

0

216.983

182,209

238,518

169.617

3414 Elkhart Rd Goshen, IN 46526

compensation from the organization ▶ 22

Form 990 (2017)												Page <b>8</b>
Part VII Section A. Officers, Directors	, Trustees, K	ey Em	ploy	ees	, an	d Hiç	ghe	st Compensated	Employees (co	ntını	ıed)	
<b>(A)</b> Name and Title	(B) Average hours per week (list any hours for related	than o	one bo both a direct	ox, u an off tor/t	ot che unles fficer truste	randa :ee)	rson a	(D) Reportable compensation from the organization (W- 2/1099-MISC)	(E) Reportable compensation from related organizations (W- 2/1099-	c	(F) Estimated amount of ot compensati from the	
	organizations below dotted line)	Individual trustee or director	Institutional Trustee	Officer	key employee	Highest compensated employee	Former		MISC)	c	relat organiza	
(18) Peggy Guyas Mortgage Loan Officer		) 	<u> </u>	х				319,621		0		30,070
(19) Stephanie Weldy Mortgage Loan Originator	40 					x		227,591		0		22,057
(20) Peggy Milton Mortgage Loan Originator	40 					х		212,833		0		5,842
(21) Duane Wilcoxson Chief Information Officer	40 Ω					x		161,068		0		8,111
<u> </u>				-		<u> </u>				+		
	<u> </u>	<u> </u>	+		+		<u> </u>			+		
										#		
1b Sub-Total	VII, Section A		<u>.                                    </u>		<b>) ) ) ) )</b>	·	<u></u>	2,474,327	0	<u></u>		598,507
Total number of individuals (including but of reportable compensation from the organization)		those lis	sted a	abov	/e) w	/ho re	ceive	ed more than \$100	,000			
							_			$\Box$	Yes	No
3 Did the organization list any former offici line 1a? If "Yes," complete Schedule J for	•	•					highe • •	est compensated en		3	Yes	
For any individual listed on line 1a, is the organization and related organizations grandividual										4	Yes	
5 Did any person listed on line 1a receive o services rendered to the organization? If "									dual for	5		No
Section B. Independent Contractors	<u> </u>		_	_	_	_	_			_		
Complete this table for your five highest of from the organization. Report compensations	tion for the caler								tax year	ensat		
Name and b	(A) business address			_	_	_	_	Descrip	(B) stion of services	_	(C) Compen	
PSCU Financial Services									it card processing	$\top$		,683,609
560 Carillon Parkway St Petersburg, FL 33716								tor only		$\perp$		7 7 7 6
Jack Henry & Associates  PO Box 503328 St Louis, MO 631503328								computer equip	pment and software			987,756
Q2 Software Inc PO Box 205970								Web services /	programming	$\top$		698,214
Dallas, TX 75320 Velocity Solutions Inc				_				card utilization	program	+		516,885
1710 Dawson Street Wilmington, NC 28403								Advortising		$\perp$		416 684
Burkhart Sign Systems								Advertising				416,684

2 Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 of

Part	VII											
		Check If Schedul	e O contains a	a respo	onse or note to any	(	his Part VII <b>A)</b> revenue	Re e	(B) lated or xempt	(C) Unrela busine	ess	(D)  Revenue excluded from
									inction evenue	reven	ue	tax under sections 512-514
s	<b>1</b> a	Federated campaigi	ns	1a	_							
ant	ı	<b>b</b> Membership dues		<b>1</b> b								
5 6	9	c Fundraising events		1c								
ffs, or A	(	d Related organizatio	ns	1d								
i5 <u>i</u> 8	•	e Government grants (co	ontributions)	1e								
Sir	1	f All other contributions, and similar amounts no	gifts, grants, ot included									
Contributions, Gifts, Grants and Other Similar Amounts	g	above  g Noncash contribution in lines 1a-1f \$		1f								
Con	  h	Total.Add lines 1a-1	f	<del>.</del> .	•		•					
	┌├╴					Code	0	T				$\overline{}$
Service Revenue	2a	Interest on Loans				522130	34,0	87,112	34,087	,112		0 0
Š.	Ь	Fee Income				522130	11,4	50,972	11,450	,972		0 0
3	С	Other Income				522130	1,8	84,278	1,687	,123	197,1	.55 0
Ž.	d			_								
Ē	e			_	-			0		0		0 0
Program	f	All other program se	rvice revenue		47.4	<u> </u> 22,362		<u> </u>		9		<u> </u>
4	g	<b>Total.</b> Add lines 2a-2f			<b>&gt;</b>	22,302						
		Investment income (ir similar amounts) .			nterest, and other	ļ	1,360,93	5	1,360,935		0	0
		Income from investme			ond proceeds ►			0	0		0	0
	5	Royalties						0	0		0	0
			(ı) Rea	l	(II) Personal							
	6a	Gross rents		0	_							
	Ь	Less rental expenses		0	0	1						
		Donated account of				-						
	C	; Rental income or (loss)		0	٥							
	d	Net rental income of	r (loss)			1		0	0		0	0
			(ı) Securit	ies	(II) Other							
	7a	Gross amount from sales of assets other than inventory	2,9	63,005	922,072							
	Ь	Less cost or other basis and sales expenses	2,9	61,052	283,195							
	c	Gain or (loss)		1,953	638,877	1						
	l	Net gain or (loss) .			<b>&gt;</b>	1	640,83	0	640,830		0	0
Other Revenue	8a	Gross income from form (not including \$	d on line 1c)	of								
e Se	h	Less direct expenses		a b		1						
<u>.</u>		: Net income or (loss)			ents 🕨	J						
ŧ	9a	Gross income from g		es								
U		See Part IV, line 19		а	}							
	b	Less direct expenses	s	b		-						
		: Net income or (loss)			les \blacktriangleright	J						
	10a	Gross sales of invent returns and allowand	ory, less	a								
	b	Less cost of goods s	old	b		1						
	c	Net income or (loss)		ınvent								
	11	Miscellaneous	Revenue		Business Code							
	11	a										
	Ь	•										
	С											
	ہے	All other revenue .										
		• <b>Total.</b> Add lines 11a			•							
		Total revenue, See						0				
					•		49,424,12	7	49,226,972		197,155	Form <b>990</b> (2017)

Form 990 (2017)				Page <b>10</b>
Part IX Statement of Functional Expenses Section 501(c)(3) and 501(c)(4) organizations must complete.	ete all columns All other orga	anızatıons must com	plete column (A)	
Check if Schedule O contains a response or not	te to any line in this Part IX			🗆
Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	( <b>A</b> ) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraisingexpenses
Grants and other assistance to domestic organizations domestic governments See Part IV, line 21	s and	·		
<b>2</b> Grants and other assistance to domestic individuals S IV, line 22	See Part			
<b>3</b> Grants and other assistance to foreign organizations, governments, and foreign individuals. See Part IV, line and 16				
4 Benefits paid to or for members	3,710,723			
<b>5</b> Compensation of current officers, directors, trustees, key employees	and 2,474,326			
<b>6</b> Compensation not included above, to disqualified pers defined under section 4958(f)(1)) and persons describ section 4958(c)(3)(B)				
7 Other salaries and wages	11,360,232			
8 Pension plan accruals and contributions (include section (k) and 403(b) employer contributions)				
9 Other employee benefits	1,802,230			
<b>10</b> Payroll taxes	1,004,361			
11 Fees for services (non-employees)				
a Management	0			
<b>b</b> Legal	101,933			
c Accounting	134,450			
<b>d</b> Lobbying	0			
e Professional fundraising services See Part IV, line 17	0			
f Investment management fees	0			
g Other (If line 11g amount exceeds 10% of line 25, col (A) amount, list line 11g expenses on Schedule O)	umn 0			
12 Advertising and promotion	915,430			
<b>13</b> Office expenses	6,599,824			
<b>14</b> Information technology	0			
<b>15</b> Royalties	0			
<b>16</b> Occupancy	1,727,146			
<b>17</b> Travel	0			
18 Payments of travel or entertainment expenses for any federal, state, or local public officials .	0			
<b>19</b> Conferences, conventions, and meetings	371,444			
<b>20</b> Interest	363,296			
<b>21</b> Payments to affiliates	0			
<b>22</b> Depreciation, depletion, and amortization	1,856,363			
23 Insurance	381,446			
24 Other expenses Itemize expenses not covered above miscellaneous expenses in line 24e If line 24e amoun exceeds 10% of line 25, column (A) amount, list line 2 expenses on Schedule O)	it			
a Loan Expenses	2,532,940			
b ALL - Provisions	2,835,463			
c ATM / Debit Card Expenses	2,183,194			
d Miscellaneous	480,088			
e All other expenses				
25 Total functional expenses. Add lines 1 through 24e	41,893,898	0	O	0
26 Joint costs. Complete this line only if the organizatio reported in column (B) joint costs from a combined educational campaign and fundraising solicitation				
Check here I I if following SOP 98-2 (ASC 958-72	n) I I		İ	1

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17

18

19

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21

23

24

25

26

27

28

29

31

32

33

34

Liabilities 22

Fund Balances

Assets or 30

Net

90.855

1.066.360

20.780.930

71.106.869

2.518.121

32 693 595

2.718.031

5,181,739

6.483.865

11,665,604

812,541,447

40.555.396

54,173,918

907,270,761

918.936.365

918,936,365

0 14

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10c

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34

Page **11** 

142.244

1,271,081

20,724,524

71.516.029

5,883,586

35.461.502

3.284.272

4.993,778

80.300.000

4.904.703

90,198,481

857,073,280

45,497,808 56,635,738

959,206,826

1.049.405.307

Form **990** (2017)

1.049.405.307

Check if Schedule O contains a response or note to any line in this Part IX		

Inventories for sale or use .

b Less accumulated depreciation

Grants payable . .

Deferred revenue .

Prepaid expenses and deferred charges

10a Land, buildings, and equipment cost or other

Investments—publicly traded securities .

Investments—other securities See Part IV, line 11 .

**Total assets.**Add lines 1 through 15 (must equal line 34) .

Escrow or custodial account liability Complete Part IV of Schedule D

key employees, highest compensated employees, and disqualified

Secured mortgages and notes payable to unrelated third parties

Unsecured notes and loans payable to unrelated third parties

complete lines 27 through 29, and lines 33 and 34.

Organizations that do not follow SFAS 117 (ASC 958), check here ▶ ☑ and complete lines 30 through 34.

Paid-in or capital surplus, or land, building or equipment fund . . .

Retained earnings, endowment, accumulated income, or other funds

Loans and other payables to current and former officers, directors, trustees,

Other liabilities (including federal income tax, payables to related third parties,

Organizations that follow SFAS 117 (ASC 958), check here lacktriangle and

Investments-program-related See Part IV, line 11

basis Complete Part VI of Schedule D

Intangible assets . . . . .

Other assets See Part IV, line 11 .

Accounts payable and accrued expenses

Tax-exempt bond liabilities . . .

persons Complete Part II of Schedule L .

and other liabilities not included on lines 17-24)

Capital stock or trust principal, or current funds

Total liabilities and net assets/fund balances

Total liabilities. Add lines 17 through 25 .

Complete Part X of Schedule D

Temporarily restricted net assets

Permanently restricted net assets

Total net assets or fund balances

Unrestricted net assets

	<b>(A)</b> Beginning of year		<b>(B)</b> End of year
Cash-non-interest-bearing	6,745,139	1	6,902,4

	2	Savings and temporary cash investments	41,018,463	2	35,420,381
	3	Pledges and grants receivable, net	0	3	0
	4	Accounts receivable, net	1,205,164	4	1,476,773
	5	Loans and other receivables from current and former officers, directors, trustees, key employees, and highest compensated employees Complete Part II of Schedule L	0	5	0
<b>,</b>	6	Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), persons described in section 4958(c)(3)(B), and contributing employers and sponsoring organizations of section 501(c)(9) voluntary employees' beneficiary organizations (see instructions) Complete Part II of Schedule L	0	6	0
ets	7	Notes and loans receivable, net	738,992,838	7	867,322,458

10a

10b

36,721,636

15,997,112

☐ Cash ☑ Accrual ☐ Other

☐ Both consolidated and separate basis

☐ Both consolidated and separate basis

2	Total expenses (must equal Part IX, column (A), line 25)	2	
3	Revenue less expenses Subtract line 2 from line 1	3	
1	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	
5	Net unrealized gains (losses) on investments	5	

If the organization changed its method of accounting from a prior year or checked "Other," explain in

c If "Yes," to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant?

audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits

If 'Yes,' check a box below to indicate whether the financial statements for the year were compiled or reviewed on a

If 'Yes,' check a box below to indicate whether the financial statements for the year were audited on a separate basis,

If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O

3a As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single

b If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required

2a Were the organization's financial statements compiled or reviewed by an independent accountant?

Consolidated basis

**b** Were the organization's financial statements audited by an independent accountant?

✓ Consolidated basis

Form 990 (2017)

**Reconcilliation of Net Assets** 

Donated services and use of facilities .

**1** Accounting method used to prepare the Form 990

separate basis, consolidated basis, or both

Separate basis

consolidated basis, or both

Audit Act and OMB Circular A-133?

Separate basis

Part XI

Part XII

Schedule O

7,530,229 907,270,761 -125.998

2a

2b

2c

3a

3b

Yes

Yes

Page **12** 

Nο

No

Form 990 (2017)

•	boliated Services and ase of racinges 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	•		
7	Investment expenses	7		0
8	Prior period adjustments	8		0
9	Other changes in net assets or fund balances (explain in Schedule O)	9	44,	531,834
10	Net assets or fund balances at end of year Combine lines 3 through 9 (must equal Part X, line 33, column (B))	10	959,	206,826
ar	XII Financial Statements and Reporting			
	Check if Schedule O contains a response or note to any line in this Part XII		 	
			 Yes	No

### Additional Data

**Software ID:** 17005980 **Software Version:** v1.00

**EIN:** 35-1082578

Name: INTERRA CREDIT UNION

### Form 990 (2017)

Form 990, Part III, Line 4a:

Number of members served for loans was 44,323 in the amount of \$867,322,458 and number of members served for savings was 76,537 in the amount of \$857,073,280

efile GRAPHIC print - DO NOT PROCESS As Filed Data -SCHEDULE D

For Paperwork Reduction Act Notice, see the Instructions for Form 990.

## **Supplemental Financial Statements**

▶ Complete if the organization answered "Yes," on Form 990, Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b.

DLN: 93493319035938 OMB No 1545-0047

> Open to Public Inspection

Department of the Treasury Internal Revenue Service

(Form 990)

▶ Attach to Form 990. Information about Schedule D (Form 990) and its instructions is at www.irs.gov/form990.

Name of the organization **Employer identification number** INTERRA CREDIT UNION 35-1082578 Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts. Complete if the organization answered "Yes" on Form 990, Part IV, line 6. (a) Donor advised funds (b) Funds and other accounts Total number at end of year 2 Aggregate value of contributions to (during year) Aggregate value of grants from (during year) Aggregate value at end of year Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control? ☐ Yes ☐ No Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit? 🗌 Yes 🗌 No Part II Conservation Easements. Complete if the organization answered "Yes" on Form 990, Part IV, line Purpose(s) of conservation easements held by the organization (check all that apply) Preservation of land for public use (e.g., recreation or education) Preservation of an historically important land area Protection of natural habitat Preservation of a certified historic structure Preservation of open space Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year Held at the End of the Year Total number of conservation easements Total acreage restricted by conservation easements 2b Number of conservation easements on a certified historic structure included in (a) 2c Number of conservation easements included in (c) acquired after 8/17/06, and not on a historic structure listed in the National Register Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year 🕨 Number of states where property subject to conservation easement is located ▶ 5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? ☐ Yes Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(II)? In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement, and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets. Part III Complete if the organization answered "Yes" on Form 990, Part IV, line 8. If the organization elected, as permitted under SFAS 116 (ASC 958), not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide, in Part XIII, the text of the footnote to its financial statements that describes these items If the organization elected, as permitted under SFAS 116 (ASC 958), to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items (i) Revenue included on Form 990, Part VIII, line 1 (ii) Assets included in Form 990, Part X If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under SFAS 116 (ASC 958) relating to these items Revenue included on Form 990, Part VIII, line 1 Assets included in Form 990, Part X

Cat No 52283D

Schedule D (Form 990) 2017

 $\boldsymbol{d}$  Equipment .

Sche	edule D (Form 990) 2017									Page <b>2</b>
Par	tiiii Organizations Ma	aintaining Collections o	f Art, Histo	orical T	reasu	res, or	Other 9	Similar As	ssets (cont	tinued)
3	Using the organization's acquitems (check all that apply)	uisition, accession, and other	records, che	ck any of	the fol	lowing tl	hat are a s	significant i	use of its co	llection
а	Public exhibition		(	, _	Loan	or excha	inge progr	ams		
b	Scholarly research		•		Other					
С	Preservation for future	generations								
4	Provide a description of the open XIII	organization's collections and	explain how	they furth	ner the	organiz	ation's ex	empt purpo	se in	
5		anızatıon solicit or receive do nds rather than to be maintai						lar	☐ Yes	□ No
Pa		odial Arrangements. ganızatıon answered "Yes	" on Form 9	90, Part	IV, lır	ne 9, or	reported	d an amou	unt on Forr	m 990, Part
1a	Is the organization an agent included on Form 990, Part 3		intermediary	for contri	butions	or othe	r assets n	ot	п.,	п
		•							☐ Yes	∐ No
ь	If "Yes." explain the arrange	ement in Part XIII and comple	ete the follow	na table		Г		A	mount	
c	Beginning balance					F	1c			
d	Additions during the year					ľ	1d			
е	Distributions during the year	•				ŀ	1e			
f	Ending balance					ŀ	1f			
<b>2</b> a	-	an amount on Form 990, Par	t X. line 21. f	or escrow	or cus	L stodial a	ccount lial	oility?	☐ Yes	
	-	•						•		∐ No □
b	, <b>-</b>									
Pā	ert V Endowment Fund	<b>ds.</b> Complete if the organ								
1-	Beginning of year balance .	(a)Curren	t year (I	Prior yea	r (	(c) I wo ye	ears back	(d)Three yea	ars back (e)	Four years back
	,									
	Contributions									
	Net investment earnings, gair				_					
	Grants or scholarships									
	Other expenditures for facilities and programs	es								
f	Administrative expenses .									
g	End of year balance									
2	Provide the estimated percei	ntage of the current year end	balance (line	1g, colu	mn (a)	) held as	5			
а	Board designated or quasi-e	ndowment <b>&gt;</b>								
b	Permanent endowment ▶									
С	Temporarily restricted endov	wment ▶								
	The percentages on lines 2a,	, 2b, and 2c should equal 100	)%							
3а	Are there endowment funds organization by	not in the possession of the o	organization t	hat are h	eld and	d adminis	stered for	the		Yes No
	(i) unrelated organizations								3a(i)	
b	(ii) related organizations .  If "Yes" on 3a(II), are the rel		equired on So	 Thedule R	? .				3a(ii) 3b	)
4	` ''	ended uses of the organization	•		•		· ·			
	rt VI Land, Buildings,									
		ganization answered "Yes	on Form 9	90, Part	IV, lır				rt X, line 1	10.
_	Description of property	(a) Cost or other basis (investment)	(b) Cost or ot	her basıs (	other)	(c) Accı	umulated de	epreciation	( <b>d</b> ) E	Book value
1a	Land	2,654,165			0					2,654,165
	Buildings	22,473,493			0			7,839,716		14,633,777
	Leasehold improvements	0			0			0		0

11,593,978

Total. Add lines 1a through 1e (Column (d) must equal Form 990, Part X, column (B), line 10(c)).

3,436,582

20,724,524

8,157,396

10   Packer plane of security or capagory (10)   Packer plane of security or capagory (11)   Packer plane of security or capagory (12)   Packer plane of security or capagory (13)   Packer plane of security or capagory (14)   Packer plane of security or capagory (14)   Packer plane of security or capagory (14)   Packer plane of security (14)   Pac		Investments—Other Securities. Complete if the org	ganızatı	on ansv	vered "Yes" on	Form 990, Pa	rt IV, line 11b.
(3) Closery philad accurry interests (4)				Book	Cost		
The Authorities of the companies of the		held equity interests	·				
(c) (d) (d) (e) (e) (e) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f	(A)						
Total, Common (p) must equal form 990, Part X, or (R) love (2)  (a) Description of investment  (b) Book value  (c) Description of investment  (c) Book value  (d) Book value	(B)						
Fig.	(C)						
(a) Description of resettment (b) source equal forme 990, front x, cot (ii) like (2)    Complete if the organization individual forms 990, Part X, line 13.	(D)						
(6) (9) (10) (10) (10) (10) (10) (10) (10) (10	(E)						
Trada. (Column (c) must equal Som 980, Part X, col (B) Inc (2)  Trada. (Column (c) must equal Som 980, Part X, col (B) Inc (2)  (a) Description of investment (b) Book value (c) Method of valuables.  (b) Book value (c) Method of valuables.  (d) Method of valuables.  (e) Go or end-cf-year market value  (f) Soc value (c) Inc (g) In	(F)						
Total. (Calumn (2) must equal form 990, Part X, col (8) line (2)	(G)						
Investments	(H)						
Complete if the organization answered Yes' on Form 990, Part IX, line 113. See Form 990, Part IX, line 13.  (a) Description of investment (b) 3ook value  Cost or end of year market value  Cost or end of year market value  (c) Rethod of valuations Cost or end of year market value  (d)  (d)  (d)  (d)  (f)  (e)  (f)  (g)  (g)  (g)  Total, (Column (8) must equal form 990, Part X, cal (8) line 13)  Part IX  (g)  (h) Book value  (h) Rook value  (h) Book value  (h) Rook value  (h) Rook value  (h) Rook value  (h) Book value  (h) Rook value  (h) Rook value  (h) Rook value  (h) Book value  (h) Rook value  (h) Rook value  (h) Rook value  (h) Book value  (h) Rook value  (h) Rook value  (h) Rook value  (h) Book value  (h) Rook value  (h)		n (b) must equal Form 990, Part X, col (B) line 12 )	•				
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(8)  (9)  Total. (Column (b) must equal Form 990, Part X, col (8) line 13 )  (a) Description  (b) Book value  (c)  (c)  (d)  (d)  (d)  (e)  (e)  (f)  (g)  (g)  (g)  (h)  (h)  (h)  (h)  (h	(6)						
Part IX	(7)						
Total. (Column (b) must equal Form 990, Part X, col (8) line 13)  Part X Other Assets. Complete if the organization answered Yes' on Form 990, Part IV, line 11d See Form 990, Part X, line 15  (a) Description (b) Book value  (b) Book value  (c)  (3)  (4)  (5)  (6)  (7)  (8)  (9)  Part X Other Liabilities. Complete if the organization answered Yes' on Form 990, Part IV, line 11e or 11f.  See Form 990, Part X, line 25.  (4) Description of liability (b) Book value  (1) Federal income taxes  (2)  (3)  (4)  (5)  (6)  (7)  (8)  (9)  Total. (Column (b) must equal Form 990, Part X, col (8) line 25)  (4)  (5)  (6)  (7)  (8)  (9)  Total. (Column (b) must equal Form 990, Part X, col (8) line 25)  (4)  (5)  (6)  (7)  (8)  (9)  Total. (Column (b) must equal Form 990, Part X, col (8) line 25)  (4)  (5)  (6)  (7)  (8)  (9)  Total. (Column (b) must equal Form 990, Part X, col (8) line 25)  (4)  (5)  (6)  (7)  (8)  (9)  Total. (Column (b) must equal Form 990, Part X, col (8) line 25)  (5)  (6)  (7)  (8)  (9)  Total. (Column (b) must equal Form 990, Part X, col (8) line 25)  (6)  Total. (Column (b) must equal Form 990, Part X, col (8) line 25)  (7)  (8)  (9)  Total. (Column (b) must equal Form 990, Part X, col (8) line 25)  (7)  (8)  (9)  Total. (Column (b) must equal Form 990, Part X, col (8) line 25)  (7)  (8)  (9)  Total. (Column (b) must equal Form 990, Part X, col (8) line 25)  (9)  Total. (Column (b) must equal Form 990, Part X, col (8) line 25)  (9)  Total. (Column (b) must equal Form 990, Part X, col (8) line 25)  (9)  Total. (Column (b) must equal Form 990, Part X, col (8) line 25)	(8)						
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(4) (5) (6) (7) (8) (9)  Total. (Column (b) must equal Form 990, Part X, col (B) line 15)  Part X Other Liabilities. Complete if the organization answered "Yes" on Form 990, Part IV, line 11e or 11f. See Form 990, Part X, line 25.  1. (a) Description of liability (b) Book value (1) Federal income taxes (1) Cleaning Accounts 4,904,703 (2) (3) (4) (5) (6) (7) (8) (9)  Total. (Column (b) must equal Form 990, Part X, col (B) line 25 ) 4,904,703 (2)  2. Liability for uncertain tax positions in Part XIII, provide the text of the footnote to the organization's financial statements that reports the	(1)						
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(8)  (9)  Total. (Column (b) must equal Form 990, Part X, col (B) line 15)  Part X Other Liabilities. Complete if the organization answered 'Yes' on Form 990, Part IV, line 11e or 11f.  See Form 990, Part X, line 25.  1. (a) Description of liability (b) Book value  (1) Federal income taxes  Clearing Accounts  (2)  (3)  (4)  (5)  (6)  (7)  (8)  (9)  Total. (Column (b) must equal Form 990, Part X, col (B) line 25)	(6) ————						
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See Form 990, Part X, line 25.			· ·	on Fo	rm 990, Part I		
(1) Federal income taxes  Clearing Accounts  (2)  (3)  (4)  (5)  (6)  (7)  (8)  (9)  Total. (Column (b) must equal Form 990, Part X, col (B) line 25)  Liability for uncertain tax positions. In Part XIII, provide the text of the footnote to the organization's financial statements that reports the	1.		1	<b>(b)</b> B	ook value	·	
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(8)  (9)  Total. (Column (b) must equal Form 990, Part X, col (B) line 25 )  2. Liability for uncertain tax positions. In Part XIII, provide the text of the footnote to the organization's financial statements that reports the							
(9)  Total. (Column (b) must equal Form 990, Part X, col (B) line 25 )  Liability for uncertain tax positions. In Part XIII, provide the text of the footnote to the organization's financial statements that reports the							
Total. (Column (b) must equal Form 990, Part X, col (B) line 25 )							
2. Liability for uncertain tax positions In Part XIII, provide the text of the footnote to the organization's financial statements that reports the							
organization's liability for uncertain tay positions under FTN 48 (ASC 740). Check here if the text of the footnote has been provided in Part XIII.	2. Liability fo	or uncertain tax positions In Part XIII, provide the text of the f	footnote		ganızatıon's fına		_

Reconciliation of Revenue per Audited Financial Statements With Revenue per Return

2b b 2c

Provide the descriptions required for Part II, lines 3, 5, and 9, Part III, lines 1a and 4, Part IV, lines 1b and 2b, Part V, line 4, Part X, line 2, Part

d 2d 2e e

Complete if the organization answered 'Yes' on Form 990, Part IV, line 12a.

3 3 4 Amounts included on Form 990, Part VIII, line 12, but not on line 1

Investment expenses not included on Form 990, Part VIII, line 7b . 4a

4b b

Add lines **4a** and **4b** . . . . . . . 4c

Total revenue Add lines 3 and 4c. (This must equal Form 990, Part I, line 12) . . . . . .

XI, lines 2d and 4b, and Part XII, lines 2d and 4b. Also complete this part to provide any additional information

5

Schedule D (Form 990) 2017

Part XI

1

2

d

3 4

b

5

Part XIII

See Additional Data Table

Amounts included on line 1 but not on Form 990, Part IX, line 25

Amounts included on Form 990, Part IX, line 25, but not on line 1: Investment expenses not included on Form 990, Part VIII, line 7b . .

Donated services and use of facilities . . .

Add lines 2a through 2d . .

Return Reference

Other (Describe in Part XIII ) . . . . . .

Supplemental Information

Part XII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return. Complete if the organization answered 'Yes' on Form 990, Part IV, line 12a.

Total expenses Add lines 3 and 4c. (This must equal Form 990, Part I, line 18) . . . . . . .

Explanation

2a 2b

2c 2d

4a

4b

Page 4

49,424,127

49,424,127

49,424,127

41,893,898

41,893,898

41.893.898

Schedule D (Form 990) 2017

2e

3

4c 5

Page <b>5</b>		Schedule D (Form 990) 2017		
	ormation (continued)	Part XIII Supplemental Info		
	Explanation	Return Reference		

Schedule D (Form 990) 2017

### **Additional Data**

**Software ID:** 17005980 **Software Version:** v1.00

**EIN:** 35-1082578

Name: INTERRA CREDIT UNION

### Supplemental Information

Return Reference	Explanation
Schedule D, Part X, Line 2	Income tax in the consolidated statements of income include India

ana franchise tax. The Cre. dit Union is exempt, by statute from federal income taxes except for unrelated business in come tax Members Financial Management Center, Inc is, however subject to federal and sta te income taxes The Credit Union and Members Financial Management Center, Inc. file incom e tax returns in the U.S. federal and Indiana jurisdictions. With a few exceptions, they a re no longer subject to U S federal income tax examinations by tax authorities for calend ar years before 2014

efil	e GRAPHIC pi	rint - DO NOT PROCESS	As Filed Data	a -	DLN: 934	19331	19035	938
Sch	nedule J	Co	ompensati	ion Information	40	1B No	1545-0	0047
(Fori	m 990)	► Complete if the org	For certain Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees  Complete if the organization answered "Yes" on Form 990, Part IV, line 23.  Attach to Form 990.					
•	tment of the Treasury al Revenue Service	▶ Information al		(Form 990) and its instructions gov/form990.	is at		to Pul ectio	
Nar	ne of the organiz			<del></del> -	Employer identificat			
INT	ERRA CREDIT UNION	V			35-1082578			
Pa	rt I Questi	ons Regarding Compensa	tion					
							Yes	No
1a				the following to or for a person liste y relevant information regarding the				
		s or charter travel		Housing allowance or residence for	personal use			
		companions		Payments for business use of perso				
		nification and gross-up payment	s 🔽	Health or social club dues or initiation				
	□ Discretion	nary spending account		Personal services (e g , maid, chauf	reur, cner)			
b		xes in line 1a are checked, did t all of the expenses described abo		ollow a written policy regarding paym plete Part III to explain	nent or reimbursement	1b	Yes	
2				or allowing expenses incurred by all r, regarding the items checked in line	. 1.2	2	Yes	
	directors, truste	es, officers, including the CEO/E	Executive Director	, regarding the items thetked in line	: Iar			
3	organization's C	EO/Executive Director Check al	ll that apply Dor	d to establish the compensation of th not check any boxes for methods CEO/Executive Director, but explain i				
	<b>✓</b> Compens	ation committee	$\checkmark$	Written employment contract				
	· ·	ent compensation consultant	✓	Compensation survey or study				
	☐ Form 990	of other organizations	$\checkmark$	Approval by the board or compensa	tion committee			
4	During the year related organiza		990, Part VII, Se	ction A, line 1a, with respect to the f	iling organization or a			
а	Receive a sever	ance payment or change-of-con	trol payment?			4a		No
b		r receive payment from, a suppl		ified retirement plan?		4b	Yes	
C	Participate in, o	r receive payment from, an equ	ıty-based comper	nsation arrangement?		4c		No
	If "Yes" to any o	of lines 4a-c, list the persons and	d provide the app	licable amounts for each item in Part	t III			
	Only 501(c)(3	), 501(c)(4), and 501(c)(29)	organizations	must complete lines 5-9.				
5	For persons liste		on A, line 1a, did t	the organization pay or accrue any				
а	The organization	n?				5a		
b	Any related orga					5b		
	If "Yes," on line	5a or 5b, describe in Part III						
6		ed on Form 990, Part VII, Sectio ontingent on the net earnings of		the organization pay or accrue any				
а	The organization	n?				<b>6</b> a		
b	Any related orga					6b		
	If "Yes," on line	6a or 6b, describe in Part III						
7		ed on Form 990, Part VII, Section escribed in lines 5 and 6? If "Ye:		the organization provide any nonfixe rt III	d	7		
8				red pursuant to a contract that was section 53 4958-4(a)(3)? If "Yes," do	escribe	8		
9	If "Yes" on line 53 4958-6(c)?	8, did the organization also follo	w the rebuttable	presumption procedure described in	Regulations section	9		
For I	Panerwork Redu	iction Act Notice, see the Ins	tructions for Fo	orm <b>990.</b> Cat No 5	50053T Schedule J	(Form	1 990)	2017

For each individual whose compensation must be reported on Schedule J, report instructions, on row (ii) Do not list any individuals that are not listed on Form 9 <b>Note.</b> The sum of columns (B)(i)-(iii) for each listed individual must equal the to	990	, Part VII	•	.,	•	·	vidual
(A) Name and Title			kdown of W-2 and/c compensation			(D) Nontaxable benefits	(F) Compensation in column (B) reported as deferred on prior Form 990
	(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation	compensation			
See Additional Data Table		•			•		

Schedule J (Form 990) 2017 Page 3 Part III Supplemental Information Provide the information, explanation, or descriptions required for Part I, lines 1a, 1b, 3, 4a, 4b, 4c, 5a, 5b, 6a, 6b, 7, and 8, and for Part II Also complete this part for any additional information Return Reference Explanation Schedule J, Part I, Line 1a The credit union pays for board member, board spouse, and employee business travel expenses and club dues per our written policy Schedule J, Part I, Line 4 ICEO has a nongualified SERP plan that pays out upon retirement and has substantial risk of forfeiture

Schedule J (Form 990) 2017

### **Additional Data**

(1)

(11)

(1)

(1)

(II)

(1)

(1)

(II)

(1)

(1)

(11)

1Andy Marshall Chief Operating Officer

2Andrew Gangwer Chief Administrative Officer

**3**James Henning Chief Financial Officer

Chief Retail Officer

Chief Strategy Officer

Mortgage Loan Originator

**7**Peggy Milton Mortgage Loan Originator

**8**Duane Wilcoxson Chief Information Officer

VP of Mortgage Lending

Mortgage Loan Officer

9Robert Spencer

10Peggy Guyas

6Stephanie Weldy

4Phil Wiens

5David Birky

1Amy Sink President / CEO

**Software ID:** 17005980

compensation

238,518

374,930

207,816

161,749

182,209

216,983

227,591

212,833

161,068

169,617

319,621

Software Version:	v1.00
EIN:	35-1082578
Name:	INTERRA CREDIT UNION

compensation

Name: INTERRA CREDIT UNION										
Form 990, Schedule J,	rm 990, Schedule J, Part II - Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees									
(A) Name and Title	(B) Breakdown of W-2 and/or 1099-MISC compensation	(C) Retirement and	(D) Nontaxable	(E) Total of columns	(F) Compensation in					

Form 990, Schedule J,	Part II - Officers, D	irectors, Trustees, K	ey Employees, and	Highest Compensate	d Employees		
(A) Name and Title	ne and Title (B) Breakdown of W-2 and/or 1099-MISC compensation			(C) Retirement and	(D) Nontaxable	(E) Total of columns	(F) Compensation in
			(iii) Other reportable	other deferred compensation	benefits	(B)(ı)-(D)	column (B) reported as deferred on

417,765

prior Form 990

259,986

820,848

210,554

170,149

198,943

237,182

249,648

218,675

169,179

186,587

349,691

21,468

28,153

2,738

8,400

16,734

20,199

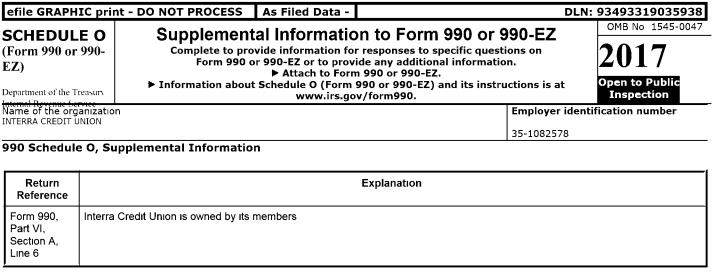
22,057

5,842

8,111

16,970

30,070



Return Explanation
Reference

Form 990,
Part VI,
Section A,
Line 7a

Board members and supervisory committee members are elected by the credit union's members

Return Explanation
Reference

Line 7b

Form 990,
Part VI,
Section A,
When required by state laws and our by-laws, members do vote to approve decisions of the board of directors

Return Explanation
Reference

Line 11b

	Form 990 is reviewed by the credit union's CFO, a copy is provided to all board members for review prior to filing
Part VI,	
Section B.	

Return Explanation
Reference

Form 990,
Part VI,
Section B,
Line 15

The board reviews recommendations from an independent consultant and industry comparisons to determine appropriate compensation

Return Explanation
Reference

Line 19

Form 990,
Part VI,
Section C.

Financial statements and our annual report are provided at our annual members' meeting and on our website. Other reports are available upon request.

990 Schedule O, Supplemental Information Return Explanation Reference

Form 990, Increase in Members Deposits \$44,531,833 Part XI, Line

efile GRAPHIC print - DO	NOT PROCESS	As Filed Data -										DLN: 93493	319035	938
SCHEDULE R (Form 990)  Department of the Treasury	Form 990)  partment of the Treasury  Complete if the organization about Sch			rganizations and Unrelated Partnerships  ration answered "Yes" on Form 990, Part IV, line 33, 34, 35b, 36, or 37.  Attach to Form 990.  chedule R (Form 990) and its instructions is at <a href="https://www.irs.gov/form990">www.irs.gov/form990</a> .										47
ternal Revenue Service											ication		ection	
Part I Identification	of Disregarded E	ntities Complete If th	ne organ	ızatıon answ	ered "Yes	" on Form	990, Part	IV, line 3		002370				
Name, address, and	(a) EIN (if applicable) of disre	garded entity		<b>(b)</b> Primary a			c) nicile (state n country)	(d) Total inc	ome	<b>(e)</b> End-of-year as	ssets	(1 Direct cc ent	ntrolling	
Part III Identification of related tax-exen	of Related Tax-Exe opt organizations du		Comple	te if the org	anızatıon	answered	"Yes" on F	orm 990,	Part I	/, line 34 be	cause	ıt had one or	more	
Name, address, an	(a) d EIN of related organization	on	Prima	<b>(b)</b> ary activity	Legal dom	c) nicile (state n country)	(d) Exempt Cod			(e) harity status on 501(c)(3))	Di	<b>(f)</b> rect controlling entity	Section (13) coi enti	512(b) ntrolled
For Paperwork Reduction Ac	A Nicking and Alex Vice					t No 5013					C.L	edule R (Form	200) 25	17

(a) Name, address, and EIN of related organization			(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	Predomi income(re unrelat excluded tax une sections	inant elated, to ted, I from der 512-	<b>(f)</b> Share of otal income	(g) Share of end-of-year assets	(H Disprop alloca	rtionate	(1) Code V-UBI amount in bo 20 of Schedule K- (Form 1065	Gene x man part		Perce owne			
					514	,			Yes	No		Yes	No				
													$\vdash$				
rt IV Identification of Related Orga because it had one or more relate							ion ansv	vered "Yes	" on Fo	orm 9	90, Part IV	', lıne	34				
(a) Name, address, and EIN of related organization	(b) Primary activity	Le dor (state d	(c) egal micile or foreign intry)	Direct	(d) controlling entity	(e Type of (C corp, or tru	entity 5 S corp,	(f) Share of total Income		(g) of end- year ssets	of- Perc	<b>h)</b> entage ership	(1	(i) ection .3) con entit	512 ntro ty?		
Members Financial Management Center Inc Box 727 nen, IN 465270727 768194	sales of financial products	IN				Interra Union	a Credit	С		40,141		268,8	88 100 9	/o	,	Yes	N N
700194																	
				ı		1	1		1				- 1				
															_		

Performance of services or membership or fundraising solicitations for related organization(s) .

(a)

Name of related organization

 $\mathbf{m}$  Performance of services or membership or fundraising solicitations by related organization(s) .

n Sharing of facilities, equipment, mailing lists, or other assets with related organization(s) . . .

Reimbursement paid to related organization(s) for expenses . . .

Reimbursement paid by related organization(s) for expenses.

r Other transfer of cash or property to related organization(s).

Part V Transactions With Related Organizations Complete if the organization answered "Yes" on Form 990, Part IV, line 34, 35b, or 36.											
Note. Complete line 1 if any entity is listed in Parts II, III, or IV of this schedule											
1 During the tax year, did the organization engage in any of the following transactions with one or more related organizations listed in Parts II-IV?											
a Receipt of (i) interest, (ii)annuities, (iii) royalties, or(iv) rent from a controlled entity	1a		No								
<b>b</b> Gift, grant, or capital contribution to related organization(s)	1b		No								
c Gift, grant, or capital contribution from related organization(s)	1c		No								
d Loans or loan guarantees to or for related organization(s)	1d		No								
e Loans or loan guarantees by related organization(s)	1e		No								
f Dividends from related organization(s)	1f		No								

Page 3

11

1n Yes

10 Yes

1q Yes

1r

1s

Schedule R (Form 990) 2017

(d)

Method of determining amount involved

1m Yes

No

No

No

No

d	Loans or loan guarantees to or for related organization(s)	10	1	No
e	Loans or loan guarantees by related organization(s)	1e	:	No
f	Dividends from related organization(s)	<b>1</b> f		No
g	Sale of assets to related organization(s)	<b>1</b> g		No
h	Purchase of assets from related organization(s)	1h	,	No
i	Exchange of assets with related organization(s)	<b>1</b> i		No
j	Lease of facilities, equipment, or other assets to related organization(s)	<b>1</b> j		No
1				
k	Lease of facilities, equipment, or other assets from related organization(s)	1k	:	No

(b)

Transaction

type (a-s)

(c)

Amount involved

2 If the answer to any of the above is "Yes," see the instructions for information on who must complete this line, including covered relationships and transaction thresholds

Part VI Unrelated Organizations Taxable as a Partnership Complete if the organization answered "Yes" on Form 990, Part IV, line 37.

Provide the following information for each entity taxed as a partnership through which the organization conducted more than five percent of its activities (measured by total assets or gross revenue) that was not a related organization. See instructions regarding exclusion for certain investment partnerships

<b>(a)</b> Name, address, and EIN of entity	<b>(b)</b> Primary activity	(c) Legal domicile (state or foreign country)	(d) Predominant income (related, unrelated, excluded from tax under sections 512-	section 501(c)(3) organizations?		Are all partners section 501(c)(3) organizations?		Are all partners section 501(c)(3) organizations?		Are all partners section 501(c)(3) organizations?		Are all partners section 501(c)(3) organizations?		Are all partners section 501(c)(3) organizations?		Are all partners section 501(c)(3) organizations?		(f) Share of total Income	(g) Share of end-of-year assets	(h) Disproprtionate allocations?		Code V-UBI amount in box 20 of Schedule K-1 (Form 1065)	x managing partner?		<b>(k)</b> Percentage ownership
			514)	Yes	No			Yes	No		Yes	No													
													_												
	•		•			•				Schedul	e R (Forn	າ 99	0) 2017												

Schedule R (Form 990) 2017 Part VII Supplemental Information Provide additional information for responses to questions on Schedule R (see instructions) Schedule R (Form 990) 2017