



2024
**Community
Impact**

Langley

Save, Borrow & Spend Wisely

Our Goal is to Improve the Lives of Those in Need in the Communities We Serve

Over the course of 2024, the basic cost of living became challenging for more and more families due to a turbulent and uncertain economy. Langley understands that to strengthen our community, we must ensure basic needs, including affordable housing and financial stability, are available to our friends and neighbors struggling to make ends meet. Langley and the Langley for Families Foundation understand the impact the nonprofit sector has on improving the lives of individuals and families facing poverty-related crises. We are proud to support many deserving nonprofit organizations who are working diligently to address our communities' greatest needs





“We are proud to support so many deserving agencies who are working diligently to address our communities’ greatest needs through Langley and the Langley for Families Foundation. Langley understands the critical role the nonprofit sector has in improving the lives of individuals and families in need. We appreciate their important work in ensuring access to basic needs are available to all who call the communities we serve home.”

Tom Ryan, President/CEO of Langley Federal Credit Union & Langley for Families Foundation Board Member

2024 Total Giving

Langley's commitment to the community shines through the investments made by Langley and the Langley for Families Foundation. We appreciate our members, employees, and business partners who contributed in 2024 to help expand our collective impact and advance our mission of improving the lives of families in need in the communities we serve.

Langley

Save, Borrow & Spend Wisely

A long history of community involvement and charitable giving, dating back to the founding of the credit union in 1936.

Langley

For Families

Launched in 2014 to support causes and initiatives benefiting children and families.

DONATED

\$586,658

DONATED

\$1,272,481

THAT'S A TOTAL OF OVER

\$1.85 MILLION

TO 175 CHARITABLE ORGANIZATIONS IN 2024

Making a Difference for Those Who Need Us Most

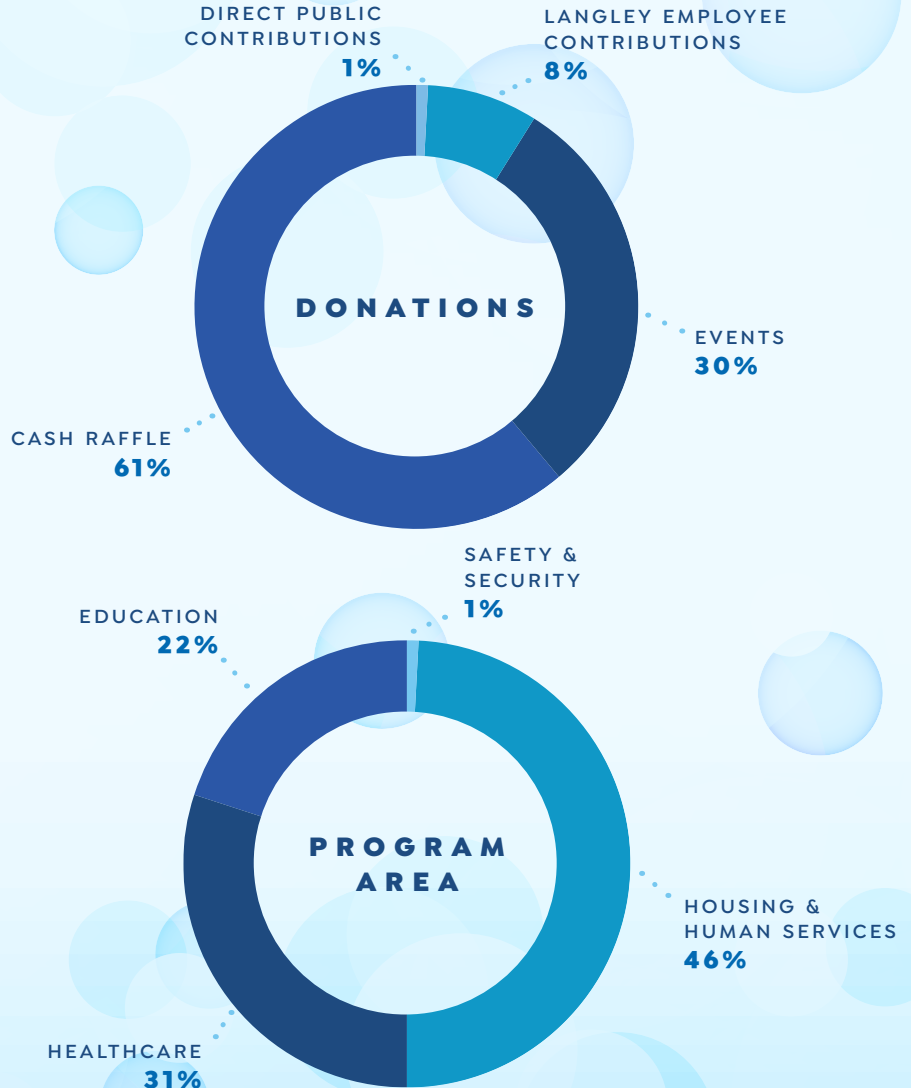
In 2024, the Langley for Families Foundation surpassed the \$1.25 million mark in giving with a total of **\$1,272,481** distributed to nonprofits across the communities we serve! This represents a **12% increase** in giving compared to the previous year and brings the Foundation's total impact to **\$7.03 million** since its founding in 2014.

With help from Langley's members, employees, and our business partners, the Foundation received support through several successful fundraising initiatives:

- ◆ Charitable Cash Raffle
- ◆ 10th Annual Charity Golf Classic
- ◆ Langley's Make A Difference Campaign

These funds supported 156 nonprofit organizations in the Langley for Families Foundation's four focus areas:

- ◆ Education
- ◆ Healthcare
- ◆ Housing & Human Services
- ◆ Safety & Security



Thank You Langley for Families Leaders!

We appreciate all who are serving on Langley's community impact leadership teams.

The Langley for Families' Board of Directors have played an integral role in shaping the Foundation's fundraising activities, grantmaking initiatives, and engagement opportunities.

Board Members

- **Fred Hagerman**, Chair
- **Jerome Fowlkes**, Vice-Chair
- **Gene Griffith**, Treasurer*
- **Jose Iregui**, Secretary
- **Tom Ryan**

The Grant Review Committee consists of Langley leaders who have extensive experience serving on nonprofit boards of directors and leading Langley's community impact work. They give their time and expertise to ensure Langley for Families supports our communities' most impactful nonprofit organizations.

Grant Review Committee

- **Curtis Baker**
- **Richetta Brown**
- **Gene Griffith***
- **Fred Hagerman**
- **Jose Iregui**
- **Deb Vollmer**
- **Lester Wingrove***

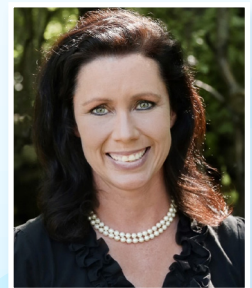
*Langley FCU Board Member



Langley Federal Credit Union would like to recognize our Foundation & Events team for successfully leading the Langley for Families Foundation and our community impact initiatives:



Liz Wolfson
Director of Foundation & Events



Sarah Wilson
Foundation & Events Manager

Celebrating 10 Years of the Langley for Families Foundation

On September 7, members, employees and friends across our community came together to celebrate the 10th anniversary of the Langley for Families Foundation at the inaugural **Zoopalooza**.

Held at the Virginia Zoo, Zoopalooza was a fun-filled day of family-friendly entertainment and activities, which included admission to the zoo's exhibits. Tickets were open to the public to purchase and **over 700 guests attended**.

Nearly 50 Langley employees served as volunteers, creating a welcoming, lively atmosphere and executing key components of the day. Zoopalooza powerfully demonstrated that **ANYONE** can be a part of the Langley for Families' Foundation's mission of improving the lives of families in need across the communities we serve!



Langley's Commitment to Our Communities

Langley provided \$586,658 in charitable contributions to 43 organizations in 2024. These donations supported student scholarships, teacher mini grants, employee volunteer initiatives, and critical services provided to Langley members and the communities we serve.



In 2024, Langley and the Langley for Families Foundation fulfilled their \$1 million pledge to support CHKD's new mental health hospital, with the fifth year of \$200,000 combined contributions made in June 2024. The hospital opened in 2022 with outpatient and inpatient services having started in April and October respectively.



**American
Red Cross**

Additionally, Langley maintains flexibility throughout the year to respond to needs as they arise, such as natural disasters. In October 2024, Langley donated \$25,000 to American Red Cross to support emergency services and relief efforts for the devastation caused by Hurricane Helene.



Supporting Access to Education for Deserving Students

Langley is dedicated to increasing access to higher education as we understand that education is the foundation of success and financial wellbeing. In 2024, Langley expanded three of its education initiatives to serve more students and educators across our communities.

Scholarships were given to students at several Hampton Roads colleges and universities, including:

- Christopher Newport University
- College of William & Mary
- Hampton University
- Norfolk State University
- Old Dominion University

D I S T R I B U T E D

\$170,000

in scholarships to local students and teachers



In 2024, Langley committed to providing \$125K in scholarships over the next five years by establishing the Langley Scholars' Demand Fund at Norfolk State University (NSU). The fund is designed to provide financial support to current NSU students and is awarded to those in good academic standing who have a demonstrated financial need as determined by the University's Office of Financial Aid.



IMPACT ON COMMUNITY: LANGLEY FEDERAL CREDIT UNION

In addition to scholarships, **Langley provided \$6,658 to sponsor 116 students** who were eligible to graduate but could not afford the cap and gown required to participate in the graduation ceremony. This initiative started in 2023, when Langley became aware of this need and sought out school systems across Hampton Roads to ensure that any students affected by this would receive the opportunity to participate in their graduation ceremony.

| School | City | # Of Students |
|---------------------------------|----------------|---------------|
| Indian River High | Chesapeake | 1 |
| Bethel High | Hampton | 10 |
| Hampton High | Hampton | 42 |
| Kecoughtan High | Hampton | 5 |
| Phoebus High | Hampton | 10 |
| Heritage High | Newport News | 4 |
| Warwick High | Newport News | 13 |
| Norview High | Norfolk | 14 |
| I.C. Norcom High | Portsmouth | 3 |
| Manor High | Portsmouth | 2 |
| Green Run High | Virginia Beach | 12 |
| Total Students Sponsored | | 116 |



In addition, six \$5,000 scholarships were granted to graduating high school students who are also Langley members through the Jean Yokum Scholarship.



Hannah Chen
University
of Virginia



Parker Forrest
Virginia
Tech



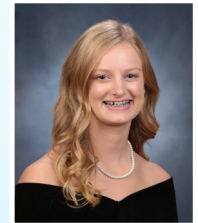
Christopher Freshwater
American
University



Megan Killian
Shenandoah
University



Janie Qing
Duke
University



Audrey Wallin
Old Dominion
University

Supporting Educators Across Our Communities

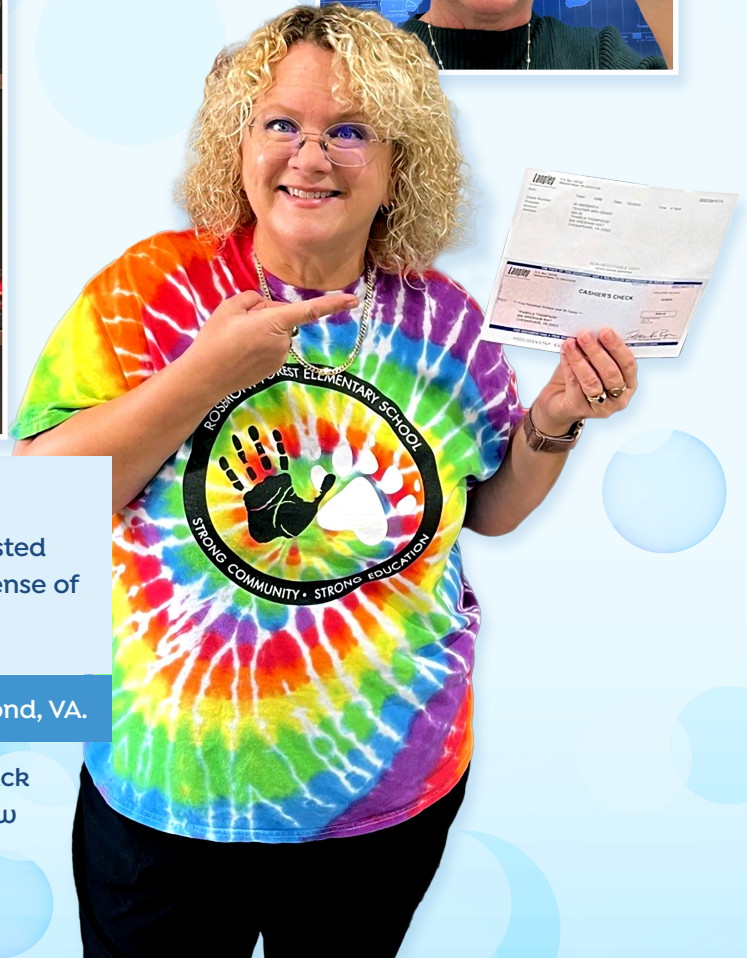
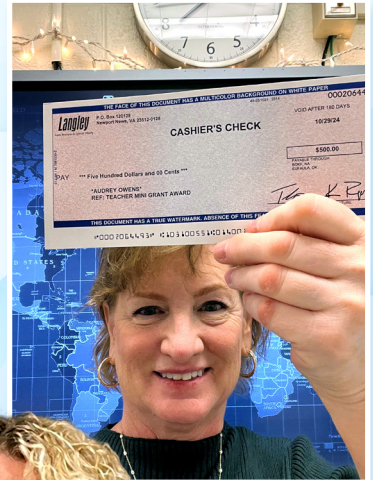
Langley expanded the teacher mini-grant program in September 2024 to include educators in our newer communities outside of Hampton Roads. Historically, 30 Hampton Roads teachers have been awarded a \$500 mini grant. **For the 2024-25 school year, a total of 40 teachers received a \$500 mini grant to support new or existing classroom projects**, with 30 grants being awarded to Hampton Roads teachers and 10 grants awarded to educators from Raleigh, NC and Richmond, VA.



“The NewComer’s Lunch Bunch enables students to experience a sense of safety by identifying with trusted adults, who seek to provide a place that creates a sense of belonging and community”

- She'ron Fields, Barack Obama Elementary, Richmond, VA.

Fields, received a grant to support an initiative at Barack Obama Elementary that supports the wellbeing of new students from other countries and cultures.



IMPACT WITH EMPLOYEES: VOLUNTEERISM

Langley's MLK Jr. Day of Service

Langley began a tradition in 2020 – a Day of Service in honor of Dr. Martin Luther King, Jr.'s legacy. Over 215 Langley employees and family members completed 15 service projects in 2024, celebrating a 45% increase in volunteerism compared to 2023. Volunteers went to 13 projects across Hampton Roads and took on 2 projects in Langley's newer communities of Raleigh, NC and Richmond, VA where Langley opened two branches in September and October 2023 respectively.

"Nearly 30% of all Langley employees volunteered in honor of Dr. King Jr.'s life of service this year. We are especially grateful for our team members in Richmond and Raleigh for taking on projects. With both branches having opened so recently, their participation powerfully demonstrates their commitment to making a positive difference both financially and socially in the communities we serve."

Jerome Fowlkes, Langley's Chief Impact Officer & Langley for Families Foundation Vice Chairman



Living the Langley Experience By Serving With Pride

The Langley team is committed to making a difference in the communities we serve. In 2024, Langley employees volunteered at various Langley and Langley for Families-sponsored events across our community, including:



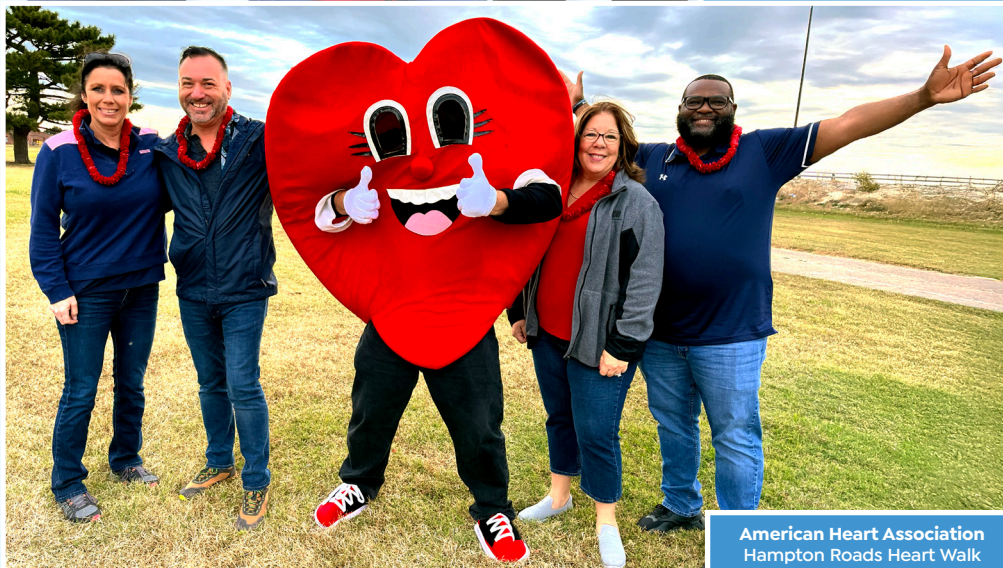
Habitat for Humanity
DOG St 5K



American Diabetes Association
Tour de Cure



Hampton Roads Pride
Pridefest



American Heart Association
Hampton Roads Heart Walk



Arthritis Foundation
Jingle Bell Run 5K

IMPACT WITH EMPLOYEES: GIVING

Employee Giving

Langley employees who donate through **Langley's payroll giving program** are invited to nominate a nonprofit agency of their choice to receive a portion of the collective contributions made, with Langley matching 100% of the total contribution. In 2024, employee giving **increased by 32%** compared to 2023.

DONATED OVER

\$65,800

by Langley employees.

DISTRIBUTED OVER

\$131,600

to 57 employee-nominated nonprofit organizations, when combined with Langley's 100% match.



Team Donation Drives

Langley employees also gave back to our community throughout the year through various donation drives and team-based activities.



In honor of **National Reading Month**, observed in March, Langley hosted an employee-wide donation drive for books to provide new or gently used books to organizations in our communities who champion literacy programs and education. **Over 380 books were donated**, and we are proud of our team for generously supporting this first-time initiative to meet this important need in our community.

For the second year in a row, Langley hosted a **Summer Food Drive** to support our local foodbanks. During the inaugural drive in 2023, nine branches served as drop-off sites and over 600 pounds of food were donated. In 2024, all Langley branches, as well as corporate offices at City Center and Oyster Point, served as drop-off sites. **A total of 2,054 pounds of food were donated** - nearly four times the amount donated in the previous year.



For the fourth year in a row, Langley employees **fulfilled the holiday wish lists of 113 youth through Tidewater Friends of Foster Care's Adopt-A-Child initiative**. In December, a team of volunteers helped host a celebratory drop-off event in the 2nd floor conference room at Oyster Point where Langley employees could drop off their donated gifts.



Langley Makes a Difference for the Nonprofit Community



“We’re very thankful for the Langley For Families Foundation’s generous grant to our organization this year. Our mission includes providing an advocate and a mentor to each child in our program, and we have been able to extend mentoring to other at-risk children in our community. Thanks to their generosity, we can continue expanding our reach and impacting even more children’s lives, helping them feel supported and heard.”

Victoria Canady, Executive Director of Colonial CASA

“At UMFS, we practice Collaborative Problem Solving (CPS), a trauma-informed approach that focuses on addressing root causes of challenging behaviors. We continually seek new and improved ways to achieve the best possible outcomes for those entrusted to our care, and Langley’s support empowers us to prioritize compassionate, individualized care, and innovation.”

Gillian Kunkel, Development Manager of United Methodist Family Services



“We utilize the support from the Langley for Families Foundation to provide emergency shelter stays to those fleeing violence when our emergency shelter is full. Many survivors flee in the middle of the night, and as a result, we are unable to immediately place them in our emergency shelter. To remedy this, we place them in a motel to keep the survivor safe until we are able to bring them into shelter. This funding ensures that we are able to assist as many victims calling our hotline as possible, even when our shelter is at capacity.”

Haley Raimondi, Chief Program Director of The Genieve Shelter



Committed to Growth and Community Service

The impact on our communities goes well beyond Langley's philanthropic endeavors. Langley's commitment of resources, including employees' time, powerfully demonstrates that we are an integral part of our communities at all levels.



Langley's Senior Leaders Serve on Nonprofit Boards of Directors

Langley's senior leadership team is committed to giving their expertise and leadership skills to support the nonprofit sector by serving on local nonprofit Boards of Directors. **In 2024, Langley respectfully awarded \$192,000 in grant support to 18 nonprofit organizations where their leadership team members serve.**



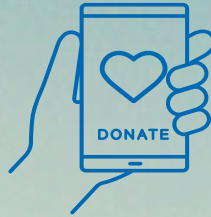
Langley Offers Volunteer Time Off to Employees

In January 2024, Langley implemented a Volunteer Time Off policy, which offers up to eight hours of paid leave annually to employees giving their personal time to make a difference in our community. This benefit empowers our employees to get involved in nonprofits and causes that align with their own skills and interests, and attracts community-minded talent in filling future employment opportunities.



Edmarc Opening

In July 2024, Edmarc celebrated the opening of their peninsula office, which is located on the second floor of Langley's Williamsburg branch. Langley was recognized for their generosity in support of the significant milestone for the organization, as this office enables Edmarc to bridge a much-needed gap in services to children impacted by life-threatening illnesses in Williamsburg, James City County, and other communities across the Virginia Peninsula.



To see more of Langley Federal Credit Union's impact in the community, please visit:

LangleyFCU.org/community

To make a donation or to apply for a grant, please visit:

LangleyForFamilies.org



“Langley understands the essential role the nonprofit sector has when it comes to improving the lives of those who need us most, and we are proud to support their important work through Langley and the Langley for Families Foundation. We appreciate the incredible support of Langley’s members, employees, and business partners, whose generosity has enabled us to support our communities’ most impactful nonprofit organizations.”

Jerome Fowlkes, Langley’s Chief Impact Officer & Langley for Families Foundation Vice Chairman

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