



SCENE IN: 2018
Dupaco's Carrie Culbertson listens to Tinsley Steger, one of three winners of Dupaco's Philanthropy Day poster contest, talk about how she gives back and helps others. Tinsley's winning artwork was showcased at the National Philanthropy Day luncheon Nov. 15 at the Grand River Center in Dubuque, Iowa. (M. Blondin/Dupaco photo)

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Owner's Manual

WINTER ▶ 2019



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2018 HIGHLIGHTS



Forbes ranks Dupaco top-rated credit union in Iowa

Raddon names Dupaco recipient of Crystal Performance Award

NEW Launched Variable Rate Term Share Certificates

Opened Marion Learning Lab and NewBo Live Video Teller

Staff vigilance prevented more than \$2.4 million in member fraud losses as of Dec. 19.

Celebrated Thank Use payout of more than \$2.6 million

NEW Revamped Shine Online and Mobile Banking

NEW Launched ChangeUp Savings

dupaco.com/about



SCENE IN: 2018
Dupaco Chair of the Board Bob Wethal chats with board member Denise Dolan at the 2018 annual meeting at the Peosta Community Centre in Peosta, Iowa. This year's meeting will be Sunday, Feb. 24. (M. Blondin/Dupaco photo)

More Than Local

As a not-for-profit financial cooperative, credit unions exist because of their members.

With the 2019 state and federal legislative sessions upon us, please know that we continually work hard and advocate in your best interest. As member-owners of Dupaco, that's what you deserve. With member benefits like Bright Track and programs like Thank Use, we strive to be different in everything we do.

In 2018, more than 50,000 Dupaco members shared in our success and collected more than \$2.6 million in Thank Use participation dividends that paid out on International Credit Union Day. What's equally impressive is that more than 83 percent of participating members improved or maintained their credit scores during the campaign.

Thank Use is doing great things for members—the more you use your credit union, the more you earn. With nearly \$9 million shared

in Thank Use since 2016, I'm excited to see what's in store for Thank Use 2019.

As we prepare for our 70th annual meeting in February, we reflect on our unique cooperative structure. It means Dupaco is more than local. Members control their money and reap the benefits. There are no outside investors or stockholders calling the shots. Your money stays right here, enriching your friends, neighbors and community.

This ideal is as true today as it was in 1948, when 10 Dubuque Packing Company employees founded the credit union on the philosophy of cooperation and mutual self-help.

Thanks for doing business with the financial home you own.

Joseph F. Hearn
Joe Hearn
President and CEO



SCENE IN: 2018
Dupaco President and CEO Joe Hearn takes his turn in the dunk tank at the Inaugural Millwork District Bloktoberfest Celebration on Sept. 22 in Dubuque, Iowa. The event included a skate and BMX contest, kids' activities, local music, beer and food. All proceeds benefited the Dubuque Jaycees and Schmid Innovation Center. (D. Klavitter/Dupaco photo)

Participate in 70th Annual Membership Meeting

You're invited to the 70th Annual Dupaco Membership Meeting on Sunday, Feb. 24, at the Peosta Community Centre in Peosta, Iowa. The meeting begins at 1 p.m. and will be followed by refreshments, music and a sandwich luncheon. Door prizes will be awarded.

The meeting is the official forum for annual Dupaco board elections. A call for board candidate applications was published in the Summer 2018 Owner's Manual newsletter and on Dupaco's website. After a thorough evaluation and interview process, the nominating committee will present

these candidates: Steve Chapman*, Ron Meyers* and Renee Poppe*.

State regulations require members to vote by paper ballot for credit union board elections. Registration forms and paper ballots will be available at the annual meeting.

Tickets to attend are \$1 per member and must be purchased in advance at any credit union location. If you can't attend, follow [@Dupaco](https://twitter.com/Dupaco) on Twitter for live updates. *Incumbents.

dupaco.com/about

Turn Your Loose Change Into Big Savings

Save a little money every time you spend. With Dupaco's new ChangeUp Savings tool, you can have your "loose change" from debited purchases automatically deposited into your Dupaco savings account.

How it works: Say you spend \$9.75 on your Dupaco MoneyCard. ChangeUp Savings will round up that purchase to \$10, automatically transferring the remaining 25 cents into your savings account. Don't have enough funds in your account to round up? No problem. ChangeUp Savings won't make the transfer.

All you need to participate is a Dupaco checking account and MoneyCard, along with a primary savings account. You can enroll within Shine Online or Mobile



Banking by following the prompt on the detail screen of your checking account.

It's one more way Dupaco is helping you save for a brighter future.

THE ABCs OF Saving with Certificates

By Ali Hunzeker
Lead member service representative

With interest rates on the rise, it's a good time to reevaluate your savings goals.

Depending on your goals, you might consider taking advantage of a term-share certificate, the credit union's version of a bank Certificate of Deposit.

How a certificate works

With a term-share certificate, you lock your funds in for a specified amount of time.

Certificates usually earn a higher interest rate than normal savings accounts. The money compounds interest during the duration of the term. Typically, the longer the term, the higher the rate. Dupaco offers two options: a fixed-rate certificate and now a variable-rate certificate that adjusts with the market.

When it's a useful strategy

Certificates can be a worthwhile way to save for larger purchases, such as a down payment on a house. If you know you aren't going to

need the funds for a certain period, why not get paid more for them?

And the money is out of sight, out of mind. You'll still see the funds on your statements, but you aren't able to access them without paying a penalty to take them out early.

In other words: It forces you to save the money instead of spend it!

To open a certificate, call Dupaco at 800-373-7600, ext. 206.

dupaco.com/certificates

3 Things You Should Know About the FAFSA



Your college-bound students can now file their Free Application for Federal Student Aid for the 2019–2020 academic year. The FAFSA is used to determine student financial aid eligibility.

As you wade through your child's financial options, here are three things you should know:

1 | Complete the FAFSA even if you don't think you qualify for financial aid.

If you will be attending college next fall, you should complete the FAFSA. Renew the application before each subsequent year of college.

The application is about more than applying for free funding. If you need a federal student loan, the FAFSA is required.

2 | Fill out the FAFSA as soon as possible.

You have until June 30, 2020, to complete the application for the upcoming academic year. But some federal, state and college

funding are first come, first served. The earlier you submit your information, the better chance you have to access the funding.

3 | Live in separate homes? Use the correct household information.

Tricia Poplcean, a college access counselor at Student Choice, answers many questions related to families that live in separate households. Here are a few guidelines to follow:

- ▶ The FAFSA should be based on the income of whichever parent your child lived with the most during the past 12 months.
- ▶ If your child spent equal amounts of time with both parents, use the income of the parent who provided the most financial support.
- ▶ If a stepparent also lives with the parent whom the child lived with the most, you also must provide the stepparent's income because that falls within the household income.

dupaco.com/ExploreYourOptions

Your Membership Gives You Access to Scholarship Opportunities

Dupaco offers multiple scholarship opportunities to students who plan to enroll in post-secondary education for the 2019–2020 academic year.

New this year, Dupaco will award a total of 15 \$2,000 nonrenewable scholarships. Ten will be awarded to first-time, full-time incoming freshmen who will attend an accredited four-year college or university, and five will be awarded to first-time, incoming students who plan to attend an accredited community college, trade school or technical college for a degree, diploma or certificate program.

Additional information about these opportunities is available at dupaco.com/scholarships.

Holiday Club: BY THE NUMBERS

Happy holidays, indeed! Dupaco members set a new savings record for the 2018 giving season.

\$4,932,165

Total dollars members saved in their Holiday Club accounts

\$252,560

Approximate increase from the previous year's savings total

4,882

Number of members with a 2018 Holiday Club account

349

Increase in member participation from the previous year

Oct. 30, 2018

Day the accumulated savings, plus interest, were automatically transferred to participants' checking or share savings accounts

Start saving now for next year's holiday spending; open your account at dupaco.com/save.



dupaco.com/ira

You Still Have Time to Fund Your IRA

There's still time to make good on your 2018 retirement savings goals.

- ▶ Eligible individuals can make contributions to a Traditional or Roth IRA for 2018 until **April 15, 2019**.
- ▶ Contributions for the 2018 tax year are limited to **\$5,500** for eligible individuals, or **\$6,500** if you are 50 or older.

▶ Eligible individuals could receive a deduction for Traditional contributions or a tax credit for Roth contributions.

To learn more, contact a member service representative at any Dupaco location or Dupaco's experts at 800-373-7600, ext. 218, or service@dupaco.com.

Rex Wellman

1941-2018

DUPACO BOARD MEMBER ~ 1981-1985 AND 1994-2008

The Dupaco family remembers Rex Wellman, who passed away Oct. 6.

Wellman served voluntary terms on Dupaco's board of directors from 1981 to 1985 and—following work-related relocations—from 1994 until November 2008. He served credit union members by providing outstanding leadership and actively participating in all credit union committee capacities, including two terms as chair of the board.

Wellman supported providing

credit union staff the resources and training necessary to meet member

needs and deliver outstanding service. He went so far as to generously lend his personal management expertise to conduct strategic board planning and employee training. He also worked tirelessly to mentor senior management through positive coaching.

Wellman served his country as a Naval Senior Chief Petty Officer and Recruiter, and he worked to instill

his strong military traits of honor, discipline and loyalty into his employer

and credit union leadership roles. Upon retirement from the board in 2008, Wellman was named an honorary director emeritus in appreciation for his tremendous contributions to the growth and success of the credit union.

The Dupaco membership is grateful for Wellman's loyal service. He will be missed.

SCENE IN: 2018

Dupaco's Joe Bisenius sits one-on-one with attendee Rebecca Boltz to answer questions following Dupaco's homebuying seminar Oct. 2 at NewBo City Market in Cedar Rapids, Iowa. (M. Jungers/Dupaco photo)



7 Things

ABOUT OUR

Interactive Teller Kiosks

Dupaco's Interactive Teller Kiosks allow you to make transactions with a Dupaco staff member in real time. Here are seven facts you might not have known about these kiosks:

6 Number of Dupaco staff who serve as video tellers from the Dubuque, Iowa, Operations Center. These are the same tellers who review your mobile deposits!

19 Number of Interactive Teller Kiosks Dupaco operates in Iowa and Illinois.

EXTENDED HOURS

Dupaco Interactive Teller Kiosks' feature extended hours: 8 a.m.—6 p.m. Monday–Friday, and 8 a.m.—1 p.m. Saturday. (*The hours of the NewBo City Market kiosk in Cedar Rapids, Iowa: 8 a.m.–2 p.m. Monday–Wednesday, 8 a.m.–6 p.m. Thursday–Friday and 8 a.m.–1 p.m. Saturday.*)

80 Average number of daily transactions each video teller makes.

MORE THAN **\$51,000**

In November, video tellers prevented fraud losses of this amount between mobile deposits and Interactive Teller Kiosk transactions.

7 SECONDS

Average wait time for a transaction at an Interactive Teller Kiosk.

8,500 Number of Interactive Teller Kiosk transactions in November.

www.dupaco.com/locations

Kick off the New Year With a Fresh Start to Spending

With the holidays in the rearview mirror and a new year in front of you, it might be time for a frugal month—a spending fast to cleanse your budget in the areas where it needs it most.

When you strip your spending to the bare basics, it allows you to find your spending baseline—and maybe even rediscover your priorities. Here's what you should know before you get started:

Track your spending.

Keep a notepad with you at all times, and record everything you spend money on. Pay a bill—write it down. Turn on the lights—record it. Go to the grocery store—add it to the notebook. As you write it down, it will bring to light just how much you're spending.

Be kind to yourself.

Resist the temptation to judge yourself for overspending in the past. Instead, look ahead and stay positive about your budget challenge.

Determine where you can cut costs.

Your spending journal will help you start seeing where you can cut costs throughout your frugal month—and beyond. Each week, reevaluate your spending habits and try to cut even more.

Discover your spending baseline.

Stripping your budget will allow you to determine the least amount you can spend to live comfortably.

Establish a new budget.

Then you can establish a budget that better matches your priorities. A free Dupaco Money Makeover can help you create a budget to tackle those resolutions to save more for your goals. Schedule your Money Makeover by calling Dupaco at 800-373-7600, ext. 206.

dupaco.com/budgeting

Notes Bearing Interest

Nancy TeKippe, senior employment specialist, was awarded the Professional Cooperative Spirit Award during the annual Iowa Credit Union League Convention in September in Coralville, Iowa. The award recognizes individuals who have shown outstanding service, commitment and leadership in the credit union movement.

Additionally, **Steve Chapman**, Dupaco board of director, was awarded the ICUL Volunteer Cooperative Spirit Award, which recognized his commitment to the credit union movement. Chapman joined Dupaco's Board of Directors in 1988 and has served on numerous board committees as well as the Credit Union Service Organization board. He has served as chair of the board three times, for a total of nine years, and is currently serving as board secretary.

Dupaco was awarded the Community Impact Award during the ICUL convention by the Iowa Credit Union Foundation. The award recognizes individuals or organizations within the credit union movement who have demonstrated civic and charitable responsibility through volunteerism, advocacy or philanthropy. Dupaco strives to be a leader in every community it serves—investing in individuals and organizations that advance the credit union mission of fostering individual empowerment and financial sustainability.

Sailu Aryal, senior internal auditor; **Dorothy Back**, member service representative; **Jim Bemboom**, card services manager; **Victor Coria**, community outreach and education assistant; **Ryan Fitch**, member service representative II; **Hillary Gottschalk**, teller service supervisor; **Felicia White-Carson**, member service representative II; and **Courtney Woltz**, member service representative, graduated from Dale Carnegie® Training in the fall.

Eric Gilmour, branch manager of Dupaco's Marion, Iowa, branch, received the Donald R. Meyers Advocacy Award and earned a scholarship to participate in the Credit Union National Association Government Affairs Conference in March 2019.

Lynn Schmitt, IRA supervisor, received her Life, Accident and Health license after passing the exam.



▲ SCENE IN: 2018

Dupaco member Casey Coleman, of Dubuque, Iowa, plans to put the Thank Use cash she earned toward her savings goals. Thank Use is a Dupaco-only perk that “thanks” members—in cash—for using their credit union's services. Members shared more than \$2.6 million in Thank Use in 2018 and nearly \$9 million since 2016! Get ready for Thank Use 2019. Visit dupaco.com/ThankUse. (M. Blondin/Dupaco photo)



DID YOU KNOW?

For the latest new hires, promotions and transfers throughout the organization, go to dupaco.com/StaffUpdates.



FINANCIAL STRENGTH

As of Nov. 30, 2018

Members: **113,298**

Deposits: **\$1.34 billion**

Loans: **\$1.13 billion**

Assets: **\$1.71 billion**

Reserves: **\$247 million**

Reserve Ratio: **14.4%**



Sunday, Feb. 24
**70th Annual Dupaco
Meeting of the Membership**

LOCATION: Peosta Community Centre, Peosta, Iowa
TIME: Begins at 1 p.m.

All Dupaco members are invited to participate in your credit union's annual meeting. Tickets must be purchased in advance and are available at all Dupaco locations for \$1 each. Business meeting begins at 1 p.m., with sandwich luncheon to follow.



dupaco.com/events

Be on the lookout for additional events by checking Dupaco's Member Events and Discounts web page.

facebook.com/dupaco

twitter.com/dupaco

If you have any questions on Community Calendar information, contact Dupaco at 800-373-7600, ext. 0.

SCENE IN: 2018

DreamCatcher Productions films member Monté Autry, owner of Autry's Veterans BBQ and Catering Service, using his meat smoker for a Dupaco video on Nov. 27 in Cedar Rapids, Iowa. Autry cooked a surprise lunch for Dupaco's Williams Boulevard branch in Cedar Rapids to thank staff for believing in his dream to start his business. (M. Blondin/Dupaco photo)



A good rule of thumb

If you will need to venture to a government office, wait in line at a hospital or sit on the phone for an hour to retrieve a document, it's probably best to hold onto it. If you can easily go online and retrieve a document, you likely don't need to keep a physical copy.

Keep or Toss

Organizing Your Finances

A simple guide to determine which documents to keep and which documents are OK to toss.



Keep these documents forever

- ▶ Birth/death certificates and Social Security cards
- ▶ Marriage licenses and divorce decrees
- ▶ Pension plan documents
- ▶ Copies of wills, living wills, trusts and powers of attorney
- ▶ Military discharge papers
- ▶ Copies of burial deeds and plots
- ▶ Safe-deposit box inventory



Keep these documents for as long as you own the asset

- ▶ House and mortgage documents
- ▶ Insurance policies
- ▶ Vehicle titles and loan documents



Toss these documents after shredding them

DOCUMENT	TOSS AFTER
ATM deposit and withdrawal slips	<30 days
Utility and phone bills	<30 days
Credit card statements	45 days
Bank statements	1 year
Pay stubs	1 year
Medical records	5 years
Tax returns and supporting documents	7 years
Investment statements	7 years



LECANTO, Fla.—Every night, John Kleinemeier III snuck into his company's training room, where he spread his sleeping bag across the table for another night of sleep.

The military veteran and father of three was logging more than 60 hours a week as a tanker driver in Florida, but he was half a year behind on all of his payments due to life circumstances.

Kleinemeier had no place to live, and he was living off \$1.86 a day—enough to buy himself a can of soup and a beverage of his choice. His possessions included his phone and a battery-operated alarm clock to wake himself before the others arrived at work.

This went on for the next eight months.

"I can't tell you how many times I laid there, and the tears streamed through my eyes," the 46-year-old man said. "Sooner or later, no matter how much you try, you start to fall apart." But Kleinemeier doesn't give up easily. And, it turns out, neither does his credit union.

Kleinemeier, formerly of Apple River, Ill., has been a Dupaco member for several years. When he moved to Florida, he saw no reason to switch financial institutions, because Dupaco had always been there for him.

When Kleinemeier became homeless in 2012, he regularly called Dupaco's Jill Rothenberger to apologize and update her on his late auto loan payments. She stood by him, and they worked together to create a repayment plan.



SCENE IN: 2018

Dupaco member John Kleinemeier III, formerly of Apple River, Ill., found his financial home more than 11 years ago when Dupaco stood by him through his financial hardships. As a tanker driver in Florida, Kleinemeier is grateful for the help Dupaco continues to provide him even while on the road. (J. Kleinemeier photo)

"Jill never turned her back on me," he said. "It was above and beyond anything I could have asked her to do, and to this day she is still a hero."

Eventually, Kleinemeier began working with Collin Olson, out of Dupaco's San Marnan Learning Lab in Waterloo, Iowa. He remains grateful to all those who have helped him along the way.

"They carried me through the worst of times, and they didn't come and take my cars. They worked with me," he said. "You're talking about some of the finest people that I'll ever get to know in a lifetime."

Kleinemeier said he put his faith in God, hoping that if he didn't give up and worked hard enough, he would dig himself out and become a success story.

He continues to work 70 to 80 hours each week and repay his loans. As needed, he's borrowed more money from his credit union, which has helped him buy his own gasoline tanker, pay for repairs on the truck and, most recently, purchase a modest house in Illinois, where he plans to return in about a year. Until Kleinemeier moves back home, he's renting a trailer in Lecanto, Fla.

Once months behind in loans totaling more than \$50,000, Kleinemeier is now ahead on his payments and owes less than \$25,000.

"I wouldn't be where I am without Dupaco," he said. "They've been there for me on both sides of the sword—the bad times when I've been beaten down and the good times when I've been in great financial shape."

Today, Kleinemeier enjoys telling others about how his credit union stood by him—and continues to do so today.

"I don't like to blow my own horn, but things are finally starting to turn around," he said. "Dupaco has grown leaps and bounds, and I'm happy to be here and on board to grow with them."

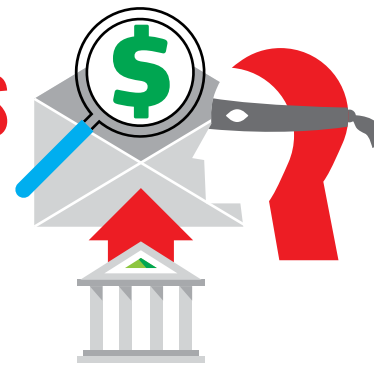


Curious whether we can positively impact your financial future? Stop in to any branch, call us at 800-373-7600 or email service@dupaco.com.

How to Avoid Tax-Related Scams

PROTECTION CONNECTION

dupaco.com/fraud



Taxpayers aren't the only ones hoping for a tax refund during the upcoming tax-filing season.

"Fraudsters are constantly trying to steal identities," says Dupaco's Jill Gogel. "And during tax season, they're also going to try to steal tax refunds."

Here are some steps you can take to reduce your risk of tax-related identity theft:

Make sure you have everything. If you haven't received certain tax documents, reach out to the senders to find out when you will.

Monitor your return from start to finish.

Once your tax return has been accepted, know when your refund should arrive, and

monitor your accounts to make sure it does. The best way to track the status of your refund is to use the IRS' Where's My Refund?

tool at irs.gov/refunds.

Use eNotifier Alerts. Dupaco's eNotifier Alerts can help you know when your refund arrives—and whether it is for the correct amount.

Use caution with email links. Never click on links or download attachments from suspicious emails.

Keep your security software up to date. Make sure your computer and virus software are up to date, and use strong passwords.

Keep tabs on your credit. With Dupaco's free

Bright Track credit monitoring, you can watch for suspicious activity on your credit report.

Be prepared to fight fraud. Dupaco's Family ID Restoration fraud-recovery coverage gives you additional resources to help you respond to identity theft and fraud.

If you notice suspicious account activity or believe you are the victim of fraud or identity theft, contact Dupaco immediately at (563) 557-7600 / 800-373-7600.

Are Your New Gifts Properly Protected?

The holidays often bring gifts of jewelry, drones and other valuable items.

It can be easy to overlook the importance of ensuring these gifts are properly insured, says Tim Bemis, insurance services manager at Dupaco Insurance Services.

"Because they're gifts, and you don't have any money in them yourself, the value can sometimes surprise you," he says.

Gifts worth another look include:

- ▶ Jewelry
- ▶ Firearms
- ▶ Collectibles

- ▶ Fine art
- ▶ Drones

Homeowners and renters insurance policies limit the amount of property coverage for these items. But most Dupaco Insurance Services carriers offer the option to add a scheduled property rider to your policy that provides all-risk coverage for listed items—such as jewelry, fine art and firearms—up to their appraised value. The endorsement includes mysterious disappearance.

If you received a drone, it's important to know what it will be used for to determine whether it is insured.

If it will be used for commercial purposes, such as wedding photography, you need a commercial drone policy. If it's for personal use, your homeowners policy will cover damage to the drone or liability up to your policy limits in the event it crashes into someone's property.

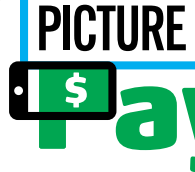
"But if you are renting and don't have renters insurance, you don't have that liability coverage," Bemis says.

To find out more or request a no-cost, no-obligation insurance analysis, go to dupaco.com/insure, or contact the Dupaco Insurance Services team at 800-373-7600, ext. 210, or email insurance@dupaco.com.

dupaco.com/insure



HOW TO Pay Bills in 3 Easy Steps With Picture Pay



1

Choose "Pay bills" from the main menu of Shine Mobile Banking.

2

Choose "Continue to Picture Pay."

3

Click on the camera icon, and use your device to photograph the bill you want to pay.

Picture Pay will automatically complete the fields for you. Just enter the amount you want to pay and the date you want it sent. Dupaco will take care of the rest!

dupaco.com/BillPay

Stronger Together: The Importance of Advocacy

POLICY FOR THE PEOPLE

Enroll to receive member advocacy emails and updates at <https://iowacreditunions.com/StrongerTogether>

As part of the credit union movement, we are stronger together when we make our collective voice heard.

That's because state and federal legislation often affects the benefits you receive as a member-owner of Dupaco—impacting the way you save, borrow and manage your money.

"Being part of a financial cooperative means you have a vested interest in your credit union," says Dupaco's Tammy Wood. "Whatever happens to your credit union happens to you."

Member advocacy was crucial during the 2018 Iowa legislative session. Iowa credit union members sent more than 40,000 emails and more than 2,500 handwritten letters to legislators last year to help defeat bankers' efforts to increase taxes on credit unions.

Learn more about how you can stay engaged during this year's legislative session and lend your voice to the credit union movement at dupaco.com/PoliticalAction. Your voice does make a difference.



▲ SCENE IN: 2018

Dupaco's Rachel Keeler explains how she provided the tools and coaching to help a new member take control of her finances and her life during the Northeast Iowa Chapter of Credit Union's monthly meeting with Iowa state legislators Nov. 29 in Dubuque, Iowa. (D. Klavitter/Dupaco photo)



DON'T FORGET

Have you moved?
Changed phone numbers?
New email address?

Don't forget to update your contact information with Dupaco.

If the contact information we have for you is out of date, we might not be able to relay important account-related information to you, and it could affect your ability to activate your Dupaco credit and/or debit card.

To update your contact information, stop by any Dupaco branch or call 800-373-7600.



▲ SCENE IN: 2018

Dupaco's Pete Weber (left) visits with member Craig "Gerb" Smith, of Smith Home Gallery & Cabinet Works, during the SCORE Workshop on Oct. 24 at the Dodge Street Hy-Vee in Dubuque, Iowa. The workshop helped small business owners and entrepreneurs plan for the upcoming year. (M. Blondin/Dupaco photo)

Growing Your Retirement Savings Takes Time

By Michael Poppen

There is a podcast I listen to called *Everything Is Alive*. The show basically gives voice and thought to an inanimate object. Then for 20 minutes an interviewer will ask engaging questions about this object's life, philosophical beliefs, struggles and triumphs—which are all allegedly true.

The most recent interview was with a grain of sand that went by the name of Chioke.

At one point, Chioke referred to the Greek myth of Sisyphus, who was condemned to an eternity of rolling a boulder uphill, only to

watch it roll down and repeat the cycle.

To Chioke's point, this task would have ultimately reduced the boulder to a speck... a piece of sand, after thousands of years of friction.

This story goes to show how the inverse is true. Each piece of sand or pebble is important in the grand scheme. With time and pressure, pebbles and sand form stone, which supports many of the foundations upon which we build these magnificent structures.

The same can be said of time and contributions to savings or a retirement plan. Each penny or dollar saved starts to add up over the course of weeks, months and years. It takes time, commit-

dupaco.com/invest

ment and some sacrifice to retire successfully.

Eventually, that boulder you've been building and pushing will reach its summit. Then, hopefully, unlike our pal Sisyphus, you'll push that boulder over the mountain and enjoy the beautiful expanse of a comfortable retirement.

Dupaco Financial Services wishes you the best of health and happiness in 2019!

For a no-obligation consultation, contact Dupaco Financial Services at 800-373-7600, ext. 2305.

Securities offered through LPL Financial, Member FINRA/SIPC. Insurance products offered through LPL Financial or its licensed affiliates. The investment products sold through LPL Financial are not insured Dupaco Community Credit Union deposits and are not NCUA insured. These products are not obligations of Dupaco Community Credit Union and are not endorsed, recommended or guaranteed by Dupaco Community Credit Union or any government agency. The value of investment may fluctuate, the return on the investment is not guaranteed and loss of principal is possible. Dupaco Community Credit Union and Dupaco Financial Services are not registered broker/dealers and are not affiliated with LPL Financial.



Make a New Year's Resolution to Plan



By Jim Liddle

The start of the new year is a perfect time to make sure your financial and estate plans are sound. Make it your goal to address the following in the coming year:

1. Estate planning

Determine what you want to happen with your assets upon your passing, and review your estate planning documents (will/trust) to ensure those wishes are carried out.

If you'd like assistance, your First Community Trust officer at Dupaco is happy to help. If your estate planning documents need updating—or if there are none—it's time to work with an estate planning attorney to have a plan drawn up and signed.

2. Retirement planning

Whether you're just starting your career or you've been retired for some time, it might be appropriate to review your retirement plan to make sure your goals match your actions. If you are close to retirement or are retired, understanding your expenses is instrumental in determining whether your nest egg will cover your needs.

Again, your FCT officer at Dupaco is happy to provide advice.

3. Investment planning

It might be a good time to ensure that your investments over your entire portfolio match your goals and risk tolerance. If you set the investment objective in your 401(k) through work when you started 20 years ago, or it has been awhile since you reviewed other asset allocations, a review is likely appropriate.

Dupaco partners with FCT to provide members fiduciary investment management services, which encompass estate, retirement and investment planning. A Dupaco trust officer is available to meet with you to review these items. The meeting is included with your Dupaco membership—and it comes at no cost to you.

dupaco.com/trust



Couple Embarks on Ambitious Journey to Pay Off Debt

The Story of a Dupaco Staffer and His Wife

It was during a meeting with his financial advisor that BJ Duehr broke down.

He told Dupaco Financial Services' Cole Schmelzer that his student loans were killing him, and he and his girlfriend, Madison, weren't saving enough.

Around that time, BJ also was reading a couple of money-related books for his role as a relationship development specialist at Dupaco—*Rich Dad, Poor Dad* and *The Total Money Makeover*.

"Reading both of those books and talking to Cole helped me realize that Maddie and I were living paycheck to paycheck," BJ says.

When BJ crunched the numbers in May 2017, he was disheartened to realize they had about \$75,000 worth of debt, including car, student and personal loans. Each month, they were putting about \$2,000 toward those loans, leaving no wiggle room in their budget.

Something had to give. That's when BJ came up with an ambitious plan to eliminate their debt over the next four years. Madison had her doubts, but she was willing to give his crazy plan a try.

How they paid off \$30,000 in the first 18 months

"Live like no one else, so you can live like no one else." It's a line from Dave Ramsey's *The Total Money Makeover*, and it's stayed with BJ ever since he read the book.

He proposed that he and Madison live just like that.

Instead of continuing to pay rent to live with their friend, BJ and Madison moved in with his parents for a year, so they could live rent free and put their paychecks toward their debt. To pay off their loans even faster, they took on extra jobs.

BJ has planned some strategic debt consolidation along the way. And to stay on track, he has "a budget for the budget." They use several Dupaco checking and savings accounts to help them budget to pay bills, pay down debt and build their savings.

"It's not as hard as people think it is to really, truly budget," Madison says.

Over the past 18 months, the couple has paid off about \$30,000 of their debt. During that time, they've even got married—and were able to do so without borrowing a dime—and moved to an apartment in Texas. BJ anticipates they will have their debt paid in full in about three more years.

WHAT THEIR JOURNEY HAS TAUGHT THEM

It starts within yourself. *Sticking to debt-reduction goals won't happen unless you want it to.*

Have a plan. *Create a budget that works for you, and stick to it. Revisit it any time there's a change in your goals or financial situation.*

It won't happen overnight. *BJ is fond of telling Dupaco members, "You did not accumulate this debt overnight, and you're not going to pay it off overnight."*

Reward yourself along the way. *Leave yourself some fun money, too.*

Be patient with yourself. *Working multiple jobs or having less discretionary spending can feel discouraging at times, but remind yourself that it won't be like this forever.*

"Now we live paycheck to paycheck because we want to, not because we have to, and that's a much better feeling," BJ says.

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▲ SCENE IN: 2018

During an ambitious journey to pay off debt, Dupaco's BJ Duehr and wife, Madison, pack their vehicle as they fulfill their dream to move to Texas. (M. Blondin/Dupaco photo)

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PHONE: (815) 777-1800

Manchester
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INTERACTIVE TELLER KIOSKS

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