

BUILDING PARTNERSHIPS. SERVING COMMUNITIES.



CORPORATE SOCIAL RESPONSIBILITY REPORT





BUILDING PARTNERSHIPS. SERVING COMMUNITIES.

OUR VALUES



MEMBERS FIRST



COMMUNITY DRIVEN



TRUST AND INTEGRITY



SERVICE EXCELLENCE



SPECIALIZED SOLUTIONS

If you look closely at the FHLBank Indianapolis logo, you'll see four houses intertwined. It serves as a reminder to each and every employee that we too are intertwined - with the well-being of our members, our business partners, and the communities they serve.

Each and every day our employees connect with our members and deliver good to our communities. They are incredibly committed to our mission. They give of themselves, both on and off the job, by supporting neighborhood charities and local economic development, while growing and developing in their professional lives.

I'm pleased to present our 2018 Corporate Social Responsibility Report. It captures – in just a few pages – the depth and breadth of the commitment we take so seriously to build partnerships and serve communities.

Sincerely,

Cindy Konich
President and CEO
FHLBank Indianapolis

OUR VISION

Our vision is to be the most respected, most trusted, and most relied-upon partner for our members and the communities they serve.


ABOUT US

The Federal Home Loan Bank of Indianapolis (FHLBank Indianapolis) is a regional wholesale bank that has been meeting the liquidity needs of member financial institutions throughout Indiana and Michigan since 1932. We are one of 11 regional banks that form the Federal Home Loan Bank System. All FHLBanks are government-sponsored enterprises created by Congress in order to ensure access to low-cost funding for their members. FHLBank Indianapolis is owned by its approximately 400 Indiana and Michigan financial institution members.

OUR MISSION

The core mission of FHLBank Indianapolis is to provide a reliable source of liquidity to member banks, credit unions, community development financial institutions, and insurance companies to support housing finance, asset-liability management, and community lending. We also help communities and families through grants and low-cost loans to our members that help support affordable housing and economic development initiatives.

SERVING COMMUNITIES

A photograph showing two women in a white van's cargo area. The woman on the left is wearing a black top with a white floral pattern and is looking down at a blue box. The woman on the right is wearing a white top with a pink and black floral pattern and is also looking down at the blue box. The van is filled with supplies, including several large plastic bottles of water and a large cardboard box with a red logo. The background shows green foliage outside the van.

FHLBank Indianapolis offers many opportunities for our employees to engage with the local community through volunteer efforts.



ABOUT C.A.R.E.

Made up of employee volunteers from virtually every department in the bank, the C.A.R.E. Committee is responsible for promoting workplace volunteerism and encouraging all employees to become involved in their communities by lending support to local organizations that focus on the following issues: affordable housing, financial literacy, healthcare, and families with special needs.



In 2018, **CARE sponsored more than 30 events** supporting countless non-profits and other community stakeholders.

“ The C.A.R.E. Committee provides employees with a framework and budget to help drive volunteerism, fun, and engagement at the Bank. **”**

—Kania Lottie, Human Resources



“ I’m very thankful for the bank being so supportive of community engagement. It’s hard to figure out where philanthropy stops and starts both in my job and in my personal life. It’s very intertwined, and I love that.”

—Jim Eibel, Business Development

2018 MLK JR. AWARD

Each year, the Martin Luther King Jr. Citizenship Award serves as a recognition of the time and energy one particular FHLBank Indianapolis employee invests back into their community. In 2018, the award recipient was Jim Eibel, Senior Account Director.

Along with the award, the recipient may select a charitable organization to receive a donation from the bank. Eibel chose that the \$500 donation go to Restored Inc., a nonprofit which provides services, outreach, and education to girls who were victims of human trafficking.



RESTORED



JEANS WEEK

FHLBank Indianapolis employees enjoy participating in monthly jeans weeks, during which individuals may make a \$10+ donation and wear jeans to work for the designated week. All collected funds are used to support community partners in Indiana and Michigan.



The bank raised over **\$13,000** for four community partners:





“ It’s particularly rewarding to volunteer at local organizations like Wheeler Mission that are recipients of the bank’s affordable housing grants. It’s a great way to feel connected with our well-established community investment commitment.”

—Doreen Koning,
Member Research and Strategies

WHEELER MISSION

Wheeler Mission is a central Indiana social services organization benefitting individuals experiencing homelessness.

Over the course of 2018, FHLBank Indianapolis employees volunteered monthly with Wheeler Mission, helping to prepare lunch and serve the food to residents. Some volunteers gave their time at the Wheeler Mission Center for Women and Children while others volunteered at Wheeler’s Men’s Shelter. FHLBank Indianapolis employee Teresa Butler also made 34 blankets to be donated to Wheeler Mission.





COBURN PLACE

Coburn Place is an Indianapolis nonprofit that provides a sanctuary to survivors of domestic violence. FHLBank Indianapolis has a long history of partnering with Coburn Place and continued that relationship through 2018.



Bank employees volunteered to help create a children's garden for the Coburn Place facilities, **donated everyday care items, and raised funds to support Coburn's mission.**



FHLBank Indianapolis also hosted a quarter drive in an effort to offer free loads of laundry to the residents of Coburn Place. **The quarter drive was a major success, resulting in a donation of \$900.**

JUNIOR ACHIEVEMENT

Junior Achievement of Central Indiana seeks to educate and inspire youth to take an active interest in their future adult lives and career paths. FHLBank Indianapolis employees volunteered their time to Junior Achievement in 2018 by serving as assistant instructors in classrooms, taking part in the JobSpark career fair, and serving as BizTown mentors.



12 FHLBank Indianapolis employees volunteered with Junior Achievement's in-class program at local Indianapolis Public School 55. The volunteers offered their time and expertise in second-, third-, and fourth-grade classrooms.

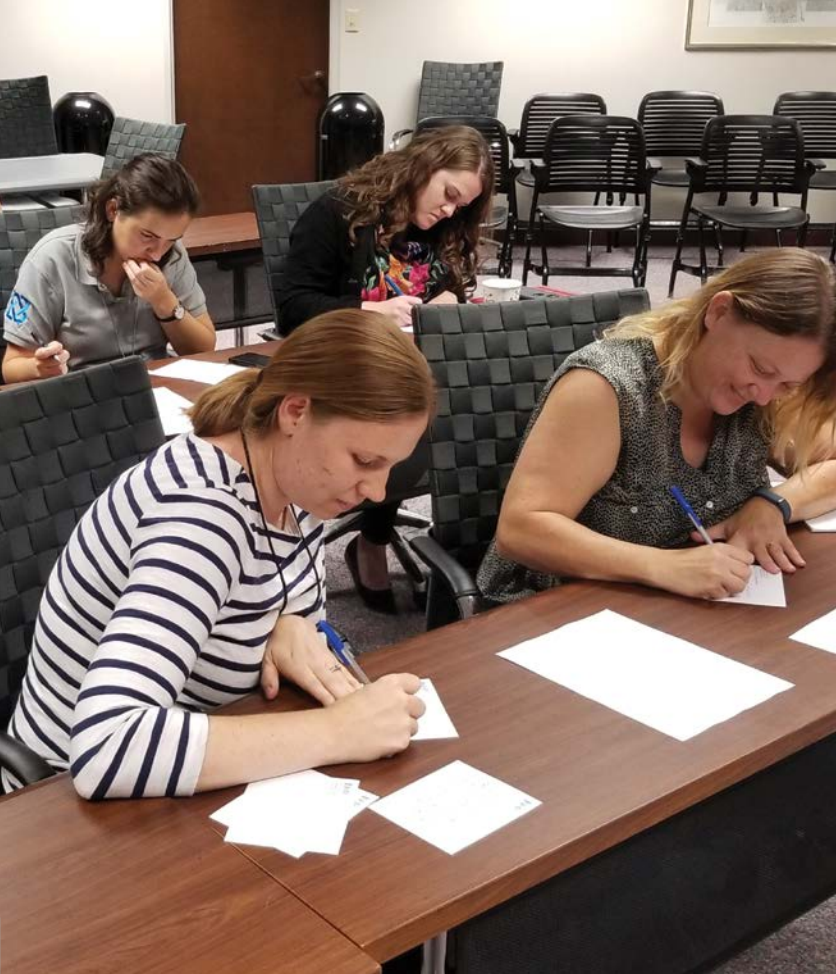


BizTown is a fully-interactive simulated town where kids are able to connect the dots between what they learn in the classroom and the real world. During a volunteer event, a group of **19 FHLBank Indianapolis volunteers partnered with 102 children** completing tasks during their BizTown experience.



17 bank employees volunteered at Junior Achievement of Central Indiana's JobSpark, an event that allows youth to explore different career opportunities. FHLBank Indianapolis was also a sponsor for the 2018 JobSpark event.





INHP

The Indianapolis Neighborhood Housing Partnership (INHP) provides support and services for low- and moderate-income homeowners and future homeowners in the local Indianapolis area. INHP is a frequent user of FHLBank Indianapolis Community Investment grant programs.



Bank employees took part in a program to write over 150 cards of encouragement to INHP clients on the path to first-time homeownership.



RISE AGAINST HUNGER

The mission of Rise Against Hunger is to end hunger in our lifetime by providing food and life-changing aid to the world's most vulnerable and creating a global commitment to mobilize the necessary resources. In 2018, volunteers from FHLBank Indianapolis donated both their time and money to Rise Against Hunger.

Bank employees contributed a total of \$3,451.68, an amount large enough to provide about 10,000 meals. In addition, a group of 22 volunteers convened to help pack thousands of nutritious meals of rice, proteins, and vegetables. Those meals were sent by shipping container to Zambia to support Rise Against Hunger's Indianapolis partner, Anchor of Hope Charities.





THE VILLAGES

The Villages is a nonprofit organization that provides support and services to children affected by abuse, neglect, or other harmful circumstances.



Each year, the C.A.R.E. Committee sponsors an angel tree for the holiday season in support of Villages families.

Employees select an angel ornament in the name of a child or caregiver in need, and purchase holiday gifts for those individuals.

UNITED WAY AUCTION

Each year, the C.A.R.E. Committee hosts an auction in support of the United Way of Central Indiana. For each dollar that employees raise at the auction or donate through payroll deduction, the bank matches the donation.

From the funds raised in 2018, FHLBank Indianapolis and its employees came together to donate \$94,627.64 to the United Way of Central Indiana.



“ The United Way Auction is C.A.R.E.’s biggest event each year. Everyone puts in a lot of work to deliver great food, great activities, and great camaraderie, all to raise money to support a great cause.”

—Sheila Fishback, Administration



“ We implemented the Love Your Community campaign to encourage employees to take advantage of a valuable benefit – eight hours of paid time to pursue volunteer activities.”

—Renita Skinner, Project Management Office

LOVE YOUR COMMUNITY

All FHLBank Indianapolis employees are provided eight hours of leave to be used towards volunteering. The Love Your Community initiative was put in place to encourage employees to use those volunteer hours to the fullest extent. Some nonprofit organizations assisted by Love Your Community during 2018 included Ronald McDonald House, Hoosier Veterans (HVAF), and Meals on Wheels.



Together, our employees **volunteered over 5,000 hours in 2018** thanks to the efforts of Love Your Community.





VENDOR SUMMIT

In 2018, the bank hosted its second-annual FHLBank Indianapolis Vendor Summit, providing an opportunity to introduce bank employee with minority-, women- or disabled owned vendor businesses. 41% of the bank's 2018 contracts were awarded to diverse vendors.

“ One of the best parts of my job is helping my colleagues connect with the right vendors to bring our business forward.”


—Daniel Tanner, Vendor Management Office

PARTNERSHIPS

In 2018, FHLBank Indianapolis partnered with more than 15 different organizations that had an impact on our employees, our members, or the communities we serve, including:



SUPPORTING EMPLOYEES

A woman with long, wavy brown hair is smiling warmly at the camera. She is wearing a dark top. The background shows an office environment with a computer monitor displaying a grid of data, a desk with a keyboard, and a bulletin board with various papers and photos. The overall lighting is bright and professional.

In addition to charitable activity at work, our employees spend time developing great teams to celebrate successes, build camaraderie, and explore interests and activities.

LIVE WELL

Our Live Well volunteers work to encourage healthy living to fellow bank employees.

Initiatives in 2018 included:

- a wellness fair
- flu shots
- biometric screenings
- step challenges
- water-drinking challenges
- Dave Ramsey Smart Dollar courses
- healthy treats
- chair massages
- healthy cooking demos
- stress-reduction classes

In 2018, the bank began supplying fresh fruit options in the bank's three kitchen areas. This offers employees a much-needed healthy (and free!) alternative to vending machine fare.

“ The bank’s Live Well team is committed to supporting holistic employee wellness. We look for fun and enriching ways to support employees’ physical, emotional, and financial well-being.”

—Erica O’Dell, Operations Risk



“ We definitely work hard at FHLBank Indianapolis. But it’s a balance of challenging ourselves and engaging with others to develop new ideas. It keeps us refreshed and ready to deliver.”

—Josh Cuvelier, Treasury.

TOASTMASTERS

The FHLBank Indianapolis Toastmasters club included 23 members and held meetings twice a month in 2018. Meetings are open to all employees and include events to promote better communications and public speaking skills.





DEVELOPMENT AND TRAINING

FHLBank Indianapolis believes that optimal placement and career advancement are possible only when employees are in a position to fully develop and apply their skills, talents, and knowledge. The bank is committed to enriching employees by offering on-the-job training and development as well as education- and tuition-reimbursement programs.

In 2018, the bank also hosted a number of training and development sessions for employees in house, including:

- Learning From U series
- Communications coaching
- Talent Management Lunch and Learn series
- Manager and Supervisor workshops
- Predictive Index classes
- Diversity and Inclusion series

“ We’re always looking for ways to add value to our employees. Whether it is practicing leadership skills or enhancing technical knowledge, we focus on development because we understand that each employee is a valuable asset for the bank.”

—Kristin Weeden, Human Resources

THE COMMUNITY DIVIDEND



Each year, FHLBank Indianapolis sets aside 10% of net earnings to support affordable housing initiatives throughout Indiana and Michigan.

AFFORDABLE HOUSING PROGRAM

The goal of the FHLBank Indianapolis Affordable Housing Program (AHP) is to acquire, develop, and/or rehabilitate affordable single- and multi-family (rental) properties or provide down payment and closing costs for owner-occupied housing.



In 2018, FHLBank Indianapolis awarded **\$13.1 million to AHP grants to 29 projects** throughout Michigan and Indiana.

COMMUNITY INVESTMENT PROGRAM

Community Investment Program (CIP) loans help our members finance community economic development activities benefiting households at or below a targeted income level, including housing, small business loans, public infrastructure, and community facilities in targeted areas.



The bank provided **\$370 million in CIP funding to 16 members** during 2018.

HOMEOWNERSHIP INITIATIVES

Each year, the bank finances HOP, NIP, and AMP grants so that members can help their customers achieve their homeownership goals. These programs support and assist low- to moderate-income families in Indiana and Michigan.



In 2018, the bank disbursed **\$6.4 million in grants, supporting 820 households.**

Homeownership Opportunities Program (HOP) helps first-time homebuyers with down payment assistance.

Neighborhood Impact Program (NIP) assists income-eligible homeowners with home repairs.

Accessibility Modifications Program (AMP) aids seniors and households with disabled family members with home modifications that will allow them to remain in their current homes.



ELEVATE

Elevate is a small business grant program that assists the growth and development of small businesses, their workforce, and the communities where they are located. Customers of member financial institutions may use the grant money (up to \$25,000) for capital expenditures, workforce training, or a variety of other small business needs.

The Elevate program celebrated its inaugural year in 2018. We were proud to award Elevate grants to 11 Indiana and Michigan small business owners.



In total, FHLBank Indianapolis awarded **\$255,595 in Elevate grants** to area small businesses, such as Horner's Midtown Market in Marion, Indiana.

COMMUNITY MENTORS

In 2018 the bank hosted its third Community Mentors meeting in Martinsville, Indiana. The Community Mentors Program was designed to help us to reach out to FHLBank Indianapolis members in new ways: making connections, stimulating thinking, and challenging conventional wisdom about community building.

By partnering with community development experts, the bank is able to offer summits filled with current and best practices in creating and implementing a community development plan.





CARTER WORK PROJECT

In August 2018, former President Jimmy Carter and his wife Rosalynn Carter brought their Carter Work Project to Habitat for Humanity of St. Joseph County in Mishawaka, Indiana. Each year, the Carter Work Project brings dozens of skilled workers and recruits hundreds of volunteers to build homes in one city or region. This year's event in Mishawaka built 22 new homes for low-income families and renovated or repaired many more.



The 2018 build was supported in part by a **2017 AHP grant of \$179,505** from FHLBank Indianapolis and 1st Source Bank.



Carter Work Project was also awarded a **2018 AHP grant of \$194,500 to build 10 three-bedroom single-family homes** for low- to mid-income families.





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