

## PRESS RELEASE

---

For Immediate Release: DATE: April 17, 2026

For More Information: Alexandra Gekas, [agekas@callahan.com](mailto:agekas@callahan.com)

### Callahan Welcomes Joshua R. Polanin And Jason Ross To The Team

**Washington, DC** – Callahan & Associates announced the recent additions of **Joshua R. Polanin, Vice President of Analytics & Applied AI**, and **Jason Ross, Director, Advisory Service**, who both joined April 14.

Polanin leads Callahan’s analytics and applied AI efforts, helping turn complex performance data into practical tools that support credit union leaders in better understanding how they serve members and communities. His role bridges research, data, and technology to advance how performance is measured and how insight is delivered across the industry.

“I am thrilled to join Callahan at such a pivotal moment for the credit union industry,” said Polanin. “My career has been dedicated to building rigorous, human-centered data pipelines that turn complex information into measurable impact. Building on Callahan’s trusted foundation of industry data, I am excited to deploy advanced analytics and scalable AI frameworks that deliver strategic value and empower credit unions to better serve their communities.”



Joshua R. Polanin

“Josh brings a thoughtful, disciplined approach to analytics that aligns closely with how credit union leaders actually use insight to make decisions,” said **Jennifer Davis, Senior Vice President** at Callahan & Associates. “His leadership strengthens how we connect data, research, and technology across our work.”

Callahan continues to expand its advisory capabilities by adding leaders with deep, firsthand credit union experience. Ross brings more than two decades of experience across the financial services industry, including more than seven years focused in the credit union space. He most recently served as President and Chief Executive Officer at Patriot Equity Credit Union and previously held senior leadership roles at Service One Credit Union. In his role at Callahan, Ross focuses on developing trusted, long-term relationships with credit unions, supporting leaders as they navigate increasing strategic and operational complexity.

“Callahan has a strong reputation for delivering meaningful value to credit unions,” said Ross. “I am looking forward to building strong relationships across the industry and supporting leaders as they work through increasingly complex challenges.”



Jason Ross

“Jason is a purpose-driven, human-centric leader,” said **Tim Taylor, Senior Vice President** at Callahan & Associates. “Helping credit unions thrive is in Callahan’s DNA, and that entrepreneurial spirit and passion for serving the industry, its members, and the communities in which they live are apparent in Jason’s authentic style.”

Together, these appointments reflect Callahan's continued investment in talent that enables the firm to evolve alongside the changing needs of the credit union industry. By bringing together advanced analytical leadership and seasoned advisory experience, Callahan is strengthening its ability to help credit unions navigate complexity, adapt with confidence, and make informed decisions that support long-term relevance. As the industry continues to change, Callahan remains focused on building the capabilities and leadership needed to support credit unions today and into the future.

**About Callahan & Associates**

For over 40 years, Callahan & Associates has been instrumental in guiding credit union leaders to make informed strategic decisions to ensure their long-term relevance. They accomplish this by helping credit unions measure performance, identify strategic opportunities, and build collaborative networks, all through a mission-focused lens. Learn more at [www.callahan.com](http://www.callahan.com).