



73rd Annual Meeting

Monday, February 9, 2026

www.1cfcu.org

800/749-1465 325/653-1465



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AGENDA

73rd ANNUAL MEETING

February 9, 2026

10:00 am

(Members present at the in-person meeting will view a
pre-recorded video of the following)

Welcome

Determination of a Quorum & Meeting Called to Order

Details of the Meeting, the following Pre-Recorded
Reports & Prayer

Introduction of Current Board of Directors

Minutes of Last Annual Meeting

Chairman's Report

Treasurer's Report

Nominating Committee Report

Supervisory Committee Report

President's Report

More about the Credit Union

Adjournment

(Members who win cash door prizes will be notified)



Current Board of Directors



Robert "Bob" Brewer
Chairman



Carol Watkins
Vice-Chairwoman



Rudi Wallace
Treasurer



Michelle Murray
Secretary



Mical Boness
Member



Dale Carr
Member



Nancy Kloboucnik
Member



Bill Nikolauk
Member



Kathleen Prince
Member

HIGHLIGHTS OF THE MINUTES OF THE 72nd ANNUAL MEETING

The 72nd Annual Meeting of the 1st Community Federal Credit Union began at 10:00 a.m. on Monday, February 3, 2025, and was held in person at the 1CFCU Business & Mortgage Center. Board Chairman, Bob Brewer called the in-person meeting to order and it was determined that a quorum was present. Vicki Loso, SVP Marketing and Member Services, then explained the details of viewing the pre-recorded version of the 2025 Annual Meeting and reports.

MINUTES APPROVED

The minutes of the 71st Annual Membership Meeting were approved as printed in the program.

NOMINATING COMMITTEE REPORT

Robert “Bob” Brewer reported that as Chairman of the Board, the following were appointed as the Nominating Committee: Mical Boness, Rudi Wallace and Carol Watkins. They were charged with providing at least one nomination for each of the three vacancies this year, each for a three-year term. They nominated three nominees for the vacancies and no additional nominations were received by petition. As such, the three nominees have been appointed by general consent (acclamation). The three who will serve on the Board of Directors are: Dale Carr, Nancy Kloboucnik and Kathleen Prince.

ANNUAL REPORTS WERE PRESENTED BY:

Chairman of the Board

Treasurer

Nominating Committee

Chairwoman of the Supervisory Committee

President/CEO

UNFINISHED BUSINESS: There was no Unfinished Business

NEW BUSINESS: There was no New Business

ADJOURNMENT: The meeting was adjourned at 10:18 a.m.



CHAIRMAN'S REPORT

On behalf of the Board of Directors, we welcome you to the 73rd Annual Meeting of your Credit Union.

1st Community Federal Credit Union had another solid year. Growth has been controlled which insures soundness. This control is due to the leadership, management, staff, and your trust in us to provide quality service opportunities for you. The professionalism, skill and experience of our management and staff are unmatched. I am proud of their service to our members.

I appreciate the outstanding work of our Board of Directors, the Supervisory Committee, the ALM Committee and the Delinquency Committee in their oversight of our Credit Union operation.

Thank you, the members, who make it possible for us to fulfill the charter and mission of the credit union.

Bob Brewer

Robert "Bob" Brewer
Chairman



TREASURER'S REPORT

2025 was another successful year for 1st Community Federal Credit Union. Undivided earnings were \$3.72 million compared to \$4.27 million in 2024.

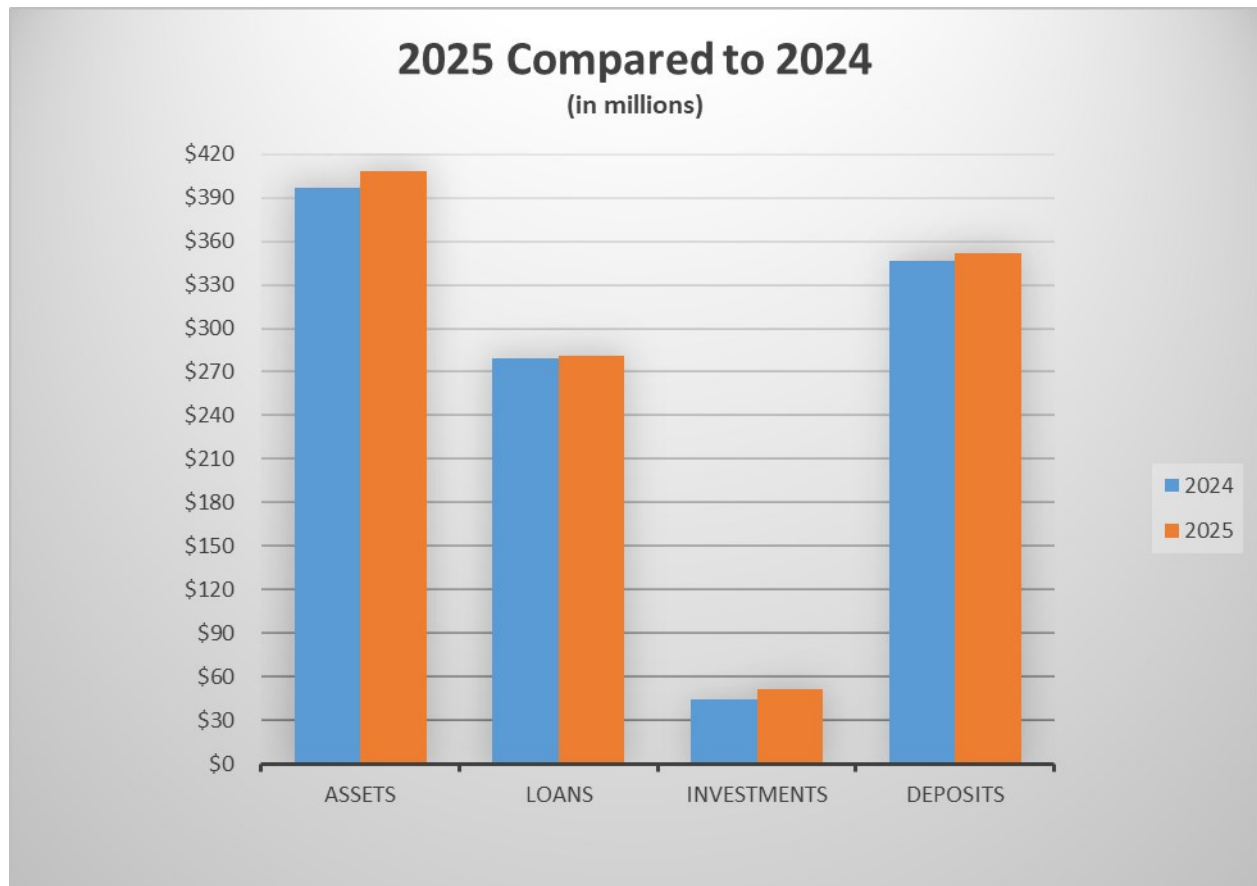
For the year, our total assets grew by 2.73% - \$10.8 million and our deposits grew by 1.71% - \$5.9 million. We ended the year in a very strong Capital position of 13.49%.

SUMMARY:

Assets:	\$408,018,847
Loans:	\$281,396,567
Investments:	\$ 51,148,145
Deposits:	\$351,586,181

Rudi Wallace

Rudi Wallace
Treasurer



NOMINATING COMMITTEE REPORT

The Nominating Committee is appointed by the Chairman of the Board and is responsible to nominate at least one candidate for each board of director's vacancy.

Members of the Nominating Committee are:

Dale Carr

Nancy Kloboucnik

Kathleen Prince

The Nominating Committee has submitted the following three candidates for nomination for the three current vacancies, each for three-year terms, to serve on the Board of Directors:



Bob Brewer
Incumbent



Michelle Murray
Incumbent



Bill Nikolauk
Incumbent

As explained in the October 1, 2025 and January 1, 2026 1CFCU Horizons newsletters, there being no additional nominations received by the Nominating Committee, the nominees are elected by Acclamation

Dale Carr

Nancy Kloboucnik

Kathleen Prince

Nominating Committee

SUPERVISORY COMMITTEE REPORT

Last February, the 1st Community Federal Credit Union Board of Directors appointed five volunteers from the Credit Union membership to serve a one-year term on our Supervisory Committee.

The Committee has two primary responsibilities. First, it provides continuing assurance that your Credit Union is operating in compliance with the policies and procedures established by the Board and Credit Union Management. Secondly, it ensures compliance with Credit Union policies as set forth by federal, state and Credit Union regulatory agencies.

In the past year, the Committee reviewed a host of Credit Union programs and activities, to include board policies, investments, loans, technology and security practices, fraud monitoring and key ratios. The Committee continues to work with DoerenMayhew to perform the annual external audit. We are pleased to report that, once again, 1st Community's financial statements present fairly in all material respects, the financial position of the credit union as of June 30, 2024 and 2025 and the results of operations and its cash flows for the year then ended in accordance with generally accepted accounting principles.

Here at 1st Community, our first priority is you, the member. Another of the Supervisory Committee's responsibilities is to assist members who may have experienced problems with their accounts. We stand ready to assist you, however and whenever necessary. You can contact us by calling Dawn Kalina at 325-653-1465 or 800-749-1465, or by writing to us at the following address.

1st Community Federal Credit Union
Attn: Supervisory Committee
3505 Wildewood Drive
San Angelo, TX 76904

Your Supervisory Committee

Chairwoman	Mrs. Shani Jordan
Secretary	Ms. Brenda Fuson
Member	Mr. Greg V. Conner
Member	Mr. Brett Lang
Member	Ms. Jackie Swanson

Shani Jordan
Chairwoman



PRESIDENT'S REPORT

My staff and I welcome you to the 73rd Annual Meeting of 1st Community FCU. We want to take this opportunity to thank you, the members, for your continued support of your financial institution.

1st Community is considered "well capitalized" by the National Credit Union Administration. We received another excellent 5-Star rating from Bauer Financial. Bauer Financial has been rating banks and credit unions since 1983 and their creed is "no institution pays for its rating, nor can they elude it".

The employees and Board of 1st Community are continuously looking for ways to better serve you. 2025 was another great year. We ended the year again as the #1 Local Auto Lender in the Concho Valley and continue to make a name for ourselves in the Home Improvement, Home Equity and Home Loan markets and Business Accounts. Our Business & Mortgage Center located at 4141 College Hills Boulevard, across the street from our main office, had a very good year.

This year credit union members received over \$70,000 in Cash Back rewards on our VISA Rewards credit cards issued through the Credit Union. Our FREE (No Service Charge) Checking account options are always a great hit, as is the early posting of government and major payroll deposits to accounts. Our GAP Insurance has been expanded to include balloon auto loans and with the increase in rates, balloon auto loans are a great way to make car payments affordable. As in the past, 1st Community stepped up right away to ensure all government employees with direct deposit to the Credit Union received their funds on time even if they were affected by the government shutdown.

We provide Critical Text Alerts to alert you about critical activity or an issue with your account. 1st Community uses state-of-the-art technology to protect your data. However, with hacker's ability to purchase your personal information on the dark web and the hacker's ability to impersonate you, we have developed these critical alerts to add an additional layer of protection for you. It is our hope that the messages you receive from us will be a result of activity you authorized. However, if you do not recognize the activity described, please contact us immediately. We also utilize multi-factor authentication (MFA) to protect you and your money when you are utilizing our online services.

We believe our Mission Statement says it all: *"The mission of 1st Community Federal Credit Union is people helping people achieve their financial goals."*

1st Community was once again a major supporter of the communities we serve. 1st Community was again a major sponsor for the D.E.S.K. program in San Angelo in 2025. D.E.S.K. stands for Donate Educational Supplies for Kids. Through donations, an online auction, a golf tournament and other fundraising events, D.E.S.K. was able to donate over \$73,000 in monetary support to S.A.I.S.D. students. We look forward to supporting the communities we serve and most especially you our members, in 2026.

We recently held our 20th Annual Recognition Dinner recognizing two employees for their 5-year milestones, one employee for their 10-year milestone, two employees for their 20-year milestones, and two employees for their 30-year milestones. We are fortunate to have such a great staff. We have nineteen employees who have been here between 5 and 10 years; six between 10 and 15 years; five between 15 and 20 years; seven between 20 and 25 years; three between 25 and 30 years; six between 30 and 35 years; one between 35 and 40 years; and two employees over 40 years! The employees are what make your credit union the best Financial Institution it can be.

Bill Nikolauk

Bill Nikolauk
President/CEO



BOARD OF DIRECTORS

Robert "Bob" BrewerChairman
Carol Watkins.....Vice-Chairwoman
Rudi Wallace.....Treasurer
Michelle Murray.....Secretary
Mical Boness.....Member
Dale Carr.....Member
Nancy Kloboucnik.....Member
Bill Nikolauk.....Member
Kathleen Prince.....Member

SUPERVISORY COMMITTEE

Shani Jordan.....Chairwoman
Brenda Fuson.....Secretary
Greg V. Conner.....Member
Brett Lang.....Member
Jackie Swanson.....Member

SENIOR STAFF

Bill Nikolauk.....President/CEO
Drew Schmid..... EVP Special Projects
Vicki Loso.....Sr. VP Marketing & Member Services
Hector Gutierrez.....Sr. VP Operations
Elizabeth Chavez.....VP Lending
Tim Patterson.....VP Information Technology
Dan Forehand.....VP Finance
Kent Teague..... VP Business Services
Callie Baker.....AVP Compliance
Bonnie BornAVP Mortgage & Business Services
Shelene BlackBranch Manager - Goodfellow AFB
Romona DeRouen.....Branch Manager - 29th Street Branch
Kim-et NelsonBranch Manager – Eldorado
Kellye Potter.....Branch Manager – Ballinger
Kryshna Alfaro.....Branch Manager – Fort Stockton
Lorna HarrisBranch Manager - Midland
Valerie De La Torre.....Branch Manager – Crane

*Thank You for being
a Member of*



1st Community
Federal Credit Union

