95th Annual Meeting

WEA Credit Union

May 28, 2026

WEA Credit Union
95th Annual Meeting
May 28, 2026
6:00 pm

1.	Meeting called to order	Russel Allen, Chairman
2.	Report of Quorum	Kathryn Nauta, Secretary
3.	Introduction of Directors	Russel Allen, Chairman
4.	Minutes of 2023 Annual Meeting	Kathryn Nauta, Secretary
5.	Report	

a.	Chairman's Report	Russel Allen
b.	President's Report	Cassandra Thom
c.	Treasurer's Report	Leigh Barker
d.	Audit Report	Audit ThreeSixty
e.	Loan Officers Report	Cassandra Thom
f.	Election Results	Nominating Committee

6. Old Business

7. New Business

8. Adjournment

WEA Credit Union
94th Annual Meeting
Minutes

May 22, 2025
6:00 PM

1. The duly held 94th meeting was called to order by Chairman Russell Allen at 6:07 pm.

2. Vice Chair, Ross Hampton announced that 16 Report of Quorum 17 members eligible to vote were present.

3. Chairman Allen introduced the directors from the past year:
   Russ Allen – Chairman
   Ross Hampton – Vice Chairman
   Leigh Barker – Treasurer
   Kathryn Nauta – Secretary
   Ryan Madden – Director
   Terry Craney – Director
   Jill Hein – Director

4. Minutes of 2024 Annual Meeting were distributed electronically and in the meeting packet. Motion to accept the minutes by Dale Besler, second by Devon Miller, carried.

5. The following reports were distributed electronically:

   a. Chairman's Report
   b. President's Report
   c. Treasurer's Report
   d. Audit Report
   e. Loan Officers Report

Motion to approve reports a through e by Fred Tiemann, seconded by Jordyn Gulig, carried.

   f. Election Results – Russ Allen and Kathy Nauta ran unopposed and were elected by acclamation. Joanne Fritzgerald was nominated by the board to fill in for Ryan Madden's remaining term. Motion to approve the election by Fred Tiemann, second by Jordyn Gulig, carried.

6. Old Business – No old business

7. New Business – No new business

   a. Ross Hampton shared the board's efforts on a new program of Enterprise Risk Management. Risks that potentially effect the credit union have been identified and will continue to be added. Those risk are rated by probability and level of affect. Ways to mitigate those risks are then discussed an put into place as possible.

8. Adjournment – Motion to adjourn the meeting at 6:34 pm by Leigh Barker, second by Devon Miller, carried.

2025 Chairman's Report
Russ Allen, Chairman

As we near the end of May, economic and political developments continue to shape the financial landscape. Like all lending institutions, WEA Credit Union must closely monitor these changes and adapt accordingly, even though many of these factors are beyond our control. To remain competitive and responsive to member needs, WEA Credit Union regularly reviews lending and savings rates offered by other financial institutions in the Madison area.

Our members, in turn, make personal spending, saving, and investment decisions based on both their individual financial situations and broader economic conditions. Because our membership tends to be older and more financially secure than average, some of the challenges outlined below may have a somewhat smaller impact on their decision-making. Still, these issues continue to influence the economic environment overall. The following list is not exhaustive, but it highlights many of the key concerns affecting consumers today.

- **Inflation:** Inflation remained at 0.6% in April and is projected to reach approximately 3.8% in 2026. Wage growth, however, has been minimal so far this year.
- **Long-term inflation:** Inflation's cumulative effect over time is significant. For example, $20,000 in 1969 has the purchasing power of roughly $181,500 today, while $1 million in 1970 would equal about $8.5 million today.
- **Global instability:** Tariffs and ongoing conflicts in Iran and Ukraine continue to create uncertainty, along with concerns about possible future tensions involving Cuba, Taiwan, Venezuela, and China.
- **Consumer confidence:** Surveys conducted by both The Conference Board and the University of Michigan show declining consumer confidence in recent months, particularly regarding employment, income, and future economic conditions.
- **Housing costs in Madison:** The median price of a single-family home in Madison is approaching $500,000, while the average rent for a two-bedroom apartment is around $1,900 per month.
- **Mortgage rates:** Average mortgage rates remain above 6%, with WEA Credit Union currently offering a 30-year fixed mortgage rate of 6.625%.
- **Credit card debt:** Nationally, 53% of consumers carry credit card debt, averaging approximately $7,700 per card. One-third owe more than $10,000, and 9% carry balances exceeding $20,000.
- **Cost of higher education:** Annual undergraduate tuition at UW–Madison is approximately $12,186 for Wisconsin residents and $44,210 for non-residents. Including housing, meals, and other expenses, total annual costs rise to about $29,000 for in-state students and $60,000 for out-of-state students. These costs help explain why average student debt approaches $40,000.
- **Employment concerns and AI:** Many younger workers are increasingly concerned about how artificial intelligence may affect future employment opportunities, depending on career field and industry.
- **Emergency savings:** About 40% of households report they could not cover an unexpected $1,000 expense from savings, while 29% could not handle even a $400 emergency expense.

- **Health care:** Approximately 27 million Americans under age 65 lack health insurance coverage.
- **Retirement security:** Surveys show nearly half of Americans worry they may outlive their retirement savings.
- **Child care costs:** Families with young children continue to face both high child care costs and limited availability, with annual expenses averaging about $13,000 per child nationally.
- **Cybersecurity concerns:** Both individuals and institutions remain concerned about protecting personal data, financial assets, and digital systems from cyber threats.
- **Social Security uncertainty:** Questions about the long-term solvency and future benefits of Social Security continue to influence financial planning decisions.
- **Wealth inequality:** Wealth disparities remain substantial. The top 1% of households hold roughly one-third of the nation's wealth, while the top 10% hold about two-thirds. The average household net worth exceeds $1 million, but the median is closer to $192,000. Significant disparities also exist across racial and ethnic groups.
- **National debt:** The national debt is approaching $39 trillion, with annual interest payments nearing $1 trillion.
- **Political and institutional concerns:** Supreme Court decisions, midterm elections, and questions surrounding the independence of institutions such as the Department of Justice, FBI, Federal Reserve, and FCC continue to shape public discussion.
- **Future effects of AI:** The rapid growth of artificial intelligence and AI data centers is expected to influence both the economy and everyday life in significant ways.

Over time, many of these factors have influenced both individual and institutional financial decision-making. Unfortunately, the number and complexity of these challenges appear to be increasing.

2025 President's Report
Cassandra Thom, President

WEA Credit Union closed 2025 in a strong financial position, with total assets of $41 million, deposits of $36 million, and loans of $24 million. We remain well capitalized, with a net capital ratio of 11.79%. This is an important measure of financial strength, and a ratio above 7% is considered well capitalized, demonstrating the continued stability of your credit union.

We also maintained strong loan performance throughout the year. Delinquency remained low at 0.84% of total loans, and we ended the year with no foreclosed properties. In 2025, our lending team processed more than 1,414 loans totaling over $12.6 million, helping members meet their financial needs through a variety of lending options.

Membership growth remained steady, with 266 new accounts opened during the year. We expanded our indirect lending efforts to better reach potential members across Wisconsin and continued improving our online services, making it easier and more convenient for members to manage their finances wherever they are.

In early 2025, we introduced mobile wallet access for debit cards, allowing for more convenient and secure payments. We also plan to add credit card functionality to mobile wallets in 2026 or early 2027.

Supporting our members remains at the center of everything we do. For the past two summers, we have offered a "Skip-a-Pay" program, giving members the option to skip one loan payment during the summer months. In 2025, 87 members took advantage of this program, providing added flexibility when it was needed most.

We continue to focus on offering products and services that meet the needs of our membership. Whether it's enhancing existing services or introducing new ones, our goal is to help you better understand and improve your financial well-being.

In closing, I would like to thank our staff, volunteer Board of Directors, and committee members for their continued dedication. Most importantly, thank you—our members—for your trust and support. You are the reason we are here, and we are proud to serve you.

Statement of Income & Expense
December 31, 2025 and 2024

Income	2025	2024
Loan Income	1,390,732	1,166,415
Investment Income	623,213	549,439
Fee Income	42,979	39,947
Other Income	95,055	102,166
Total Income	**2,151,979**	**1,857,966**
Expense		
Salaries & Benefits	499,766	437,366
Office Operations	212,518	191,245
Rent	31,606	32,237
Loan Servicing Fees	95,290	96,069
Professional Fees	201,384	158,701
Education & Promotion	91,743	90,117
Chapter & League Dues	36,826	34,832
Provision for Loan Loss	134,969	66,662
Interest on Borrowed Money	19	0
Member Insurance & Misc	2,700	1,805
Non-Operating Expense	-6	-39
Total Expense	**1,306,820**	**1,108,994**
Income	**845,159**	**748,972**
(Gain)/Loss on Sale of Assets	0	0
Distribution of Net Income		
Member Dividends	407,414	401,718
Regular Reserve Transfer		
Undivided Earnings Transfer	437,745	347,254
Total Distribution	**845,159**	**748,972**

Statement of Financial Condition
2025 and 2024

Assets	12/31/2025	12/31/2024
Loans	24,462,474	22,144,651
Allowance For Loan Loss	(151,324)	(110,480)
Cash	157,114	144,571
Investments	16,159,808	15,459,743
Prepaid Expenses	276,666	194,567
Furniture & Equipment	23,126	17,288
Accrued Income	125,109	129,289
Other Assets	338,829	334,036
Total Assets	**41,391,802**	**38,313,666**
Liabilities & Equity		
Notes Payable	12,292	0
Accounts Payable	306,984	236,282
Total Liabilities	**319,276**	**236,282**
Share Accounts	9,713,212	9,039,149
Checking Accounts	9,783,685	15,606,792
Share Certificates	8,211,659	7,568,463
IRA Accounts	1,472,761	1,421,674
Total Member Deposits	**36,193,564**	**33,636,079**
Regular Reserve	600,000	600,000
Undivided Earnings	3,841,306	3,841,306
Unrealized Gain on Investments	**(1)**	**(1)**
Total Reserves	4,878,961	4,441,305
Total Liabilities & Equity	**41,391,802**	**38,313,666**

June 25, 2025

WEA Credit Union
Madison, Wisconsin

Dear Credit Union Members,

I completed an agreed-upon procedures supervisory committee audit engagement for WEA Credit Union as of March 31, 2025.

The guidelines for the procedures used for this engagement are set forth by the Office of Credit Unions and NCUA. The engagement included procedures such as the following:

- Verification and reconciliation of cash accounts
- Verification and reconciliation of all investments
- Reading a sample of loan files to determine if loans are properly documented
- Reconciliation of loan subsidiary ledgers to the general ledger
- Reconciliation of deposit account subsidiary ledgers to the general ledger

I would like to thank all members for cooperating with the verification of member account balances as this is an important procedure.

The results of this agreed upon procedures engagement, including my comments and recommendations, are included in a report provided to the Board of Directors which is on file at the Credit Union.

I appreciate the opportunity to provide this service to your credit union.

Sincerely,

Peter Rasmussen, CIA, CFSA

Peter Rasmussen
Certified Internal Auditor
Certified Financial Services Auditor

WEA Credit Union

Loan Officers Report

December 31, 2025

	Approved		Advances		Total		Denied	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount
January	41	$1,373,130.26	74	$79,890.80	115	$1,453,021.06	5	$46,400.00
February	39	$1,248,953.68	80	$41,611.34	119	$1,290,565.02	4	$69,997.00
March	33	$1,339,626.67	81	$88,903.31	114	$1,428,529.98	7	$229,565.49
April	51	$1,098,020.71	90	$69,689.99	141	$1,167,710.70	3	$12,500.00
May	24	$357,888.37	93	$121,841.27	117	$479,729.64	1	$6,000.00
June	27	$525,455.83	98	$71,021.02	125	$596,476.85	0	$0.00
July	42	$1,078,880.10	90	$85,085.28	132	$1,163,965.38	4	$85,400.00
August	37	$1,236,543.38	102	$77,999.39	139	$1,314,542.77	3	$37,300.00
September	29	$707,242.74	84	$66,248.05	113	$773,490.79	0	$0.00
October	28	$937,472.16	76	$144,287.56	104	$1,081,759.72	3	$12,700.00
November	25	$627,278.78	62	$16,170.72	87	$643,449.50	7	$79,342.87
December	39	$1,185,833.15	69	$68,565.82	108	$1,254,398.97	2	$40,700.00
YTD	**415**	**$11,716,325.83**	**999**	**$931,314.55**	**1414**	**$12,647,640.38**	**39**	**$619,905.36**

	Approved	App Amount	Advances	Adv Amount	Total	Total Amount	Denied	Denied Amount
2024 YTD	**368**	**8,135,194**	**1127**	**1,426,802**	**1495**	**9,592,266**	**36**	**638,806**
2023 YTD	**236**	**4,864,042**	**741**	**562,110**	**977**	**5,426,452**	**13**	**147,396**
2022 YTD	**220**	**6,322,261**	**749**	**568,322**	**970**	**6,890,613**	**16**	**131,948**