



ANNUAL MEETING April 8, 2025

CALL TO ORDER

The Annual Meeting of the membership of First Watch Credit Union was held at 1118 Pine Street. Ashley Phillips, VP of Marketing, welcomed all attendees and called the meeting to order at 6:01pm. Erika Soto gave the invocation.

ATTENDANCE

Delores Cox	Nancy Edgar	Doug Hall
Mark Huffington	Josh New	Richard Shelburn
Erika Soto	Nancy Watson	Jeremy Williams

Also in attendance were Megan Allred, Sheila Kidd, Jordan VanHoff and Kari Polk. Membership attended via ZOOM. Membership attendance and business records were documented via ZOOM.

Doug Hall, chairman of the Board, introduced all Board members and members of the Supervisory Committee. The staff of FWCU was also recognized for their preparation and hard work in making the annual meeting a success.

BOARD NOMINATIONS

Delores Cox presented the slate of members seeking election for a 3-year term beginning in 2025. There were no nominations from the floor. The following were elected upon vote of the membership in attendance:

Shaun Martin, West TX Rehab	Nancy Watson, Retired /Hendrick Health	Josh New, Abilene Police Dept.
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Motion to Approve	Doug Hall
	FWCU Membership
	Motion Carried

RECOGNITION

Nancy Edgar, Board Treasurer, was recognized for her 21 years of service to the Credit Union with a token of appreciation and many best wishes for her retirement.

MINUTES

Minutes of the Annual Meeting of FWCU 2024, were reviewed. No changes were noted.

Motion to Approve	Doug Hall
	FWCU Membership
	Motion Carried

CHARIMAN OF THE BOARD REPORT

Doug Hall, Chairman, gave the following report:

“On behalf of the First Watch Credit Union Board of Directors, I am pleased to report that the credit union performed reasonably well in 2024. Despite the economic challenges, First Watch was able to delicately ensure a balance between interest rates, affordability for our members and effective budget management. We were able to maintain a healthy balance sheet with our assets ending at \$96,805,897 and a positive net income of \$183,023.

One of the benefits of credit union membership is the opportunity to share in the profits. Our 9,661 members are always our top priority, and whenever we can, in keeping with our credit union mission, we distribute those profits back to you. Our success allowed us to pay \$996,160 in dividends to our members.

This past year, we expanded our Skip-a-Payment program to assist members throughout the entire year. We are cognizant of the impact we can have by supporting our members through difficult times. This program assisted members in deferring 714 loan payments. The fees collected from this program are used to benefit local charities.

I have deep confidence in the leadership of First Watch Federal Credit Union, the wisdom and guidance of our board of directors, the commitment of the dedicated staff and the support and loyalty of our member-owners. Our future is bright because our strong performance has positioned us to face any challenge and seize any opportunity that presents itself in 2025.”

PRESIDENT’S REPORT

Megan Allred, President of FWCU, reported the following:

“Recently, our culture and economy has encountered uncertainty, supply chain disruptions, rising energy costs and rising prices in general. We at First Watch are doing our part to get through these challenges by offering competitive rates and products, adapting to the shifts in the industry and the economy, and developing forward-thinking and streamlined processes so that we can provide the best value and experience for you.

With our latest conversion of our digital banking platform, we aimed to create an experience that still feels personal while offering convenience and easy navigation. To address “pain points” for both our members and staff,

We have worked meticulously to streamline and simplify our processes wherever possible.

As your community credit union, we continue our priority of outreach and involvement in our local communities. Our employees doubled the number of volunteer hours logged in 2024, contributing over 600 hours throughout the year to organizations within our community.

Developing relationships with many local organizations continues to be the heart and soul of our legacy. Through service, leadership roles and financial support, we have continued to support the community we love.

This past year, workplace culture has been a top priority within the walls of the credit union. Every employee helps to shape and evolve the culture; therefore, we have focused on additional training and resources to give our staff the opportunity to develop and enhance the environment we create here at the credit union.

First Watch is nothing without its members, and each one of you is a vital ingredient to our success. As we look ahead, we see endless possibilities on the horizon. Our commitment to providing a financial path to personal well-being and a strong sense of community will remain at the core of everything we do. Thank you for your membership and we look forward to serving you.”

FINANCIAL REPORT

Nancy Edgar, treasurer, presented a review of the 2024 financial statements.

BALANCE SHEET 2024	
Assets	
Loans	\$ 67,734,795
Cash / Investments	\$ 26,059,847
Building, Furniture, Equipment & Other Assets	\$ 3,011,255
Total Assets	\$ 96,805,897
Liabilities	
Accounts Payable / Other Liabilities	\$ 227,479
Member’s Shares / Certificates	\$ 87,022,654
Undivided Earnings	\$ 7,399,418
Reserves	\$ 2,156,346
Total Liabilities and Equity	\$ 96,805,897

INCOME STATEMENT 2024	
Income	
Loan Income	\$ 3,625,261
Investment Income	\$ 663,457
Misc. Operating Income	\$ 1,574,982
Gross Income	\$ 5,863,700
Expenses	
Operating Expenses	\$ 4,684,517
Dividends Paid	\$ 996,160
Total Expenses	\$ 5,680,677
TOTAL NET INCOME	\$ 183,023

SUPERVISORY REPORT

Kari Polk, Supervisory Chair, presented the Supervisory Committee Report as follows :

“First Watch Federal Credit Union’s Consumer Loan Department reviewed 2,657 loan requests and approved and funded 811 loans totaling \$19,397,965 during 2024. Thirty-one percent of loan requests were approved, while 69 percent of loans were denied. We assisted 8 members purchase and refinance homes through credit union partners for a total of \$1,802,065. A total of 36 new MasterCards® were approved.

Personal Loans	313	\$ 1,552,766
Auto Loans	490	\$ 17,695,285
Boat, RV, Motorcycle Loans	8	\$ 149,914
Home Equity Loans	5	\$ 620,000
Real Estate Loans	3	\$ 293,787
	819	\$ 20,311,752

First Watch Credit Union loan officers review each loan application in accordance with policy guidelines established by the Board of Directors. Each quarter, the Supervisory Committee studies the percentage of approved loans to ensure proper compliance and documentation. The committee’s specific duties are to:

- Review and ensure, through internal and external auditors, that the proper internal controls of the credit union exist.
- Ensure proper audit and enterprise risk management procedures.
- Audit the books, financials, and business operations of the credit union using an appointed independent auditor.
- Validate and verify the accounts of members against the credit union’s records.
- Review the affairs of the Board of Directors, officers, and management for adherence to First Watch Credit Union’s bylaws and policies, and all regulations provided by government agencies.
- Maintain the reputation of the credit union by thoroughly investigating any and all claims made to the credit union and acting on the findings.

Waypoint Advisory was selected by the Supervisory Committee to audit the credit union’s financial statements and ensure that they were reported according to the Generally Accepted Accounting Principles (GAAP). It is important to us that we can offer competitive rates and friendly service through our loan department.

First Watch Credit Union is thankful for the relationships we continue to build while providing for our members. Thank you for your support and membership.”

OTHER BUSINESS

SCHOLARSHIP AWARDS

Ashley Phillips presented the annual scholarship awards to two deserving high school students.

Sebastian Gonzalez will be attending Western Texas College in the fall.

Gianna Moore will be attending Franciscan University of Steubenville, Ohio in the fall.

Cash prizes will be drawn on Facebook LIVE, Wednesday, April 9, 2025 at 1:00pm. FWCU provided a drive-thru Chick-Fil-A dinner opportunity for the membership at the 1118 Pine location in appreciation for their loyal membership.

The annual meeting was adjourned at 6:20pm.

Doug Hall, Chairman

Delores Cox, Secretary