



Growing a  
**Brighter  
Tomorrow**

**2023 Report to our Members**

**TDECU**<sup>®</sup> | YOUR CREDIT UNION

# Chairman's Message

From Dave Sikora

Chairman, Board of Directors



TDECU is energized to witness the growing momentum for the credit union movement. Our Membership continues to increase because hard-working individuals like you are embracing the value of navigating their financial journey with not-for-profit institutions like TDECU.

We are Member-owned, meaning we do not have to worry about shareholder profits. We invest our earnings into improving the TDECU Member Experience. Our goal is to deliver a best-in-class digital, in-branch and telephonic banking experience.

## **A future led by technology**

As our credit union grows and evolves, we are committed to launch digital products and services that will modernize the TDECU online experience. We are exploring emerging technologies that will help us increase our digital footprint. We are committed to showing up for our Members right where they are, whether that's in branch or online.

We are also well aware of the rising threat of fraud that has impacted the entire banking industry. Our focus on investing in enhanced technology means that we are continuously launching new systems to secure your money and protect you from bad actors.

*"Our focus on investing in enhanced technology means that we are continuously launching new systems to secure your money and protect you from bad actors."*

## Staying grounded in our Communities

Our Member-first commitment means that we will continue to be a trusted Community partner in Brazoria, Harris, Dallas, Tarrant and other Texas counties. Our new TDECU Cares Foundation will elevate our commitment to transforming the areas where our Members live and work by fostering financial empowerment and Community well-being.

While our focus on digital supports our future-thinking philosophy, please know that technology will never replace the person-to-person connection that has made our credit union a trusted partner across Texas. When you visit a TDECU Member Center you will continue to meet our dedicated and caring Employees who seek to learn more about your individual needs. The Member Experience is more than just a transaction. We listen to our Members and seek to build a relationship with you that will develop over the years to come.

I'm honored to be your new Board Chair and look forward to working with you as we build a world-class financial organization. Thank you for trusting TDECU on your financial journey.

Sincerely,  
**Dave Sikora**



# Your Credit Union

## 2023 Highlights

*Improving the lives of our Members, Employees and Communities*

**129.6+** million debit card transactions

**\$2.6** million saved with better rates and fee refunds

**\$3,790,425** provided in student loans

**1.9+** million ATM transactions

**6.1+** million online banking transactions

**1,018,847** calls answered by Member Care

**\$199,500** awarded in scholarships to 133 student Members

**27,984** new checking accounts

**1,616** new policies with TDECU Insurance Agency, LLC

**\$759,089** donated to Community organizations

**2,692** Members served by TDECU Wealth Advisors\*

**876** Employees

**5,027** people served with financial education events

**145** hours of financial education enrichment provided

**\$20,100** donated to YMCA of Greater Houston's teen life program

\*This is based on the following criteria, and both must be true:

1. Unique tax ID
2. With balances above \$1

**\$4.7 billion**  
in assets

**\$1.5 billion**  
in new loans

**\$72.9 million**  
new  
business loans

**\$337 million**  
in new  
mortgages

**385,822**  
Members

# Awards and Achievements

In 2023, several institutions across the region saluted TDECU's commitment to excellence in Member service as we sought to build a stronger credit union. Below are highlights of some of the honors we received.

## Port Lavaca Wave | Best in Calhoun County 2023

- Best Credit Union 2023
- Best Car Lender 2023

## Houston Business Journal (HBJ)

- Women Who Mean Business, Laura Whitley, Market President
- 2023 Outstanding Head of Diversity, Jai Collier, Director, Organizational Development and Diversity, Equity and Inclusion

## The Facts

- Favorite Bank in their 2023 Readers' Choice Awards

## Victoria Advocate | 13th Annual Best of the Best Readers' Choice Awards

- Best Financial Institution
- Best Mortgage Company

# President's Message

From Isaac Johnson

President and Chief Executive Officer

Major General, U.S. Army Reserve



## A Message To Our Members

Without question, 2023 was a noteworthy year for our credit union. We celebrated remarkable successes in our business, offering our more than 385,000 Members highly competitive rates for CD and checking products. In 2023, we were also challenged to adapt and evolve as we faced external headwinds that included a challenging economic climate.

As we embraced agility, we realized that change brings opportunity. TDECU is a strong credit union and our greatest strength is our ability to grow our business to meet the needs of our Members both today and for future generations.

### Charting our future

TDECU is a forward-looking not-for-profit credit union. As we plan for the future, we are committed to growing so that we can enhance our suite of products and services, and discover new ways to be financial partners and problem solvers, helping our Members navigate their financial journeys.

There's a familiar quote that says, "A seed today is a forest tomorrow." We believe in laying the groundwork for future success. Our credit union was built on the foundation of people helping people and in 2023, TDECU expanded our Field of Membership so that we can now help people across the state of Texas—and one day, maybe even beyond!

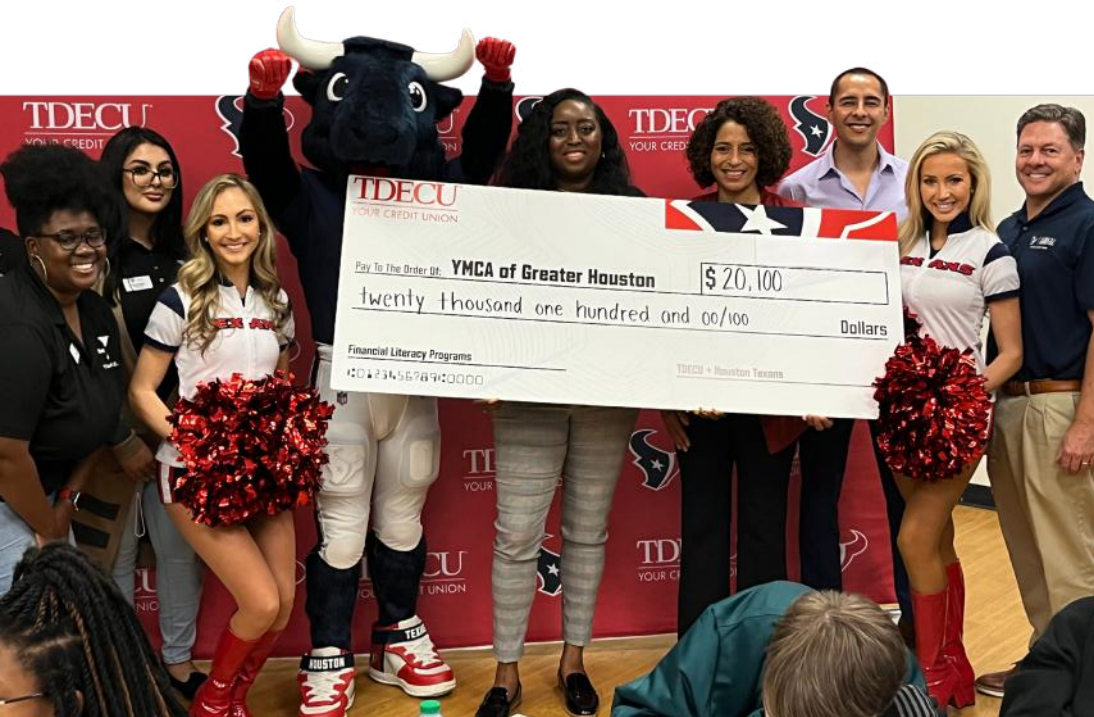
*"We are a credit union that is equipped to serve you where you are today and ready to help you build a brighter tomorrow."*

## You will always be the greatest part of our credit union

Our credit union is building a reputation of longevity and reach, and we are so excited to bring you, our Members, along on this journey. Please be reassured that as we grow, our credit union will remain rooted in the Communities we serve and embrace the same Member-first values that have allowed us to serve you for almost 70 years.

We celebrate each Member and are so grateful that you are part of the TDECU Family. We are honored that you trust us with your financial future, and we commit to being wise stewards of your money. Thank you for your dedication to TDECU. We are a credit union that is equipped to serve you where you are today and ready to help you build a brighter tomorrow.

Sincerely,  
**Isaac Johnson**



# Strategic Partnerships

## TDECU Donates to YMCA of Greater Houston

As the Red Zone Sponsor for the Houston Texans' 2023-2024 season, TDECU donated more than \$20,000 dollars to the YMCA of Greater Houston. TDECU committed to donate \$300 to the agency every time the Houston Texans offense reached the "red zone" during each home game.

"As long-time supporters of the Houston Texans, we were excited to have an extra reason to cheer them on throughout the year," said Hugo Lagarda, TDECU's VP of Strategic Partnerships. "We are also proud to support the YMCA and their efforts to help local youth increase their desire to learn and make smarter life choices."

The YMCA of Greater Houston provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, protected veteran status, or any other characteristic protected by federal, state, or local laws.

# Supporting Our Community




Through monetary (\$545,983) and in-kind (\$13,606) donations and scholarship awards (\$199,500), TDECU has contributed \$759,089 and 2,263 volunteer hours (a value of \$71,963) to Communities where Employees live and work. In 2023, the company awarded 73 Community grants.

Volunteered  
**2,263** HOURS  
with a time value of  
**\$71,963**



Contributed more than  
**\$759,089**  
to Communities where  
Employees live and work

 SUPPORTED  
**2,409** YOUTH  
THROUGH LIFE  
SKILLS PROGRAMS


PROVIDED  
**387,491**  
**MEALS**   
TO THOSE WHO WERE  
**FOOD INSECURE**

Supported  
workforce development  
programs to help

**1,215** PEOPLE  
ATTAIN GAINFUL EMPLOYMENT


Awarded  
**73** Community  
grants

AWARDED  
**133** STUDENT MEMBERS WITH  
**\$199,500**



WORTH OF SCHOLARSHIPS

ASSISTED  
**20,580** PEOPLE  
WITH PREVENTION  
AND EMERGENCY  
SERVICES



Helped refurbish **21**  
Community-serving facilities

Provided  
**145** HOURS  
of financial education to  
**5,027** PEOPLE



**STEAM**  
ENRICHMENT TO  
**18,003**  
K-12 GRADE STUDENTS

Provided  
**700** students  
with the necessary supplies  
for **academic success**







*The TDECU Cares Foundation will embody our commitment to supporting the focus areas of Education, Health and Well-being, and Community Enrichment.*



## Celebrating the launch of the TDECU Cares Foundation

TDECU has a legacy of supporting initiatives that help our local Communities thrive. In fact, our mission is to help people navigate their financial journeys. In 2023, we enthusiastically launched the new TDECU Cares Foundation—a company-sponsored private 501(c)(3) dedicated to fostering financial empowerment and Community well-being.

Our credit union is filled with financial solvers and true Community partners. We invest in education to increase financial literacy, tailored health programs that remove financial barriers and local Community enrichment initiatives that foster economic growth. The new foundation will maintain our credit union’s commitment to giving in the focus areas of Education, Health and Well-being, and Community Enrichment.

TDECU celebrated the launch of the TDECU Cares Foundation by making a \$10,000 donation to Brazosport College’s on-campus food pantry known as the Gator Mart. The new TDECU Cares Foundation will also accept large-scale corporate donations and small individual donations that support their commitment to transforming local Communities. A special thank you to TruStage for making the first-ever donation to the Foundation. TruStage is a partner of the Foundation and shares our philosophy of people helping people.

To learn more about the TDECU Cares Foundation, request support or donate to our efforts, visit [cares.tdecu.org](https://cares.tdecu.org).

Caption: In December 2023, TDECU donated \$30,000 to Combined Arms to support their mission of helping military families and veterans transitioning to civilian life. Employees also donated toys and volunteered at Combined Arms’ 14th annual Operation Santa that supported more than 200 local military and veteran families.

# TDECU and Houston Rapper Bun B cook up a Trill Burgers Success Story

TDECU is proud to financially support renowned Houston rapper Bun B's entrepreneurial journey, aiding in the remarkable success of his new restaurant Trill Burgers. The pop-up eatery, located at 3607 S. Shepherd Drive, Houston TX, 77098, opened in June 2023 to great reviews. The restaurant reportedly sold more than 1,700 burgers per day during the first month, and it has become a destination for celebrities, food enthusiasts and hip-hop fans alike. Bun B was able to open the location with the help of a business line of credit obtained through TDECU.

“When it came to figuring out who was going to be our banking partner, TDECU was a no-brainer,” said Trill Burgers founder Bun B. “The relationship was already there, they’re very easy to talk to and find. Most importantly, they are a local brand—I could go all the way up to the President and CEO of this company and my business never leaves Texas. Partnering with a trusted local business is one of the best ways to serve our Communities.”

Trill Burgers became a nationally known culinary sensation after being named Best Burger in America by Good Morning America. It also won the Golden Buckle Award at the 2023 Houston Livestock Show and Rodeo.

The relationship between Bun B and TDECU began in 2020 when he performed for the annual huddle for Employees. Since then, the rap mogul has shared his insights and perspective with the credit union, and performed at an exclusive Members-only event celebrating the partnership extension between TDECU and University of Houston.

Trill Burgers continues to captivate Houstonians with its delectable offerings and unforgettable ambiance. The partnership with TDECU serves as a testament to the power of collaboration and Community support in realizing entrepreneurial dreams.



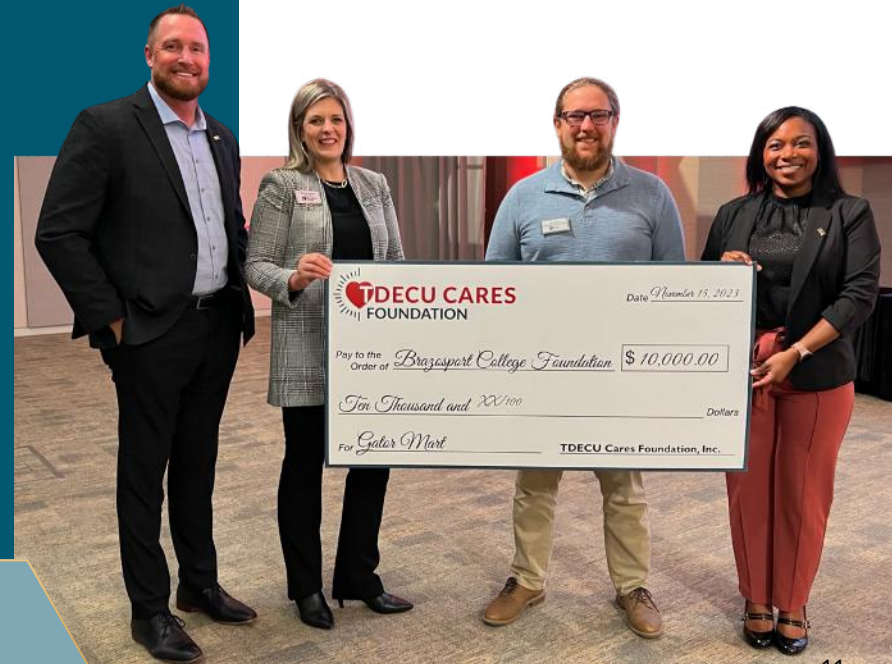
Pictured: Trill Burgers Founder Bun B  
Photo courtesy: Trill Burgers

# Efforts and Organizations

ACE Mentor Program  
American Cancer Society  
Angleton ISD Education Foundation  
Aspire Accessories- The HUB Houston  
Attack Poverty  
BakerRipley  
Be the Peace- Be the Hope  
Bethel's Place  
Boys & Girls Club of Brazoria County  
Boys & Girls Club of Cuero  
Boys & Girls Club of Greater Houston  
Boys & Girls Club of Tarrant County  
Boys & Girls Club of Victoria  
Brazoria County Dream Center  
Brazoria County Fair Association  
Brazoria County Library System  
Brazosport Cares  
Brazosport College Foundation  
Brazosport ISD Education Foundation  
BridgeYear  
Brighter Bites  
Civic Heart  
Combined Arms  
Communities in Schools of Brazoria County  
E.C.H.O.S.  
Education for Tomorrow Alliance (EFTA)  
Food Bank of the Golden Crescent  
Fort Bend Education Foundation  
Fort Bend Women's Center  
Gathering Outreach

Genesys Works  
GMZ Education and Development Center  
Harvest for the Hungry  
Jack and Jill of America- Houston Chapter  
James Anderson American Legion Auxiliary Unit 516  
Junior Achievement of Brazoria County  
Junior Achievement of the Southeast  
Keep Us Fed Montgomery County  
Kids' Meals  
Latin Women's Initiative  
Lemonade Day  
March of Dimes  
Montgomery County Food Bank  
National Organization for Rare Diseases  
North Texas Food Bank  
Pasadena ISD Education Foundation  
Plant It Forward  
SERJobs from Progress  
Sleep in Heavenly Peace  
Sweeny ISD Education Foundation  
The Center for Pursuit  
The Outreach Program  
The Women's Resource Group  
True to Life Ministries  
Undies for Everyone  
United Way of Brazoria County  
United Way of the Crossroads  
Victoria College Foundation  
Victoria ISD Education Foundation  
Yoakum Library

TDECU proudly  
supported more than  
**66**  
**organizations**  
and efforts in 2023



# Treasurer's Report

From Ed Zingleman

Treasurer, Board of Directors



*"We take great pride in the impactful efforts of our organization in enhancing the well-being of our Members and the Communities we serve."*

In 2023, our Member-owned credit union achieved yet another impressive year. As our Members navigate their financial journeys, they can trust in our unwavering commitment to offer a reliable financial bedrock; maintaining the steadfast strength, safety and security they have come to rely on.

In 2023, we held firm in our assets, ending the year at \$4.7 billion. We also grew our total capital to over \$465 million –an increase of 6% over the previous year.

In addition to the organization's financial growth, it is also important to note the success of our dedicated Members. In 2023, we distributed over \$42.9 million back to our hardworking Members in better rates, less fees and more. We grew our membership to end the year at 385,582 Members.

Finally, one of the most impactful ways we keep our Members connected with their money is through our Member-focused lending programs. In 2023, we funded over \$1.5 billion loans, providing fair and affordable solutions to help realize dreams like homeownership, living without the burden of high interest rate debt, securing higher education and more. In fact, our student lending program funded over \$3.79 million in student loans to cover gaps where traditional financial aid falls short.

We take great pride in the impactful efforts of our organization in enhancing the well-being of our Members and the Communities we serve. Anticipating a year filled with promise, I express gratitude for the privilege of being a TDECU Member and serving as your Treasurer.

Sincerely,  
Ed Zingleman

# Financial Statement

## Consolidated Statements of Financial Condition (Audited)

As of December 31, 2023

### Earning Assets

Total Loans, net of allowance	4,194,879,845
Total Investments	312,085,522
Total Earning Assets	<u>\$4,506,965,367</u>

### Other Assets

Land, Premises and Equipment	58,835,428
Accounts Receivable	30,968,785
National Credit Union Share Insurance Fund Deposit	36,822,765
Miscellaneous Other Assets	56,768,445
Total Other Assets	<u>\$183,395,423</u>

### Total Assets

**\$4,690,360,790**

### Liabilities

Total Shares and Deposits	3,810,571,304
Other Liabilities	102,386,787
Borrowings	311,988,841

### Equity

Retained Earnings (Capital/Member Equity)	465,413,858
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### Total Liabilities and Equity

**\$4,690,360,790**

## Consolidated Statements of Income (Audited)

For the year ending December 31, 2023

### Interest Income

Loans to Members	247,579,444
Investments and Cash Equivalents	9,297,680
Total Interest Income	<u>\$256,877,124</u>

### Interest Expense

Shares and Deposits	42,916,009
Borrowed Funds	12,382,266
Total Interest Expense	<u>\$55,298,275</u>

### Net Interest Income

Provision for Loan Losses	41,340,576
Net Interest Income After Provision for Loan Losses	<u>\$160,238,273</u>

### Non-Interest Income

Loan Fee Income	905,448
Fee Income	31,220,696
Interchange Income	34,159,955
ATM Income	2,151,221
Other Income	20,255,681
Total Non-Interest Income	<u>\$88,693,001</u>

### Non-Interest Expense

Operating Expenses	218,773,520
Non-Operating Income/(Expense)	2,737,461
Total Non-Interest Expense	<u>\$216,036,059</u>

### Net Income

**\$32,895,214**

Detailed audited Financial Statement with Report of Independent Auditors for the fiscal year ended December 31, 2023, and monthly interim audited Financial Statements are available for Members at each TDECU Member Center.

# Audit Committee Report

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TDECU's Audit Committee acts as your independent financial representative to ensure the credit union's financial condition is strong and secure. The Audit Committee is an extension of the Board of Directors and has oversight responsibilities for the financial reporting control process, the system of internal controls, the audit process, monitoring compliance with laws and regulations, and monitoring the compliance of operating policies and procedures for TDECU and its subsidiaries.

Throughout the year, internal audits, external audits and regulatory examinations are performed to carry out these responsibilities in an efficient and prudent manner. The Texas Finance Code requires an annual audit of the credit union's financial records.

To accomplish this in 2023, the Audit Committee engaged the services of Doeren Mayhew, one of the top accounting firms serving credit unions in the United States, to audit the financial statements. Doeren Mayhew rendered an unmodified opinion on TDECU's consolidated statements and subsidiaries for the year ending December 31, 2023.

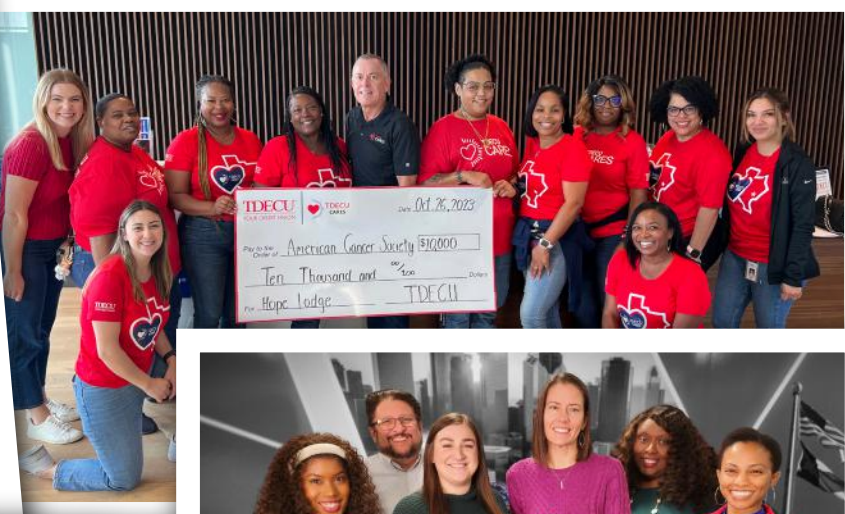
In 2023, the following bylaw changes were made:

1) Chapter III, Section 3.01 (Field of Membership) of the credit union's bylaws was amended to include "70. Members of the Texas Consumer Council who Reside in Texas" as approved on January 12, 2023.

As TDECU grows, the Audit Committee reviews and edits the audit plan to ensure that new and emerging risks are reviewed and mitigated. On behalf of the Audit Committee, I would like to thank our TDECU team and volunteers for their dedication to improving lives and making 2023 a successful year.

**Dan Buche**

Audit Committee Chairman, TDECU Board of Directors



# Exemplary Leadership

## Board of Directors

### David Sikora

Chairman  
(term ends 2025)

### Dan Buche

Director  
(term ends 2026)

### Elizabeth Killinger

Board Member  
(term ends 2026)

### Greg Montana

Board Member  
(term ends 2027)

### Roland Hendricks

Vice-Chairman  
(term ends 2027)

### Lavonne Burke

Director  
(term ends 2027)

### Peggy Miltenberger

Director  
(term ends 2025)

### Ulises Rosas

Advisory Board Member  
(term ends 2024)

### Ed Zingleman

Treasurer  
(term ends 2026)

### Adam Chibib

Director  
(term ends 2027)

### Lynden Rose

Director  
(term ends 2025)

## Officers

### Isaac Johnson

President and Chief Executive Officer

### Aparna Dave

Chief Legal Officer

### Jason Schneider

Chief Finance and Risk Officer

### Jose Delgado

Chief Banking Officer

### Ashish Chopra

Chief Information and Technology Officer

### Sheiludis Moyett

Chief Digital and Marketing Officer

### Qiara Suggs

Chief Human Capital Officer

*“Without question, 2023 was a noteworthy year for our credit union. We celebrated remarkable successes in our business, offering our more than 385,000 Members highly competitive rates for CD and checking products.”*

*Isaac Johnson*



# Strengthening our expertise to support the evolving financial landscape

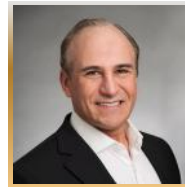
As Texas' fastest-growing credit union, TDECU is preparing for a season of transformation as we continue to improve the Member experience and help people navigate their financial journeys.

We recently added new business and financial experts to our Board and Executive Council who are poised to make us thought-leaders in the credit union industry.

## New Board and Leadership Team Members



**David Sikora** was appointed Board Chairman in 2023. He brings over 35 years of experience in executive leadership roles in the financial services and software industry. He has held senior leadership positions in several financial technology companies, most recently as CEO and Director of ALTR which provides data governance and security solutions for data-driven enterprises.



**Greg Montana** has more than 30 years of executive management experience in the financial services industry, including tenures at some of the world's most recognizable financial and Fortune 500 Institutions including Bank of America, PayPal, Lloyds Banking Group, and JP Morgan Chase.



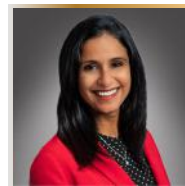
**Lavonne Burke** is a technology executive, award-winning attorney, speaker, author and transformative leader, currently serving as VP at Dell Technologies, where she leads a global legal team focused on IT, security, data and AI, including cybersecurity, data protection/privacy, fraud and security investigations, and more.



Chief Information and Technology Officer, **Ashish Chopra**, has more than 20 years of senior technology executive leadership experience solving complex business challenges by modernizing technology platforms, leading strategic merger and acquisitions and optimizing international operations resulting in increased business value. He most recently served as SVP - Technology Chief Operating Officer for Wells Fargo.



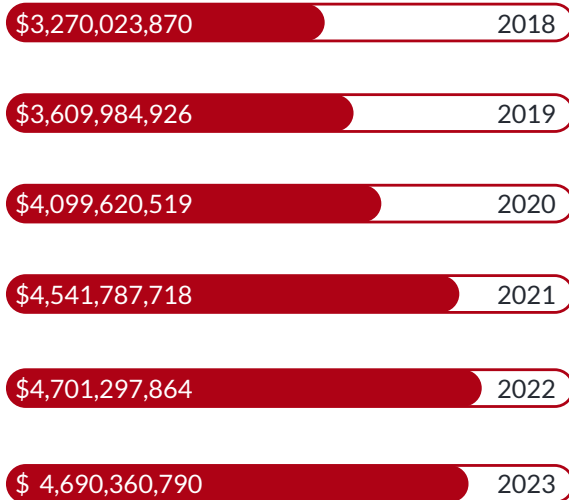
**Adam Chibib** is the Chief Financial Officer for Self Financial, Inc., serving individuals with no credit, or bad credit, by helping them establish and report their credit profile. He has been one of Austin's leading financial and operational executives for more than 25 years.



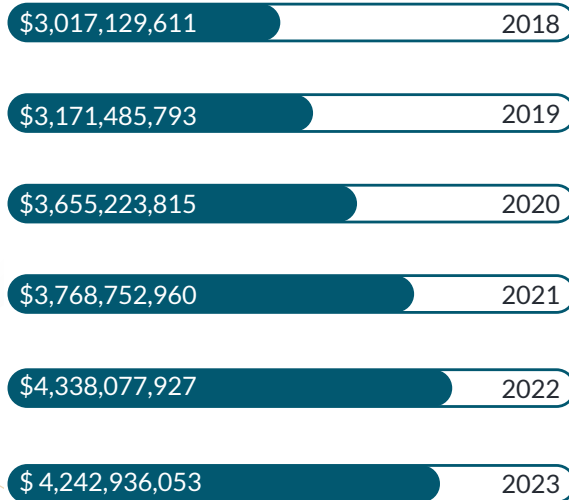
Chief Legal Officer and General Counsel, **Aparna Dave**, is an accomplished lawyer with over two decades of experience in corporate law, complex commercial contracts, consumer lending, social impact, and M&A integration. She most recently served as SVP and Managing Counsel for Wells Fargo with emphasis on brand management, advertising, intellectual property, and emerging marketing and technology initiatives.

# Growth Over the Years

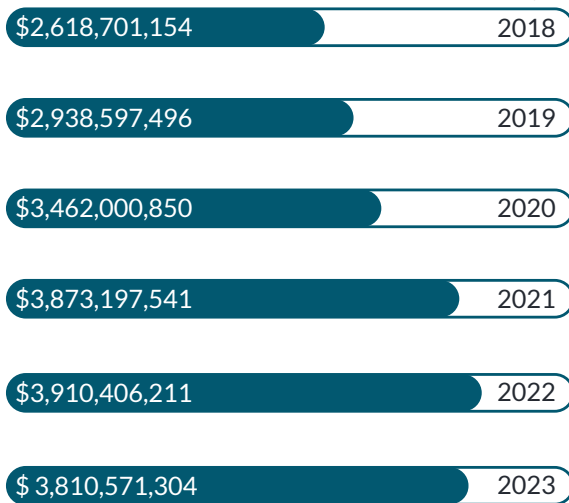
## Assets



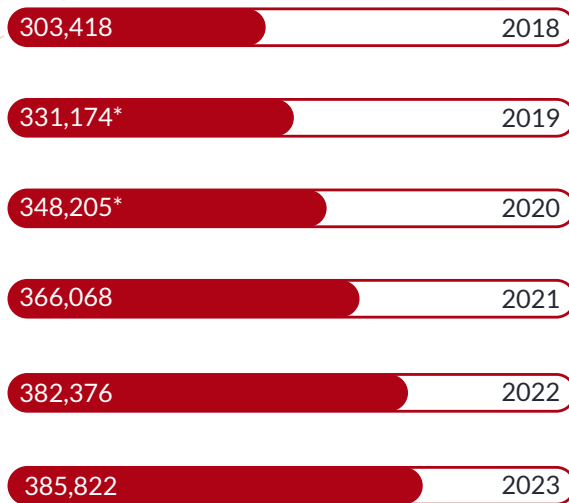
## Loans



## Deposits



## Members



\*In June 2021, the board approved a new definition of a Member and we restated the 2019 and 2020 Member count on the call reports.

# Service Anniversary Milestones

## 5 Years

Abbas Ahmed  
Flor Alonso  
Adrian Andaya Jr.  
Flor Benitez-Arellano  
Jordan Brazle  
Patricia Broadway  
Angela Bryant  
April Canchola  
Melitza Chavez

Katie Classen  
Breanna Duarte  
Alexandria Dunwood  
Joanna Garcia  
Elizabeth Gilley  
George Gonzalez  
Steffany Govea  
Caleb Guidry  
Andrea Hays

Rusty Hazen  
Trinity High  
Sandra Hill  
Vannessa Jarmon  
Raul Martinez  
Sabrina Medrano  
Jamie Melugin  
Estefani Mendoza  
Heath Moore

Sidia Moreira  
Rebecca Morris  
Juan Olano-Flores  
Somar Ortiz  
Erika Osorio  
Bridgette Pipkin  
Audrey Randle  
Melissa Redding  
Bertha Rodriguez

Diana Saldivar  
Grecia Santana  
Stacy Stephens  
Lavanya Sukumar  
Daniel Vera  
Paul Wright

## 10 Years

Patricia Adams  
Emily Barrera  
Tiffaney Bishop  
Ernesto Briones  
Elizabeth Castaneda  
Tracy Cheatwood  
Darrell Clifton  
Heather Davila

Brandi Farr  
John Gallo  
Ma'Cole Harriest  
Matthew Harvill  
Meagan Holloway  
Jamie Kellogg  
Robin Latimer  
Sharon Lenamond

Mariel Lopez  
April Luna  
Tom Marshall  
Matthew Martinez  
Cindy McKnight  
Leticia Mendeola  
Aaron Moreno  
Karen Narvaez

Gabriella Ontiveros  
Bill Oubre  
Heather Patrick  
Michael Pearce  
Diego Perez  
Jessica Reyna  
Mikayla Rivera  
Nicol Robinson

Jason Simmons  
Jay Stewart  
Jennifer Tatro  
Sarah Teel  
Richie Valencia  
Karen Williams  
Micaela York-Mitchell

## 15 Years

Anne Allstott  
Susan Ann Romo Reagan  
Michell Azbell  
Clarence Bland  
Joshua Brian

Kayla Brown  
Zoraida Echevarria  
Maria Flores  
Tammy Garcia  
Danny Gonzalez

Linda Harper  
Corey Haseloff  
Donette Hudgeons  
Debra Martinez  
Mercedes Martinez

Juanita Martinez  
Maria Mendez  
Elisa Morales  
Brenda Simoneau  
Doug Surratt

Jann Tracy  
Barbara Vavra  
Melanie White  
Kendra Williams

## 20 Years

Dorothy Anderson  
Trina Barnett

Lori Meinhardt  
Randi Music

Myvan Nguyen  
Lourdes Ochoa

Cristin Raney  
Anissa Slough

Lynsie West

# TDECU<sup>®</sup>

YOUR CREDIT UNION

[tdecu.org](http://tdecu.org)



Insured by NCUA.

