



# **ANNUAL REPORT**

## **2018**

## **GERMANIA CREDIT UNION**

Germania Credit Union was organized in 1986 as a savings and lending institution to benefit the employees, insurance writers, local chapter officials and members of Germania Farm Mutual and its subsidiaries throughout the state.

Germania Credit Union offers a share savings account which earns interest, referred to as dividends, and is paid quarterly. We also offer certificates of deposit (CD) at competitive rates, money market accounts and share draft (checking) accounts with no minimum balance and no monthly service charge. Share draft accounts also offer the availability of a Visa Debit Card as well as free Home Banking. The minimum deposit to open a CD is \$500.00 and the minimum required to open a share draft account is \$100.00. All members are insured up to \$250,000 by the National Credit Union Administration, an agency of the federal government.

Germania Credit Union offers loans at very competitive rates. Types of loans include Personal Loans, Shared Secured Loans, Automobile, Boat, Recreational Vehicle, Computer and Farm Equipment Loans. We also offer various loan specials through the year, such as vacation, back-to-school, Christmas and others.

Germania Credit Union ended 2018 with 2702 members. We have assets in excess of \$10.4 million and loans of \$6.6 million; however, our continued growth still depends greatly on your participation. You and your family are encouraged to join the Credit Union. To do so please contact Nick Tonelli, Jo Lynne Goldberg, Janet Mantey or Chelsea Lozano. We are looking forward to 2019 and appreciate your support.

**GERMANIA CREDIT UNION**  
**2018**

**BOARD OF DIRECTORS**

Richard Grimmer -Chairman  
William Boer -Vice Chairman  
Trey Hardy-Treasurer  
Liz Broesche -Secretary

Howard Tomlinson  
Jeff Smestuen  
Lisa Eben  
Traci Bagley  
Russell Hill

**CREDIT COMMITTEE**

Hayden Mierl-Chairman  
Lisa Eben-Secretary  
Shelly Orsak  
Debra Nichols  
Russell Hill  
Liz Broesche

**MARKETING COMMITTEE**

Tracy Pieper-Chairman  
Sandra Broesche-Secretary  
Amy Espinoza  
Jill Hejl  
Julie Tiemann  
Tina Mikeska  
Becky Winkelmann

**AUDIT COMMITTEE**

William Boer-Chairman  
Ted Duckworth  
Traci Bagley  
Darla Hamff  
John Trostle  
Howard Tomlinson  
Olivia Davis  
Shelley Scheffer  
Misty Lucherk

**ALCO COMMITTEE**

Trey Hardy-Chairman  
Janet Mantey-Secretary  
Richard Grimmer  
William Boer  
Nick Tonelli

**Credit Union Staff**

Nick Tonelli  
Jo Lynne Goldberg  
Janet Mantey  
Chelsea Lozano

**GERMANIA CREDIT UNION**  
**33<sup>rd</sup> Annual Meeting**  
**February 12, 2019**

**Agenda**

Call to Order / Ascertain a Quorum – Richard Grimmer, Chairman of the Board

Invocation – Richard Grimmer

Pledge of Allegiance

Greeting – Richard Grimmer, Chairman of the Board

Reading and Approval of the Minutes of the 2018 Annual Meeting

Remarks – Derrell Krebs, Secretary Treasurer, Chief Financial Officer, Germania Companies

Report of the Directors – Richard Grimmer, Chairman of the Board

Report of the President – Nick Tonelli

Report of the Treasurer – Trey Hardy

Approval of Reports

- Report of the Directors
- Report of the President
- Report of the Treasurer
- Report of the Audit Committee
- Report of the Credit Committee
- Report of the Marketing Committee
- Report of the Asset/Liability Management Committee

Old Business

New Business

Report of the Nominating Committee – Tina Mikeska, Nominating Committee Chairperson

Election of Directors

Adjournment

Door Prizes & Refreshments

**Germania Credit Union**  
**Thirty-second Annual Meeting**  
**February 13, 2018**

The thirty-second annual membership meeting of Germania Credit Union was held on Tuesday February 13, 2018 at the Germania Home Office.

Rick Blundell, Germania Credit Union Board Chairman greeted attendees and welcomed all in attendance. A quorum was ascertained, and the meeting was called to order at 6:00 P.M. There were 38 members and 7 guests present for a total of 45 people attending. Chairman Blundell introduced GCU Board Vice Chairman Richard Grimmer to lead the Pledge of Allegiance and invocation.

Chairman Blundell recognized Derrell Krebs, who is the Germania Farm Mutual sponsor for GCU. Mr. Krebs congratulated the credit union and stated that he is proud to be a sponsor to the organization. He appreciates the services that the Credit Union is able to provide its members.

Chairman Blundell continued with the meeting agenda, presenting the 2017 Annual booklet. This handout contained an overview, a listing of staff, directors and committee members, the meeting's agenda, minutes of the thirty first annual meeting and reports from various committees that will be discussed. Julie Petty made a motion to forgo the reading of the minutes, and accept them as presented. Liz Broesche seconded. The motion carried unanimously. Chairman Blundell also requested that the reports provided be reviewed, those being the Director's Report, the President's Report and the Treasurer's Report.

Chairman Blundell's opening indicated that Germania Credit Union remains financially strong, and is always ready to serve its members. He mentioned that most of the information was very similar to last year's; however, it appears there may be slight changes occurring in the future. He talked some about a slight rise in interest rates, which is a primary source of income for the Credit union. He mentioned that we continue to face challenges but always keep our member's interest at the forefront. A new program is being implemented that involves a package of GAP, Warranties and a new "Dent Coverage" option that provides another income avenue. He talked briefly about loan volume and an increase in membership.

Mr. Blundell stated that the staff stays busy assisting members, and that the Board is grateful for the extraordinary group of people that are there to serve the members. He thanked C.W. Barker, Janet Mantey, Jo Lynne Goldberg and Chelsea Lozano for their service. He also thanked the members for their loyalty to Germania Credit Union

At this time, Chairman Blundell introduced C.W. Barker, President of Germania Credit Union, who gave a short presentation.

Mr. Barker welcomed those in attendance. Mr. Barker mentioned that GCU had another successful year. He pointed out that at the end of the year, assets of the Credit Union were in excess of \$10.5 million; deposits exceeded \$9.2 million; loans were over \$6.8 million and membership stood at 2,456. Even though the numbers show a slight loss for the year, the credit union posted a profit of just over \$747 for the fourth quarter. This was a great way to start the year.

Mr. Barker talked about some areas that would be restructured and that GCU would be offering new products for increased protection on loans for members, and also incentives that will lower interest rates of their loans. He talked briefly about how members are spread out across the state, sometimes making it difficult to serve them timely. This is a reason that areas of electronic features will be looked at to help speed up these distance challenges. Migration of a new data processing system is the most aggressive project that the Credit Union will undertake in 2018.

Mr. Barker commended his staff for the outstanding and loyal job they do providing service to their members. He thanked the committed group of volunteer committee members and directors that spend a large amount of their time and talents for the Credit Union. He also thanked the sponsor company for their continued support.

Mr. Barker announced his upcoming retirement from Germania, and stated that he would be leaving the Credit Union mid-year. He is offering his service to help in transition to a new President when that time comes. He expressed sincere gratitude to have been associated with Germania and the Credit Union for his years at the company.

Mr. Barker turned the program back over to Chairman Blundell, who introduced Treasurer Trey Hardy.

Mr. Hardy touched on highlights in the financials. He mentioned that 2017 again was very similar to the last few years prior—low interest rates and low returns. He mentioned the Credit Union remains well capitalized. Mr. Hardy affirmed the comments from Mr. Barker on the increase in loan volume and the increase in cash and investments. He thanked the members for trusting the credit union. He thanked the staff, management, Board, parent company and the members for the continued support.

The program was turned back over to Chairman Blundell. The written reports from the Audit Committee, Credit Committee, Marketing Committee, Asset Liability Management Committee and Nominating Committee were presented, which were all in the annual meeting booklet. He asked that they be reviewed and collectively accepted as presented. A motion was made by Derrell Krebs, and seconded by Kent Barnhill to accept the reports as presented. Motion carried unanimously.

Chairman Blundell called for old business—there was none. He called for new business—there was none. At that time, he called for the report of the Nominating Committee, which consisted of Chairperson Tina Mikeska and members Liz Broesche and Ted Duckworth. Chairman Blundell thanked the members for serving in this capacity, and asked Mrs. Mikeska to give her report.

Mrs. Mikeska presented nominations from the committee for election of Jeff Smestuen, Kent Barnhill and Liz Broesche. All agreed to serve on the board for the term for 2018 to 2021. The floor was opened for nominations. Being none, a motion to accept the nominations as presented by acclamation was made by Thresia Schlabach with a second by Lee Ann Chambers. Motion carried unanimously. Chairman Blundell congratulated the newly elected members and thanked them for agreeing to serve.

Mr. Smestuen is a returning Board member; Mrs. Broesche and Mr. Barnhill are filling positions that are being vacated by resigning Board members Rick Blundell and Sandy Wellbrock who were thanked for the lengthy service to the Credit Union. Mr. Blundell mentioned that this would be his last meeting to serve as Chairman, as he has recently taken retirement from Germania, and that he would not be seeking another appointment as Chairman of the Credit Union. He appreciated the years he has had with the Credit Union and continues to wish them well.

With no further business, Chairman Blundell thanked everyone for coming, and invited all to enjoy refreshments provided. A motion was made by Sandra Sebestain with a second by Julie Petty to adjourn the meeting. Motion carried unanimously.

Amy Espinoza and Tina Mikeska assisted with a drawing for door prizes.

Winners were:

\$5 Sonic Gift Card	Tatum Pellerin	\$25 Cash	Kent Barnhill
\$5 Sonic Gift Card	Caleb Espinoza	\$25 Cash	Lisa Eben
\$5 Sonic Gift Card	Colton Broesche	\$25 Cash	Jan Klingsporn
\$25 Cash	Sandra Sebastian	\$25 Cash	Derrell Krebs
\$25 Cash	Howard Tomlinson	\$25 Cash	Tonya Blundell
\$25 Cash	Debby Nichols	\$50 Cash	Amy Espinoza
Plant	Janet Manety		

Respectfully submitted,

Sandy Wellbrock

## **Report of the Chairman of the Board**

It has been my great pleasure to serve as Chairman of your Board during this past year, and I want to thank you for your faith in me, your support, and your involvement. Together, we got it done!

2018 was a pivotal year: One of challenge, change, and preparation for future growth.

Some of the changes were:

1. The retirement of C.W. Barker after more than twenty-seven years as our President.
2. The replacement of the computer application software we use for everything from recording transactions at the teller counter, to booking loans, and our general ledger and financial reporting. This was a huge change and a new system to be learned by your staff.
3. Selecting and hiring our new President, Nick Tonelli. Your board was aided by Marcus Cotton and his staff at Credit Union Resources in the selection process.

The challenges we faced were all of the above; and returning the Credit Union to profitability. I am delighted to report that at year end 2018 our YTD ROA was a positive 0.38%. This made it possible to increase the dividend rate returned to our members and position the Credit Union for future growth.

Several things have to be said:

1. Your staff: Janet Mantey, Jo Lynne Goldberg, and Chelsea Lozano cannot be thanked enough for their hard work and service to our members during this trying time of transition.
2. C. W. Barker, who's love for your Credit Union made him willing, even after he had officially retired as a Germania employee, to continue in the role of GCU President to satisfy regulatory requirements, until Nick Tonelli was on the job.
3. To each and every one who served on GCU Committees – your time, and the work you do is invaluable to the success of GCU. Thank you!!
4. Thank you to the Board of Directors – for their dedication and spirit of co-operation as we worked through the challenges of 2018.
5. A special, and ongoing, thank you to our sponsor company, Germania, for allowing its employees the time to serve on the various GCU committees.

These challenges and changes have, I believe, uniquely positioned GCU for significant growth in 2019 and beyond. There are over 200,000 folk spread across the great State of Texas who are eligible to become members of GCU. With the capabilities of our new computer software, the vision of our new President, an improved digital presence on the Internet, and the continued support of our sponsor company, the future of your credit union will continue to see challenges and changes, but the end result will be growth in both services and membership.

Respectfully submitted,

Richard Grimmer,  
Chairman of the Board

## Report of the President

As we look back on 2018 I am pleased to report that it was a successful year for your credit union. At year end assets of our credit union were in excess of \$10.4 million, deposits from members exceeded \$9 million, member's loans were over \$6.6 million and our membership stood at 2,702. When you look at the financial report you will see that GCU posted net income of over \$48,000. This is the first time the credit union posted a positive net income since 2013 and the largest net income posted since 2008. We achieved this with the added cost of converting our core processor.

As we look to push the credit union forward towards sustainability I want to recognize the accomplishments we made in 2018. We were able to add or enhance several member benefits in 2018 including:

- New skip-a-pay program
- Significantly increased share and money market rates
- Adding new competitive CD specials
- Enhancing loan ancillary offerings with Preferred Member Auto Club including:
  - Dent Guard
  - Gap Protection
  - Vehicle Service Contracts
- New secondary savings account products
- Extending terms for non-auto loans

The most ambitious project your credit union undertook in 2018 was the migration to a new data processing system. The staff worked and is still working tirelessly on this conversion. Although there have been issues, as any conversion would have, the member impact was limited. In 2019 the focus will turn to expanding on capabilities of the new system to be more efficient and offer a better member experience.

In 2019 you're the credit union is taking on many new projects to enhance member benefits, products and member experience. These projects include but are not limited to:

- Modernize loan policy and loan offerings
  - New home equity lending program
  - Enhanced loan discounts
  - Credit Builder and Rebuilder Products
  - Loanliner online/mobile application
- New CD Specials
- Consultative sales culture
- Deposit product revamp

- Enhance agent referral program
- Strategic planning for 3-5-7 years
  - Develop core values
  - Identify key metrics for success
  - Development of a comprehensive Marketing Plan
    - Creation of GCU Brand
    - Social media marketing proposal
    - Review marketing opportunities

Germania Credit Union owes many thanks to our sponsor, Germania Insurance. They provide the time for many of our volunteers to meet and support our daily operations in countless ways. It is an honor to have the word Germania in our name, but with that comes an obligation to operate the credit union and serve our members with the same excellence Germania Insurance operates with and provides their policyholders. For that reason, we have always taken great pride in who our sponsor company is and have appreciated the opportunity to serve their members, employees, family members and others in the community.

I think it is important to let you know of the many volunteers who work for the credit union on your behalf, and to thank them for their service. The credit union has four standing committees that I would like to recognize and thank for their service:

**Audit Committee:** monthly loan audit/report and currency review and audit/report

**Credit Committee:** review and grant loans outside of normal lending guidelines

**Marketing Committee:** promote credit union and plan annual meeting/annual credit union day

**Asset Liability Committee:** review assets, liabilities, liquidity, rates, ratios, investment activity, lending activity and capitalization

Members of these committees are volunteers and you will find a list of these individuals in the front of this Annual Report. They work hard on our behalf as members with very little personal reward and I appreciate every moment they are able to give.

In addition to the volunteers on these committees, our nine-member board of directors also give of their time freely. They meet at least monthly and give up their lunch hour to do so. As members we should be very proud and grateful for this group of volunteers who have an intense desire to see the credit union succeed in its mission to serve us, the members. Each one of them brings their own expertise and experience to the board and they all share an unwavering commitment to the credit union philosophy.

I also want to thank each of you for your participation in making Germania Credit Union a success. It is true that each one of you is an owner of the credit union and each has a say in its operations as well as its future. Organic growth is key to the credit union's success. I encourage each of you to be an ambassador of the credit union. It's my promise that we will help each new member with passion and purpose to help them achieve financial success.

Sincerely,

Nick Tonelli  
President

**STATEMENT OF FINANCIAL CONDITION  
AS OF DECEMBER 31, 2018 AND 2017**

<b>ASSETS</b>	<b>2018</b>	<b>2017</b>
Loans:		
Loans to Members	\$ 6,699,998	\$ 6,865,229
Less Allowance For Loan Losses	28,821	31,057
<b>TOTAL LOANS</b>	<b>6,671,177</b>	<b>6,834,172</b>
Cash and Investments:		
Cash	131,794	93,509
Checking Accounts	93,146	49,818
Money Market Accounts	2,814	2,804
Catalyst Corp Credit Union Deposit	620,813	242,250
Certificates of deposit	2,884,000	3,274,000
National Credit Union Share Insurance Deposits	90,292	93,541
Federal Reserve Deposit	0	0
<b>TOTAL CASH AND INVESTMENTS</b>	<b>3,822,859</b>	<b>3,755,922</b>
Prepaid Expenses	12,893	13,170
Fixed Assets (net of depreciation)	20,227	6,696
Accrued Interest Receivable	13,829	22,008
<b>TOTAL ASSETS</b>	<b>\$ 10,540,985</b>	<b>\$ 10,631,968</b>
 <b>LIABILITIES AND EQUITY</b>		
Line of Credit	\$ 0	\$ 0
Interest Payable		
Authorized Drafts Payable	83,213	148,423
Accrued Interest Payable	0	0
Accrued Liabilities	12,768	11,764
<b>TOTAL LIABILITIES</b>	<b>95,981</b>	<b>160,187</b>
Member Share Deposits	6,450,758	6,625,562
Member Share Drafts	938,093	933,540
Member Money Market Acct	513,083	495,245
Member Certificates of Deposit	1,130,306	1,048,702
Regular Reserves	203,379	203,379
Undivided Earnings	1,209,385	1,165,353
<b>TOTAL EQUITY</b>	<b>10,445,004</b>	<b>10,471,781</b>
<b>TOTAL LIABILITIES AND EQUITY</b>	<b>\$ 10,540,985</b>	<b>\$ 10,631,968</b>

Unaudited

**GERMANIA CREDIT UNION**  
**STATEMENT OF INCOME AND EXPENSE**  
**AS OF DECEMBER 31, 2018 AND 2017**

<b>INCOME</b>	<b>2018</b>	<b>2017</b>
Interest on Loans	\$ 244,131	\$ 242,647
Investment Income	64,256	51,353
NCUSIF Dep Recapitalization	0	0
Other Income	36,404	21,194
<b>TOTAL OPERATING INCOME</b>	<b>344,791</b>	<b>315,194</b>
<b>EXPENSES</b>		
Reimbursement to Sponsor	176,909	210,420
Advertising and Promotion	217	205
Travel and Conference	0	169
Association Dues	5,901	5,702
Office Operations Expense	58,887	60,111
Professional Services	28,588	14,175
Insurance	12,307	11,796
Provision For Loan Losses	284	1,577
Operating Fees	4,236	4,113
Interest on Line of Credit	135	273
Impairment Losses	0	0
Miscellaneous Expenses	1,148	688
<b>TOTAL OPERATING EXPENSE</b>	<b>288,612</b>	<b>309,229</b>
<b>INTEREST EXPENSE</b>		
Share Interest	1,998	1,696
Certificate of Deposit Interest	5,474	5,660
<b>TOTAL INTEREST EXPENSE</b>	<b>7,472</b>	<b>7,356</b>
<b>TOTAL OPERATING EXPENSE</b>	<b>296,084</b>	<b>316,585</b>
<b>NET INCOME</b>	<b>\$ 48,707</b>	<b>\$ (1,391)</b>

Unaudited

## **REPORT OF THE AUDIT COMMITTEE**

The 2018 GCU Audit Committee consisted of Traci Bagley, William Boer, Olivia Davis, Ted Duckworth, Darla Hamff, Misty Lucherk, Shelley Scheffer, Howard Tomlinson and John Trostle.

The Board of Directors charges the Audit Committee with the responsibility to review and report on the state of the financial assets of your credit union. The Audit Committee conducts reviews the loan file of every made, declined or miscellaneous loan. The findings are reported to the GCU board and any corrections to the loan files are made. In addition, 4 surprise audits of each teller's and stamp drawers and the safe are conducted and reported to the board. The audit committee assists the firm of Jaynes, Reitmeier, Boyd & Therrell, P.C. of Waco by random sampling of member's December statements and conducting the downloading, compiling and mailing of these statements.

The 2018 GCU Audit Committee is pleased to have served an important role in for members of GCU and remain ready to continue our role for the members in the future.

The loan file reviews were conducted and reported to the GCU board and the few exceptions noted were corrected. The quarterly surprise cash counts were conducted and all drawers and the safe balanced each time. The 2018 December statements were audited and mailed without incident.

I would like to thank each of the Audit Committee members for their dedication, eagerness and thoroughness in performing their functions and their willingness to volunteer their time and talents to GCU and its members. I would also like to thank the GCU staff for their cooperation.

Respectfully submitted,

William J. Boer  
Audit Committee Chair

## REPORT OF THE CREDIT COMMITTEE

The 2018 Germanina Credit Union Credit Committee consisted of Hayden Mierl (Chairman), Lisa Eben (Secretary), George Shields, Shelly Orsak, Russell Hill, Debra Nichols, and Liz Broesche.

The Board of Directors charges the Credit Committee with the responsibility of approving or disapproving designated loan applications from members. The loan policies established by the Board of Directors serve as guidelines for the Credit Committee in the loan review.

Actions of the 2018 Credit Committee were as follows:

	Number of Loans	% of Total Loans	Loan Reviewed Dollars	Loan Approval Dollars
Loans Approved	58	77%	\$946,098.04	\$946,098.04
Loans Denied	0	0%	\$0.00	
<u>Counteroffers</u>	<u>17</u>	<u>23%</u>	<u>\$318,864.24</u>	<u>\$254,989.00</u>
Total Loans Reviewed	75	100%	\$1,264,962.28	\$1,201,087.04

The Credit Committee members would like to thank the Credit Union Staff: C.W. Barker, Nick Tonelli, Jo Lynne Goldberg, Janet Mantey, and Chelsea Lozano for their experience and commitment throughout the year. We commend the staff for their constant dedication to the GCU members.

Thanks to the Board of Directors for their ongoing support and trust they put in the Credit Committee members.

Thank you to the Credit Committee members for volunteering their time to Germanina Credit Union and the GCU members.

Respectfully submitted,

Hayden Mierl, Chairman  
Credit Committee

## **MARKETING COMMITTEE REPORT**

The Marketing Committee for 2018 consisted of Amy Espinosa, Sandra Broesche, Tina Mikeska, Julie Tiemann, Jill Hejl, Becky Winkelmann and Tracy Pieper (Chairperson).

The purpose of the Marketing Committee is to assist the staff in increasing membership, loans, member services and make our planned events go smoothly. In the year 2018, the membership was 2,702.

The Germania Credit Union Annual Meeting was held on February 13, 2018, in the Germania Boardroom with refreshments immediately following in the large break room. We served chicken & beef fajitas, with beans and rice. In addition for desserts we had Texas Sheet cake and sopaipilla cheese cake. There were 38 members and 7 guests at the annual meeting. Door prizes including cash prizes were given in a total of \$265.00.

International Credit Union Day was celebrated on October 18, 2018. During morning breaks the Marketing Committee hosted a reception in the large break room and served cookies, popcorn and punch, and held a drawing for lunch gift card prizes.

Respectfully submitted,

Tracy Pieper  
Marketing Committee

## **REPORT OF THE ASSET LIABILITY MANAGEMENT COMMITTEE**

The Asset Liability Management Committee (ALCO) met each month during 2018. The 2018 ALCO Committee members were C.W. Barker, GCU President (until his retirement); Nick Tonelli, GCU President (effective November 2018); Rick Grimmer, GCU Board Chairman; Bill Boeer, GCU Board Vice Chairman; Trey Hardy, GCU Board Treasurer; and Janet Mantey, GCU Accounting Manager. Regular agenda items for these monthly meetings included:

- Review and analysis of financial and regulatory ratios of GCU's financial reports
- Review and analysis of loan and share change activity
- Review and analysis of investment activity
- Set member CD and money market rates
- Recommend loan and regular share dividend rates to the GCU Board

The ALCO, GCU Board and GCU employees take our responsibility to protect member's assets very seriously and appreciate the opportunity to serve the membership. Thank you for your continued belief in the credit union concept as well as Germania Credit Union.

Respectfully Submitted,

Trey Hardy, Chairman  
ALCO Committee

## **REPORT OF THE NOMINATING COMMITTEE**

The 2018-2019 Nominating Committee, as appointed by the Board of Directors, consists of Connie Kendall, Lorri Wilkening and Chairman Tina Mikeska. The Committee nominates Trey Hardy, Hayden Mierl and Tony Trevino to fill the three full-term vacancies on the Board. Each candidate has been contacted and each candidate has expressed their willingness to serve.

### Trey Hardy

Trey moved to Brenham and joined Germania as the Internal Auditor in 2003. He served as Germania's Internal Auditor until 2005, when he became the Accounting Manager. In 2012, Trey became Germania's Assistant Secretary Treasurer until his promotion to Executive Vice President and Chief Accounting Officer in 2017. He has been a member of GCU since 2003 and has served as Chairman of the Audit Committee and Nominating Committee. He is currently a member of the Board of Directors and has served as treasurer since 2006. In addition to his work with the credit union, Trey also serves as President for the Washington County Boys and Girls Club's Board of Directors.

Trey graduated from Texas A&M in 1997 with a degree in accounting and is a licensed C.P.A. Before joining Germania, he worked for six years in the oil and gas industry.

Trey and his wife, Stacy, have three children, Jenna (16), Leah (13) and Luke (9).

### Tony Trevino

Tony began his employment with Germania as a Telecommunications Administrator in September 2002, assuming the role of Lan/Wan Analyst in November 2005. In 2008 he was promoted to the role of Telecommunications Technical Team Lead. Tony is currently Germania's Enterprise Security Manager and has supported this team since 2015.

Tony has been married to his best friend Kristine Trevino for 22 years. He is the proud father of Wyatt Trevino, who is currently a MCJROTC cadet at the Brenham High School, and who has recently applied for the rank of Eagle Scout. He is a veteran

of the U.S. Navy, serving during Operation Southern Watch. Tony has been a board member of the Brenham Honor Guard since 2012, participating in and providing scheduling duties for military honors funeral services. His family has lived in Chappell Hill since 2003.

Hayden Mierl

Hayden grew up in Austin, TX and graduated from the University of Texas with a BBA in Finance. He joined Germania Insurance in the summer of 2016 as an Actuarial Analyst I and was promoted to Actuarial Analyst II in 2018. During this time, he has made existing projects more efficient with his technical skills in Excel and Python. Additionally, he is responsible for Germania's reserve analysis every quarter, ensuring that Germania has adequate funds to pay for our insureds' losses. Hayden is taking actuarial exams to become credentialed as an Associate of the Casualty Actuarial Society and is pursuing his Fellowship with the Casualty Actuarial Society. There are 10 exams in total, each requiring about 300-400 hours of study time. The pass rate for these exams ranges from 25-50%. Hayden is on the 5<sup>th</sup> exam.

In 2016, Hayden joined the Brenham Country Club and is currently an equity-holding member. He has been on the GCU Credit Committee for 2 years and, in 2018, was named Chairman. Hayden currently resides in Brenham.

Respectfully Submitted,

Tina Mikeska, Chairman  
Nominating Committee



*...helping members achieve financial success*

