



**TEG<sup>®</sup>**

Federal Credit Union



ANNUAL REPORT *2025*



## A FAREWELL MESSAGE

I am filled with heartfelt gratitude and pride as I share my final message with you as President & CEO of TEG. For the past 25 years, 13 as your CEO, I've had the privilege of leading this credit union through different seasons of growth

and change. Together, we've navigated economic ups and downs, expanded our services, opened new branches, and launched innovative programs. Because of your trust and our team's hard work, TEG stands today as a strong and resilient financial partner for our community.

Every step forward is driven by a shared purpose. Your loyalty motivates us to adapt, improve, and innovate. Dedicated to helping each member achieve their goals, our committed staff works with integrity and care to solve problems and build lasting relationships. We live by the TEG difference of always focusing on our members. We truly appreciate it when you share your positive experiences. By spreading the word, you help us grow the TEG community.

Reflecting on 2025, I'm proud of what we achieved. We reached more than 35,000 members and celebrated the opening of our newest branch in Modena, making it easier for more neighbors to access the TEG difference. Our credit union continued to see strong loan growth, a healthy net income, and a robust net worth ratio.

This next chapter brings new leadership. I'm honored to introduce Cory Shapiro, who will serve as TEG's new President & CEO. Cory brings enthusiasm, deep experience, and a genuine commitment to our mission. I am confident that Cory, our dedicated Board of Directors, and our outstanding employees will continue to drive TEG forward, always with your best interests at heart.

Thank you for the memories, the trust, and the opportunity to be part of your financial journey. Serving you has truly been the greatest privilege of my career.

Sincerely,  
*Ronald A. Flaherty*  
CEO Emeritus



## PRESIDENT & CEO'S MESSAGE

As I write my first message to you as President & CEO, I'm honored to lead TEG into its next chapter. 2025 was another year of strong performance and strategic progress, positioning us

well for continued growth and service to our community. The year also marked an important leadership transition, with Ron Flaherty retiring after many years of outstanding service. Ron built a strong foundation, and I'm grateful for his guidance throughout this past year as we worked together to ensure a smooth and successful transition. His legacy of putting members first and fostering a culture of service excellence will continue to guide us.

TEG delivered solid financial results in 2025. We achieved strong loan growth across all business lines, maintained excellent credit quality, and generated net income that exceeded expectations. Our capital position remains robust, ensuring we can support our members through any economic environment. These results reflect the dedication of our team and the trust you place in us every day.

We made meaningful progress on strategic initiatives that strengthen our ability to serve you. The opening of our

Modena branch extended our reach into Ulster County, bringing the TEG difference to new neighbors. We modernized our technology infrastructure, enhanced our digital capabilities, and invested in tools that make banking with us easier and more secure. Our team grew stronger through strategic hiring and leadership development, ensuring we have the talent to serve you well for years to come.

Looking ahead to 2026, our mission remains clear: people helping people. We're committed to being your trusted financial partner. Whether that's through loans that help you achieve your goals, accounts that make managing money easier, or advice that helps you make sound financial decisions. We'll continue investing in our people, our technology, and our communities to ensure TEG remains strong and responsive to your needs. Thank you for your continued trust and loyalty. Your referrals help us grow, and your feedback helps us improve. Together, we'll continue building a credit union that makes a real difference in the lives of our members and our community.

Best regards,  
*Cory Shapiro*  
President & CEO

## TEG SENIOR MANAGEMENT TEAM

Chief Financial Officer  
Chief Lending Officer  
VP of Business Intelligence  
VP of Commercial Lending  
VP of Finance and Compliance  
VP of Human Resources  
VP of Information Technology  
VP of Marketing  
VP of Retail Banking and Lending  
Director of Digital Channels

Tom Gay  
Jackie Fellin  
Victoria Arico  
Spencer Fern  
Alicia Lilly  
Fiona Miceli  
Juan Bernardo  
Elaine Lacy  
Sara Verona  
Lisa Ricci

## TEG BRANCH MANAGERS

Commerce Street Main Office  
Beekman  
College Center  
Crystal Run  
Hyde Park  
Modena  
Newburgh  
Route 376, Wappingers Falls  
Route 9, Wappingers Falls  
Solutions Center

Jamie Truncali  
Chris Pflaum  
Michael Robinson  
Ashley Chan  
Teresa Tessier  
Ajee Anderson  
Stefany Hernandez  
Octavia Davis  
Maria Villafuerte  
Shelby Gregson

# SUPERVISORY COMMITTEE REPORT

The Supervisory Committee, composed of volunteer members appointed by the Board of Directors, is responsible for safeguarding member assets and ensuring the Credit Union operates in compliance with the Federal Credit Union Act and National Credit Union Administration (NCUA) regulations. The Committee oversees the annual audit, verification of member accounts, and the monitoring of internal controls and regulatory compliance.

To fulfill these duties, the Committee engaged the independent accounting firm The Bonadio Group to audit the Credit Union's financial statements for the year ended December 31, 2025. The auditors reported no exceptions. Records were maintained in accordance with prescribed accounting standards and were found to be current, accurate, complete, and in balance throughout the year.

Based on these results, the Supervisory Committee believes the Credit Union's internal controls remain strong and that TEG Federal Credit Union is financially sound and in compliance with all applicable requirements.

We thank our members for their continued trust.

Sincerely,

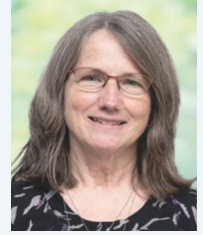
*Trevor Kaftan*

Supervisory Committee Chairman



*Trevor Kaftan*

CHAIRMAN



*Marilyn Brammer*

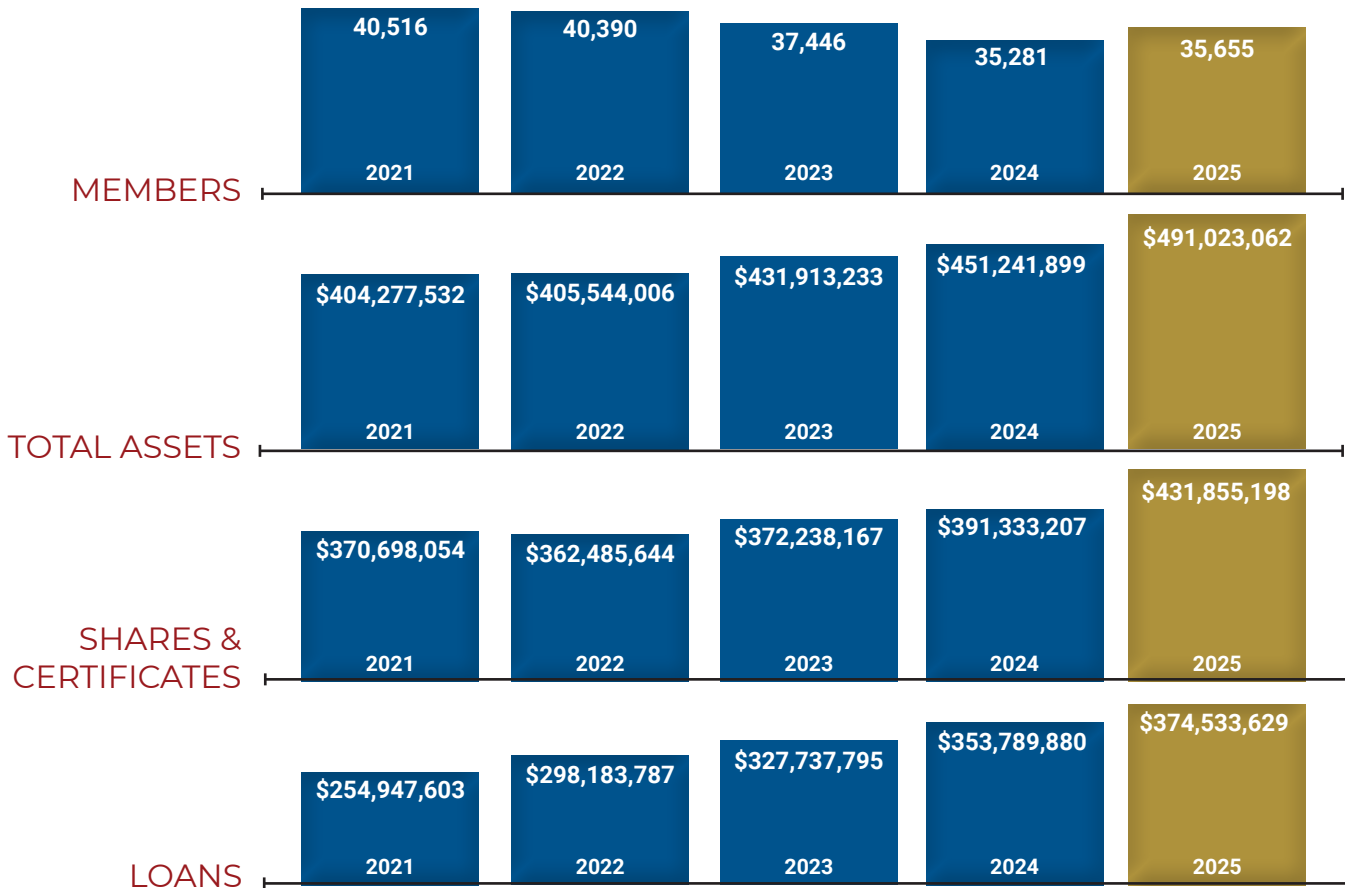


*Carol Campbell*



*Abhi Kakumanu*

## FINANCIAL REPORT CHARTS



**TEG FEDERAL CREDIT UNION** *Statements of Financial Condition*

	<u>Year Ended Dec. 31, 2025</u>	<u>Year Ended Dec. 31, 2024</u>
<b>ASSETS</b>		
Total Loans	\$ 374,533,629	\$ 353,789,880
Less: Allowance for Loan Losses	(2,341,140)	(2,580,728)
Cash and Cash Equivalents	42,980,780	26,254,429
Total Investments (Book Value)	44,502,477	43,762,529
Land and Buildings	6,950,815	7,105,214
Other Fixed Assets	1,207,388	1,564,208
NCUA Share Insurance Fund	3,953,773	3,653,761
Other Assets	19,235,640	17,693,606
<b>TOTAL ASSETS</b>	<b><u>\$ 491,023,062</u></b>	<b><u>\$ 451,241,899</u></b>
<b>LIABILITIES</b>		
Accounts Payable and Other Liabilities	<b>\$ 11,456,736</b>	<b>\$ 10,964,261</b>
Line of Credit Loan	<b>5,000,000</b>	<b>12,000,000</b>
<b>SHARE AND EQUITY</b>		
Total Shares and Deposits	431,855,198	391,333,207
Regular Reserves	2,075,649	2,075,649
Unrealized (Loss) on Investments	(1,323,485)	(2,842,247)
Undivided Earnings	41,958,964	37,711,029
<b>TOTAL LIABILITIES AND EQUITY</b>	<b><u>\$ 491,023,062</u></b>	<b><u>\$ 451,241,899</u></b>

**TEG FEDERAL CREDIT UNION** *Statements of Operations*

	<u>Year Ended Dec. 31, 2025</u>	<u>Year Ended Dec. 31, 2024</u>
Interest on Loans to Members	\$ 23,743,085	\$ 21,437,477
Income from Investments	2,572,359	1,868,353
Fee Income	6,911,479	6,356,138
Other Income	384,903	553,419
<b>TOTAL EARNINGS</b>	<b><u>\$ 33,611,828</u></b>	<b><u>\$ 30,215,387</u></b>
<b>EXPENSES &amp; OTHERS</b>		
Operating Expenses	\$ 23,260,676	\$ 21,519,616
Gain/Loss on Sale of Assets	-	-
Gain/Loss on Investments	-	-
Other Non-Operating Income/Expense	-	-
<b>TOTAL EXPENSE &amp; OTHER</b>	<b><u>\$ 23,260,676</u></b>	<b><u>\$ 21,519,616</u></b>
Income Before Cost Of Funds	\$ 10,351,152	\$ 8,695,771
Dividends Paid to Members	6,241,250	5,201,762
Interest On Borrowed Money	492,290	779,950
<b>TOTAL INTEREST PAID</b>	<b><u>\$ 6,733,540</u></b>	<b><u>\$ 5,981,712</u></b>
<b>NET INCOME</b>		
Distribution of Net Earnings	<b><u>\$ 3,617,612</u></b>	<b><u>\$ 2,714,059</u></b>
Regular Reserve Accounts	0	0
Undivided Earnings	3,617,612	2,714,059
<b>NET INCOME</b>	<b><u>\$ 3,617,612</u></b>	<b><u>\$ 2,714,059</u></b>

**NOTE:**

Total Lines of Credit Available	\$46,176,159	\$44,712,819
Total Gain (Loss) on Investments Available for Sale	(1,323,485)	(\$ 2,842,247)

You can find a more detailed Financial Performance Report for TEG Charter 19401 at [fpr.ncua.gov](http://fpr.ncua.gov) within the NCUA website.

## BOARD OF DIRECTORS



*Walter V. Behrman, Jr.*  
CHAIRMAN



*Andrew Krayewsky*  
VICE CHAIRMAN



*Barbara J. Hogan*  
SECRETARY



*Paul Basile*  
TREASURER



*Joe Corrigan*



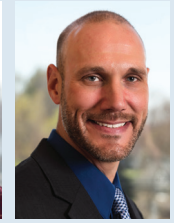
*Rebekah Garcia-Stevens*



*Ed Hotaling*



*Frank LaRose*



*Joshua Stratton*

## MINUTES FROM THE 56<sup>TH</sup> ANNUAL MEETING TEG FEDERAL CREDIT UNION

*The 56th Annual Meeting was held on Thursday, March 27, 2025, at the Main Office, 1 Commerce Street, Poughkeepsie, NY 12603*

### **I. Call to Order**

Mr. Behrman called the 56th Annual Meeting to order at 5:30 P.M. and asked everyone to rise for the pledge to the flag. The Secretary, Ms. Hogan, confirmed that we had a quorum.

### **II. Minutes**

A copy of the minutes of the 55th Annual Meeting is in the 2024 Annual Report and Rebecca Hayes made the motion to approve the minutes and was seconded by Joyce Betros. They were unanimously approved by those assembled.

### **III. Chairman Remarks-Walter Behrman**

Mr. Behrman welcomed everyone to the 56th Annual Meeting, and he introduced himself as Chairperson of the Board of Directors. He then directed the members to look in the Annual Report where the pictures of the Board members and members of the Supervisory Committee are located.

2024 was an exceptionally good year here at TEG as you can see reading the CEO's message in the Annual Report. The first priority of the Board of Directors is to protect the assets of the members and to ensure that we are a well-run Credit Union, responsive to the needs of all our members. I believe we have fulfilled that obligation.

One of the programs we have instituted to improve our service and protect our members is the use of the Arkalytics data analytics platform. I have asked Victoria Arico, our Vice President of Business Intelligence, to prepare an explanation of the program for me to relay to the membership. This is her response. "TEG is excited to have implemented a cutting-edge data analytics solution in 2024, which empowers us to consolidate our wealth of data into an organized 'data lake', creating a reliable, single source of truth. Transforming complex data into intuitive, easy-to-read reports and dashboards enhances our ability to make smarter, data-driven decisions that will help us better serve our membership.

"With this solution, we can more effectively answer critical questions about our credit union's overall health and growth. One of our primary goals in utilizing this solution is to gain a deeper understanding of our members. It helps us to provide targeted services that genuinely support them throughout every stage of their life and membership with us. Looking ahead to 2025, we plan to leverage the full potential of this solution to define and track our key performance indicators. This will allow us to maintain a strong focus on our goals and monitor our progress throughout the year." Victoria said it so well; TEG utilizes every program we can to better serve our members.

I also wanted to mention that in the Financial Report Charts in the Annual Report, you will see a decline in membership. For the most part the decline was the credit union cleaning up the database to remove former CU members who have defaulted on their loans and have had their loan charged off. Since they no longer have access to our services, and therefore in effect not members, they have been removed from our database. We are also removing members who have dormant accounts. With this cleanup we have a better understanding of who our members are.

A major responsibility of the Board of Directors is to appoint the Supervisory Committee. We have had a highly active committee under the able direction of Mr. Trevor Kaftan. We were short one member because of a retirement, and Ms. Joyce Betros, a founding member of TEG, and a former Board member, volunteered and was appointed to fill that vacancy on a temporary basis. We thank her for filling that position. Mr. Joseph Lombardi, a long-term Supervisory Committee member, recently retired, so the Board advertised and then held interviews to fill the two positions. We had several well-qualified individuals whom we interviewed, and I am pleased to report that Mrs. Carol Campbell and Dr. Niraj Sharma accepted our invitation to be on that committee. They are the newest members, so we now have a five-member, fully functioning and engaged committee that has an oversight of the finances and functioning of the Credit Union. The Supervisory Committee is one of the most important committees and we are incredibly lucky to have a dedicated group of volunteers watching out for all of us.

While we have 124 employees in our organization, the CEO is the only actual employee of the Board. The Board sets policy and the CEO with his/her staff is responsible for carrying out those policies. Our current CEO, Mr. Ron Flaherty, has decided to retire at the end of January 2026. Ron came to us in 2000 and served as our CFO. He started his career in the Business Community and transitioned to financial services. In 2012 he was appointed President/CEO to take over from Joseph Prokop who retired. I can't say enough about Ron Flaherty. Under his leadership he has grown the Credit Union from \$183,002,841M to \$455,280,491M. He has increased the TEG footprint with the opening of the new Route 9 branch and utilizing the original branch as the Solutions Center. He expanded our Mortgage Department and opened their office in Heritage Square, East Fishkill. He opened the Newburg office and the one in Crystal Run, Middletown. He just opened the Modena office in Ulster County. Over the years, Ron has been on the lookout for a new branch location in the Hopewell Junction area. We are exploring sites near Route 376 that we can buy. We plan to build a larger office to house our mortgage department, thereby saving on rent for both the branch and the mortgage site.

Besides those accomplishments, Ron led this Credit Union

through the recent Pandemic. His leadership protected our employees, allowed our members to access their accounts, and protected the assets of the Credit Union. He has assembled a fantastic Management team, has an open-door policy that allows any employee a way to make suggestions, note a problem or report someone or something that should be commended. He has developed an extremely healthy and congenial work environment for all our employees which translates to better service for our members. Ron will be sorely missed, and we wish him a long, happy, and healthy retirement. We hope there are no major crises in the waning days of his tenure as CEO since he has certainly navigated many troubled waters since he assumed the position.

Obviously, a major responsibility of the Board is to hire the person to replace Mr. Flaherty. It is my immense pleasure to introduce Mr. Cory Shapiro, whom the Board hired to replace Ron. Cory has been employed here at TEG since 2010 while he was in his last semester of college. He started as a teller, then an Account and Loan Rep, then a Branch Manager. After that he became part of the Management Team acting as Vice President of Sales, Service and Branch Operations. He graduated to Vice President of Finance and also worked as the Chief Strategy Officer. His last position before being appointed President was Chief Operation Officer. He was appointed President on December 1st, and he will assume the full duties of President/CEO on February 1, 2026. This year Cory will work under the direct supervision of Mr. Flaherty and will be involved in many decisions that will directly affect him as CEO. As you can see by the positions he has held, Cory has well positioned himself to assume the duties of President/CEO.

Cory grew up in the local area, attended local schools and lives in the local area with his wife and two children. The Board has every confidence that once Ron retires Cory will be able to lead this Credit Union to new areas in the financial world. We wish him the best of luck when he assumes his new position and we have every confidence that he will lead TEG to new heights in 2026 and beyond.

In summary, we have been working hard to keep up to date with technology and to always improve our service for all the members. We look forward to a successful 2025.

#### **IV. President/CEO Report - Ron Flaherty**

Good evening and thank you for joining us tonight for our Annual Meeting! I'm Ron Flaherty, CEO. It is a bittersweet time for me as this will be my last Annual Meeting as the leader of TEG. I am retiring next January. I'm proud of what we have accomplished over my 25 years here and leave you in good hands with Cory Shapiro transitioning over as your new President & CEO. We have an outstanding staff here and I am confident that TEG will have continued success in the future.

TEG Federal Credit Union is a member-owned financial institution, a COOP where our members are our owners. Our Board of Directors & Supervisory Committee members are volunteers and provide outstanding support and guidance in all that we do. We are a Community Charter Credit Union, which allows us to provide financial services to anyone who lives, works, worships, or attends school in Dutchess, Orange, Ulster, Putnam, Westchester, Rockland, and Sullivan Counties. We started from very humble beginnings and are now a \$455M full service financial institution offering robust financial services. We are the better alternative to banks and serve our membership with a more personal community touch.

Our members trust us! Our entire staff understands that we need to continually strive to go above and beyond, to meet and exceed expectations with each and every interaction that we have with you. We are all about doing the right thing and making sure we look out for everyone's best interest.

We have a great team of employees here at TEG, who know and understand their roles and responsibilities, and work hard to provide

the best service possible. It's a tough environment and an extremely competitive one, but we continue to grow and implement new technologies, locations, and programs to keep us on par with what the banks offer, only at a lower cost and with more personal service.

In 2024 we once again had strong financial results, with loan growth of almost 8%, net income of over \$2.4M and assets of \$455M. During 2024 we converted our Master Card program over to VISA, and opened a new branch in Ulster County, two big undertakings. We were also able to donate not only to our local community, but to those impacted by the devastating natural disasters that happened last year in other parts of our country.

I have been with TEG for 25 years and have seen a lot of changes and growth. I am confident that TEG will continue to succeed because our people truly care and do the right things to help our members by saving them money, provide financial education and support our community.

Thank you for your continued support!

#### **V. Treasurer's Report**

Good evening. I am Paul Basile, a member of the Board of Directors and Treasurer for TEG Federal Credit Union. I would like to direct your attention to the summary of financials located on page 4 of the Annual Report. In 2024 our Total Assets reached \$451 million, an increase of nearly 4.5% from the prior year. Along with this growth in Total Assets, our credit union's Net Worth increased by \$2.5 million. Our Net Worth Ratio, the primary metric that the National Credit Union Administration uses to measure the health of our credit union, was 8.77% at the end of 2024. This means that our credit union is classified as Well Capitalized by our regulators, which is right where we want to be. In summary, TEG continues to prosper due to the hard work and diligence of our staff and volunteers, and the trust that you, the membership, place in our organization. Thank you.

#### **VI. Supervisory Committee**

Mr. Trevor Kaftan, Supervisory Committee Chairperson, was unable to attend the meeting because of illness so CEO Ron Flaherty gave the Supervisory Committee report:

The Supervisory Committee is a group of volunteer members appointed by the Board of Directors. We are responsible for safeguarding member assets through fair and accurate representation of the membership and ensuring that your Credit Union's operations conform to the Federal Credit Union Act and the rules and regulations of the National Credit Union Administration (NCUA). The Committee's responsibilities include retaining services for an annual report on the financial condition of the credit union, coordinating the verification of member accounts and monitoring the review of internal controls, compliance with laws and regulations, and code of conduct activities. As part of fulfilling its duties, the committee engaged the independent accounting firm Wojeski & Co. to conduct an audit of the Credit Union's financial statements. This audit was completed for the year ending December 31, 2024. We are pleased to report that no anomalies were found, and the Credit Union adhered to all rules and regulations during 2024 and conducted its affairs in a most satisfactory manner. Records were maintained in accordance with prescribed standards and accounting practices and were found to be current, accurate, complete, and in balance at all times during the year. The Supervisory Committee feels that the internal control policies and procedures in place will help keep your Credit Union safe and sound. We, the Supervisory Committee, are pleased to report that TEG Federal Credit Union is financially sound and is in compliance with all applicable rules and regulations. We look forward to continued cooperative efforts in the future and thank our members for choosing to conduct their financial business with TEG.

**VII. Old Business** None

**VIII. New Business - Elections**

Mr. Behrman stated that because he is up for election, Mr. Andrew Krayewsky, Vice Chairperson, will conduct the meeting for purposes of the election.

Mr. Krayewsky stated that in addition to Mr. Behrman, Ms. Rebekah Stevens and Mr. Ed Hotaling have each been nominated for a three-year term on the Board of Directors. Since there were no other nominees, he requested that the Secretary, Ms. Hogan, cast one vote for each of the candidates.

He then congratulated those members just elected as Board Members and yielded chairing the meeting back to Mr. Behrman for the continuation of the meeting.

**IX. Questions and Answers**

Mr. Behrman asked if there were any questions, and Ms. Rebecca Hayes asked if we were going to open an office in Westchester County.

Mr. Flaherty responded that we had made an offer on Crompond Road near Peekskill, but that Marriott had outbid us. He stated that we are still looking for possible locations in that area.

**X. Adjournment**

Mr. Behrman thanked Ms. Elaine Lacy and Ms. Kaitlin Thomas for organizing the Annual meeting. He encouraged everyone in attendance to have some of the refreshments that have been provided.

Since there was no further business to come before the assembly, he adjourned the 56th Annual meeting at 5:49 PM.

Respectfully submitted,

*Barbara J. Hogan*

Secretary



## TOGETHER EVERYONE GROWS

You are the reason we love what we do: improving lives  
and helping people reach a better financial place.  
*Local, honest, straightforward, and you-first banking.*

### *Conveniently Located To Serve You*

#### POUGHKEEPSIE – MAIN OFFICE

1 Commerce Street, Poughkeepsie, NY 12603

#### BEEKMAN

Town Plaza, 2540 Route 55, Poughquag, NY 12570

#### CRYSTAL RUN

140 Crystal Run Road, Middletown, NY 10941

#### HYDE PARK

4282 Albany Post Road, Hyde Park, NY 12538

#### MODENA

1981 Route 32, Modena, NY 12548

#### NEWBURGH

16 North Plank Road, Newburgh, NY 12550

#### POUGHKEEPSIE – COLLEGE CENTER

11 Marist Drive, Poughkeepsie, NY 12601

#### ROUTE 376 – FISHKILL PLAINS

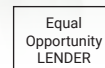
Nesheiwat Square, 900 Route 376,  
Wappingers Falls, NY 12590

#### ROUTE 9 – WAPPINGERS FALLS

1145 Route 9, Wappingers Falls, NY 12590

*Available 24 Hours a Day, 7 Days a Week!*

Serving Dutchess, Orange, Ulster, Putnam, Rockland, Sullivan, and Westchester Counties



INSURED BY  
NCUA



Call us at 845.452.7323

Visit us at [TEGFCU.com](http://TEGFCU.com)