



Annual Report 2025

COMPASS FINANCIAL
FEDERAL CREDIT UNION

"Contemporary Products. Traditional Service."

Report From the Chairman of the Board of Directors

As we close 2025, as Chairman of the Board of Compass Financial Credit Union, I am honored to reflect on a successful year. Compass Financial FCU, Medley, FL is proud to announce that we earned and maintained a 5-Star Superior rating from Bauer Financial, the Nation's Premier Credit Union and Bank Rating Firm. A 5-Star Superior rating indicates that Compass Financial FCU is one of the strongest credit unions in the nation, excelling in areas of capital, loan quality, profitability and more.



As we enter our 89th year, we plan to continue developing our outreach to new members to provide the best financial products and services to as many as possible. In addition to our aspiration of gaining new accounts, we also strive to support our Select Employee Groups (SEG's).

The Board remains committed to supporting the vision of our leadership and the efforts of our employees. Management and employees' dedication is what gives the Credit Union the ability to grow and service the community. Looking ahead to 2026 the Credit Union we not only remain committed to growth but to the enrichment of our Board, Supervisory Committee and Employees through educational conferences, academies and webinars.

I would like to express my gratitude to our Board of Directors, who it is a great honor for me to work side by side with these volunteers. I would also like to acknowledge our President/CEO whose leadership has been instrumental in the success of the Credit Union.

Thank you to our members for your trust and your partnership. On behalf of each member of your Board of Directors, it is an honor to serve you.

Raymond Jones, *Chairman, Board of Directors*

2025 Board of Directors

Leonardo M. Acosta
Treasurer



Fernando A. Garcia
Director



Albert Nadal
Director



Soledad "Raisa" Solis
Secretary



Report From the Supervisory Committee

Good evening and welcome to the 2025 Annual Meeting. The Supervisory Committee is entrusted with safeguarding the credit union and its members assets. In order to achieve this the Committee retained the services of Doeren Mayhew, a CPA firm, to conduct an annual certified audit as of March 31, 2025, which concluded that the financial condition of the credit union met required regulatory guidelines of safety and financial security.



During 2025, the following audits were conducted:

- Bank Secrecy Act (BSA) Audit,
- National Automated Clearing House Association (NACHA) Audit
- NCUA (National Credit Union Administration) Audit Examination
- Information Technology Audit
- Information Security Assessment and Penetration Testing - Audit

Based on the audits and the yearly examination from NCUA, the Committee is confident that Compass operates in compliance with required regulations and Board-approved policies and procedures and is effectively managed with adequate internal controls.

In April 2025 the Committee added JC Garcia as a new Supervisory Committee Member.

The Committee is also responsible for reviewing new nominations for the Board of Directors. No positions were open for re-election this year.

Thank you for your loyal membership to Compass Financial

Fernando A. Garcia, *Director, Chairman, Supervisory Committee*

Supervisory Committee

Deborah Garcia
Member



JC Garcia
Member



Report From the President/CEO

As we reflect on 2025, I would like to thank you for being the reason that the credit union had a very successful year. I am very proud of all we have accomplished. Together we have made significant strides in the profitability of the credit union, and enhancing how we serve our valued members.



The best demonstration of the fulfillment of our mission is the completion of our project to enhance the look of our statements, making them more user friendly and easier to read. In addition, the credit union completed the enhancement of our presence on Google Platforms which is reflective in the excellent reviews that we have been receiving throughout 2025.

Our commitment to meeting the diverse needs of our members during every stage of life shows in our partnership with Motor Breeze to bring you a premium, hassle-free car buying experience. Motor Breeze finds your perfect vehicle – and Compass Financial handles the financing. Compass has also partnered with Keyes Realty to assist our members in the home buying process. We will continue to strive to be an institution that members come to for guidance and excellent service.

We continue to be a credit union that gives back to the community. Again, this year we will partner with Miami Rescue Mission to help the homeless in our community by hosting a Mission of Hope Campaign during the holiday season.

Looking forward to 2026, Compass is very excited to be celebrating our 90th Anniversary. Management and the employees of Compass remain deeply committed to serving our members while building a stronger tomorrow.

On behalf of the entire family at Compass Financial Federal Credit Union, we thank you, our members, for your trust and support. Thank you to our Board of Directors and Supervisory Committee for your time and dedication.

My deepest thanks to all our employees, you are the most valuable asset to Compass, without whom there would be no Compass. We hope to keep growing and improving in the new year as a team with the high standards we hold ourselves to.

Leonardo M. Acosta, *President/CEO*

STATEMENT OF CONDITION		
ASSETS	11/30/2025	11/30/2024
Total Cash and cash Equivalents	\$2,717,840	\$2,047,976
Investments	\$2,353,919	\$1,253,045
Loans to members, net of allowance for loan losses	\$17,995,291	\$18,896,634
Accrued Income on loans	\$69,102	\$70,455
Accrued Income on Investments	\$558	\$7,300
Property and Equipment	\$30,848	\$19,213
NCUSIF deposit	\$174,260	\$213,353
Prepays and other Assets	\$1,708,841	\$1,940,280
Total Assets	\$25,050,659	\$24,448,257
Liabilities		
Member's share and share equivalents	\$21,243,749	\$21,308,583
Accounts payable and accrued liabilities	\$1,032,371	\$399,171
Total Liabilities	\$22,276,120	\$21,707,754
Members Equity		
Regular Reserves	\$2,759,095	\$2,712,008
Undivided Earnings	\$0	\$0
Accumulated Other Comprehensive (Loss) Income	\$15,444	\$28,495
Total Equity	\$2,774,540	\$2,740,503
Total Liabilities and Member's Equity	\$25,050,659	\$24,448,257
STATEMENT OF INCOME AND EXPENSES		
Interest Income		
Loans	\$1,210,802	\$1,153,922
Investments	\$63,317	\$16,603
Total Interest Income	\$1,274,119	\$1,170,525
Interest Expense		
Member's Savings Accounts	\$6,479	\$12,341
Member's Certificate of Deposits	\$250,768	\$289,128
Total Dividend and Interest Expense	\$257,247	\$301,469
Net Interest Income	\$1,016,872	\$869,056
Provision for Loan Loss	\$0	\$0
	\$1,016,872	\$869,056
Operating Income	\$1,785,152	\$1,920,885
Operating Expense		
NCUA Corporate CU Stabilization Fund Assessment	\$0	\$0
Net Income	\$75,929	\$92,493



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Federally insured by NCUA