



Newsletter

No. 07-23



July 19, 2023



Credit Union Department
914 East Anderson Lane
Austin, Texas 78752

Phone: 512-837-9236

Fax: 512-832-0278

Email: cudmail@tud.texas.gov

Web Site: www.tud.texas.gov

The Credit Union Department (CUD) is the state agency that regulates and supervises credit unions chartered by the State of Texas. The Department is professionally accredited by the National Association of State Credit Union Supervisors (NASCUS) certifying that CUD maintains the highest standards and practices in state credit union supervision.

Our **Mission** is to safeguard the public interest, protect the interests of credit union members and promote public confidence in credit unions.

Credit Union Commission

The Commission is the policy making body for CUD. The Commission is a board of private citizens appointed by and responsible to the Governor of Texas.

Members:

- Jim Minge, Chair
- Elizabeth L. "Liz" Bayless
- David Bleazard
- Karyn C. Brownlee
- Beckie Stockstill Cobb
- David F. Shurtz
- Kay Rankin-Swan

Next Commission Meeting

Friday, August 11, 2023, beginning at 9:00 a.m. in the offices of CUD.

Notice of Audit Committee Meeting

The Credit Union Commission will hold an Audit Committee meeting on Thursday, August 10, 2023, at 10:00 a.m., at the offices of the Credit Union Department. The meeting booklet will be available on the CUD website by July 31.



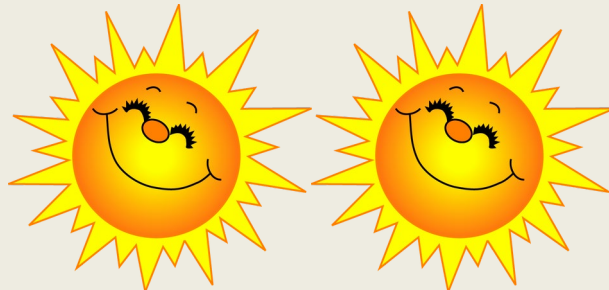
Notice of Regular Commission Meeting

The Credit Union Commission will hold its Regular meeting on Friday, August 11, 2023, at 9:00 a.m., at the offices of the Credit Union Department. The meeting booklet will be available on the CUD website by July 31.



New General Counsel

We are happy to announce that Karen L. Miller has joined the Department's staff as the new General Counsel. Prior to joining us, Karen worked at the National Credit Union Administration (NCUA) as a Liquidation Analyst. Additionally, she has experience practicing real estate litigation, credit union law, and began her career as an Examiner with the Credit Union Department.



Department Email Communications

Most of the Texas chartered credit unions we regulate have opted to receive examination reports, examination correspondence and other communications from our office through secured email. If you are not receiving Department communications by secure email, but would like to, please let us know by notifying us at [cudmail@cud.texas.gov](mailto:cudmail@ cud.texas.gov).

Also, please note that examination reports and other communications which we send by secure email are only available for up to 14 days. If the email attachment is not opened and saved within that timeframe, it will no longer be accessible within the original email. Because of this timeframe restriction, credit unions are encouraged to designate a secondary contact as a backup source for retrieving Department email communications. To establish an individual as a backup, please notify us at [cudmail@cud.texas.gov](mailto:cudmail@ cud.texas.gov).



The Importance of Succession Planning

Critical to the long-term operation and success of any credit union is the need for a management succession plan, which is essential to maintaining the operational integrity of the institution in the event of planned or unplanned changes in key leadership roles. Succession planning, which is a process for identifying and developing internal staff with the potential for assuming key leadership positions at a future date, not only recognizes that some jobs are the lifeblood of the organization and too critical to be left vacant, but that it also increases the availability of experienced and capable employees who are prepared to assume key management roles as they become available.

Although the breadth and depth of an effective succession plan is largely dependent on the size, complexity and array of member services offered by the credit union, succession planning provides the board of directors and management with the tools they need to recruit superior employees, develop their knowledge, skills, and abilities, and prepares them for advancement or promotion into leadership positions. Establishing clear objectives are also critical to implementing an effective succession plan. These objectives, which are a core tenet of any plan, include: the identification of employees that have the potential to assume greater responsibility; providing critical development experiences to those who can move into key roles; ensuring current leadership supports the professional development of those who have the ability to move into leadership roles; and building a database that can be utilized to make well-informed decisions when staffing key positions within the credit union.

Lastly, the effectiveness of any succession plan requires the establishment of processes for periodic review and assessment of the plan. As credit unions grow in both size and complexity, key leadership roles may change or result in additional opportunities for other employees to advance into other key positions within the organization. Thus, the board and management must have a process in place to evaluate and modify succession plans consistent with changes in the credit union's operations and business model.



Publication Deadlines

In order to meet the submission deadlines for the applicable issues of the Texas Register, it is necessary for the Department to establish the schedule shown below. Completed applications received after the deadline for the month cannot be published until the following month.

Publication Date

August 2023
September 2023

Application Deadline

Friday, August 11
Friday, September 15



Applications Approved

Applications approved since June 21, 2023, include:

| <u>Credit Union</u> | <u>Changes or Groups Added</u> |
|--|--|
| <u>Field of Membership - Approved</u> | |
| ALLIANCE Credit Union (Lubbock) | See Newsletter No. 05-23 |
| <u>Out of State Branch Office - Approved:</u> | |
| Technology Credit Union (Austin) | See Newsletter No. 11-21 |

Applications Received

The following applications were received and will be published in the **July 28, 2023**, issue of the *Texas Register*.

Articles of Incorporation:

An application was received from **Mobiloil Credit Union** (Beaumont) seeking approval to change its name to Rave Financial Credit Union.



This newsletter is produced monthly as a part of the Department's continued communication outreach with the credit unions it regulates. Delivery is generally provided by electronic notification of its availability on the Department's website.

Suggestions and comments concerning the newsletter, or its content are welcomed.



To learn more about CUD click <http://www.cud.texas.gov> or contact us at 914 E. Anderson Lane, Austin, TX 78752