

Crawford Electric Cooperative Director Candidate Information Sheet

Thank you for your interest in serving on the Crawford Electric Cooperative (CEC) board of directors. It is an important role that helps shape the future of CEC and ensures our current and future members have reliable, safe power. The following information will give you an idea of the duties, expectations and time requirements of serving in this important role.

What does a co-op director do?

The board of directors works closely with the CEO/general manager to set policies and help develop long-term goals and strategies to ensure the success of the co-op. Directors attend meetings and other events in support of the co-op.

How much time should I expect to spend each month on co-op business?

- On average, directors spend *as many as 18 hours a month* on co-op business. This includes meeting preparation, board and committee meetings, training and service on advisory committees or boards related to the co-op.
- *Monthly meetings* are held on the first Thursday of the month beginning at 3 p.m. with occasional adjustments to the date. Most meetings last 2-3 hours and materials are shared ahead of the meeting to allow directors to prepare in advance and make informed decisions. Review time may vary but most directors spend 1-2 hours reviewing materials prior to meetings.
- *Committee service* also is required. The board has standing committees that review certain aspects of the co-op business. Each board member serves on at least three committees which will include additional meetings and preparation.
 - Committees are: Annual Meeting, Bylaw and Policy, Human Resources, Audit and Finance, Marketing and Communications, Engineering and Operations and Technology.
 - One director serves on the board of directors of the Association of Missouri Electric Cooperatives (AMEC), the Jefferson City-based service organization for the state's co-ops. Another director is selected to serve on the board of directors of Sho-Me Power, our transmission partner.
- *Regional, state and national meetings* also are held regularly, and board members are encouraged to participate. At some meetings, directors vote on leadership positions and other business affecting electric cooperatives, so attendance and participation is important.

If elected, how long is my term?

Directors serve three-year terms on the board.

Is travel required?

Some travel is necessary. Monthly meetings are held at the co-op building in Bourbon. Other meetings are held across Missouri or in other states depending on the membership of those groups (state, regional or national).

In addition, directors are encouraged to participate in training designed to help them become more familiar with the co-op model, issues facing the industry and areas of future growth or risk. Training and meetings help directors learn about co-ops and connect with other co-op directors to share knowledge and ideas.

Is training necessary?

Directors are expected to become knowledgeable about the electric co-op industry and serve in the best interests of members. Training is strongly encouraged to help directors understand the co-op model and prepare them for service on the board. Some training is offered online while other sessions are in-person.

- Directors are strongly encouraged to participate in the NRECA's *Credentialed Cooperative Director* program to learn more about the co-op model and the role of a director.

Do I have to pay for training and travel?

Many training courses have no registration fee, and the co-op pays for trainings that have a registration cost. The co-op pays transportation and hotel costs and directors receive a per diem allowance for meals. The co-op also pays costs for attendance at regional, state and national meetings. When possible, webinars and virtual sessions are offered.

What are the requirements to run for a seat on the board?

All candidates must live in the service area, be members of the co-op and gather at least 15 signatures from co-op members to be nominated for board positions. Candidate petitions must be delivered to the co-op by posted deadlines for the petition period (typically beginning in May and ending in July). Candidates may not be closely related to another director and must confirm they don't have conflicts of interest. See the bylaws for more information.

Are there any campaign requirements?

If you receive financial support from others for your campaign, you must report it to the co-op in accordance with the bylaws. More information about campaign guidelines is available in Member Relations Policy 4.02.

Campaigns are run independently by each candidate. The co-op's role is limited to publishing election details and candidate information as submitted; it does not otherwise participate in the campaign process.

TIME COMMITMENT:

- **Regular monthly meetings** start at 3 p.m. the first Thursday of each month and usually last two to three hours.
- **Pre-meeting preparation** – review of written reports and financials, provided electronically.
- **Other meetings** – assigned committees, affiliated organizations, membership meetings, legislative advocacy.
- **Training & development**, which could occur by self-study, online webinars and/or overnight/out-of-town meetings.
- **Strategic planning** – intensive two-day session, with pre- and post-event responsibilities, undertaken every three to five years.
- **Availability to the membership** – must have a phone number to share publicly.

COMPENSATION is further defined in member-approved Bylaw Article IV Section 8 but provides for:

- A fixed sum (per diem) for meeting attendance
- Reimbursement of approved expenses
- Paid premiums for participation in group benefit plans*
- No director receives a salary or any other compensation from the cooperative.
- No close relative of a director may receive any compensation from the cooperative.

*A change in Bylaws regarding payment of premiums for participation in group benefit plans will be voted on at the 2026 Annual Meeting. If approved by members, premiums would be paid for directors only (not family members). Directors would have the option of paying the cost of premiums for their families.