

Board Director

VOLUNTEER LEADERSHIP OPPORTUNITY

Workers Credit Union is seeking thoughtful, community-minded members to serve on its volunteer Board of Directors. Directors represent the membership and, collectively, provide strategic leadership, oversight, and accountability for the long-term success of the Credit Union.

The Role

- Represent member interests and act in the best interests of Workers Credit Union.
- Establish and periodically review governing policies, strategic direction, and measures of organizational performance.
- Monitor organizational and President/CEO performance within the authority reserved to the Board.
- Review financial statements, performance information, risk considerations, and other materials needed for sound fiduciary oversight.
- Maintain a clear distinction between the Board's governance role and management's responsibility for operations.
- Participate in annual Board assessment, planning, succession, and education activities.
- Prepare thoroughly, participate actively, consider differing viewpoints, and contribute to collective decisions.
- Support Board decisions once made and recognize that individual Directors do not direct staff or speak for the Board unless specifically authorized.
- Comply with confidentiality, ethics, conduct, and conflict-of-interest requirements, including required annual acknowledgments.

Qualifications

- Must be a member in good standing of Workers Credit Union and meet applicable eligibility requirements under the Credit Union's bylaws and governance policies.
- Demonstrated judgment, integrity, collaboration, and commitment to members and communities.
- Ability to understand financial statements and core financial concepts, or willingness to develop that familiarity promptly.
- Ability to evaluate complex information, ask thoughtful questions, and make decisions with a long-term, enterprise-wide perspective.
- Experience relevant to the Board's current needs is welcomed, including finance or financial services; technology, cybersecurity, or digital services; regulated industries, government, or law; talent and culture; business leadership and strategy; governance; or community and member engagement.

Term and Service Commitment

Selection and election	Candidates are considered through the Board's nomination process and Directors are elected by Workers Credit Union members.
Term and limit	Three-year terms, up to four terms, for a maximum of 12 years of Board service. Terms begin and end at the Annual Meeting.
Monthly commitment	One regular Board meeting, generally on the last Wednesday of the month, plus approximately 1 to 2 hours of advance preparation. November and December meetings may be scheduled earlier.
Additional work	Service on one or more committees; periodic workshops and education; the Annual Meeting; an annual strategic retreat, generally held over a weekend; and special meetings or other Board responsibilities as needed.
In-person expectation	This is not a fully remote role. Although regular meetings may offer a hybrid option, Directors are expected to attend designated meetings and activities in person,

	including the Annual Meeting, Board workshops, and annual retreat.
Attendance	Consistent preparation and participation are essential. Directors are expected to make Board service a year-round commitment and meet the attendance and service expectations established in the bylaws and Board Governance Policy.

Volunteer Support

Workers supports Director participation through orientation, approved education, and reimbursement of eligible expenses under Board policy. Eligible dependent care expenses associated with approved Board activities may also be reimbursed.

NOTE: Please note this volunteer description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required for this position. Duties, responsibilities, and activities may change at any time with or without notice.

AMERICANS WITH DISABILITIES ACT: Workers Credit Union complies with all aspects of the Americans with Disabilities Act (ADA) and state disability laws.