



OVERVIEW OF OUR VOLUNTEER BOARD OF DIRECTORS

Introduction:

Clean Energy Credit Union (www.cleanenergycu.org) is a unique, innovative, federally chartered credit union (aka not-for-profit, financial services cooperative). It is online/digital-only – i.e. it does not have any brick-and-mortar branches – and it focuses exclusively on providing loans for clean energy and energy saving projects such as electric vehicles, electric bicycles, residential solar electric systems, residential geothermal systems, and other green home improvements. Clean Energy CU is based in Colorado, but it serves members who live throughout the entire USA.

Clean Energy CU's vision is a world where everyone can participate in the clean energy movement, and our credit union helps make this vision a reality by: (1) making it easier for everyone to afford clean energy and energy saving products and services by offering clean energy loans with amazing terms; and (2) making it easier for everyone to invest in the clean energy movement by offering federally insured savings accounts and clean energy CDs whereby the deposits are solely used to help others pursue their clean energy and energy saving projects. To help fulfill its vision, Clean Energy CU is pursuing a mission of promoting clean energy, environmental stewardship, and cooperative enterprises through the financial services it provides to its members.

Among others, one of the unique characteristics of Clean Energy CU is that it is a start-up. It is very difficult to start a new bank or credit union these days. For example, although there are currently around 4,250 credit unions in the USA, Clean Energy CU was one of only a few dozen new credit unions to receive a federal charter in the last decade. Since receiving its federal charter in late 2017 and launching in early 2018, Clean Energy CU has gotten off to a very successful start: as of September 2026, it has grown its assets to \$130M and has made nearly 16,000+ clean energy loans totaling almost \$300M+ in just its first 9 years of operation. We now want to continue scaling up our operations and positive impact, and in order to do so, we have to continue tackling multiple challenges associated with being a fast-growing start-up organization such as, but certainly not limited to: recruiting more mission-aligned staff to our team in order to keep up with our rapidly growing loan demand, growing our membership and deposit base, raising donations, building our IT infrastructure to handle ever-greater operational scale, and rolling out a full suite of products and services (for example, we don't yet offer credit cards, mortgages, commercial banking services, etc.).

Board of Directors at Banks vs Credit Unions:

Credit unions are similar to banks in many ways – for example, they both provide the same banking services and have federally insured deposits – but they are different in many ways as well. For example, credit unions are not-for-profit, financial services cooperatives that exist solely to serve their members and to fulfill their missions. In contrast, banks exist to maximize financial returns for their stockholders. Another difference is that a federally chartered credit union's board of directors consists of

uncompensated volunteers who are democratically elected by the credit union's members on a one-vote-per-person basis, whereas a bank's board of directors typically consists of large stockholders (or their representatives) who are compensated and who are elected by stockholders on a one-share-per-vote basis.

Clean Energy CU's Board of Directors:

Our Board is typically comprised of seven Directors and one or two Associate Directors. Board Directors are democratically elected by our members for three-year terms whereas our Associate Directors are appointed by the Board for one-year terms. An Associate Director is a non-voting member of the Board, but they are part of the Board in all other ways. It provides a great way for someone to ease into board service, so to speak, to get to know the Board and the credit union better, and then have experience and background that would make it easier for them to run for future election to the Board, if they so choose.

Clean Energy CU is committed to fostering diversity – in all its forms – on our Board because we believe that a range of lived experiences, voices, and perspectives directly contributes to the success of our organization. Ideally, new candidates for Director or Associate Director would have professional experience in, a hobby in, a strong personal interest in, and/or a passion for one or more of the following: renewable energy, energy efficiency, credit unions, banks, environmental stewardship, environmental justice, social justice, cooperatives, community organizing, community wealth building, start-ups, finance, accounting, marketing, fundraising, online/mobile software and technology, and so on. Our Board Directors can serve from anywhere in the USA.

As of September 2026, our Board was comprised of the following team members:

Clean Energy CU Management and Officials	Role	Racial / Ethnic Identity	Gender Identity	Previous Experience (prior to joining Clean Energy CU)				
				Renewable Energy	CU or Bank Staff	Finance or Startup	Non-Profit Board	Other
Blake Jones	Chair, Director	White	M	Yes		Both	Yes	Co-ops
Brad Blackwell	Director	Mixed	M		Yes	Finance	Yes	
Cecilia Aguillon	Director	Latina	F	Yes		Startup	Yes	MS
Karen Larson	Vice-Chair, Director	White	F		Yes	Both	Yes	
Michelle Outlaw	Treasurer, Director	Black	F		Yes		Yes	MAFM, BSACS
Rick Tazelaar	Director	White	M	Yes	Yes	Both	Yes	MBA
Tom Teynor	Secretary, Director	White	M	Yes		Both	Yes	MBA
Veronique Van Gheem	Associate Director	Hispanic	F				Yes	Attorney
	Total:	4:4	4:4:0	4	4	6	8	

NOTE: bios of each Board Director can be found here: <https://www.cleanenergycu.org/home/about-us/our-team>

Board Meetings, Expectations, and Responsibilities:

Clean Energy CU's Board currently meets once per month for a 90-minute meeting that is conducted via video conference. Meetings tend to take place on a weeknight during the third or fourth week of each month from 4:00-5:30pm MT (6:00-7:30pm ET). Meetings typically require 60-90 minutes of "homework" reading, and the homework packets are typically sent out at least 3-4 days in advance of each meeting. It

is understood that Board Directors may have to miss a meeting from time to time, but we strive to ensure that no Board Director misses three consecutive meetings or four meetings in a year. Some Board Directors choose to serve as officers (e.g. Secretary, Treasurer, etc.), on committees, and/or as advisors and supporters to our Staff team. Board Directors are also expected to attend our Annual Member Meeting which typically lasts for 90 minutes each May, and which typically follows immediately after our May board meeting. Ultimately, the time commitment of serving on Clean Energy CU's board tends to require an average of 5-7 hours per month, with some Board Directors volunteering to spend additional time at their discretion (and based on their interest and availability). Serving on the board of a credit union has many similarities to serving on the board of a for-profit company or non-profit organization (as credit unions are kind of like a hybrid mix of these two organizational types), but credit union boards also have some industry-specific characteristics such as needing to meet once per month (a regulatory requirement), needing to regularly review certain financial/accounting metrics, and needing to regularly review our 40+ internal policies that are specific to financial institutions. Fortunately, all credit unions offer trainings and resources to their board directors to help them fulfill their board duties, and regulators even require that board directors take certain amount of board-related training each year (which is accounted for in the 5-7 hours of average monthly time commitment mentioned above).

Questions?

Please reach out to info@cleanenergycu.org with any questions, feedback, or suggestions for how we might be able improve this document.