



**M & A Electric  
Power Cooperative**

**General Manager and Chief Executive Officer**



**carterbaldwin**  
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# About M & A Electric Cooperative

M&A Electric Power Cooperative, based in Poplar Bluff, Missouri, is a generation and transmission electric cooperative that has been serving Southeast Missouri since its founding in 1948. The cooperative provides wholesale energy to four member distribution cooperatives: Black River Electric Cooperative, Ozark Border Electric Cooperative, Pemiscot-Dunklin Electric Cooperative, and SEMO Electric Cooperative. Serving over 500,000 homes, farms, and businesses across eighteen counties in the region, M&A's energy sources include cleaner-burning coal, natural gas, and renewable energy such as wind and hydroelectric power.

The cooperative operates under the principles of voluntary and open membership, democratic member control, and members' economic participation. M&A emphasizes autonomy and independence, education, and community development. It works closely with other cooperatives to strengthen the cooperative movement and contribute to sustainable community development.

M&A is also involved in maintaining a significant electric infrastructure, with over 1,000 miles of energized lines and numerous substations to ensure reliable and affordable energy delivery.

## *Key Functions and Operations*

- 1. Generation and Transmission:** M&A Electric Power Cooperative focuses on the generation and transmission of electricity to its member distribution cooperatives. It acts as a wholesale energy provider, ensuring that its members receive reliable and affordable electricity.
- 2. Energy Sources:** The cooperative utilizes a mix of energy sources, including cleaner-burning coal, natural gas, and renewable energy such as wind and hydroelectric power. This diverse energy mix helps in maintaining a balanced and sustainable energy supply.
- 3. Infrastructure:** M&A operates an extensive network of energized lines and substations:
  - **Lines:** 1,025 miles of energized lines including 773 miles of 69 kV, 149 miles of 161 kV, 47.5 miles of 34.5 kV, and 58 miles of 345 kV lines.
  - **Substations:** 90 distribution substations, as well as maintains and operates 55 miles of 500kV for the Associated Electric Cooperative, Inc. (AECI).
- 4. Power Supply:** M & A is an "all requirements" member/owner of AECI, this agreement is through May 31, 2075. Associated was organized in 1961 by M & A and five other Missouri G&T's so that AECI could supply all of the generation needed for these six G&Ts.

## *Community and Collaboration*

M&A is deeply integrated into the local community, focusing on sustainable development and supporting various community activities. It collaborates with local, regional, national, and international structures to enhance the cooperative movement and ensure the effective delivery of energy services.

# 7 Cooperative Principles

1

## **Voluntary & Open Membership**

Cooperatives are voluntary organizations, open to all persons able to use their services and willing to accept the responsibilities of membership without gender, social, racial, political, or religious discrimination.

2

## **Democratic Member Control**

Cooperatives are democratic organizations controlled by their members, who actively participate in setting policies and making decisions.

3

## **Members' Economic Participation**

Members contribute equitably to, and democratically control, the capital of their cooperative.

4

## **Autonomy & Independence**

Cooperatives are autonomous, self-help organizations controlled by their members.

5

## **Education, Training & Information**

Cooperatives provide education and training for their members, elected representatives, managers, and employees so they can contribute effectively to the development of their cooperatives. They inform the general public, particularly young people and opinion leaders, about the nature and benefits of cooperation.

6

## **Cooperation Among Cooperatives**

Cooperatives serve their members most effectively and strengthen the cooperative movement by working together through local, national, regional, and international structures.

7

## **Concern for Community**

While focusing on member needs, cooperatives work for the sustainable development of their communities through policy. In addition to the 7 cooperative principles, qualifications for membership and the rights and obligations of our members are defined by law and established in our cooperative bylaws.





# Opportunity

The CEO will lead M&A Electric Power Cooperative with a strategic vision focused on operational excellence, providing safe and affordable electricity to its members, and ensuring the cooperative's sustainability and growth. This role requires a dynamic and innovative leader with a strong commitment to cooperative principles and a deep understanding of the energy sector. The CEO will report directly to the Board of Directors and will be responsible for the cooperative's 49 employees, all aspects of the cooperative's daily operations, financial performance, and strategic initiatives.

## *Key Responsibilities:*

- **Strategic Leadership:** Develop and implement innovative energy solutions and strategic partnerships to address M&A's unique challenges and opportunities in a rapidly changing energy landscape.
- **Operational Management:** Oversee the construction, operation, maintenance, and auditing of M&A's infrastructure and facilities, ensuring compliance with industry standards and regulations, and maximizing safety in every aspect of the business. Develop viable and cost-effective strategy to invest and upgrade in aging infrastructure, including substations, poles, and other facilities.
- **Financial Oversight:** Manage the cooperative's financial health, including budgeting, financial planning, and reporting to the Board of Directors and membership. Generate funding to support the needs of the four distribution cooperatives served by M&A.
- **Risk Management:** Employ effective risk management practices to evaluate and mitigate risks associated with capital-intensive and environmentally sensitive initiatives. Ensure employees are operating safely and effectively.
- **Stakeholder Engagement:** Foster strong relationships with Associated Electric, M&A's members, employees, regulatory agencies, and other stakeholders. Represent M&A in industry forums and legislative discussions.
- **Community Development:** Promote the sustainable development of the communities served by M&A, adhering to cooperative principles and values.



- **Human Resources:** Ensure adequate staffing and employee development, focusing on hiring, retention, and performance management to maintain a skilled and motivated workforce.
- **Board Collaboration:** Offer responsible, transparent and concise representation of the cooperatives business with the Board of Directors; Present to the Board effective, strategic, and financially viable solution options. Navigate the unique three-tier structure involving Associated Electric, and M&A's four distribution cooperatives.

#### **Qualifications:**

- Proven executive leadership experience in the utility or energy sector, preferably within a cooperative environment.
- Strong understanding of generation and transmission operations, power supply agreements, and regulatory compliance.
- Demonstrated ability to develop and execute strategic plans, balancing current operations with future growth opportunities.
- Exceptional financial acumen, with experience in budgeting, financial planning, and load forecasting.
- Excellent communication and negotiation skills, with the ability to engage effectively with diverse stakeholders.
- Commitment to cooperative principles and a member-centric approach to leadership.
- Experience in managing complex projects and leading teams through organizational change.

#### **Core Competencies:**

- **Innovation and Creativity:** Ability to anticipate and address emerging trends in the energy sector with innovative solutions.
- **Strategic Thinking:** Strong focus on long-term goals and the ability to align operations with the cooperative's vision.
- **Member Service Orientation:** Deep commitment to serving the needs of member-owners and enhancing their value proposition.
- **Ethical Standards:** Adherence to high ethical standards and integrity in all actions and decisions.
- **Community Focus:** Dedication to the sustainable development of the communities served by M&A.



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