



Germania Farm Mutual Insurance Association

Board of Directors – Expectations

To be successful and add value to the Germania organization, we expect the following of each other as Directors:

Respect

Directors listen intently and acknowledge others points of view, ideas, opinions and suggestions. We can agree to disagree, but only after making every effort to understand the other's position.

Support

Directors maintain a positive attitude, not allowing the work and process of the Board to weaken its effectiveness and contribution to Germania. We support the participation of fellow Directors, strive for consensus decision-making, and repress divisiveness if we see it.

Personal Integrity

Directors strive to do the right thing – always. We understand that honesty and trust is the bedrock of our success. We hold ourselves to a higher standard of behavior than our constituents and employees, striving to be role models for them and ambassadors for Germania.

Personal Commitment

Directors are selfless in their commitment to Germania, always putting the company first, and representing the company in a positive and highly professional manner. We understand the challenging role of a company Director, and are always striving to improve our effectiveness through self-development and educational opportunities.

Adherence to Meeting Norms

Directors balance task and process protocols to make Board meetings and committee work both efficient and effective. We understand the need for, and we practice ... punctuality, preparation, confidentiality, participation, rules of order, and active listening ... to get the most value from our meetings and discussions.