



CALENDAR OF EVENTS 2024

Preparing yourself
for **SUCCESS**
in an

**EVOLVING
INDUSTRY**



DIRECTOR TRAINING OPPORTUNITIES

NRECA'S BOARD LEADERSHIP CERTIFICATE (BLC) Offers advanced director courses and can be attained after earning the CCD. To earn the BLC, directors must complete 10 credits from the 900-level courses. Directors may attend the BLC courses at any time, however, they must have their CCD certificate to be eligible.

BLC SUMMIT DATES January 16-18

NRECA BLC 950.1

Practical communication strategies for directors

Jan. 16, Maple Grove, \$643

This course discusses the necessary communication skills for effectively participating in boardroom dynamics, focusing on face-to-face communication, the importance of preparation and how to be an impactful 'active listener.' The course will utilize real world examples to teach effective ways to apply communication and other soft skills such as empathy.

NRECA BLC 961.1

The evolution of electric cooperative power supply

Jan. 17, Maple Grove, \$643

Electric co-op boards face a rapidly evolving energy landscape where power supply decisions are more complex, involve greater risks and have greater cost consequences for consumer-members than ever before. This shift has significant implications for electricity suppliers and for consumers. At play are five fundamental dynamics: Regulatory/legislative, markets, fuels, power technology, and customer expectations and preferences. This course focuses on building competencies and strategies boards can pursue in the face of this uncertainty including understanding member needs, working closely with power suppliers, communicating with members and being their trusted energy advisor.

NRECA BLC 973.1

Moving the fence: A guide to shared services, system mergers, and territorial acquisitions

Jan. 18, Maple Grove, \$643

Co-op service territory is generally viewed as static and unchanging, presenting few growth opportunities or scale for performance improvement. However, opportunities abound through cooperatives collaborating in "shared services" agreements, examining the advantages and benefits of merger or consolidation, partial territorial acquisition of an IOU, or completely purchasing and absorbing a municipal electric system. This course is designed to help directors navigate the pros and cons of each of these strategies.

OTHER BLC COURSE DATES

NRECA BLC 952.1: Increasing influence and building board consensus (Annual meeting pre-conference)

Mar. 18, St. Paul, \$693

Electric cooperative boards face new challenges in finance, technology, and energy transition while navigating shifting population demographics. This course provides directors with the skills necessary to successfully meet these complex challenges. Through group discussion and case studies, participants will learn negotiation techniques, how to navigate difficult power asymmetries, establishing influence, and the importance of team diversity in avoiding group think.

NRECA BLC 965.1: Electric vehicles: Strategy and policy considerations (Energy Issues Summit pre-conference)

Aug. 6, Bloomington, \$693

Electric vehicles continue to receive increasing attention globally and within the United States through gradually increasing sales, an increase in the number of models available, and an abundance of media campaigns. EV's are also receiving increased attention within the electric cooperative industry, as topics in strategic planning sessions, board meetings and with many cooperatives owning at least one electric vehicle. This course is designed to improve a board's ability to make strategy and policy decisions regarding EVs and their impact on their cooperatives.

IMPORTANT MEETINGS & PRE-CONFERENCES

DATE	EVENT	LOCATION
Mar. 19-20	MREA annual meeting and trade show	St. Paul
Aug. 5-6	New director orientation (EIS pre-conference)	Bloomington
Aug. 6	Board chair roundtable (EIS pre-conference)	Bloomington
Aug. 7-8	Energy Issues Summit (EIS) & trade show	Bloomington
DISTRICT MEETINGS		
Jan. 12	District 1 meeting	Bemidji
July 11	District 3 meeting	Alexandria
July 12	District 2 meeting	Cohasset
July 16	District 6 meeting	Oronoco
July 17	District 5 meeting	Sleepy Eye
GOVERNMENT AFFAIRS		
Jan. 29-31	Winter DC legislative visit	Washington, DC
Apr. 10	Grassroots Day	St. Paul
Apr. 21-24	NRECA Legislative conference	Washington, DC
Sept. 23-25	Fall DC legislative visit	Washington, DC
Nov. 13	Legislative summit	Maple Grove

NRECA CREDENTIALLED COOPERATIVE DIRECTOR CERTIFICATE (CCD)

CCD FAST TRACK TRAINING

Nov. 20, 8-3 pm	2600	Director duties and liabilities
Nov. 21, 8-3 pm	2610	Understanding the electric business
Nov. 22, 8-3 pm	2620	Board operations and process
Dec. 4, 8-3 pm	2630	Strategic planning
Dec. 5, 8-3 pm	2640	Financial decision making

2600 DIRECTOR DUTIES AND LIABILITIES NOV. 20

Boards are responsible for directing the affairs of the corporation. This course discusses and explains the duties of loyalty, obedience, and due care, and the need for directors to acquire the minimum knowledge and skills necessary to fulfill their responsibilities within the cooperative context.

KEY TOPICS

- An overview of today's multi-billion dollar electric utility business
- The concepts and values that govern cooperatively owned businesses and related types of organizations
- Legal and regulatory concepts affecting public utilities
- Key legal documents such as articles of incorporation and bylaws
- The role of management and guidelines for maintaining an effective relationship with the CEO

2610 UNDERSTANDING THE ELECTRIC BUSINESS NOV. 21

The electric utility industry is an evolving high-tech system that must be designed and engineered to meet regulatory and consumer standards for reliability, quality, and safety. This requires an appropriate investment on a planned and ongoing basis. This course provides directors with an understanding of the key components of the electric utility industry.

KEY TOPICS

- The basic functions and cost components of generation, transmission and distribution
- Current and emerging technologies that are impacting utility operations and policies

Issues related to distributed generation that the board may need to address
How environmental issues and national policies impact the cooperative
The board's role to ensure a safe working environment

2620 BOARD OPERATIONS AND PROCESS NOV. 22

The board of directors is responsible for managing the affairs of the corporation. In fulfilling its duties, the board typically can only take official action via majority vote in a duly convened meeting. This course focuses on the legal requirements for holding board meetings and also on the human factors and group processes that make such meetings productive and effective.

KEY TOPICS

- Identifying the individuals and groups with whom the board must maintain effective working relationships
- Understanding, working with, and responding to members
- How public officials and opinion leaders impact the cooperative and the board's role in building and maintaining effective relationships
- Lessons and guidelines regarding key internal relationships: with the board chair, with the attorney, and within the cooperative.

2630 STRATEGIC PLANNING DEC. 4

Boards have ultimate responsibility for ensuring and evaluating the long-term health of the organization. They help fulfill this duty through strategic thinking, identifying goals through strategic planning and authorizing the appropriate allocation of resources through the adoption of financial policies, budget review and approval and monitoring management's progress toward strategic goals. This course teaches directors how to participate effectively in strategic thinking and planning processes.

KEY TOPICS

- Understanding the difference between strategic thinking and strategic planning
- Analyzing your cooperative's strengths, weaknesses, opportunities and threats
- Recognizing the board's oversight responsibility
- Using the strategic plan in the annual evaluation of the cooperative's accomplishment and as the foundation of the CEO's performance appraisal

2640 FINANCIAL DECISION MAKING DEC. 5

This course is designed to help directors assess their cooperative's financial position via financial statements used in financial reporting and planning, as well as key ratios developed from these financial statements. Participants will also recognize how board decisions impact their co-op's financial position.

KEY TOPICS

- Identifying the key financial decisions boards make
- Recognizing the uniqueness of the cooperative business model and a typical cooperative's financial attributes
- Recognizing three financial documents and related key financial ratios
- Explaining how board decisions impact the financial position and financial statements
- Understanding the difference between reporting a cooperative's financial results and understanding a cooperative's financial position
- Describing the audit function

Extraordinary board governance requires a strong commitment to learning. The fundamental responsibility is to be engaged, informed and faithful fiduciaries and gatekeepers, protecting the long-term interests of members (stockholders) and other important constituencies, including regulators, employees, customers and the public. The duties of a director include obedience, diligence and loyalty; summed up as director "fiduciary duties."

The Credentialed Cooperative Director (CCD) certificate program provides electric cooperative directors with the foundation of knowledge needed to effectively provide leadership. The CCD certificate is awarded upon completion of all five courses in the curriculum, including a learning assessment for each. The CCD Fast Track allows directors to earn the certificate over the course of a couple weeks.

All courses \$643/each and held at the MREA office in Maple Grove.

Registrations are taken on a first-come, first-served basis. MREA hosts CCD Fast Track in even years. The next offering will be in late 2026.

Visit www.cooperative.com for other available nationwide dates and locations.



LEADERSHIP TRAINING

HELD IN CONJUNCTION WITH



MREA LEADERSHIP ESSENTIALS (COHORT 5A)

The new Leadership Essentials program is designed for current and future leaders in your organization who have not attended a previous leadership development series through MREA. The program is based on a practical Competency-Based Leadership Development Model and Assessment, focused on building self-leadership and exploring team leadership skills and behaviors. The training also incorporates CliftonStrengths® principles that help participants identify and utilize their personal strengths to achieve success. The program takes a hybrid learning approach – starting and ending with in-person, face-to-face sessions to build connections across organizations, as well as monthly live, interactive, virtual sessions, cutting down the need for extensive time and travel commitments.

Applicants must commit to the entire 27 hours of instruction, scheduled over an 8-month period. Classes must be taken in sequential order as listed. Homework, assigned prior to and throughout the program, will maximize the value of the class instruction. Program price: \$2,700 Cohort 6A will begin in October 2024 and run through May 2025. Watch for details coming soon.

UNIT 1: BUILDING SELF LEADERSHIP

Tues. Apr. 2, 2024 • 1-4 pm
In Person

LEADERSHIP OVERVIEW

What is Leadership? What is Leadership Development? What role does LD play in an organization? The CliftonStrengths® assessment would be completed by all participants prior to the next session.

Wed. Apr. 3, 2024 • 8-11 am
In Person

CRITICAL THINKING

Explore the capacity for objective analysis and thoughtful evaluation of issues and information.

Wed. May 1, 2024 • 8-11 am
Virtual - Live

WORKPLACE IMPACT

Understand one's work style and know how to integrate with others' styles and approaches; explore how to harmonize effort to achieve the desired results.

Thur. May 23, 2024 • 8-11 am
Virtual - Live

EMOTIONAL INTELLIGENCE

Examine awareness of and ability to control emotions; discuss how to appropriately express emotion and ways to manage relationships thoughtfully and empathetically.

UNIT 2: EXPLORING TEAM LEADERSHIP

Wed. June 5, 2024 • 8-11 am
Virtual - Live

FLEXIBILITY AND RESILIENCE

Grow willingness to compromise, adjust to change, deal effectively with pressure and remain optimistic and committed to successful outcomes.

Wed. July 10, 2024 • 8-11 am
Virtual - Live

MASTERING YOUR PROFESSIONALISM

Recognize the importance of positive attitude, good judgment and appropriate workplace behavior.

Wed. Aug. 14, 2024 • 8-11 am
Virtual - Live

LEADER/FOLLOWER ORIENTATION

Value and support followers and work to strengthen mutual trust and commitment to each other and organizational goals.

Wed. Sept. 11, 2024 • 8-11 am
Virtual - Live

EFFECTIVE COMMUNICATION PART I: Basic Communication Skills
Able to speak and write clearly, concisely and convincingly in a manner appropriate for the audience, to listen effectively and to clarify information as needed.

Thur. Oct. 10, 2024 • 9:30 - 12:30 pm
Thur. Oct. 10, 2024 • 1-2 pm
In Person

EFFECTIVE COMMUNICATION PART II: Crucial Conversations
Able to handle difficult conversations and communicate effectively across differing life experiences and perspectives.

DISCUSSION AND FINAL ASSESSMENT

DANA HAAGENSON



Dana spent over a decade in the software industry, serving in individual contributor and leadership roles from product development to product management/strategy to human resources. As a professor at M State, she teaches students ranging in age from Gen Z to baby boomer in the areas of human resources and accounting. She also develops and delivers customized leadership and team and personal development sessions for organizations across various industries. As a Gallup Certified Strengths Coach, Dana has coached over 1,000 individuals and teams in discovering and harnessing the power of their individual and collective strengths to achieve both personal and professional strength. She earned an Accounting degree from Minnesota State University Moorhead and is a CPA and a Certified Professional in Human Resources.

CONTACT OR QUESTIONS?

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▶ In Person ▶ Virtual



HELD IN CONJUNCTION WITH



LEADERSHIP TRAINING



MREA LEADING FOR ORGANIZATIONAL SUCCESS (COHORT 5B)

The newly developed Leading for Organizational Success program is designed for leaders who have completed a previous leadership development program through MREA (either the former AchieveForum series or the new Leadership Essentials series.) The program is based on a practical Competency-Based Leadership Development Model and Assessment, focused on skills and behaviors that strengthen leadership at team and organizational levels. The training also incorporates CliftonStrengths® principles that help participants identify and utilize their personal strengths to achieve leadership success. The program takes a hybrid learning approach – starting and ending with in-person, face-to-face sessions to build connections across organizations, as well as monthly live, interactive, virtual sessions, cutting down the need for extensive time and travel commitments.

Applicants must commit to the entire series, as listed below, over an 8-month period. Classes must be taken in sequential order as listed. Homework, assigned prior to and throughout the program, will maximize the value of the class instruction.

Program price: \$2,700

UNIT 3: STRENGTHENING TEAM LEADERSHIP

Tues. Apr. 2, 2024 • 1-4 pm
In Person

LEADERSHIP OVERVIEW

What is Leadership? What is Leadership Development? What role does LD play in an organization? The CliftonStrengths® assessment would be completed by all participants prior to the next session.

Wed. Apr. 3, 2024 • 8-11 am
In Person

MANAGING CONFLICT

Capable of managing and resolving challenging circumstances or disagreements in a constructive manner and prevent counter-productive confrontations.

Wed. May 1, 2024 • 8-11 am
Virtual - Live

DEVELOPING OTHERS PART I

Able to coach others to high performance by effectively delegating responsibility, offering ongoing feedback and providing learning opportunities.

Wed. May 29, 2024 • 8-11 am
Virtual - Live

DEVELOPING OTHERS PART II

Able to coach others to high performance by effectively delegating responsibility, offering ongoing feedback and providing learning opportunities.

Wed. June 12, 2024 • 8-11 am
Virtual - Live

BUILDING EFFECTIVE & INCLUSIVE TEAMS PART I

Understand ways to inspire and foster team commitment, cooperation and coordination through increasing trust, facilitating conflict resolution and motivating team members to accomplish goals.

Wed. July 10, 2024 • 8-11 am
Virtual - Live

BUILDING EFFECTIVE & INCLUSIVE TEAMS PART II

Understand ways to inspire and foster team commitment, cooperation and coordination through increasing trust, facilitating conflict resolution and motivating team members to accomplish goals.

UNIT 4: FORTIFYING ORGANIZATIONAL LEADERSHIP

Tues. Aug. 13, 2024 • 8-11 am
Virtual - Live

ESTABLISHING VALUES AND VISION

Able to take a long-term view, build a shared vision with others and influence the translation of vision into action.

Wed. Sept. 11, 2024 • 8-11 am
Virtual - Live

STRATEGIC THINKING

Formulates objectives and implements plans consistent with the long-term interests of the organization, capitalizing on opportunities and successfully managing risks.

Wed. Sept. 25, 2024 • 8-11 am
Virtual - Live

INNOVATION AND CHANGE

Capable of recognizing opportunities, encouraging new ideas and innovations, and developing or improving products or services in response to change.

Thur. Oct. 10, 2024 • 9:30-12:30
Thur. Oct. 10, 2024 • 1-2 pm
In Person

INFLUENCING AND NEGOTIATING

Able to effectively persuade others, build consensus and gain cooperation to accomplish mutual goals.

DISCUSSION AND FINAL ASSESSMENT

STEVE WISCHMANN

Steve is the owner of Horizon Performance Solutions, LLC, (HPS) a leadership and organizational development consulting company specializing in growing professional capacity and sustained success in people and teams. He retired at the rank of Captain/O-6 after three decades of military service in the U.S. Coast Guard. His career included four command assignments, executive positions at the Department of Homeland Security, and numerous staff and operational assignments, including two High-Arctic NATO support deployments in 1985 and 1986. Steve has a master of arts degree in public policy and management with dual concentrations in policy analysis and public management. Following his military retirement, he founded HPS while also serving for six years as an Adjunct Professor at Hilbert College, in Hamburg, New York, teaching both graduate and undergraduate courses in business management and public administration. Steve has extensive background in providing leadership, organizational, and workforce development strategies and programs for small businesses and non-profits, corporate teams, and government agencies. Originally from Wadena, MN, Steve and his wife now reside on Ottertail Lake.



▶ In Person ▶ Virtual

2024 CALENDAR OF EVENTS

DATE	EVENT	AUDIENCE	LOCATION	MEMBER PRICING
Jan. 11-12	Member services winter conference & trade show	Member services managers, marketing/communications and energy management staff	The Park Event Center 500 Division St., Waite Park	\$404
Jan. 12	District 1 meeting	Directors, CEOs and employees	Beltrami Electric Cooperative 4111 Technology Dr. NW, Bemidji	\$75
Jan. 16-18	BLC Summit (details on p. 2) 950.1 Practical communication strategies for directors 961.1 The evolution of electric cooperative power supply 973.1 Moving the fence: A guide to shared services, system mergers and territorial acquisitions	Directors	MREA, 11640 73 rd Ave. N. Maple Grove	\$643 each
Jan. 17-19	Lineworkers conference & trade show	Lineworkers	Arrowwood Resort 2100 Arrowwood Lane, Alexandria	\$530
Jan. 23-26	MREA/MMUA transformer school & pre-con	Apprentice lineworkers, journey lineworkers and crew leads	MMUA Training Center 1004 Michigan Rd., Marshall	\$250 Basic \$749 3-Phase
Jan. 24-26	Foreman conference	Lineworkers, operations, admin, current and future mid-level cooperative leaders	Holiday Inn & Suites 75 37 th Ave. S., St. Cloud	\$443
Jan. 29-31	Winter DC Legislative Visit	Directors, CEOs	Washington, DC	\$0
Jan. 31-Feb. 2	Line superintendents winter conference & trade show	Line superintendents	Holiday Inn & Suites 75 37 th Ave. S., St. Cloud	\$443
Feb. 6-7 Feb. 7-9	MREA/MMUA meter school conference & pre-conference	All levels of personnel who install and wire meters	MMUA Training Center 1004 Michigan Rd., Marshall	\$275 pre-conference \$779 conference
Feb. 8	Vegetation management roundtable	Forestry service personnel and co-op employees responsible for vegetation management	Stearns Electric Association 29643 Frontage Rd., St. Joseph	\$221
Feb. 21-23	Hot line school - Jackson	Lineworkers, operations personnel	MN West Community Tech College 401 West St., Jackson	\$520
Mar. 18	Annual meeting pre-conference: NRECA BLC 952.1 Increasing influence and building board consensus (details on p. 2)	Directors	St. Paul River Centre 175 W. Kellogg, #501, St. Paul	\$693
Mar. 19-20	MREA annual meeting & trade show	CEOs, directors, co-op staff	St. Paul River Centre 175 W. Kellogg, #501, St. Paul	\$629
Mar. 19-21	MREA/MMUA substation school	Substation technicians and lineworkers	TBD	\$779
Mar. 21	RESAP observer training - south	Line superintendents, operation managers, fleet, safety, anyone else willing to be an observer for RESAP	BENCO Electric Cooperative 20946 549 th Ave, Mankato	\$0
Mar. 28	RESAP observer training - north	Line superintendents, operation managers, fleet, safety, anyone else willing to be an observer for RESAP	Lake Country Power 26039 Bear Ridge Dr., Cohasset	\$0
Apr. 2-Oct. 10	MREA leadership essentials Cohort 5A (details on p. 4)	Non-supervisors or supervisors who have not attended previous leadership development series through MREA	Holiday Inn Arbor Lakes 11801 Fountains Way, Maple Grove	\$2,700 program fee
Apr. 2-Oct. 10	MREA leading for organizational success Cohort 5B (details on p. 5)	Supervisors who have attended previous leadership development series through MREA	Holiday Inn Arbor Lakes 11801 Fountains Way, Maple Grove	\$2,700 program fee
Apr. 3-4	CEOs spring conference	CEOs	Park Event Center 500 Division Street, Waite Park	\$404
Apr. 10	Grassroots Day		St. Paul	\$0
Apr. 17-19	Hot line school - Wadena	Lineworkers, operations personnel	MN State Community & Technical College 13497 CR 101, Wadena	\$520
Apr. 17	FM pre-conference CFC Compass training	HR/office managers and benefit administrators	Radisson Blu Mall of America 2100 Killebrew Dr., Bloomington	\$306
Apr. 18-19	Finance managers spring conference	HR/office managers, accountants and benefit administrators	Radisson Blu Mall of America 2100 Killebrew Dr., Bloomington	\$443

2024 CALENDAR OF EVENTS

DATE	EVENT	AUDIENCE	LOCATION	MEMBER PRICING
Apr. 21-24	NRECA legislative conference	CEOs, board directors, legislative personnel	Washington, D.C.	
Apr. 24-26	Hot line school - Rosemount	Lineworkers, operations personnel	Dakota Technical College 1300 145 th St. E., Rosemount	\$520
May 8-9	Office support professionals conference	Administrative assistants, receptionists, customer service representatives, accounting clerks, operations assistants	MREA, 11640 73 rd Ave. N. Maple Grove	\$404
May 7-10	MREA/MMUA underground school	Lineworkers of all levels	MMUA Training Center 1004 Michigan Rd., Marshall	\$779
May 15-16	Work order procedures	Co-op employees at all levels	Lake County Power 26039 Bear Ridge Drive, Cohasset	\$404
May 22-23	Designated Employee Representative (DER) and Reasonable Suspicion Training	Human resources, safety directors, managers and supervisors	MREA, 11640 73 rd Ave. N. Maple Grove	\$229 DER \$109 RS \$338 Both
June 4-5	Collections & disconnects conference	Utility employees with credit and collection responsibilities, member service representatives	Holiday Inn & Suites 75 37 th Ave. S., St. Cloud	\$404
June 6	IT users group	Information technology managers, those with similar responsibilities	Stearns Electric Association 29643 Frontage Rd., St. Joseph	\$221
June 18-23	MREA/NRECA Youth Tour	High school juniors and seniors of member co-ops	Washington, D.C.	
June 12-14	Member services summer conference	Member services managers, marketing/communications and energy management staff	Chase on the Lake 502 Cleveland Blvd. W., Walker	\$443
July 10	Human resources network	HR/office managers and benefit administrators	MREA, 11640 73 rd Ave. N. Maple Grove	\$221
July 11	District 3 meeting	Directors, CEOs and employees	Arrowwood Resort 2100 Arrowwood Lane, Alexandria	\$75
July 12	District 2 meeting	Directors, CEOs and employees	Lake Country Power 26039 Bear Ridge Drive, Cohasset	\$75
July 16	District 6 meeting	Directors, CEOs and employees	People's Energy Cooperative 1775 Lake Shady Ave. S, Oronoco	\$75
July 17	District 5 meeting	Directors, CEOs and employees	Sleepy Eye Convention Center 110 12th Ave. NE, Sleepy Eye	\$75
July 19	19th annual MREA burn center golf benefit	Open to all	Pebble Creek Golf Club 14000 Clubhouse Lane, Becker	\$600 team
Aug. 5-6	EIS pre-conference New director orientation	New directors	Radisson Blu Mall of America 2100 Killebrew Dr., Bloomington	\$538
Aug. 6	EIS pre-conference NRECA BLC 965.1: Electric vehicles: Strategy and Policy Considerations (details on p. 2)	Directors	Radisson Blu Mall of America 2100 Killebrew Dr., Bloomington	\$693
Aug. 6	EIS pre-conference Board chair roundtable	Board chairs	Radisson Blu Mall of America 2100 Killebrew Dr., Bloomington	\$339
Aug. 7-8	28th Annual Energy Issues Summit & trade show	Directors, CEOs and employees	Radisson Blu Mall of America 2100 Killebrew Dr., Bloomington	\$324 Day 1 \$264 Day 2 \$629 Both days
Aug. 20-21	FM pre-conference TBD	Finance managers	The Inn on Lake Superior 350 Canal Park Dr., Duluth	\$404
Aug. 21-23	Finance managers summer conference	HR/office managers and benefit administrators from MN and WI	The Inn on Lake Superior 350 Canal Park Dr., Duluth	\$443
Aug. 28-30	Line superintendents fall conference & trade show	Line superintendents	Breezy Point Resort 9252 Breezy Point Rd., Breezy Point	\$443
Sep. 4-6	CEOs fall conference & networking events	CEOs	Thumper Pond Resort 300 Thumper Pond Road, Ottertail	\$443
Sep. 10-13	MREA/MMUA overhead school and rodeo	Lineworkers at all levels, line superintendents	MMUA Training Center 1004 Michigan Rd., Marshall	\$25 Rodeo \$779 School
Sep. 23-25	Fall DC legislative visit	Directors and CEOs	Hilton Washington D.C. Capitol Hill 525 New Jersey Ave. N., Washington, D.C.	\$0

2024 CALENDAR OF EVENTS

DATE	EVENT	AUDIENCE	LOCATION	MEMBER PRICING
Sep. 25-27	Engineers and operations conference & trade show	Engineers, operation personnel	Inn on Lake Superior 350 Canal Park Dr., Duluth	\$443
Oct. 16-17	NRECA retirement planning seminar	Employees within 5 years of retirement	Arrowwood Lodge of Brainerd Lakes 6967 Lake Forest Rd., Baxter	\$316 member \$216 spouse & admin
Nov. 13-14	Work order procedures	Co-op employees at all levels	People's Energy Cooperative 1775 Lake Shady Ave. S, Oronoco	\$404
Nov. 13	Legislative summit	CEOs, directors, legislative personnel	MREA, 11640 73 rd Ave. N. Maple Grove	\$0
Nov. 20-22	NRECA Credentialed Cooperative Director (CCD) Fast Track: (details on p. 3) 2600 Director duties and liabilities 2610 Understanding the electric business 2620 Board operations & process	Co-op directors	MREA, 11640 73 rd Ave. N. Maple Grove	\$643 per class
Dec. 4-5	NRECA Credentialed Cooperative Director (CCD) Fast Track: (details on p. 3) 2630 Strategic planning 2640 Financial decision making	Co-op directors	MREA, 11640 73 rd Ave. N. Maple Grove	\$643 per class
Dec. 4-6	Safety and loss control conference	Line superintendents, safety committee members, operation managers, crew leaders/lead lineworkers, any employee	Holiday Inn & Suites 75 37 th Ave. S., St. Cloud	\$525
Dec. 18-20	MREA transformer school	Apprentice lineworkers, journey lineworkers, crew leads	MREA Transformer School 12501 Dupont Ave. S., Burnsville	\$404

Tell me and I forget.
Teach me and I remember.
Involve me and I learn.
- Benjamin Franklin

MREA CANCELLATION/SUBSTITUTION POLICY FOR IN-PERSON AND ONLINE EVENTS

Cancellations up to 4 Business days prior to start of program may:

- a. Immediately transfer their registration to another employee
- b. Receive a refund, less a \$45 cancellation fee

Cancellations less than 4 business days prior to start of program may:

- a. Immediately transfer their registration to another employee
- b. Receive a 50% refund of the registration fee

Cancellations not made prior to the first day of the program will be charged the full registration fee. A substitute may be sent to the first day of the meeting in place of the original attendee. Please note, this applies to in-person and online events. Member technical issues do not warrant a refund.

MREA will notify attendees if an event is cancelled due to inclement weather. In the event MREA does cancel an event due to weather, refunds will be sent for pre-paid attendees. If an attendee cancels due to weather and MREA continues to hold the event, the above cancellation policy will apply.

MREA EVENT CODE OF CONDUCT

MREA is committed to providing a safe, productive and welcoming environment for all participants and staff in MREA meetings, conferences, training programs, and events both online and in-person. All event participants including but not limited to attendees, speakers, exhibitors, staff, students, guests and vendors, are expected to abide by this MREA event code of conduct, and this code applies to all spaces and situations in which MREA meeting-related activities are being conducted, including virtual meetings and those sponsored by organizations other than MREA but held in conjunction with MREA Events. **Participation constitutes agreement to comply with the code of conduct as a condition of attendance.** Our full event code of conduct can be found at <https://minnesotaruralelectricassociationmrea.growthzoneapp.com/ap/CloudFile/Download/pMAj81bp>.

VENDOR MEMBER OPPORTUNITIES

2024 TRADE SHOWS, RECEPTIONS & GOLF OUTINGS

DATE	TRADE SHOW / EVENT	LOCATION
Jan. 11-12	Member services conference, sponsorships	The Park Event Center, Waite Park
Jan. 18	Lineworker trade show	Arrowwood Resort, Alexandria
Jan. 25	Foreman trade show	Holiday Inn Hotel & Suites, St. Cloud
Feb. 1	Line superintendents trade show	Holiday Inn Hotel & Suites, St. Cloud
Mar. 19	MREA annual meeting reception and trade show	St. Paul RiverCentre, St. Paul
Apr. 3	CEO spring networking event Platinum and gold vendors members only	The Park Event Center, Waite Park
Apr. 18-19	Finance managers conference, sponsorships	Radisson Blu MOA, Bloomington
June 12-14	Member services conference, sponsorships	Chase on the Lake, Walker
July 19	MREA burn center golf tournament	Pebble Creek Golf Club, Becker
Aug. 7	MREA Energy Issues Summit reception	Radisson Blu Mall of America, Bloomington
Aug. 28-30	Line superintendent fall outdoor trade & equipment show, networking	Breezy Point Resort, Breezy Point
Sept. 4-6	CEO conference, reception and networking	Thumper Pond, Ottertail
Sept. 25-27	Engineers and operations trade show	Garden Event Center, Duluth
Dec. 5	Safety and loss control conference Sponsors are invited to attend and display both days	Holiday Inn Hotel & Suites, St. Cloud

AS A VENDOR MEMBER, THERE ARE ADDITIONAL SPONSORSHIP OPPORTUNITIES

MREA has several sponsorship opportunities in 2024. Your company or cooperative will stand out above the crowd. Sponsors will be featured in event agendas, on sponsorship signs and your branded logo will be projected on large screens before an audience of your members and/or prospective customers. There are sponsorship opportunities at large events, the lineworker conference, annual meeting, the annual burn center benefit golf tournament and Energy Issues Summit. Smaller targeted opportunities include the IT user group, hotline schools, office support professionals conference and others.

Members can renew and sign up for sponsorships online. If you have questions or are a first-time sponsor, please contact Karen Miller at karen@mrea.org.



I AM A CO-OP DIRECTOR AND I NEED TO GET MY CCD OR BLC. WHAT DOES THAT MEAN?

As your statewide, it is MREA's job to support your efforts as a director to attain the necessary national certifications your co-op board requires. One of the ways we do that is by locally sponsoring NRECA's certification courses, so you do not have to travel out-of-state. MREA offers the NRECA Credentialed Cooperative Director (CCD) Fast Track (all five 2600-series courses) every *other* year in the even-numbered years (2022, 2024, 2026). MREA offers several opportunities for members to attend Board Leadership Certification (BLC) courses throughout the year. We also offer BLC courses at our annual meeting and Energy Issues Summit. If you are interested in hosting a BLC course at your cooperative, please contact Karen Miller at karen@mrea.org.

There are two key national certifications for co-op directors:

- 1) The CCD Fast Track curriculum consists of five courses designed to provide basic knowledge and skills required of cooperative directors. The CCD is earned by attending all five required courses and successfully completing a learning assessment for each. (See course listings on p. 3.)
- 2) The BLC curriculum extends the core CCD program, providing greater depth on industry, governance, risk management, rate making and policy development. This certification can be attained after earning the CCD and then completing a total of 10 credits from the 900-level courses. Directors may attend BLC courses at any time, but the BLC will not be awarded until the CCD program requirements are completed. The credit value is indicated after the decimal point for each course. For example, course 901.1 provides one credit and course 951.2 provides two credits. (See course listings on p. 2.)

In addition, a continuing education effort called Director Gold is offered to recognize directors who have earned their CCD and BLC credentials. Co-op directors can read more by visiting www.cooperative.com.



WHAT DOES MREA DO?

MREA was created by the state's rural electric co-ops over 80 years ago to provide economies of scale and key services that help your co-op, including:

- **Government affairs and lobbying** – MREA influences legislation and regulations at the state and federal level to protect our members' ability to provide safe, reliable and affordable electricity to the more than 1.8 million consumers currently served by Minnesota electric cooperatives.
- **Safety and loss control training and support** – MREA's safety and loss control team visits all the co-ops in the state to help train and support a culture of safety at each MREA member cooperative.
- **Education** – As detailed in this publication, we offer over 70 training and workshop events each year, to build the expertise and knowledge of the cooperative community.

We embody the sixth cooperative principle, "Cooperation Among Cooperatives," in pursuit of our mission of providing our members collaborative leadership and expertise. Visit www.mrea.org.

WHAT DOES IT MEAN TO BE AN MREA EDUCATION PROGRAM MEMBER?

The MREA education program membership dues are based on the number of members served by the co-op, which correlates to the number of employees needed to serve that size membership. Required for MREA's distribution co-op members, the pre-paid education dues allow MREA to plan and budget for a minimum amount of annual training opportunities. We strive to keep education dues affordable for MREA members. MREA education program members do receive a reduced registration fee of \$40-\$60 on a typical one-day workshop. However, the average savings of the registration fees are not intended as a return on investment to the co-op for their education dues.

CAN NON-MEMBERS REGISTER FOR MREA EVENTS?

The majority of training and events offered through MREA are purely fee-based, meaning budgets for each event are dependent solely upon the revenue from the attendance. For example, conferences and workshops coordinated through MREA's safety and loss control department have a single price to attend one of these events.

However, to ensure the membership has access to the training it needs, workshops and conferences coordinated for directors and employees through MREA's education department depend on a 'pre-paid education dues program' to support approximately nine percent of the department's budget. The lower listed price is the education member price and the higher listed price is the non-education member price.

HOW IS MREA GOVERNED?

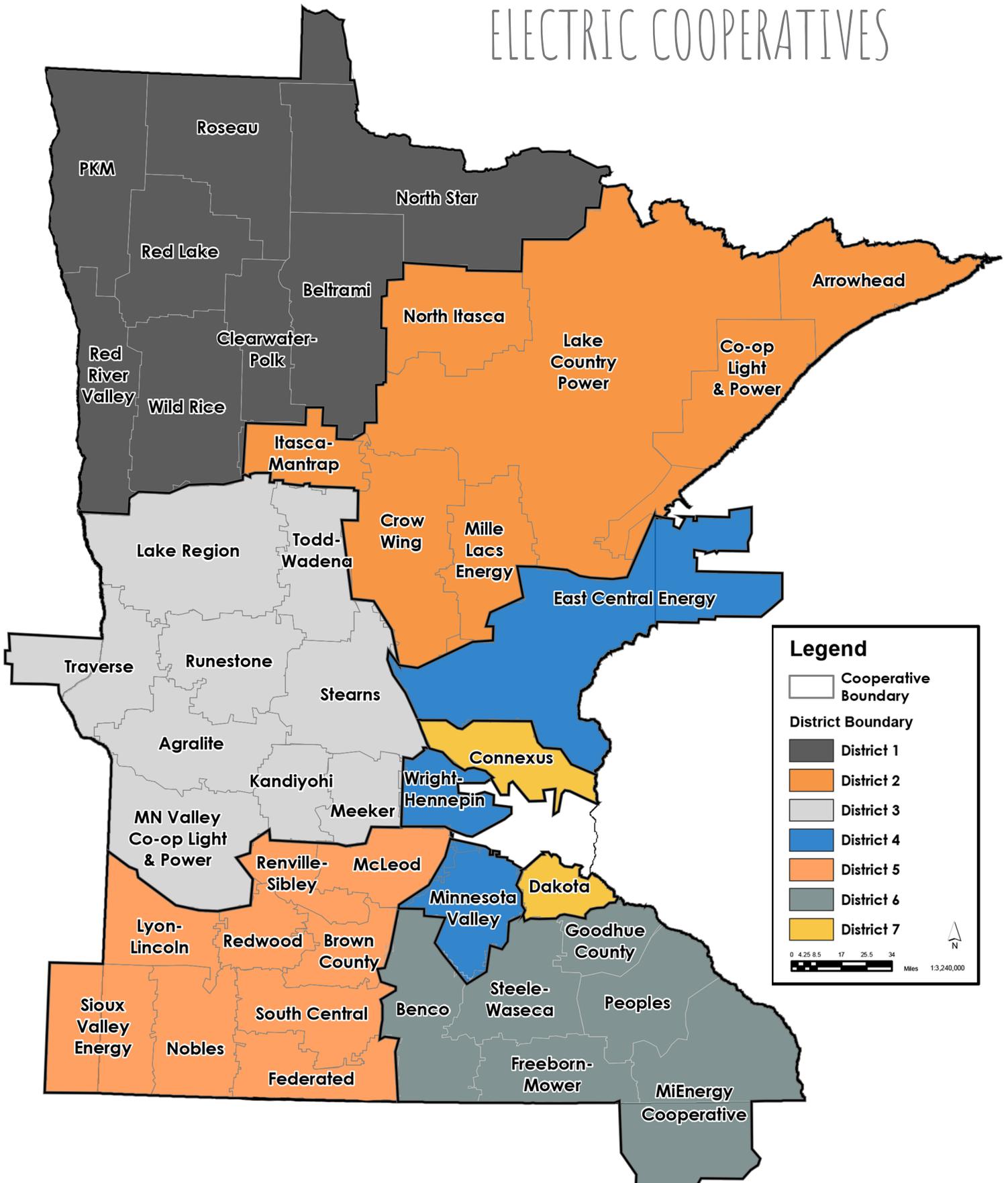
MREA exists for its members; to provide service, unity and leadership, and respond to member feedback and needs. In line with the second cooperative principle, "Democratic Member Control," MREA is governed by our members. Across the state, MREA member co-ops are divided into seven districts. A 14-member board of directors, two from each district, governs the association. These directors represent your electric co-op's interests on the MREA board.

MREA EDUCATION PROGRAM DUES SCHEDULE

Number of members	2024 dues
0 - 3,000	\$ 907.56
3,001 - 5,000	\$1,322.58
5,001 - 8,000	\$1,777.61
8,001 - 15,000	\$2,230.14
15,001 - 24,999	\$2,647.67
25,000 +	\$3,100.20
G&Ts	\$3,966.20

MREA DISTRICT MAP

OF MINNESOTA'S
ELECTRIC COOPERATIVES



Minnesota Rural Electric Association
11640 73rd Ave. North
Maple Grove, MN 55369

PRSR STD
U.S. Postage
PAID
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Minnesota Rural Electric Association

CALENDAR OF EVENTS 2024



www.mrea.org | 763.424.1020