

Skill Builders

2018 WECA Skill Builder Program



- **Attend a wide range of education, training, and professional development courses designed specifically for cooperatives.**
- **Take advantage of NRECA certificate, certification, and accreditation programs.**
- **Network with other cooperative leaders, learn from their experiences, and shape the future cooperative movement.**
- **Enhance the effectiveness of member service in your cooperative.**



Constructing the foundation of successful cooperatives.

Credentialed Cooperative Director

The Credentialed Cooperative Director (CCD) curriculum demonstrates NRECA's commitment to directors, ensuring they have an opportunity to develop the competencies they need to succeed in a new and uncertain environment. The CCD certificate is awarded upon the successful completion of all five CCD courses in the curriculum. The three courses listed will be offered in the 2018 rotation. The remaining two will be offered in 2019.

Directors who have earned their CCD or Board Leadership (BLC) certification may audit courses they have already taken at a 50 percent discount, if space permits. In order to receive the reduced rate, applicants must note this on the registration form prior to attending the program.

DIRECTOR DUTIES AND LIABILITIES

Course 2600 (1¾ credits)

Jackson Electric Cooperative | Black River Falls, Wis.
May 1, 2018

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

All credits mentioned refer to WECA Skill Builder credits, not NRECA credits.

BOARD OPERATIONS AND PROCESS

Course 2620 (1¾ credits)

Jackson Electric Cooperative | Black River Falls, Wis.
May 2, 2018

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 affect 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.

FINANCIAL DECISION-MAKING

Course 2640 (2¼ credits)

Holiday Inn South | Eau Claire, Wis.
October 17–18, 2018*

This course is designed to help directors understand the role of the board in financial planning, including identifying the basic documents used in financial planning and reporting, assessing the issues that drive financial decisions, balancing competing goals, and taking responsibility to monitor and evaluate results.

Key Topics:

- Identifying the key financial decisions boards must make
- Recognizing three key financial documents and three key financial ratios
- Understanding the basics of allocating and retiring capital credits policy
- Understanding key elements of an Equity Management Policy
- Identifying rate making basics

* This is a 1½-day program ending at noon on the second day.

Board Leadership Certificate

The CCD Certificate is a prerequisite for the Board Leadership Certificate (BLC). However, directors do not need to have a CCD certificate in order to enroll in these courses. The BLC certificate is earned by completing a total of 10 NRECA course credits from the NRECA 900-level courses. These courses are designed to be “challenger” workshops on key current issues.

THE EVOLUTION OF ELECTRIC COOPERATIVE POWER SUPPLY Course 961.1 (1½ credits)

Comfort Inn & Suites | Black River Falls, Wis.
January 11, 2018

Co-op boards face a rapidly evolving energy landscape. Power supply decisions are more complex, riskier, and have greater cost consequences than ever before. Low natural gas prices, renewable portfolio requirements, falling wind and solar costs, and environmental regulations are leading a fundamental shift in the U.S. generation portfolio. This shift has significant implications for electricity suppliers and consumers. This course focuses on strategies boards can pursue in the face of this uncertainty including understanding what members want, working closely with power suppliers, communicating with members, and being their trusted energy advisor.

Key topics:

- Brief History on “How We Got Here”
- Regulation
- Transmission/Markets
- The Electric Cooperative Today

MAXIMIZING YOUR GRASSROOTS STRATEGY Course 918.1 (1½ credits)

Comfort Inn & Suites | Black River Falls, Wis.
January 12, 2018

Effective political engagement at all levels of government requires significant planning and is vital to empowering member-owners to protect and advance the interests of their cooperative. The power of distribution cooperatives to influence policy makers is vital to their continued success. This course helps directors connect the dots between what they as individual directors can do on behalf of their cooperative while maximizing relationships with their statewide and with NRECA to make sure the co-op voice is heard on Capitol Hill and in the regulatory agencies.

Key topics:

- Strategies for engaging consumer-members in grassroots advocacy
- Infusing grassroots into the co-op’s strategic plan
- Communicating with advocates and champions among the membership
- Creating a political game plan

ETHICS AND GOVERNANCE: IMPLEMENTING THE NEW ACCOUNTABILITY

Course 930.1 (1½ credits)

Holiday Inn Hotel & Convention Center | Stevens Point, Wis.
August 1, 2018

In this era of corporate accountability, boards and management are expected—and in some cases required—to implement standards, programs, and procedures addressing such issues as ethical behavior, document retention, whistleblower protection, fraud risk assessment, and financial transparency. This course explains the background of these issues and presents practical strategies to help electric cooperatives design and develop plans and programs that address new governance expectations.

Key topics:

- Practical issues in creating, implementing, and enforcing a code of ethics at your cooperative
- The board's oversight role in risk assessment, document retention, and whistleblower protection
- Key governance documents and other tools that can be used at your cooperative

CAPITAL CREDITS: ISSUES AND DECISIONS

Course 975.1 (1½ credits)

Holiday Inn South | Eau Claire, Wis.
October 3, 2018

Adopting and implementing a capital credits policy are key responsibilities of a co-op's board of directors and management. As the elected representatives of the members, directors must understand the co-op's capital credits policy and be able to explain why it was adopted and how it works.

Key topics:

- How funds will be allocated to members
- Whether to make special retirements
- Which approach to retiring capital credits will maximize the value for the co-op and its members

All credits mentioned refer to WECA Skill Builder credits, not NRECA credits.

Management Essentials

The Management Essentials Certificate (MEC) Program is designed for experienced supervisors and mid-level managers. The program explores how to maintain technical expertise while demonstrating the right type of leadership. MEC provides the personal, interpersonal, and group skills to be influential in one-on-one situations, facilitate group performance, and become effective leaders. Building on the core skills introduced in the Supervisory Certificate Program, the Management Essentials program further develops critical business and leadership skills. Participants will identify and build on their strengths while improving key weakness areas to get the best results from every member of their team.

COOPERATIVE FINANCE AND ACCOUNTING FOR THE NON-ACCOUNTANT Course 655.1 (1½ credits)

Stoney Creek Hotel & Conference Center | Onalaska, Wis.
September 11, 2018

Follow the money—what every co-op manager should know about accounting and finance. Participants will be engaged in a hands-on exploration of cooperative financial statements and learn how your work has an impact on the bottom line. The course will take the mystery out of such financial terms as: TIER, equity ratio, capitalization, KRTA, Debt Service Coverage, depreciation, and the Form 7.

Key topics:

- Describe the components of an operating statement.
- Describe the primary categories on a balance sheet.
- Differentiate between margins and cash.
- Explain the difference in operating and non-operating margins.
- Calculate common key financial ratios.
- Identify how departmental operations affect the cooperative's financial outcomes.
- Differentiate between capitalized and expensed items.
- Explain how margins, capital credits, and plant growth affect members' equity.
- Understand how benefits, overheads, aid-to-construction, plant additions, and work orders are accounted for on the financial statements.

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Supervisor & Manager Development

NEW IN 2018! The NRECA Supervisor and Manager Development Program (SMDP) is a flexible, co-op-specific education program focused on strengthening the leadership skills, knowledge, and abilities needed to hire, develop, and lead others, manage performance, communicate effectively, and make decisions. The goal of this program is to equip co-op supervisors and managers with tools and resources to successfully lead and engage high-performing teams in support of the four mission-critical areas of safety, member satisfaction, reliability, and cost control.

This program is intended for co-op staff with leadership responsibilities ranging from individual contributors considering a supervisory role, to new and experienced supervisors, and middle managers. Regardless of where you are in your co-op's supervisor and manager hierarchy, this program offers a learning plan just for you.

STEPPING INTO YOUR SUPERVISORY ROLE: LEARNING TO LEAD

Course 710.1 (1½ credits)

Comfort Inn & Suites | Black River Falls, Wis.
March 6, 2018

As a team member, you mastered the technical skills of your job. If you're considering taking on a supervisory position or have become a supervisor, there are different skills, abilities and knowledge you need to be successful. The supervisor's influence on productivity, morale, and work quality should not be understated. Learn to navigate the transition into a supervisory role, clarify roles and responsibilities, align your team's work with your co-op's mission-critical areas, discuss the challenges of new supervisors and determine the best approaches to addressing them and create a personal long-term development plan.

Learning objectives:

- Understand your role and responsibilities as a supervisor
- Set expectations and goals for your team and its work to align with your co-op's mission
- Learn the different types of leadership styles, which style you tend to use and when you should use each one.
- Recognize the personal behavioral patterns that affect your team (both positively and negatively) and steps you can take to minimize the negative behaviors
- Learn the three types of power and how to use them appropriately
- Model the behavior you expect from your team
- Create your personal development plan for making a successful transition from a staff member to supervisor

Supervisor & Manager Development

CHANGE IS HARD: GUIDING YOUR TEAM THROUGH COMPLEX TIMES

Course 714.1 (1½ credits)

Comfort Inn & Suites | Black River Falls, Wis.
March 7, 2018

With waves of technical, social, economic, and regulatory changes, electric cooperatives now find themselves operating in what the U.S. military calls a VUCA environment (volatile, uncertain, complex, ambiguous). In this environment, supervisors must adapt to—and lead—continuous change at their co-ops. The types of changes differ, yet the change process itself is predictable, and so are the ways people respond to change. Supervisors who understand the most effective techniques and develop solid plans for navigating their teams through complexity, chaos and confusion are better equipped to thrive in a VUCA world.

Learning objectives:

- Understand the supervisor's roles & responsibilities related to changes at co-ops.
- Learn the typical causes of change and types of change and tools to effectively manage change.
- Describe the reactions most people have to change and use techniques for managing these reactions.
- Model the attitudes and behaviors needed for a successful change initiative.
- Address barriers to change.
- Effectively use the "4 P's" of change communications (Purpose, Picture, Plan, and Part)

EVERYONE COMMUNICATES; FEW CONNECT: TOOLS FOR BRIDGING THE GAP

Course 711.1 (1½ credits)

Stoney Creek Hotel & Conference Center | Onalaska, Wis.
September 12, 2018

Clear, consistent communication is the foundation of teams working well together to get the job done in support of the co-op's mission. According to a survey by the communication consulting and training group Interact, the majority (69%) of supervisors are often uncomfortable communicating with employees. Understanding what makes people tick and adjusting your personal style improves communication and avoids a lot of headaches and heartburn. Take this opportunity to assess your communication strengths and weaknesses, recognize your assumptions, and practice techniques for improving communication skills in both business and personal communications.

Learning objectives (cont. from "Everyone Communicates; Few Connect"):

- Understand your communication style and recognize the styles of your team members and boss; appreciate how differences in communication styles affect how a message is received.
- Learn active listening skills and how to use them effectively.
- Learn a 3-step formula to give feedback to your team members & colleagues.
- Understand the impact that body language and tone of voice have on interpersonal communication.
- Describe the impact that stereotyping, personal filters, triggers, and assumptions have on interpersonal communication and how to deal with these unconscious components of communication.
- Identify the communication styles of others and adjust yours to improve communication.

BUILDING YOUR CO-OP'S CULTURE: THE SUPERVISOR'S ROLE

Course 715.1 (1½ credits)

Holiday Inn South | Eau Claire, Wis.
December 4, 2018

"Culture eats strategy for breakfast," is a famous quote by the late business management guru Peter Drucker. All great organizations have great cultures, and great cultures are designed intentionally, not left to chance. Organizational culture is defined as a system of shared assumptions, values, and beliefs which govern how people behave in organizations. This course addresses the steps supervisors can take to help build a culture where employees trust each other, hold themselves (and others) accountable, focus their efforts on the co-op's goals, and strive to continuously improve their processes.

KNOW THE RULES: LEGAL RESPONSIBILITIES AND LIABILITIES FOR SUPERVISORS

Course 717.1 (1½ credits)

Holiday Inn South | Eau Claire, Wis.
December 5, 2018

Supervisors and managers have the obligation to treat all employees and job applicants consistently and equally as outlined under the law. Handling team member issues in the most convenient or the nicest way may not be the legal or right thing to do. Whether your co-op has a full-time human resources staff to help you or not, to successfully supervise co-op employees you need to understand the human resource function and your liability with regard to employment laws. Learn how you can avoid common employment law pitfalls at your cooperative while improving your management skills, enhancing your leadership abilities, and encouraging a productive work environment at your cooperative.

All credits mentioned refer to WECA Skill Builder credits, not NRECA credits.

Other Courses and Events

CRITICAL ISSUES AND COMMUNICATION SKILLS FOR ALL EMPLOYEES

(3 credits per co-op or \$1,350/co-op)

Jan. 22, 2018	8–11:30 a.m.	Kalahari Resort Wisconsin Dells
Jan. 22, 2018	1:15–4:45 p.m.	Ramada White House Lodge Richland Center
Jan. 23, 2018	8–11:45 a.m.	Stoney Creek Hotel Onalaska
Jan. 24, 2018	8–11:45 a.m.	Holiday Inn South Eau Claire
Jan. 25, 2018	8–11:45 a.m.	Barron Electric Cooperative Barron
Jan. 26, 2018	8–11:45 a.m.	Holiday Inn & Convention Center Stevens Point

Making a Difference as a Co-op Brand Ambassador

Each session will begin with a presentation from cooperative management highlighting consequential issues relevant to the success of electric cooperatives and their members. This information will help employees be better communicators and representatives of their cooperative.

Every employee at your electric co-op has a chance to either delight or dismay those they come into contact with—whether on the job or during off hours. You live and work with the members of your electric co-op who may also be your neighbors.

Even when you're not “officially” at work, you can have an important impact on how your electric co-op is viewed by members and the community at large. This program will focus on:

- The impact you have as an employee on your co-op's reputation—regardless of the area where you work
- Best practices, strategies, and tips for being an effective brand ambassador
- Making your voice heard in constructive ways when you have an issue or concern
- Tackling tough situations: how to respond effectively to input, complaints, concerns—and positive feedback—from the members and broader community
- Navigating the potential, and perils, of social media communities

Electric co-ops are generally highly regarded in Wisconsin and viewed as great places to work. This interactive session will provide you with insights and examples of how you can play a role in maintaining that positive image.

EDUCATION AND LOBBY DAYS

(1 credit)

Concourse Hotel & Governor's Club | Madison, Wis.
February 14–15, 2018

Directors and staff will be briefed on state issues affecting electric cooperatives and the energy industry. The two-day event will feature in-depth presentations, panel discussions with experts, verbal and written background information on legislative proposals, as well as insight into the political atmosphere at the Capitol.

RETIREMENT PLANNING SEMINAR

There are no program fees charged by NRECA. Meal and break charges will be billed at cost and divided equally among participants.

Comfort Inn & Suites | Black River Falls, Wis.
February 20–21, 2018

The NRECA Retirement Planning Seminar is designed for employees and their spouses who are within 5–10 years of retirement. It helps employees evaluate distribution options from their retirement plans, estimate retirement income and expenses, and realize the need for continued investment during retirement years. Social Security and estate planning are included in the program. Health and long-term care issues are also addressed. *We would also like to encourage employees and their spouses who are within 10–15 years of retirement to attend. This will help employees to gauge if they are on the right track for their retirement years.*

Key topics:

- NRECA retirement benefits
- Investment planning/asset allocation
- Social Security
- Health and long-term care
- Retirement distribution strategies
- Legal and estate planning
- Estimating retirement income
- Ins and outs of IRAs

Other Courses and Events

UNDERSTANDING CREDIT ISSUES & COLLECTIONS (1¼ credits)

Comfort Inn & Suites | Black River Falls, Wis.
March 20, 2018

The utility must have a consistent cash flow to accomplish its work plan in an effective and efficient manner. This class provides an overview of business issues which relate to collection processes and service disconnects. Class discussion will be prominently featured so that attendees can share their utility's processes and learn from others.

It will highlight skills to position the utility in a positive manner during a possible negative customer interaction. It also includes case studies of actual and potential customer situations that could have significant negative impact on your utility, including legal action. This class will encourage a review of current procedures and past performance to prevent or reduce the number of potentially negative factors in processes.

- How to prevent collection problems from the first contact with a customer so that collections and disconnects are minimized;
- What rights consumers have under federal and state laws and regulations;
- Tips and techniques designed to maximize the effectiveness of the communication process regarding cutoffs and past due bill collections;
- How to "modify" policies and procedures for mitigating the effects of this issue.

BILLS, BUCKS, AND BUSINESS (1½ credits)

Comfort Inn & Suites | Black River Falls, Wis.
March 21–22, 2018*

This workshop is based on the premise that "Every employee and every task performed at the utility has an impact on the ultimate bill sent to a consumer." The instructor will describe how the impact of our jobs can be measured and evaluated. Practical examples will be provided for improving favorable outcomes and minimizing those that are not as favorable. Employees will learn skills that help your system achieve financial security and long-term benefits for consumers.

- Is there a money tree where the cash comes from?
- Is there a giant rat hole where the money goes?
- Billing woes
- Materials that matter
- Engineering and operations
- Financial management
- Member services
- The utility's bills, bucks, and business

* This is a 1½-day program ending before noon on the second day.

LEGAL SEMINAR FOR DIRECTORS & EMPLOYEES

(1 credit)

Clarion Hotel Campus Area | Eau Claire, Wis.
April 3, 2018

Each year topics reflect the changing environment that electric cooperatives operate in. The Wheeler, Van Sickle & Anderson, S.C. law firm will be covering evolving legal issues pertinent to the decisions made by electric cooperative directors, managers/CEOs, and key staff. Past topics included:

- Integration of Board and Employment Policies and Practices
- Independent Contractor Relationships: How to Protect the Cooperative
- Distributed Generation and Renewable Energy Issues
- Capital Credits Update, Member Debt, and Bankruptcies
- Right to Work Update
- Smart Metering: Risks, Contracting, and Other Considerations

HARNESSING THE POWER OF EFFECTIVE COMMUNICATIONS

(1 credit)

Clarion Hotel Campus Area | Eau Claire, Wis.
April 4, 2018

Communication is all about connecting with the people who you are trying to influence. What do you need them to do? To say to others? To think about a particular issue? To believe so you get buy-in on the project you're trying to move forward?

Join us for a program that will help you effectively say what you need in order to get what you want with employees, coworkers and co-op members.

Professional presentations and business writing coach, Wendy Warren Grapentine, will spend the day sharing how we can make that connection with the people we interact with, how to quickly and effectively organize our thoughts to get our message across whether in writing or in a live presentation, and do it with minimal stress and maximum effect.

** This program is for any co-op employee.

Other Courses and Events

EMPLOYMENT LAW UPDATE

(¾ credit)

Holiday Inn Hotel & Convention Center | Stevens Point, Wis.
May 8, 2018

Employment regulations change regularly in response to new laws or court decisions that sometimes alter enforcement or implementation expectations. Keeping up with these changes is essential to minimizing liability, strengthening negotiation positions, and ensuring employees maximize benefits available to them. Often these changes are complex and require a legal perspective to help human resource professionals better understand the legal implications of court decisions and revised or new regulations. This workshop also provides several venues to make sure questions are answered, and cross-sharing of implementation strategies among cooperative human resources personnel.

HR PROFESSIONALS WORKSHOP

(1 credit)

Holiday Inn Hotel & Convention Center | Stevens Point, Wis.
May 8–9, 2018*

HR issues that are crucial to your co-op's future will be addressed at the ever-popular open forum and legal update. The open forum provides the opportunity to discuss new HR concerns and assist in solving issues you may be experiencing. A legal update will focus on new and changing matters as well as provide information on issues that attorneys are seeing more often.

*This 1¼-day program starts approx. 3 p.m. May 8 and ends by 4 p.m. May 9.

ENERGY ISSUES SUMMIT

(1 credit)

Holiday Inn Hotel & Convention Center | Stevens Point, Wis.
August 2, 2018

This program provides co-op directors, CEOs, and staff with timely information about emerging energy issues. This year's summit covered rate making trends in the utility industry; advanced metering technologies; community solar trends; national energy issues; and dynamic pricing programs using AMI interval data. We will build on the success of past summits to offer another quality program in 2018. Specific topics and speakers will be determined.

ELECTRIC COMMUNICATOR'S WORKSHOP

(To be held in conjunction with the Wisconsin REC Member Services Association Annual Meeting)

(1–2 credits)

Best Western Tomah | Tomah, Wis.
August 22–23, 2018

Enhance co-op communications by brushing up on basic skills, learning new tricks, and utilizing the latest in technology. Electric co-op communicators will also share ideas and maximize their use of the *Wisconsin Energy Cooperative News* magazine to effectively communicate with co-op members.

NEW IN 2018! To realize efficiencies with a shared audience, these two programs are partnering for the first time.

NEW EMPLOYEE ORIENTATION WORKSHOP

(½ credit)

Jackson Electric Cooperative | Black River Falls, Wis.
October 4, 2018

This workshop will provide for new employees an introduction to the history of electric cooperatives; cooperative principles and structure; how electric cooperatives operate; cooperative finance; the role of the G&T in providing power; the competitive pressures and changes in the electric industry today; and support organizations for local cooperatives.

Employees will also hear an electricity 101 presentation; various roles safety plays within electric cooperatives with suggestions for participants to take back to their home co-op; basic duties essential to all employees, focusing on general workplace safety and the well-being of the general public.

NRECA Director Gold Credential

Director Gold is an addition to NRECA's Education Program, neither replacing nor altering any existing credential. Director Gold is the hallmark of directors who have earned the Credentialed Cooperative Director (CCD) and Board Leadership Certificates (BLC) and are committed to continuing education throughout their board service.

Director Gold helps drive professional self-confidence and standing before members, regulators, and elected officials by identifying directors' ongoing commitment to advancing their knowledge and performing their fiduciary duty to the best of their ability.

For a director to earn the initial Director Gold Credential, he or she must meet these criteria:

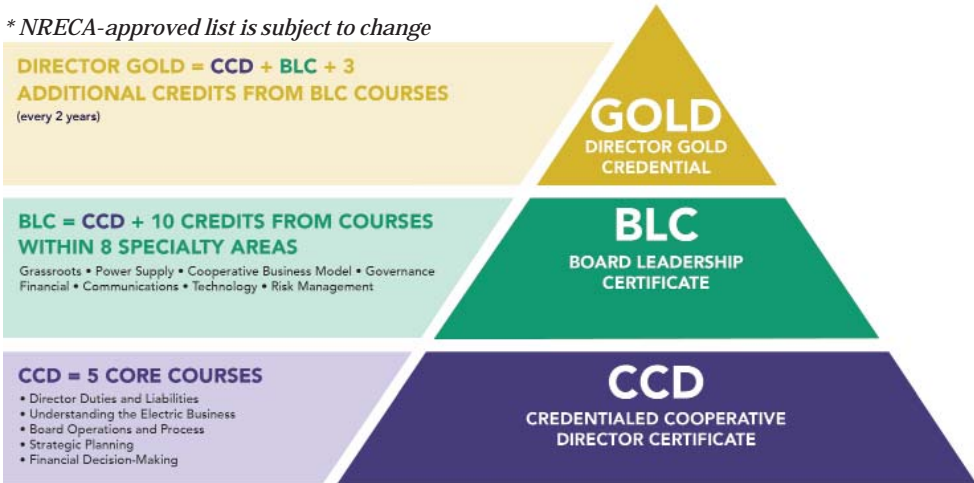
- Hold the CCD and BLC credentials.
- Earn three additional credits from the BLC series of courses. For the initial Director Gold Credential, only BLC courses will be accepted for credit. Upon renewal (every two years), other options including some non-NRECA programs are available.

A total of 13 BLC credits are needed to qualify for Director Gold status. Once eligible, a director must "opt in" by indicating interest in earning Director Gold status before a certificate will be issued. The "opt in" form can be completed at www.cooperative.com.

To maintain Director Gold status, directors must earn three credits from the NRECA-approved list of continuing education programs within a two-year (24 months) period. A minimum of two credits must be earned from the NRECA BLC courses, but directors can choose to earn all three continuing education credits from the BLC series. A maximum of one credit may be earned by attending one of the following conferences or programs:

- NRECA Directors Conference (1 credit)
- CFC Forum (1 credit)
- CoBank Energy Directors Conference (1 credit)
- Mid America Cooperative Council (MACC) Board Chair Roundtable (1 credit)

** NRECA-approved list is subject to change*



2018 Year at a Glance

Jan. 11	The Evolution of the Electric Cooperative Power Supply (BLC)
Jan. 12	Maximizing Your Grassroots Strategy (BLC)
Jan. 22–26	Critical Issues and Communication Skills for All Employees (Other)

Feb. 14–15	WECA Education & Lobby Days (Other)
Feb. 20–21	Retirement Planning Seminar (Other)

March 6	Stepping Into Your Supervisory Role: Learning to Lead (SMDP)
March 7	Change is Hard: Guiding Your Team Through Complex Times (SMDP)
March 20	Understanding Credit Issues and Collections (Other)
March 21–22	Bills, Bucks, and Business (Other)

April 3	Legal Seminar for Directors & Employees (Other)
April 4	Harnessing the Power of Effective Communications (Other)

May 1	Director Duties & Liabilities (CCD)
May 2	Board Operations and Process (CCD)
May 8	Employment Law Update (Other)
May 8–9	HR Professionals Workshop (Other)

August 1	Ethics & Governance: Implementing the New Accountability (BLC)
August 2	Energy Issues Summit (Other)
August 22–23	*Electric Communicator’s Workshop (Other) <i>*To be held in conjunction with the Wisconsin REC Member Services Association Annual Meeting.</i>

September 11	Cooperative Finance & Accounting for the Non-Accountant (MEC)
September 12	Everyone Communicates; Few Connect (SMDP)

October 3	Capital Credits: Issues and Decisions (BLC)
October 4	New Employee Orientation Workshop (Other)
October 17–18	Financial Decision-Making (CCD)

December 4	Building Your Co-op’s Culture: The Supervisor’s Role (SMDP)
December 5	Know the Rules: Legal Responsibilities and Liabilities for Supervisors (SMDP)

Non-Skill Builder Programs

NRECA Youth Tour

June 8–14, 2018
Washington, D.C.

WECA Youth Leadership Congress

July 25–27, 2018
UW–River Falls, River Falls, Wis.

WECA Board Meetings

February 13, 2018 | Madison, Wis.

May 15, 2018 | Jackson Electric Cooperative, Black River Falls, Wis.

August 9, 2018 | Jackson Electric Cooperative, Black River Falls, Wis.

WECA District Meetings

July 16, 2018 | District 2
Riverland Energy Cooperative, Arcadia, Wis.

July 17, 2018 | District 3
Barron Electric Cooperative, Barron, Wis.

July 18, 2018 | District 1
Kalahari Resorts, Wisconsin Dells, Wis.



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