



Minnesota Rural Electric Association



CALENDAR *of* EVENTS

20 25

Preparing yourself for success in an evolving industry

www.mrea.org | 763.424.1020

DIRECTOR TRAINING OPPORTUNITIES

NRECA'S BOARD LEADERSHIP CERTIFICATE (BLC)

The NRECA Board Leadership Certificate, available after obtaining the Credentialed Cooperative Director (CCD) certification (see p. 3 for details), requires completing 10 credits from 900-level courses. Directors can attend BLC courses at any time, but must have their CCD certificate to qualify.

BLC SUMMIT DATES — January 14-16

NRECA BLC 988.1

The board's role in safety

Jan. 14, Maple Grove, \$658

This course is designed to help distribution cooperative boards find that balance and to fulfill their safety oversight responsibilities.

NRECA BLC 974.1

Rate making strategies & policy decisions for electric co-op board

Jan. 15, Maple Grove, \$658

Participants will work through the rate making process, focusing on the critical strategy and policy decisions boards face.

NRECA BLC 944.1

Giving & receiving effective feedback

Jan. 16, Maple Grove, \$658

This course will provide valuable skills and instructor-guided practice opportunities to sharpen the skills needed to successfully give and receive both types of feedback.

OTHER BLC COURSE DATES

NRECA BLC 984.1:

The road to resilience: The board's responsibility

Feb. 17, St. Paul, \$708 (Annual meeting pre-conference)

This highly interactive course will define resilience, how building it is vital for cooperatives now and discuss the role of the board in creating it. Participants will discuss the oversight role in building resilience in such areas as power supply, cybersecurity, supply chain, workforce (winning the war for talent), and grid hardening. The course closes with a focus on personal resilience and how it can be built on a personal level as well as in the boardroom.

NRECA BLC 951.1:

Developing effective boardroom decision-making

Aug. 6, Bloomington, \$708 (Energy Issues Summit pre-conference)

The primary purpose of a board of directors is to make decisions. In today's complex energy industry, effective boardroom decision making is a must. Directors need the tools to assess today's challenges and to determine the best choice for the long-term interests of the cooperative's membership. This course provides directors with the techniques and skills needed to listen, identify issues, engage in constructive discussions and resolve conflicts so that the board can reach satisfactory solutions.

IMPORTANT MEETINGS & PRE-CONFERENCES

DATE	EVENT	LOCATION
Feb. 18-19	MREA annual meeting and trade show	St. Paul
Aug. 5-6	New director orientation (EIS pre-conference)	Bloomington
Aug. 7-8	Energy Issues Summit (EIS) & trade show	Bloomington

DISTRICT MEETINGS

Jan. 10	District 1 meeting	Bemidji
July 10	District 3 meeting	Alexandria
July 11	District 2 meeting	Grand Rapids
July 15	District 6 meeting	Oronoco
July 16	District 5 meeting	Sleepy Eye

GOVERNMENT AFFAIRS

Jan. 27-29	Winter DC legislative visit	Washington, DC
Apr. 27-30	NRECA legislative conference	Washington, DC
Sept. 22-24	Fall DC legislative visit	Washington, DC

“**Leadership and learning are indispensable** to each other.”

- John F. Kennedy

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 co-operative, 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.
- 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 co-operatives.
- 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	2025 dues
0 - 3,000	\$ 934.78
3,001 - 5,000	\$1,362.26
5,001 - 8,000	\$1,830.94
8,001 - 15,000	\$2,297.05
15,001 - 24,999	\$2,727.10
25,000 +	\$3,193.20



HELD IN CONJUNCTION WITH



LEADERSHIP



MOTIVATION



IDEAS



TRAINING



POTENTIAL



TEAMWORK



GOAL



SUCCESS

LEADERSHIP TRAINING

MREA LEADERSHIP ESSENTIALS (7A)

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: \$2,825

UNIT 1: BUILDING SELF LEADERSHIP

Wed. Apr. 9, 2025 • 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.

Thur. Apr. 10, 2025 • 8-11 am
In Person

CRITICAL THINKING

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

Thur. May 22, 2025 • 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.

Wed. June 4, 2025 • 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 18, 2025 • 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 9, 2025 • 8-11 am
Virtual - Live

MASTERING YOUR PROFESSIONALISM

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

Wed. Aug. 13, 2025 • 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.

Thur. Sept. 11, 2025 • 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.

Wed. Oct. 8, 2025 • 9:30-12:30 pm
Wed. Oct. 8, 2025 • 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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HELD IN CONJUNCTION WITH



LEADERSHIP



MOTIVATION



IDEAS



TRAINING



POTENTIAL



TEAMWORK



GOAL



SUCCESS

MREA LEADING FOR ORGANIZATIONAL SUCCESS (7B)

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: \$2,825

UNIT 3: STRENGTHENING TEAM LEADERSHIP

Wed. Apr. 9, 2025 • 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.

Thurs. Apr. 10, 2025 • 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.

Thur. May 15, 2025 • 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. June 11, 2025 • 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 25, 2025 • 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 16, 2025 • 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

Thur. Aug. 14, 2025 • 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. 10, 2025 • 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.

Thur. Sept. 25, 2025 • 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.

Wed. Oct. 8, 2025 • 9:30-12:30
Wed. Oct. 8, 2025 • 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,



▶ In Person ▶ Virtual

2025 CALENDAR OF EVENTS

DATE	EVENT	AUDIENCE	LOCATION	MEMBER PRICING
Jan. 9-10	Member services & communications winter conference & trade show	Member services managers, marketing/communications and energy management staff	Embassy Suites by Hilton 7901 34th Ave. S., Bloomington	\$458
Jan. 10	District 1 meeting	Directors, CEOs and employees	Beltrami Electric Cooperative 4111 Technology Dr. NW, Bemidji	\$75
Jan. 14-16	BLC Summit (details on p. 2) 988.1 The board's role in safety 974.1 Rate making strategies & policy decisions for electric co-op board 944.1 Giving & receiving effective feedback	Directors	MREA, 11640 73 rd Ave. N. Maple Grove	\$658 each
Jan. 15-17	Lineworkers conference & trade show	Lineworkers	Holiday Inn & Suites 75 37th Ave. S., St. Cloud	\$540
Jan. 27-29	Winter DC Legislative Visit	Directors, CEOs	Washington, DC	\$0
Jan. 29-31	Line superintendents winter conference & trade show	Line superintendents	Holiday Inn & Suites 75 37 th Ave. S., St. Cloud	\$540
Feb. 4-5 Feb. 5-7	MREA/MMUA meter school conference & pre-conference	All levels of personnel who install and wire meters	MMUA Training Center 1004 Michigan Rd., Marshall	TBD
Feb. 6	Vegetation management roundtable	Forestry service personnel and co-op employees responsible for vegetation management	People's Energy 1775 Lake Shady Ave. S., Oronoco	\$236
Feb. 17	Annual meeting pre-conference: NRECA BLC 984.1 The road to resilience: The board's responsibility (details on p. 2)	Directors	InterContinental Hotel 11 E. Kellogg Blvd., St. Paul	\$708
Feb. 18-19	MREA annual meeting & trade show	CEOs, directors, co-op staff	InterContinental Hotel 11 E. Kellogg Blvd., St. Paul	\$681
Feb. 26-28	Foreman conference	Lineworkers, operations, admin, current and future mid-level cooperative leaders	Holiday Inn & Suites 75 37 th Ave. S., St. Cloud	\$540
Mar. 11-13	MREA/MMUA substation school	Substation technicians and lineworkers	TBD	TBD
Mar. 12-13	Work order procedures	Co-op employees at all levels	Stearns Electric Association 29643 Frontage Rd., St. Joseph	\$658
Mar. 20	RESAP observer training - south	Line superintendents, operation managers, fleet, safety, anyone else willing to be an observer for RESAP	Freeborn Mower Cooperative Srvcs 3366 Bridge Ave., Albert Lea	\$0
Mar. 26	RESAP observer training - north	Line superintendents, operation managers, fleet, safety, anyone else willing to be an observer for RESAP	Mille Lacs Energy 23483 US Hwy 169, Aitkin	\$0
Apr. 2-3	CEOs spring conference	CEOs	Park Event Center 500 Division Street, Waite Park	\$458
Apr. 9- Oct. 8	MREA leadership essentials Cohort 7A (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	\$2,825 program fee
Apr. 9- Oct. 8	MREA leading for organizational success Cohort 7B (details on p. 5)	Supervisors who have attended previous leadership development series through MREA	Holiday Inn Arbor Lakes 11801 Fountains Way, Maple Grove	\$2,825 program fee
Apr. 15-17	Hot line school - Wadena	Lineworkers, operations personnel	MN State Community & Technical College, 13497 CR 101, Wadena	\$540
Apr. 23	FM pre-conference HR Network	HR/office managers and benefit administrators	Embassy Suites by Hilton 7901 34th Ave. S., Bloomington	\$339
Apr. 24-25	Finance managers spring conference	HR/office managers, accountants and benefit administrators	Embassy Suites by Hilton 7901 34th Ave. S., Bloomington	\$458
Apr. 27-30	NRECA legislative conference	CEOs, board directors, legislative personnel	Washington, D.C.	
Apr. 30- May 2	Hot line school - Rosemount	Lineworkers, operations personnel	Dakota Technical College 1300 145 th St. E., Rosemount	\$540

2025 CALENDAR OF EVENTS

DATE	EVENT	AUDIENCE	LOCATION	MEMBER PRICING
May 6-9	MREA/MMUA underground school	Lineworkers of all levels	MMUA Training Center 1004 Michigan Rd., Marshall	TBD
May 7-8	Office support professionals conference	Administrative assistants, receptionists, customer service representatives, accounting clerks, operations assistants	McLeod Cooperative Power Assn. 3515 11th St. E., Glencoe	\$419
May 12-13	Work order procedures	Co-op employees at all levels	Stearns Electric Association 29643 Frontage Rd., St. Joseph	\$419
May 21-22	Designated Employee Representative (DER) and Reasonable Suspicion Training	Human resources, safety directors, managers and supervisors	East Central Energy 412 Main St N, Braham	\$244 DER \$124 RS \$368 Both
June 4-6	Member services & communications summer conference	Member services managers, marketing/communications and energy management staff	Chase on the Lake 502 Cleveland Blvd. W., Walker	\$458
June 5	IT users group	Information technology managers, those with similar responsibilities	Stearns Electric Association 29643 Frontage Rd., St. Joseph	\$236
June 11-12	Collections & disconnects conference	Utility employees with credit and collection responsibilities, member service representatives	The Lodge at Brainerd Lakes 6967 Lake Forest Rd., Baxter	\$419
June 16-21	MREA/NRECA Youth Tour	High school juniors and seniors of member co-ops	Washington, D.C.	
July 10	District 3 meeting	Directors, CEOs and employees	Arrowwood Resort 2100 Arrowwood Lane, Alexandria	\$75
July 11	District 2 meeting	Directors, CEOs and employees	Lake Country Power 26039 Bear Ridge Drive, Cohasset	\$75
July 15	District 6 meeting	Directors, CEOs and employees	People's Energy Cooperative 1775 Lake Shady Ave. S., Oronoco	\$75
July 16	District 5 meeting	Directors, CEOs and employees	Sleepy Eye Convention Center 110 12th Ave. NE, Sleepy Eye	\$75
July 18	20th annual MREA burn center golf benefit	Open to all	Pebble Creek Golf Club 14000 Clubhouse Lane, Becker	\$700 team
Aug. 5-6	EIS pre-conference New director orientation	New directors	DoubleTree, 7800 Normandale Blvd. Bloomington	\$558
Aug. 6	EIS pre-conference NRECA BLC 951.1 Developing Effective Boardroom Decision Making (details on p. 2)	Directors	DoubleTree, 7800 Normandale Blvd. Bloomington	\$708
Aug. 7-8	29th Annual Energy Issues Summit & trade show	Directors, CEOs and employees	DoubleTree, 7800 Normandale Blvd. Bloomington	\$681 both days
Aug. 19-20	FM pre-conference TBD	Finance managers	Garden Event Center 425 S. Lake Ave., Duluth	\$419
Aug. 20-22	Finance managers summer conference	HR/office managers and benefit administrators from MN and WI	Garden Event Center 425 S. Lake Ave., Duluth	\$458
Aug. 27-29	Line superintendents fall conference & trade show	Line superintendents	Breezy Point Resort 9252 Breezy Point Rd., Breezy Point	\$540
Sep. 10-12	CEOs fall conference & networking events	CEOs	Little Crow Resort 15980 MN-23, Spicer	\$458
Sep. 9-12	MREA/MMUA overhead school and rodeo	Lineworkers at all levels, line superintendents	MMUA Training Center 1004 Michigan Rd., Marshall	TBD
Sep. 29-Oct. 1	Fall DC legislative visit	Directors and CEOs	Hilton Washington D.C. Capitol Hill 525 New Jersey Ave. N., Washington, D.C.	\$0
Sep. 24-26	Engineers and operations conference & trade show	Engineers, operation personnel	Garden Event Center 425 S. Lake Ave., Duluth	\$458
Oct. 7-8	MREA new employee orientation	New co-op employees within the first 2 years of employment	Embassy Suites by Hilton 7901 34th Ave. S., Bloomington	\$355
Oct. 8-9	NRECA retirement planning seminar	Employees within 5 years of retirement	Embassy Suites by Hilton 7901 34th Ave. S., Bloomington	\$330 member \$230 spouse & admin

2025 CALENDAR OF EVENTS

DATE	EVENT	AUDIENCE	LOCATION	MEMBER PRICING
Oct. 2025- May 2026	MREA leadership essentials Cohort 8A (details on p. 5)	Non-supervisors or supervisors who have not attended previous leadership development series through MREA	Holiday Inn Arbor Lakes 11801 Fountains Way, Maple Grove	\$2,825 program fee
Dec. 1-2	CFC director training	Directors	TBD	TBD
Dec. 3-5	Safety and loss control conference	Line superintendents, safety committee members, operation managers, crew leaders/lead lineworkers, any employee	The Lodge at Brainerd Lakes 6967 Lake Forest Rd., Baxter	\$540
Dec. 15-18	MREA transformer school & pre-conference	Apprentice lineworkers, journey lineworkers, crew leads	MREA Transformer School 12501 Dupont Ave. S., Burnsville	TBD

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

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

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

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

- Immediately transfer their registration to another employee
- 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>.

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

VENDOR MEMBER OPPORTUNITIES

2025 EVENTS, TRADE SHOWS, RECEPTIONS, GOLF OUTINGS & SPONSORSHIP OPPORTUNITIES

DATE	TRADE SHOW / EVENT	LOCATION
Jan. 9-10	Member services winter conference - sponsorship only	Embassy Suites by Hilton, Bloomington
Jan. 16	Lineworker trade show	Holiday Inn Hotel & Suites, St. Cloud
Jan. 30	Line superintendents winter trade show	Holiday Inn Hotel & Suites, St. Cloud
Feb. 18	MREA annual meeting, reception and trade show	InterContinental Hotel, St. Paul
Feb. 26-28	Foreman conference - sponsorship only	Holiday Inn Hotel & Suites, St. Cloud
Apr. 2	CEO spring conference reception & dinner Platinum and gold vendors members only	Park Event Center, Waite Park
Apr. 24-25	Finance managers spring conference - sponsorship only	Embassy Suites by Hilton, Bloomington
May 7-8	Office support professionals conference - sponsorship only	
June 4-6	Member services conference - sponsorship only	Chase on the Lake, Walker
June 16-21	NRECA/MREA youth tour - sponsorship only	Washington, D.C.
July 18	MREA burn center golf benefit	Pebble Creek Golf Club, Becker
Aug. 7	MREA Energy Issues Summit & reception	DoubleTree, Bloomington
Aug. 20-22	Finance managers summer conference - sponsorship only	
Aug. 27-29	Line superintendent fall outdoor trade & equipment show, networking	Breezy Point Resort, Breezy Point
Sept. 10-12	CEO fall conference, golf, reception and networking	Little Crow Resort, Spicer
Sept. 24-26	Engineers and operations conference & trade show	Garden Event Center, Duluth
Dec. 5	Safety and loss control conference Sponsors are invited to attend and display both days	The Lodge at Brainerd Lakes, Baxter

VENDOR REGISTRATION GUIDELINES

Registrations made less than 7 business days prior to event will incur a \$25 late fee.

Cancellations less than 7 business days prior to event will be charged a \$50 cancellation fee.

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. No refunds will be issued.

AS A VENDOR MEMBER, THERE ARE ADDITIONAL SPONSORSHIP OPPORTUNITIES

MREA has several sponsorship opportunities in 2025. 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.



MREA DISTRICT MAP

OF MINNESOTA'S
ELECTRIC COOPERATIVES

