



Empowering the Future

2018 YEAR IN REVIEW



CREA
COLORADO RURAL ELECTRIC ASSOCIATION

Empowering

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Tomorrow's Leaders

Communication



Safe Choices



Safety for co-op employees and their consumers is the top priority in the safety and loss control department. In 2018, this meant an increasing number of classes and labs to promote safety.

The department presented a strategy lab to linemen, safety directors, operations managers and general managers, taught OSHA 10 and OSHA 30 classes at co-ops around the state, supported the annual Hotline School in Grand Junction, taught medic and first aid classes and hosted the annual Loss Control Seminar.

The entire department is focused on developing a culture of safety in every area of the electric co-op program.

Political Involvement



The CREA legislative department empowers co-ops and their consumers by maintaining a strong presence at the Colorado Capitol representing the interests of Colorado's electric cooperatives. By actively participating in the legislative process and frequently speaking with elected officials, CREA keeps electric co-op issues before officials.

The department also works hard to engage consumers through grass roots efforts, maintaining a data base and communicating regularly during the legislative season regarding bills and the co-ops' positions on those bills.

Outreach



Fifteen lineworkers from Oklahoma and Colorado electric co-ops spent two-and-a-half weeks bringing electricity to more than 100 homes in two poverty-stricken, remote villages in Guatemala. The NRECA International project was made possible by the Colorado Rural Electric Association, Oklahoma Association of Electric Cooperatives and the electric co-ops that allowed their lineworkers to take the time away to help those without electricity.

NRECA International is the philanthropic arm of the national cooperative association, which provides a framework and other assistance for local electric co-ops partnering with communities around the world, bringing them electric access.

Tomorrow's Leaders



Colorado sent 34 students to Washington, D.C., for the annual Youth Tour in June. Meeting with Colorado's senators and congressmen and learning about the political process were highlight, but learning about history, sacrifice and patriotism were equally important. And gathering with almost 1,900 students from across the country was the ultimate in team building.

In July, 91 students gathered near Steamboat Springs for the annual Youth Leadership Camp. Kari Matrisciano of White River Electric was camp director, supported by CREA staff, which hired speakers, coordinated meeting facilities and chaperoned.

Communication



The fifth cooperative principle emphasizes the importance of communication, particularly with the general public and opinion leaders. That is the role of Colorado Country Life magazine and other communication tools provided by the communications department.

In 2018, the communications department adopted new ways of talking about electric co-ops and their consumer-members so that the co-op message could be better understood by younger consumers and those new to co-op territory. It also expanded CREA's communication tools, reaching new audiences with the message of the co-op difference.

The Colorado Rural Electric Association

Here to Serve Its Member Co-ops

Service is at the core of everything the Colorado Rural Electric Association does. The association doesn't sell any electricity; it doesn't manufacture products. It does empower its member cooperatives and their employees by providing education classes, safety training, loss prevention information, legislative representation, communications assistance, youth programs and organizational support. CREA's 14 employees are empowered to provide these services and more to all of its member cooperatives in timely, economical and well-executed ways.

The biggest changes in 2018 were in the safety and loss control department, as CREA adjusted its job training and safety program. This was done to provide better service while ensuring time for the departmental staff to maintain accreditations with necessary training as well as take their earned time off.

The organization also stretched itself to empower co-op volunteer linemen participating with NRECA International to bring light to two villages in Guatemala. And CREA empowered others beyond the co-ops when it led fundraising efforts to help victims of the summer wildfires, those struggling to pay their heating bills and those less fortunate in the Guatemalan villages the international team assisted.



Kent Singer
Executive Director



Corine Archuleta



Kylee Coleman
Editorial/Administrative
Assistant



Chelsea Eichhorn



Liz Fiddes
Director of Member
Services and Education



Cassi Gloe
Designer/Production
Manager



Curt Graham
Job Training and
Safety Instructor



Geoff Hier
Director of Government
Relations



Dale Kishbaugh
Director of Safety
and Loss Control



Mona Neeley
Director of
Communications/Publisher



Gloria Smeaton
Director of
HR/Controller



Scott Ward



Dan Whitesides
Job Training and
Safety Instructor



Heather Williams
Government Relations
Specialist

CREA Board of Directors Looks to the Future



Each of Colorado's 22 electric distribution co-ops and Tri-State Generation and Transmission Association are represented by a director on the Colorado Rural Electric Association Board of Directors. The CREA Managers Association is also represented on the board by its three officers. This results in a 26-member board. In 2018, this board met nine times and held 18 committee meetings. At its regular meetings, the board heard from nine industry speakers, including FERC Commissioner Cheryl LaFleur

Two board meetings were joint meetings with the general managers of Colorado's electric co-ops. Legislative strategy and how best to empower the co-ops to meet the challenges of a changing industry were the focus of these meetings.

The May meeting was in Sterling in northeastern Colorado where Highline Electric Association hosted its fellow co-ops. Board members visited a waste-heat compressor station, wind farm turbines and learned how Highline Electric utilized the Rural Utilities Services' RDL&G program to empower local entities to serve the community.

The August meeting at the Alliance Center, a nonprofit collaborative center focused on sustainability and environmentally friendly solutions for the future. The meeting included an expo showcasing member co-ops' renewable and efficiency projects. It was designed to reach out to the environmental community and empower relationships with other organizations.

Empowering Outreach



Colorado's electric co-ops bring light to Guatemalan villages

For the first time, CREA became an NRECA International partner sending more than money. In 2018, CREA joined with the Oklahoma Association of Electric Cooperatives to bring electricity to two remote, primitive villages in the Ixcán region of Guatemala.

Seven men from Colorado electric co-ops and eight from Oklahoma co-ops spent 19 grueling days in late September and early October bringing electricity to more than 50 homes in the villages of Pie del Cerro and Tierra Blanca Salinas in the middle of a rain forest.

Now there is electricity to grind the corn that is so much a part of the villagers' daily lives and to provide refrigeration for improved diets. There is also hope for an even brighter tomorrow and a better life, especially for the kids who will now grow up with lights that allow them to do their homework after the sun goes down and who will have access to a computer to expand their horizons.

The team worked tirelessly in 90 degree heat and 90 percent humidity without their usual bucket trucks and power tools and they got the job done.

Colorado's International Team

Dale Kishbaugh, Directory of Safety and Loss Control, Colorado Rural Electric Association

Christian Baker, Journeyman Lineman, Holy Cross Energy

Kris Barbee, Working Foreman, Southeast Colorado Power Association

Ben Ludington, Safety Director, Poudre Valley Rural Electric Association

Kelly Snow, Working Foreman, United Power

Chet Stickler, Crew Foreman, Holy Cross Energy

Nate Towne, Lead Lineman, Mountain Parks Electric

Attendance

February CREA Legislative Reception

23
legislators

1
PUC commissioner,
Frances Koncilja

August CREA/Alliance Center Expo

9
candidates for office
(seven of whom won) attended

8
sitting legislators
attended



CREA Candidate Interviews

22
candidates for office
were interviewed by the
CREA Committee and
co-op staff in July

CREA Legislative Department

The CREA Legislative Department, led by Director of Government Relations Geoff Hier with the assistance of Government Relations Specialist Heather Williams and contract lobbyists from Brandeberry McKenna Public Affairs. The team was busy from January through May at the Colorado Capitol reviewing bills, meeting with legislators and conferring with electric co-op managers, directors and staff members.

Once the legislature wound down, the team focused on other activities such as the NRECA Legislative Conference in Washington, D.C., and the August legislative event at The Alliance Center. The team also spent considerable time throughout the summer meeting with legislative candidates and sharing the co-op story with several candidates who were not familiar with electric co-ops and their role in providing electricity throughout the state

Co-op Day at the Capitol & CREA Summer Expo at Alliance Center

CREA works to reach out to elected representatives year-round, not just during the 120-day legislative session.

Each year as part of the February annual meeting, CREA hosts a reception for legislators to meet with co-op directors, managers and staff members. A number of legislators attend and visit with representatives of electric co-ops. The next day, at Co-op Day at the Capitol, legislative speakers address the co-op group. In 2018, House Majority Leader K.C. Becker (D-Boulder), Sen. Don Coram (R-Montrose), Rep. Jeni Arndt (D-Fort Collins), and Rep. Jim Wilson (R-Salida) met with those attending Co-op Day at the Capitol. Colorado Secretary of State Wayne Williams also spoke about the state's election process and efforts his department takes to prevent incidents of voter fraud in elections. Finally, Chief Economist for Legislative Council Kate Watkins spoke about the impact of the 2018 federal tax cuts and how that intersects with TABOR in Colorado.

As part of CREA's August board meeting, CREA hosted an expo at The Alliance Center in Denver. The Alliance Center is a collaborative workspace whose mission is to "transition Colorado to an equitable, clean-energy economy by 2050." Those at the center are working to reduce greenhouse gas emissions by 50 percent by 2030. Their ultimate goal is a fossil fuel-free Colorado by 2050. Many Alliance Center members had the opportunity to speak with Colorado electric co-op directors, managers and staff at the event.



FY 2018 Membership Distribution

49 ACRE only	149 ACRE Century
14 ACRE only	16 ACRE Vice-President
5 CARE + Spouse	48 ACRE President
42 CARE/ACRE	11 Leadership Circle

Total Membership 334

NRECA Legislative Conference

Colorado electric co-op directors, managers and staff traveled to Washington, D.C., for the NRECA Legislative Conference in April. There they met with Senators Michael Bennet (D-CO) and Cory Gardner (R-CO). They also visited with U.S. Representatives Mike Coffman (R-CD6), Scott Tipton (R-CD3), Jared Polis (D-CD2), and Ed Perlmutter (D-CD7) and legislative staff from the offices of Ken Buck (R-CD4), Diana DeGette (D-CD1), and Doug Lamborn (R-CD5).

The co-op spokespersons discussed issues that impact Colorado's electric cooperatives with the delegation members and their staff. Some of the topics covered included funding for the USDA's Rural Utilities Service, rural broadband, federal land management policies and grid security. Arnie Quinn, FERC's director of energy policy and innovation, spoke to Colorado's conference attendees while they were in D.C.

2018 Election

CARE endorsed candidates in a total of 56 races with an 86 percent success rate. Details are as follows:

House CARE endorsements: 19 Democratic candidates, 18W - 1L
22 Republican candidates, 20W - 2L

Senate CARE endorsements: 2 Democratic candidates, 2W - 0L
12 Republican candidates 8W - 4L

Statewide CARE endorsements: 1 Republican candidate,
0W - 1L

CARE's priority in 2018 was to prevent a single party from controlling both houses of the Colorado General Assembly and the Colorado governor's office. Majority control in the Colorado House was never seriously in question and it was quickly evident that the Democrats would keep the governorship. This left CARE focused on the Senate races.

CARE worked with a coalition of groups with similar goals of maintaining a Republican State Senate including: the Colorado Chamber of Commerce, Colorado Concern, Colorado Homebuilders, Colorado Realtors, Ready Colorado, Dairy Farmers Assoc., and others. The entities coordinated efforts and shared information among the group and with the Senate Majority Fund, the 527 organization controlled by Colorado Senate Republicans.

All five of the Senate races considered competitive were won convincingly by the Democratic candidate resulting in a 19-16 Democrat majority.

2018 Legislative Recap



A total of 721 bills were introduced during the 2018 legislative session – 441 bills in the House and 280 bills in the Senate. Ten days before the session ended, there were still 276 bills pending. In the last three days of the session, the General Assembly voted on approximately 126 bills. By the end of the legislative session, 289 bills were postponed indefinitely; the governor signed 421 bills; he vetoed nine bills; and two bills became law without the governor’s signature.

The 2018 legislative session was clouded by sexual harassment allegations. Five legislators were accused of sexual harassment for incidents occurring both before and during the 2018 session. For the first time in 103 years, the House voted to expel a member. In April, a legislative workplace culture study was presented to lawmakers with recommendations on how to address sexual harassment at the capitol.

Rural Broadband

One major legislative victory celebrated by CREA, was the passage of Senate Bill 18-002 for the financing of rural broadband. SB18-002 provides essential grant funding to rural broadband investment by repurposing the existing high-cost support mechanism for landlines. CREA member cooperatives with broadband interests testified in both chambers in support of the bill during the session. CREA worked with stakeholders to arrive at compromise language to ensure the passage of this priority bill for our members.

When discussing the bill in the Senate during the floor debate, Sen. Jerry Sonnenberg (R-Sterling) specifically referenced CREA in an amendment he was offering to alleviate concerns co-op broadband providers had with the legislation. CREA received permission from SB18-002 sponsors to work on a draft amendment to give the state broadband board more flexibility to allow a grant in an area where an incumbent has received federal funds. This issue is important to co-ops who provide broadband and who apply for state broadband grant funds.

Additionally, CREA supported House Bill 18-1099, which addressed a flaw in the broadband grant process. Before the passage of HB18-1099 an incumbent broadband provider could appeal a grant by an applicant and use the funds to provide lower levels of service. Under the new law, incumbent broadband providers who appeal a grant by the broadband deployment board must provide service speeds equal to or faster than the speeds indicated in the original broadband fund applicant’s proposed project at the same or lower costs to the consumer.

Other Legislation

CREA was actively engaged in discussions on a variety of energy-related legislation.

The Senate killed several bills that could have negatively impacted electric cooperatives. Some of the bills included:

SB18-064 which would have increased Colorado’s renewable energy standard for all utilities to 100 percent by 2035;

HB18-1274 would have required utilities to reduce greenhouse gas emission significantly; **Senate Bill 18-117** would have required utilities to submit information regarding greenhouse gas emissions to the Colorado Department of Public Health and Environment;

HB18-1297 would have required statewide reductions of greenhouse gas emissions, including reductions from the electric sector.

While some of these proposals had laudable goals, they were poorly worded and would have required unreasonable expenses for compliance.



Education Department

Director and employee education is one of the four pillars that provide the foundation for the Colorado Rural Electric Association's services to its members. For directors, CREA held classes on Equity Management, Board Operations & Process, Rules for Effective Board & Membership Meetings, Grassroots Strategy, and Financial Decision Making.

By offering these NRECA classes in Colorado, CREA saved the membership \$83,374 in registration fees. There were 177 directors who took advantage of these classes in 2018. In addition, CREA held two 2-hour presentations on renewable energy and the renewable energy standard law, with 95 people attending these presentations.

For employees, CREA held 24 classes and four multi-day conferences. These trained 512 employees on topics such as work orders, explosives, leadership, staking, and more. CREA also sponsored multi-day conferences for office support staff, member services, mechanics and human resource staff.

CREA organized four meetings for the general managers and arranged for 28 speakers to make presentations at these meetings.

For both employees and directors, CREA's annual meeting and the Energy Innovations Summit & Fall Meeting were great education opportunities.

Attendance at the Energy Innovations Summit was the largest yet, with 367 participants, exhibitors and speakers in attendance. CREA arranged for 48 speakers to make presentations at the Summit & Fall Meeting, and for another 23 speakers at the annual meeting. A total of \$23,642 was raised through sponsorships and registrations at these events to help offset meeting costs. New for the Energy Innovations Summit & Fall Meeting was an app to help users customize their meeting agenda, review speaker bios, and connect with exhibitors and other participants. CREA is empowering your co-op for the future.

Finally, CREA works with many partners on grant opportunities to offset the costs of employee and youth programs. Donations totaling \$52,459 were received in 2018.

Building Future Leaders

Colorado electric cooperatives sent 34 students to Washington, D.C., for an all-expense-paid, close-up look at history, government and leadership. Prior to heading to D.C. the students gathered in Denver to learn about Colorado government, electric co-ops and safety and electricity with visits to the State Capitol, United Power and Tri-State.

The students, along with 1,900 other electric co-op-sponsored kids and 210 chaperones spent from June 8-14 visiting the Capital's memorials and museums, as well as Mount Vernon, Arlington National Cemetery, and the National Cathedral. They also visited Baltimore and Fort McHenry before gathering with delegates from the other states for leadership training and to learn more about co-ops. They also visited with some members of Colorado's congressional delegation.

Then in July, Glen Eden, north of Steamboat Springs, was where 91 students gathered for the Youth Leadership Camp. Kari Matriciano of White River Electric was this year's camp director, but CREA staff supported the camp's efforts by hiring speakers, coordinating meeting facilities, and chaperoning. The students formed their own co-op and learned about the business model. They also had safety demonstrations, tours of a coal mine and power plant, visited a solar farm and improved their leadership skills.

These students who attend Youth Tour and Leadership Camp are our future. CREA works with its member co-ops to empower them to be leaders of our future.

CEEI Activities



CREA's nonprofit entity, the Colorado Electric Educational Institute, empowers employee education, the youth programs, the co-ops' Pedal the Plains sponsorship, the Burn Fund and other activities through its support.

Working with CEEI, CREA applied for and received multiple grants totaling \$XX,XXX from industry partners. These were used for education and youth programs.

Toward the end of the year, CEEI oversaw several fundraisers to benefit the co-op family.

More than \$10,000 in donations was received for the Guatemala water purification project. With that money, every household, school, church and health center in the two communities served by the NRECA International project was given a water filtering system that will last for two years. In addition, wheelchairs were provided to two disabled children in the villages and a computer, with software, a printer and support, was donated to each of the schools.

Colorado Country Life initiated a fundraiser for those affected by the summer's wildfire with the money coming through CEEI. At its October 28 meeting, the CEEI board voted to donate the \$3,156.11 sent by co-ops and readers of *Colorado Country Life* to the Upper Huerfano Fire Protection District in Gardner. The small, volunteer fire department helped fight the 100,000-acre Spring Fire that burned 218 homes in San Isabel Electric's territory. The donated funds are being used to purchase much-needed equipment.

CEEI also collected the donations for the Pedal the Plains sponsorship and its subsequent donation to Energy Outreach Colorado, which assists Coloradans struggling to pay their heat bills. The bike team that rode in the September Pedal the Plains tour of the eastern plains raised \$2,635 for EOC and Basin Electric Power Cooperative matched \$1,000 of that. Another \$500 from the bike riders' registration fees was forwarded to EOC by Pedal the Plains for a 2018 total of more than \$4,100.



2018 Employee Education by the Numbers

2018 Director Education

24 employee classes were held

\$83,374 in registration fees saved by CREA hosting

4 multi-day, multi-speaker conferences were held

177 directors attended classes in Colorado

512 class seats were filled by co-op employees

95 people attended basic classes on renewable energy and the renewable energy standard

Empowering Communication

Creating a new digital CREA Directory for your phone, overseeing the 25-member Pedal the Plains bike team, supporting the international trip to Guatemala, refreshing the design of Colorado Country Life – all were projects for the communications department in 2018 that were outside the usual monthly deadlines for the magazine, Colorado Co-op Report, and the department’s regular support for CREA.

It was a busy year for the department with only two full-time staff members and one part-time employee. The activity started quickly in January as the staff put together the 2018 CREA Directory while finalizing the digital app that now empowers electric co-op board members and employees to communicate with each other electronically.

The invitation-only app allows users to search for a name, co-op or position on their phone and contact that person quickly via email or phone call. The electronic directory is updated monthly throughout the year, allowing new employees to be added and board members to be updated as the co-ops cycle through their annual meetings and elections.

Work on supporting the Powering the Plains bike team for the state’s Pedal the Plains bike tour of Colorado’s eastern plains began with the route announcement in the spring and continued through the September 14-16 ride. This year, CREA and its communications department worked in concert with Mountain View Electric Association, Intermountain Rural Electric Association and Morgan County REA to provide an electric co-op presence at the ride through Kiowa, Bennett and Limon.

Support for the fall’s international trip included traveling with the linemen for training, sharing daily communications throughout the team’s time in Guatemala, and attending the inauguration ceremony when the lights came on for the first time in Pie del Cerro and Tierra Blanca Salinas, Guatemala.

The department also continued its regular focus on Colorado Country Life, the Colorado Co-op Report, the Energy Innovations newsletter, Year in Review, the CREA Legislative Directory, the CREA Directory, annual meeting reports, meeting materials for CREA, postcards for the legislative department,

newsletters for the safety and loss control department, invitations, brochures and more.

There was also oversight of websites for CREA and CCL and the social media sites for CREA and CCL. CREA is represented on Facebook, Twitter, Instagram and YouTube. CCL maintains a presence on Facebook, Twitter, YouTube, Pinterest, Instagram and Snapchat. These sites are all ways to empower Colorado’s electric co-ops to connect with their members and others interested in co-ops and the electric industry.

Highlights from 2018 included:

Colorado Country Life

Work throughout 2018 set the stage to launch an updated look for *Colorado Country Life* in January 2019 that makes the magazine easier to read and more user friendly.

This will empower Colorado’s electric co-ops to continue to connect with their members on a regular basis allowing these co-ops to share industry-related information through a trusted source. More than 229,000 consumer-members of 17 Colorado electric co-ops receive the magazine each month.

Readers from each of the subscribing co-ops connect with their co-op through the magazine on a regular basis. Photos of readers traveling with their copy of Colorado Country Life were even more popular in 2018 with more than 200 consumer-members sending photos. Photos of readers with their magazine came from on all seven continents again in 2018.





Award-Winning Magazine

Colorado Country Life won one Spotlight Award and four Willie Awards in 2018.

In May, the magazine won a national Silver Spotlight on Excellence Award as the Best External News Publication. Spotlight Awards are presented by the Council of Rural Electric Communicators and NRECA.

An illustration on the cover of one issue won a first place award in August's Willie Awards for Best Illustration. The Willies Awards, named for the co-ops' retro Willie Wiredhand mascot, are awarded each summer by the NRECA Statewide Editors Association. The magazine also won Willie Awards of Merit for the best website; the best editorial, for a Viewpoint column written by Executive Director Kent Singer; and for the best cover.

Fundraising for Good Causes

Colorado Country Life played a role in three major fundraisers in 2018. They included raising money for Energy Outreach Colorado, helping fire victims in co-op territory, and purchasing water filters for families in two villages in Guatemala. All were successful and made a difference in peoples' lives.

Pedal the Plains Support

The communications department provided full support for the electric co-ops' Powering the Plains bike team at Pedal the Plains in September. The department captained the bike team, led the promotional efforts with a booth in town on Saturday and an education stop on Sunday. And the department picked up the award the team received as the second largest team to ride the three-day bike tour of the eastern plains of Colorado.

Colorado County Life Stats / 2018

17

Colorado Country Life
Subscribing Co-ops

228,279

Colorado Country Life
Monthly Circulation

2,739,331

Colorado Country Life
Annual Circulation

96

Colorado Country Life pages written, edited, designed,
proofed and published each month

598

Colorado Co-op
Report

908

Energy Innovations
e-newsletter

81

CREA News
Clippings

Colorado County Life Connects with Co-op Consumer-Members



4,068

Facebook
followers



639 Readers entered the
monthly classified contest



627

Twitter
followers



208 Members sent photos of
themselves with the magazine



35 Letters to the editor
were printed



222

Instagram
followers



43 Funny stories from
readers printed

Empowering Safety Throughout the Co-ops

The CREA safety and loss control department morphed again in 2018 to better serve its co-op members. With the resignation of the risk management coordinator, it was decided to bring on a third job training and safety instructor in 2019. This will allow each of the instructors to spend more time with the co-ops they work with and have time for training and other duties.

Highlights from 2018 included:

Commitment to Zero Contacts

The Commitment to Zero Contacts program was created in 2018 by Federated Rural Electric Insurance Exchange. This initiative was established to provide cooperative CEOs, senior leaders and field personnel with key recommendations and resources they need to eliminate serious injuries and fatalities (SIFs) due to electrical contact.

The Golden Life Saving Rules are designed to reinforce co-op safety programs and include using gloves and sleeves when working on energized lines and equipment; apply personal protective grounds to ensure lines and equipment are de-energized; utilizing insulating protective equipment when working on energized lines and equipment; applying vehicle grounds and/or barricades when required; using proper lock out/tag out procedures; using proper fall protection when working aloft; and using confined space procedures. NRECA's Commitment to Zero toolkit contains resources such as guides, graphics and videos.

When a co-op makes the Commitment to Zero an email confirmation and certificate of recognition are provided. It includes the co-op's name and is also added to a recognized published list of member co-ops. Since the launch in April 2018 more than 300 cooperative CEOs have pledged their Commitment to Zero Contacts.

Commitment to Zero Contacts Certificates presented at the 2018 CREA Energy Summit went to:

David Churchwell, K.C. Electric, Hugo

Thomas Sifers, Mountain Parks Electric, Grangy

Jasen Bronec, Delta-Montrose Electric Association, Montrose

David Frick, Morgan County Rural Electric Association, Fort Morgan

Joshua Dillinger, Empire Electric Association, Cortez

Kent Singer, CREA, Denver

John Parker, United Power, Brighton

Jim Herron, Mountain View Electric Association, Limon

Bryan Hannegan, Holy Cross Energy, Glenwood Springs

Meri Sandlin, Western Fuels Association Inc, Westminster

Jeffery Wadsworth, Poudre Valley Rural Electric, Fort Collins

Alan Michalewicz, White River Electric, Meeker





OVERALL SAFETY ACHIEVEMENT AWARD

Gunnison County Electric Association

CERTIFICATE OF SAFETY ACHIEVEMENT AWARDS

Empire Electric Association, Inc

Delta Montrose Electric Association

Holy Cross Energy

La Plata Electric Association

Mountain View Electric Association

White River Electric

Federated Strategy Lab

The Strategy Lab presented by Federated Rural Electric Insurance Exchange was hosted at CREA in 2018. The project focuses the safety culture at the individual electric cooperatives through three phases:

1. A benchmarking study to compare the safety performance of systems with industry averages.
2. A series of qualitative sessions with cooperative safety directors, linemen, operations managers and CEOs/general managers to get their input and perspective.
3. Finding and applying “best practices” from those organizations that have the best safety performances.

This project is in search of the why – not the “who,” “what,” “when,” “where” or “how” of any incident. The incidents reviewed have already received that kind of analysis. The project’s goal is to enhance the culture of safety, to help improve safety performance and ultimately to protect people and property and save lives. The results of this project reflect the most comprehensive analysis of electric cooperative safety performance and safety culture throughout the electric cooperative industry.

2018 participants included:

- | | |
|---------------------|--------------------------|
| 18 Safety Directors | 21 Operations Managers |
| 19 Lineman | 21 CEOs/General Managers |

Colorado Cooperatives Benchmark Analysis

- 13 of 22 Colorado cooperatives’ recordable incident rate was lower than the cooperative industry average
- 10 of 22 Colorado cooperatives’ days away, restriction and transfer rate was lower than the cooperative industry average
- 12 of 22 Colorado cooperatives’ lost work days rate was lower than the cooperative industry average
- 12 of 22 Colorado cooperatives’ severity rate was lower than the cooperative industry average

2018 Loss Control Seminar

The 2018 Loss Control Seminar focused on the Commitment to Zero Contacts which provides cooperative CEOs, senior leaders and field personnel with key recommendations and resources needed to eliminate injuries by electrical contact. It also discussed the S.A.F.E. App, (Stop And Focus Everyday). The Federated created S.A.F.E. as a job training app to elevate the focus on work that requires entrance with minimum approach distance (MAD). The app focuses on life-saving rules used to help build and reinforce safe habits.

Guest speakers were outstanding, informative and entertaining. Their stories and insight on how to move forward after a contact were inspiring. They also provided information on improving the safety culture after a contact, reversing poor safety culture and learning leadership skills. Guest speakers included Ronnie Hindsman, Bryron Stilley, Kenny Greener and Mitch Majeski.

On day two of the seminar Corey Parr from the Federated RE Insurance Exchange reinforced the importance of the Commitment to Zero Contacts. Updates were given regarding Federated claims throughout the state of Colorado. In addition, Corey covered the S.A.F.E. App and the benefits of utilizing it. Awards were presented to Highline Electric Association, K.C. Electric Association, Mountain Parks Electric Association and San Miguel Power Association. The Overall Safety Award was given to Gunnison County Electric Association. Congratulations to everyone who received an award for outstanding work. During the roundtable discussion, MAPD vs ground-to-ground, engagement from leadership, crew visits and issues with radio frequency were discussed.

The department received positive feedback on the program.

Stats for JT&S Instructor Dan Whitesides

3 co-ops Speak Up Listen Up refresher and actual trainings

5 co-ops Pole Top Rescue

5 co-ops Confined Space Training



Rural Electric Safety Achievement Program Update

2018 RESAP CO-OPS

- Empire Electric Association
- Delta Montrose Electric Association
- Holy Cross Energy
- White River Electric
- Mountain View Electric Association
- La Plata Electric Association
- Gunnison County Electric Association

CO-OPS VOLUNTEERING EMPLOYEES TO ASSIST WITH RESAP

- 3** Delta Montrose Electric Association
- 1** Empire Electric Association
- 1** Federated RE Insurance Exchange
- 1** Grand Valley Rural Electric Association
- 2** Highline Electric Association
- 1** Morgan County Rural Electric Association
- 3** Mountain Parks Electric Association
- 3** Mountain View Electric Association
- 1** Poudre Valley Rural Electric Association
- 1** Sangre De Cristo Electric Association
- 2** Southeast Colorado Power Association
- 1** Yampa Valley Electric Association



Stats for JT&S Instructor Curt Graham

- 9** co-ops: **Hotstick** & ground testing (multiple locations at each co-op)
- 8** co-ops: **Dielectric** testing with VON tester
- 2** co-ops: **Flagger** Training
- 3** co-ops: **Forklift** Training
- 5** co-ops: **Substation** Inspections
- 10** co-ops: Pole top & bucket **rescue**
- 10** co-ops: **Crew** Visits
- 3** co-ops: **Job** Briefings
- 2** co-ops: **Bloodborne** pathogens

Attended

- Safety Coordinator Meeting** 2 times
- East Operations Manager meeting** 1 day
- Hot Line School Field Safety Committee** 2 weeks
- RMEL meeting** 1 day
- O&E Conference** 4 days
- CREA Loss Control Conference** 3 days
- CLCP trainings** 2 times
- NUTSEA and Safety Leadership Summit** 1 week

Attended

- Mesa Hotline School Field Safety team classroom instructor** 2 weeks
- NUTSEA and Safety Leadership Summit** 1 week

- CREA Loss Control Seminar** 3 days
- 2 Operation Mangers meetings** 1 day each
- WCCC Lineman College Advisory Committee** 4 times



CREA: Empowering Colorado's Electric Co-ops

by **Kent Singer** EXECUTIVE DIRECTOR

As I enter my 10th year as CREA's executive director, I want to let you in on a little secret. Here it is: I'm envious of our members.

Sure, I get to work with fantastic people on the CREA team who have dedicated their professional careers to the success of the Colorado electric co-op program. And yes, I was able to go to Guatemala in 2018 and see firsthand what it means to families and communities when the lights come on for the first time.

But all of you, as directors or staff of your distribution co-op, get the daily satisfaction of actually doing the work that it takes to power rural Colorado and help your communities flourish. You get to talk to folks who depend on you to restore power after storms or fires. You get to work with the best of the best: the co-op line crews that risk life and limb because they care about keeping you and your neighbors warm and safe.

I am not envious because what you do is easy. It's not. Keeping your systems up and running is the hardest job in the entire co-op ecosystem. But you can take great pride in the fact that what you are doing actually makes life possible in rural Colorado.

At CREA, we try to do our small part to support your important work. Your cooperative pays us a small portion of the hard-earned money your members pay you and we provide the best safety, education, communications and government relations services possible. We provide services that would cost you much more if you hired your own staff or contractors to do the same.

CREA enjoyed a strong year in each of our service areas in 2018. In the safety department, Director of Safety and Loss Control Dale Kishbaugh, recently welcomed a new employee to the team as an additional job training and safety professional. Scott Ward comes to us from Florida and will provide additional capacity to the department

and allow our instructors to spend more time at each co-op and to also sharpen their training. In the education department, Liz Fiddes continues to provide outstanding training courses for electric co-op directors and staff at a significant cost savings to your co-op. Liz is always looking to support new peer groups and provide training programs that keep your directors and staff on top of the latest developments.

Mona Neeley and her team have revamped Colorado Country Life for 2019 to keep the magazine fresh and informative. Mona also leads CREA's growing social media presence as we look for new ways to tell the co-op story.

The Blue Wave Comes Ashore

And then there's politics. Last year in this space I wrote about the changing dynamics of the Colorado General Assembly and how the influence of rural Colorado has diminished over the years. This trend continued with the 2018 general election with Democrats increasing their majority in the Colorado House of Representatives and gaining a majority in the Colorado Senate.

The outcome of the 2018 election was not a surprise to your political team at CREA. Geoff Hier, our director of government relations, anticipated this development, so we hosted two joint manager-director meetings in 2018 to discuss the co-op position on a variety of energy policy issues which are likely to be debated during the 2019 legislative session.

There were some important takeaways from the strategy sessions. First, our members want us to tell the co-op story, as we have done for decades. But with this new dynamic we need to step up our game even more, particularly with new legislators, to let them know how electric co-ops are different from other utilities.

Second, given the breadth of issues we are likely to face in 2019, we need to choose our battles carefully

and prioritize those issues that are likely to have the most near-term impact on co-ops. While issues like retail choice or community choice aggregation would require an "all-hands-on-deck" approach, we may use a softer touch on other issues.

Third, we need to change the narrative when it comes to the legislature's perception of Colorado's electric co-ops. While electric co-ops are generally held in high regard by our legislators, we can always do a better job of explaining how co-ops are responsive to their consumer-members and always looking to produce and distribute power in the most efficient and responsible manner.

To that last point, the new narrative must include a constant reminder that Colorado's electric co-ops are at the forefront of innovation in providing power across the state. From United Power's battery storage project to Sangre de Cristo's utility-scale solar array on the grounds of a correctional facility, our members are working hard to squeeze every opportunity for local jobs and cost savings out of their service territories. We will continue to use every means possible, including social media, to tell the co-op story because for us to be successful, we have to be recognized as leaders in innovation and technology.

WE NEED YOU!

In 2018 every electric co-op in Colorado was a member of the statewide association. We have a diverse membership but we are most effective when we stand together as members of the electric co-op community. Our common objectives such as serving our consumer-members, helping our communities and improving the quality of life in rural Colorado are more important than our differences. We will do everything in our power to support your co-op and work as hard we can for the co-op brand in 2019.

Kent Singer
Executive Director

Empowering our Member Co-ops for Today's Challenges



by **Jim Lueck** PRESIDENT

The electric co-op business is in the midst of adapting to more changes than we have seen since the Rural Electric Administration was organized by Franklin D. Roosevelt in 1935. The challenges of providing reliable, affordable and environmentally-responsible energy are great, and many “experts” want to help us do our job. The co-ops can’t be experts in just delivering electricity any more. We must be experts on meeting new power supply demands, keeping the grid reliable, adapting to new technology, providing safety to our employees and the communities we serve, communicating in new ways with new, better understood terms, and protecting our members’ data from cyberthreats. CREA is working alongside its member co-ops to empower them to face all of these challenges.

The CREA board held two joint meetings with the general managers in 2018 to discuss how to move forward in a new political climate. The co-ops are going to be asked to embrace changes and take on new challenges that may add a burden to staff, budgets, power suppliers and members. The question is how are electric co-ops going to manage the proposals for change?

CREA is your voice at the Colorado legislature and it there to help find solutions and plan for a bright future. There is a saying that I’m reminded of: If you’re not at the table you will be on the menu. CREA plans to be at the table.

The legislature meets for 120 days each year, but for the legislative team it’s a 365-days-a-year job. Throughout the summer and fall, staff members met with elected officials and candidates talking about issues important to you.

Building alliances with likeminded organizations is also an ongoing project. This year CREA also reached out to the environmental community by organizing an expo at The Alliance Center in downtown Denver, where many of these organizations work. This was an opportunity for co-ops to highlight the many projects we are working on around the state.

We are all working on many renewable energy and other innovative projects, and the Energy Innovations newsletter prepared by the communications team highlights these great projects. Many co-ops are working on community solar projects; others are working with cities and towns to reduce their carbon footprint; still others have a good deal of wind power in their service areas; and all co-op have energy efficiency programs.

But CREA is not only focused on energy issues. You can be sure that in the coming session we will be watching other legislative issues that could include health care, paid family leave, oil and gas setbacks, transportation, broadband and, at the federal level, pension reform. We will also be monitoring dockets at the Colorado Public Utilities Commission.

The board is proud of the work done by CREA’s safety and loss control team. Reorganizing the department has improved the quality of training and the department’s responsiveness to the members’ needs has been outstanding. The board has given staff the tools they need to do their job, and we have empowered them to work alongside the local co-op management and staff in developing a culture of safety at each co-op.

CREA’s education programs continue to provide important opportunities for directors and employees to talk about industry issues. Attendance at the Energy

Innovations Summit continues to grow and provides an agenda that rivals any across the country. The Summit provides excellent networking opportunities between co-op members and industry leaders.

CREA’s communications team supports all of the CREA departments. Colorado Country Life magazine continues to be the best way to keep your members abreast of industry issues, what’s happening at your co-op, and recipes for good cooking. It only costs 37¢ per issue to subscribe to CCL. Postage to mail a letter just increased to 55¢. That’s a difference of 18¢ per subscription. If your co-op isn’t taking the magazine you need to.

Finally, I’m happy to talk about a new program that CREA was involved in this past year: the NRECA International project in Central America. I had the opportunity to travel to the project site in rural Guatemala and see firsthand the hard work that the Colorado and Oklahoma team did to electrify two villages. The hand up that we have provided to these villagers cannot be measured. This is a project I’m very proud to participate in. Our efforts have empowered the future of 100 families.

We are improving the world one kilowatt at a time. It’s something we can all be proud of.



Treasurer's Report



by **Joseph Redetzke** TREASURER

Financially, CREA had another outstanding year in 2018. Because of CREA's strong cash position no dues increase was proposed for 2018, and we are happy to report that for the third year in a row no dues increase is proposed for 2019.

In 2018, CREA budgeted for a deficit in the general administration and the safety and loss control departments. We ended the year with margins as follows:

DEPARTMENT	BUDGET	ACTUAL
General Administration	(\$133,250)	(\$77,971)
Communications	55,658	157,430
Safety & Loss Control	(78,143)	31,418

The general administration's margins are higher than anticipated and is attributed to multiple accounts across the department being under budget. Margins in the communications department are attributed to increased advertising and special projects revenue, and margins in the safety and loss control department are attributed to a staff member leaving and the position being open for six months.

At the end of 2018, CREA's cash on hand was \$2,120,707, of which \$223,954 is invested in CDs. Our

average monthly expenditures are \$350,000. By policy, CREA is required to hold three months of operating expenses in reserve, or about \$1,050,000. The board made the decision to not invest the funds in the checking account while staff explored the possibility of developing an enhanced communications campaign in 2019 to complement our legislative efforts. At the December board meeting, the decision was made to go forward with a trimmed down plan that does not require assistance from a polling or public relations firm.

CREA continues to save money on its RS retirement plan prepayment. In 2013, the board approved a \$622,121 payment to the retirement plan with the promise of discounted rates in the future. CREA has enjoyed savings every year since making the prepayment. In 2018 that savings totaled \$80,261. Since 2013, the savings have added up to \$407,174.

The CREA membership benefited from savings in other areas, too. Directors participating in the NRECA

courses sponsored by CREA in 2018 saved \$83,374 in registration fees. The sponsors and exhibitors who participated in the CREA Annual Meeting and the Energy Innovations Summit contributed over \$23,000 in sponsorship fees to offset the costs of the meetings. Working with the Colorado Electric Educational Institute, CREA's members are benefiting from multiple grants from industry partners for our education and youth programs. These grants total over \$77,000. Co-ops working together makes

financial sense for CREA and for you.

The CREA Budget & Finance Committee meets twice a year to review the benefit plan for staff and the proposed budget. During this process, CREA does an annual survey of the benefits its members offer their employees. CREA aligns its benefits with those of its members. In 2018, modifications were made to the insurance plan; no changes were recommended for 2019. Following the committee's review, the full board reviewed the budget and had the opportunity to discuss it with their local boards before it was approved.

For 2019, CREA's budget increased 10.3 percent, with 6.4 percent of the increase due to a new staff person in the safety and loss control department. Because we are not increasing dues, the increases in the general administration and Safety and loss control department budgets will be covered using CREA's cash. The general administration is budgeting for a loss of \$176,101 and the safety and loss control budget is anticipating a loss of \$134,813. The communications department anticipates ending the year with a margin of \$60,622.



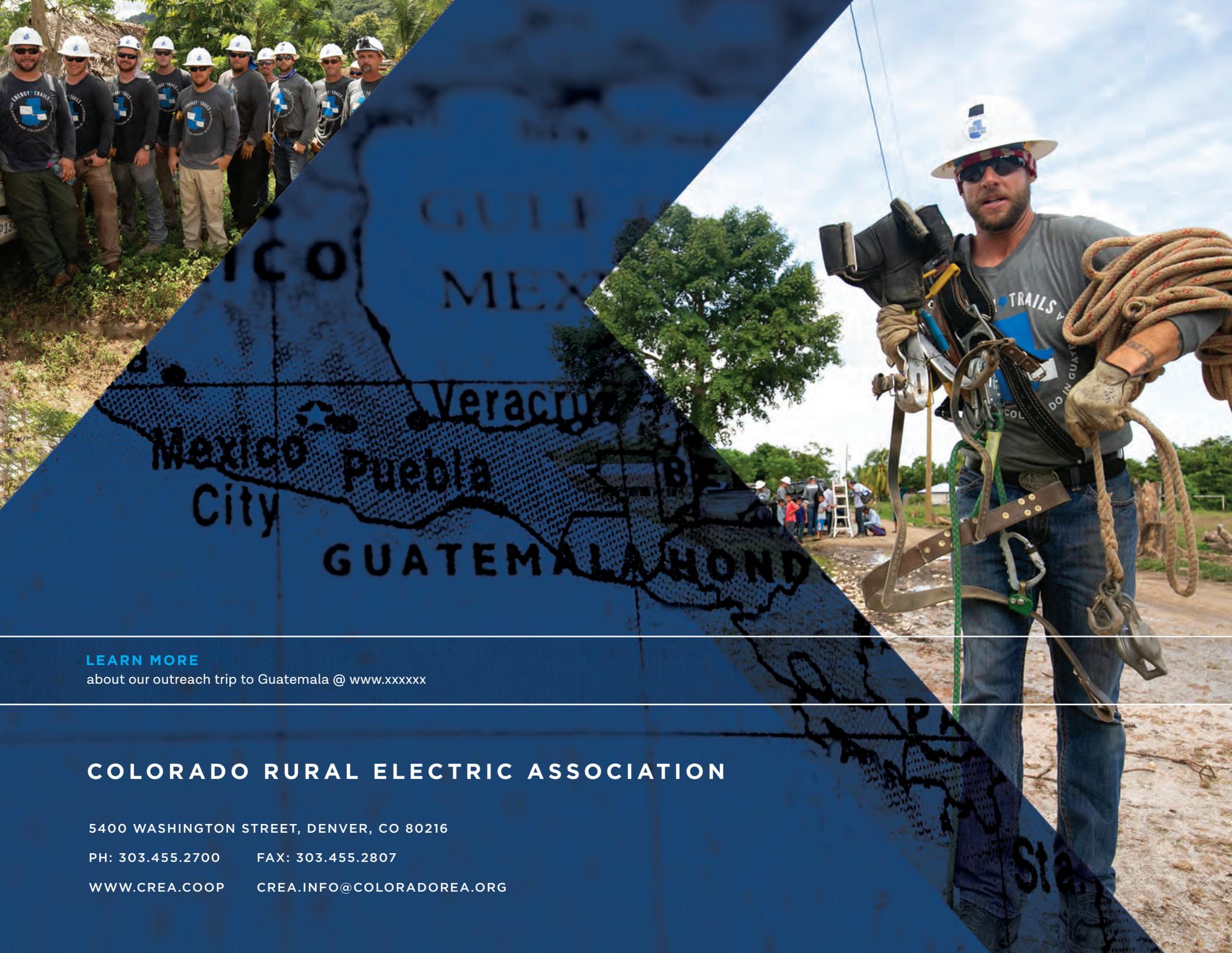
You can feel confident that your co-op's investment in CREA is money well spent. **Together, we are empowering the co-op program and our future.**

Colorado Rural Electric Association

Balance Sheet

as of December 31, 2018
Unaudited

	Current Year	Prior Year
ASSETS		
Current Assets		
Cash - General Funds	\$ 2,121,207.22	\$ 1,928,881.40
A/R General Association	17,102.88	9,609.96
A/R Communications	49,968.13	53,841.20
Reserve Doubtful Accts - Communications	(12,268.85)	(12,268.85)
Prepaid Expenses	26,331.73	26,089.23
Total Current Assets	2,202,341.11	2,006,152.94
Fixed Assets		
Land	288,884.00	288,884.00
Property & Equipment, net of accumulated depreciation	353,801.77	393,351.90
Total Fixed Assets	642,685.77	682,235.90
Other Assets: Long-Term Investments	28,807.72	26,882.72
Total Assets	\$ 2,873,834.60	\$ 2,715,271.56
LIABILITIES		
Current Liabilities		
Accounts Payable	\$ 88,805.03	\$ 42,455.62
Accrued Liabilities	119,211.04	111,334.56
Deferred Revenue	0.00	6,015.16
Total Current Liabilities	208,016.07	159,805.34
Long-Term Liabilities	0.00	0.00
Total Liabilities	208,016.07	159,805.34
Net Assets		
Fund Balances - G/A	(63,611.35)	(117,623.58)
Fund Balances - Safety and Loss Control	782,403.97	751,406.98
Fund Balances - Communications	1,836,145.60	1,637,020.35
YTD Profit/(Loss)	110,880.31	284,662.47
Total Net Assets	2,665,818.53	2,555,466.22
Total Liabilities and Net Assets	\$ 2,873,834.60	\$ 2,715,271.56



LEARN MORE

about our outreach trip to Guatemala @ www.xxxxxx

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