November 20, 2025 | cooperative.com | Contact us

Business & Technology Update

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New Resources

Serving Large Loads – Siting Considerations

Electric cooperatives are experiencing a new era of load growth – driven by three major types of large electricity users: data centers, new or expanding industrial facilities, and the electrification of transportation fleets. These large loads are arriving faster and at a greater scale than traditional growth, creating significant challenges. NRECA's Serving Large Loads report series focuses on the impacts, opportunities and challenges around these three areas for electric cooperatives. The second set of reports in our series is now available and reviews important siting considerations for large loads. The first set, published in September, explains the characteristics of these three specific large loads. The final set will explore the potential for demand response and flexibility of large loads.

- Report Series on Siting Considerations for Large Loads
- Visit cooperative.com for more resources on Serving Large Loads.
- Contacts:
- Allison Hamilton (Data Centers)
- Jennah Denney (Electrification of Transportation)
- Jeffrey Groenewold (Industrial Loads)

Podcast: NRECA Defense Summits Address Military's Evolving Energy Needs

More than 140 electric co-ops serve Department of Defense facilities or Coast Guard stations, and co-ops own, operate and maintain the power distribution grids at 31 military installations through utility privatization contracts. In a new Along Those Lines episode, NRECA's Lauren Khair, Kodiak Electric Association's Dan Menth and Kotzebue Electric Association's Tom Atkinson discuss a new series of Defense Summits aimed at tackling grid modernization challenges amid the changing energy needs of our armed services.

- Podcast
- Contact: Lauren Khair

Electric Vehicles Resource Toolkit

NRECA has a variety of electric vehicle resources and engagement opportunities available to help members understand the electrification trends in our industry and take steps to advance EV readiness. Our EV Toolkit provides a list of resources and corresponding website links.

- EV Resource Toolkit
- Contact: Jennah Denney

2025 National Benefits Survey

Conducted bi-annually, NRECA's National Benefits Survey (NBS) collects data from NRECA member distribution systems, G&Ts and statewide associations to help benchmark the benefits these systems provide and the costs associated with those benefits. In addition to the comprehensive data included in previous editions, the 2025 reports take a deeper look into the employee experience, including alternative work schedules and innovative benefit programs. NRECA members who participated in the survey received a complimentary executive summary and are eligible to purchase the full NBS results at a discounted rate of $550. Non-participating NRECA voting members may purchase the 2025 NBS for $950.

- More Information & Order Form
- Contact: NBS@nreca.coop

2025 National Compensation System

One of the most useful salary benchmarking resources in the industry, the National Compensation System (NCS) provides the most comprehensive co-op-specific salary information compiled from NRECA member electric co-ops across the country. Accessible anywhere via your secure cooperative.com login, our point-of-sale feature allows access to the data within minutes. Simply place your order online and pay with a credit card. Order today for $795.

- Order the 2025 Distribution NCS
- Order the 2025 G&T NCS
- Contact: Beth Wray

Opportunity for Startup Companies Serving Co-ops

LAST CALL: Startup Companies Are Invited to Join a New Initiative

NRECA has an exciting opportunity for small businesses to connect with our co-op members during 2026 PowerXchange and TechAdvantage. Startup Alley will provide a dedicated space in the Expo to early-stage small companies with products and services of value to electric co-ops. This is an unparalleled opportunity to connect with over 8,000 conference attendees, including more than 2,000 co-op leaders and staff. A maximum of 15 companies will be chosen through an application process. Interested startup companies are invited to visit our website for more information. Co-ops are encouraged to share this opportunity with startup businesses in their areas. **Application deadline is this Saturday, November 22, at 10 p.m. CT.**

- Startup Alley Website
- Contact: startup.alley@nreca.coop

Live and On Demand Webinars

TODAY – Cooperative Tech Insights Webinar Series: November 20

Join us today, **November 20 at 2 p.m. ET**, for our next free Cooperative Tech Insights webinar to hear Delaine Orendorff, NRECA director of human capital planning and compensation, regarding Powering People: Workforce Attraction & Retention Strategies for Electric Cooperatives. Also register for our last session of the year, taking place on **December 18**. Lisa Slaughter, NRECA research software engineer and data scientist, will present information on Project MAGIC: Cybersecurity Resilience Through Inverter-Based Resources.

- Co-op Tech Insights Webinars Website
- Contact: Delaine Orendorff

AI in Action – Practical Applications for Electric Cooperatives: December 10

Register today for an industry-focused overview of how AI and machine learning can deliver real value in electric co-op operations. Join us **December 10 at 2 p.m. ET** for a webinar sponsored by Hitachi, to hear about real-world use cases and industry challenges. Topics will include how AI can facilitate asset management, vegetation management and workforce optimization.

- More Information & Registration
- Contact: David Pinney

On Demand Webinars

Missed attending our webinars live? Many NRECA webinars are recorded and made available On Demand to members to watch at their convenience. Here is just a sample of recent Business and Technology webinars:

- Distribution Automation Toolkit Webinar
- Cooperative Tech Insights Archive
- Cybersecurity Update Webinar Series Archive
- Co-op Economic Outlook Webinar Series

Upcoming Conferences

2026 Power Resilience Forum

The Power Resilience Forum, which will be held **January 21–23, 2026 in Houston, Texas**, is bringing together utilities, technology companies, policymakers and investors to discuss solutions for strengthening the power grid against extreme weather and wildfire risks. NRECA is proud to be a partner for the event and has secured a 25% discount for our members. Use code **"NRECA25"** at checkout.

- More Information and Registration
- Contact: Lidija Sekaric

2026 Co-op Cyber Tech: Call for Presentations and Science Fair Proposals

NRECA's annual Co-op Cyber Tech conference is **June 3 - 5, 2026 in Indianapolis, Indiana**. This 3-day technical conference is for all NRECA members and supporting organizations with the goal of addressing cybersecurity in the cooperative space. NRECA seeks dynamic, interactive, and thought-provoking sessions that create an experience for attendees reflecting innovation and cutting-edge content. **Submit your presentation ideas by January 21.** Also, the 2026 Co-op Cyber Tech Science Fair will provide an excellent platform to showcase cybersecurity innovations, creative projects or research to the hundreds of attending technical cyber professionals from government, industry, and co-ops. **Submit your poster ideas by February 11.**

- More Information
- Contact: membersecurity@nreca.coop

Registration is Open for NRECA TechAdvantage

Registration is open for TechAdvantage, the premier industry technology event for electric co-op professionals, to be held **March 8-11, 2026, in Nashville, Tennessee**. Register today to explore the innovations, ideas and technologies that will help electric co-ops meet the moment and drive the industry forward.

- More Information & Registration
- Contact: Alison Kent

Professional Development Courses for Cooperatives

Career Essentials and Management Development Programs

NRECA offers an extensive variety of courses, online and in-person, for co-op staff career development. Some upcoming highlights include:

Live, online courses:
• 5302.1 Navigating Emotions in the Workplace: Transforming Your Relationships: December 2-3, 1-4 pm ET. Last day to register: December 8th
• 742.05 Accountability at Your Co-op: Inspiring Ownership and Driving Results: January 12, 1-4 p.m. ET. Last day to register: January 8 (Note that this course is a ½-credit course, so it consists of one session only.)
• 743.05 Mastering Authentic Feedback Conversations with Radical Candor: January 13, 1-4 p.m. ET. Last day to register: January 11 (Note that this course is a ½-credit course, so it consists of one session only.)
• 718.1 Personal Communication Styles: Who You Are and How You Impact Others: January 26 & 27, 1-4 p.m. ET. Last day to register: January 22.
• 5306.05 Communicating to Influence: Gain Support That Gets Results: January 28, 12-4 pm ET. Last Day to register: January 27.

Registration is open for next year's online courses. Visit our websites for the Supervisor and Manager Development Program (SMDP) and Cooperative Career Essentials Program (CCEP). Also, save the date for NRECA's annual Cooperative University event on October 26-30, where SMDP and CCEP courses will be held in person.

The CCEP focuses on the core skills that all employees need, regardless of their title or tenure. The SMDP focuses on the specific skills needed to supervise and manage others.

- Contact for SMDP: Diane Rhodes-Michaely
- Contact for CCEP: Danielle Jackson

Discover the value of NRECA membership. Learn More.
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