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# Business & Technology Update

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### BTS Leadership Transition



*Angela Strickland, NRECA's SVP of Business & Technology Strategies, will leave the organization at the end of August. Strickland will take a new role with the Smart Electricity Power Alliance (SEPA) as Chief Experience Officer focusing on strategic initiatives across the utility industry.*

*Angela delivered several transformational outcomes for BTS and led important new initiatives for NRECA and our electric cooperative members. We are grateful for Angela's leadership and commitment during her time with NRECA. Jeffrey Connor, NRECA's Chief Operating Officer, will be the interim head of the department as we identify our next leader for the BTS team's important work for our members.*

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### Serving Large Loads

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After two decades of stagnant to declining load growth, many electric cooperatives are now experiencing an unprecedented surge in electricity demand—driven in large part by the rapid expansion of large industrial and commercial loads. These emerging loads present both transformational opportunities and complex challenges. On the one hand, they offer long-term revenue potential, grid modernization investment, and local economic development. On the other, they introduce volatility, infrastructure pressure, and new expectations around reliability, interconnection, and sustainability. Serving these loads requires not only new technical capabilities, but also strategic planning, transparent rate structures, and forward-looking power supply strategies. NRECA is developing a number of new resources to assist cooperatives in understanding the evolution of large loads and

provide insights into the opportunities and challenges they present. Read our latest on rates and cost recovery mechanisms for large loads:

- [Report on Rates and Cost Recovery Mechanisms for Large Loads](#)

**Visit [cooperative.com](https://cooperative.com) for more resources on [Serving Large Loads](#).**

Contacts:

- [Allison Hamilton](#)
- [Jennah Denney](#)
- [Jeffrey Groenewold](#)

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## New Resources and Project Opportunities for Cooperatives

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### Inverter-Driven Heat Pump Load Management

Managing electric heating and cooling loads to reduce peak demand is an important task for electricity providers. Air source heat pumps (ASHP) are more efficient than other electric heating and cooling technologies, and electric utilities have encouraged adoption through incentive, education and load management programs. Advances in inverter-driven technology have led to ASHPs that can run efficiently at temperatures well below freezing, accelerating adoption in cold climates such as the Upper Midwest. This new report explores this technology advancement and highlights the experiences and lessons learned of Great River Energy cooperative.

- [Report](#)
- Contact: [Allison Hamilton](#)

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### Electric Industry Outlook Update

NRECA's Business and Technology Strategies team recently analyzed information provided by the U.S. Department of Energy's (DOE) Energy Information Administration (EIA) to provide a high-level overview of key trends in the U.S. electric industry and how they may impact cooperatives. Our new report supplements these EIA projections with Cooperative Focus subsections specifically on electric co-ops, as well as Issue in Focus sections on two major topics impacting the industry: the growth in large commercial and industrial loads that are projected to accelerate demand for electricity, and changes in the U.S. natural gas markets that will have a major impact on the electric industry.

- [Report](#)
- Contact: [Michael Leitman](#)

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### NEETRAC Resources Available for Cooperatives

The National Electric Energy Testing Research and Applications Center (NEETRAC) is a self-supporting, membership-based center within the School of Electrical and Computer Engineering at Georgia Tech that aims to help the electric utility industry solve the everyday problems associated with the complex task of transmitting and

distributing electric energy reliably and efficiently. NRECA has an established membership with NEETRAC, allowing our members to benefit from this organization's research and reporting. Visit our updated website for access to the resources.

- [NRECA NEETRAC Website](#)
- Contact: [David Farmer](#)

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## Invitation to Participate in Rural Energy Recovery from Waste Project

Planning for waste-to-energy projects is challenging, largely due to uncertainty surrounding waste streams. Their characteristics can be unique to specific regions of the country and dynamic, reducing the reliability of feasibility analyses and increasing project risk. To help address the uncertainty in the planning process surrounding potential waste streams, the REROW team is collaborating with co-ops and their communities to create tools and resources for electric cooperatives. NRECA offers three ways that co-ops and other industry stakeholders can participate in this important initiative. Learn more on our website:

- [REROW Website](#)
- Contact: [Lisa Slaughter](#)

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## New Executive Search Website

Are you a board looking for your cooperative's next CEO? Are you an experienced utility professional looking for your next career opportunity? NRECA's Executive Search services offer personalized solutions tailored to your cooperative's needs. We help boards find the most qualified CEOs and senior staff and connect high caliber candidates with leadership opportunities that are the right fit. Visit our new Executive Search website, designed to provide you with the information you need in a format that is easy to navigate. Here you can learn more about the services our Executive Search team offers, including executive coaching, performance management and a variety of services that can be customized to meet your unique needs. Check it out and let us know what you think by emailing: [Leigh.Taylor@nreca.coop](mailto:Leigh.Taylor@nreca.coop).

- [NRECA Executive Search Website](#)
- Contact: [Ginny Beauchemin](#)

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## 2025 National Compensation System Available: Same-Day Access to Data

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](#)

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## Upcoming Webinars

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### TODAY: Cooperative Tech Insights Webinar Series

Join us **today at 2 p.m. ET** for this month's free Cooperative Tech Insights webinar to hear David Farmer, NRECA Senior Principal of Distribution Grid, review the status and evolution of distribution grid standards. These standards are the core of most engineering and operations decisions made every day, and the process for creating and maintaining them is complex and challenging. Learn about the history of some of the most common distribution grid standards, the process of creating and maintaining those standards, and how co-ops can become more involved in this process through NRECA's new Cooperative Engineering Standards Interest Group ([CESIG](#)). Also, save the date for **September 11** for the following Cooperative Tech Insights session where Leslie Tate, Associate Program Manager, will discuss the Wildfire Assessment and Resilience for Networks ([WARN](#)) Project.

- [More Information & Registration](#)
- Contact: [David Farmer](#)

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### Fire Mitigation Through System Hardening: Sept. 25

Wildfires have become an increasing threat to public safety and grid infrastructure. To help mitigate these risks, utilities are adopting advanced recloser controller settings that allow real-time adjustments based on changing conditions. Sponsored by NRECA Associate Member, G&W Electric, register for this session, **September 25 at 2 p.m. ET**, to review recloser strategies that can provide flexibility and adaptability, allowing you to better face the challenges of diverse grid environments and evolving wildfire risk conditions.

- [More Information & Registration](#)
- Contact: [Patti Metro](#)

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### Co-op Economic Outlook Webinar: Oct. 8

Join NRECA economic and investment professionals **October 8, 2-3 p.m. ET**, as they lead the next session of the Co-op Economic Outlook Webinar Series. They'll highlight the issues that are shaping the economic health of electric cooperative communities served by electric co-ops in 2025 including macroeconomic drivers and their implications for local economies, insights on economic growth and more. Don't miss this popular free series covering the latest trends and implications for rural areas and the broader U.S. economy.

- [More Information & Registration](#)
- Contact: [Michael Leitman](#)

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### Professional Skills Development Webinars

NRECA offers a variety of professional development opportunities, including these upcoming webinars:

- [Building Bulletproof Spreadsheets](#) - September 9 at 2 pm ET
- [Automation in Excel: Macros, Shortcuts, and Hacks](#) - October 1 at 2 pm ET
- [Better Data and Reporting with Excel Functions](#) - October 22 at 2 pm ET
- Contact: [Danielle Jackson](#)

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## Upcoming Conferences

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### 2025 National Renewables Cooperative Organization (NRCO) Technical Conference

Cooperatives interested in emerging technologies, generation, federal energy policy, and financing/direct pay are encouraged to attend the 2025 NRCO conference happening **September 16-17 in Fairhope, Alabama**. NRCO membership is not required for participation.

- [More Information & Registration](#)
- Contact: [Patti Metro](#)

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### 2025 Cooperative University: Build Your Professional Network and Your Skills

Join us **October 6-10 in Plano, Texas** for the professional development and networking event for all electric co-op employees. With courses offered across three NRECA professional programs (SMDP, CCEP and CKAE®), you can select from various co-op-specific courses based on core, role-specific and supervisory, management and leadership competencies to enhance your business and technology skillset all in one location—minimizing cost to your co-op. **Deadline for hotel room rate is September 15.**

- [Schedule of Courses](#) (*Note that some classes are full*)
- [Information and Registration](#)
- Contact: [Diane Rhodes-Michaely](#)

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### 2025 G&T Resource Planning Association Conference

Registration is open for the [G&T Resource Planning Association Conference](#), **October 14-16 in Denver, Colorado**. Hosted by [Tri-State Generation and Transmission Association](#), presentation topics include modeling software, resource adequacy, emerging technologies and more. Network with co-op colleagues and gain insight into the top issues within the G&T industry.

- [Information and Registration](#)
- Contact: [Allison Hamilton](#)

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## Professional Development Courses for Cooperatives

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## Career Essentials and Management Development Programs

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

### Live, online courses:

- [Creating a Culture for Accountability](#): September 10-11 at 1-4 pm ET each day. Last Day to Register: September 9.
- [Improve Your Relationships: Strategies to Overcome Challenging Behavior and People](#): September 24 at 12-4 pm ET. Last Day to Register: September 23.

### Learning Management System online courses:

- [713.1: Engaging and Developing High-Performing Employees: Bringing Out Their Best](#) Access Dates: September 1-30 (self-paced, instructor-facilitated) Last day to register: August 30
- [714.1 Change Is Hard: Guiding Your Team Through Complex Times](#) Access Dates: September 1-30 (self-paced, instructor-facilitated) Last day to register: August 30
- [717.1 Know the Rules: Legal Responsibilities and Liabilities for Supervisors](#) Access Dates: September 1-30 (self-paced, instructor-facilitated) Last day to register: August 30

**Self-paced, on-demand courses** – available for 30 days from date of purchase. Group rates are available.

- [\(5104.05\) Electric Cooperative Fundamentals](#)
- [\(5105.05\) Electric System Fundamentals](#)
- [\(5112.05\) The Data-Driven Electric Co-op: Using Analytics to Make Better Decisions](#)
- [\(5113.05\) Ratemaking for Electric Cooperatives](#)
- [\(5135.05\) Project Management Basics](#)
- [\(760.05\) The Science of Emotional Intelligence](#)
- [\(762.05\) Co-op Members, Boards, CEOs and Employees: Building a Strong Foundation for Success](#)

The [full schedule](#) is available for the 2025 [Supervisor and Manager Development Program \(SMDP\)](#) and [Cooperative Career Essentials Program \(CCEP\)](#) online courses. The schedule also includes the dates for the annual [Cooperative University](#) event, where SMDP and CCEP courses are 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.

- [Full 2025 Course Schedule](#)
- Contact for SMDP: [Diane Rhodes-Michaely](#)
- Contact for CCEP: [Danielle Jackson](#)

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**Discover the value of NRECA membership.** [Learn More.](#)

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