

Nebraska Cooperative Council

2006-07 Annual Report



Chairman/President's Report



(L to R) President Bob Andersen and Board Chair Dale Piper

As the Council concludes another operating year, we are reminded of an old saying that many producers have used over time, which is "No two years are alike."

That saying would certainly be appropriate for the Council this year. This year we saw more variation than in recent memory, and fortunately the variations proved to be positive for both cooperatives and their local farmer-owners.

During the past two years, the Council has spent a considerable amount of time studying the merits of what is commonly referred to as "New Generation Cooperatives" state legislation. Our Task Force, created to

NEBRASKA COOPERATIVE COUNCIL MISSION STATEMENT

"To defend, protect and enhance the agricultural cooperative movement through pro-active programs in education, legislation, government affairs, communication, and regulatory issues."

THE COOPERATIVE PRINCIPLES:

- Voluntary and Open Membership
- Democratic Member Control
- Member Economic Participation
- Autonomy and Independence
- Education, Training and Information
- Cooperation among Cooperatives
- Concern for Community

study this issue, devoted a lot of time and energy addressing whether or not this would be good for Nebraska and in the final analysis, recommended that it would be an asset for the State. Clearly, this should be viewed as a major legislative undertaking. The Council drafted legislation to create the Limited Cooperative Association

Act, LB 368. Senator Philip Erdman did an exceptional job as the introducer of the 108-page bill.

In November 2006, the Nebraska Supreme Court's *Roseland v Strategic Staff Management* decision was rendered concerning vacation/sick leave pay. This issue was extremely important to cooperatives and the resolution process was challenging. Your Association took a leadership role in resolving this major issue by drafting LB 255. Senator Rogert introduced this bill at our request. LB 255 was passed and Senator Rogert did an excellent job as introducer of the bill.

In addition, LB 274--the LPG bill--was passed, and the Council's amendment AM1263 became the key element of the final bill.

Providing leadership and the inherent financial costs of undertaking two major legislative issues in one session is challenging.

While all of this was occurring, we also experienced excellent attendance at our educational programs. The Director/Manager Workshops and the Cooperatives for Tomorrow program saw a real spike in attendance and in spite of the crippling ice storm that occurred in central Nebraska over New Years, attendance at the Director Certification Program and Graduate Director Seminar were strong.

Certainly this was a very successful year for the Council, but the source of

this success really belongs to you, the members. These successes are the result of many who provided the time, input, and guidance; to you, we say "THANK YOU."

Your investment in the Council over the years has allowed us to build an infrastructure capable of reacting to multiple major issues such as LB 368 and LB 255 being introduced in the same year. Through your investments in the Fund For Excellence, it has allowed the Council to provide quality educational programs to meet the needs of local directors, in spite of the conditions mother nature may provide.

We encourage your complete review of this Annual Report as it expounds upon our programs in more detail.

So while we are very proud of our successes this past year, we also want to acknowledge the importance of all cooperatives in the state working together for the common goal. The Council's success truly rests with the efforts and investments that you, the members have made, not only this past year, but in previous years as well.

What will next year bring? The board and staff are continually planning for the future. This fall's Membership Input Meetings will ensure that we address the internal strengths and weaknesses along with the external opportunities and threats for the Association. Rest assured we stand ready to address any issues that affect the members of the Council, whether legislative, regulatory or educational in nature.

Dale Piper

Robert Andersen

2006/07 Council Leadership

BOARD OF DIRECTORS

DISTRICT I



Jim Chism (Vice Chair)
Frenchman Valley Co-op
Imperial



Bruce Favinger (Secretary)
Cooperative Producers Inc
Hastings



Tom Hansen
Ag Valley Co-op
Edison



David Briggs
WESTCO
Alliance

DISTRICT II



Jerrell Dolesh
Battle Creek Farmers Co-op
Battle Creek



Eric Johnson
Central Valley Ag Co-op
O'Neill



Dale Piper (Chair)
Midwest Farmers Co-op
Elmwood



Ron Velder
Farmers Cooperative
Dorchester

PARTICIPATING MEMBER



Mike Hechtner
CoBank
Omaha

COMMITTEES

LEGISLATIVE ADVISORY COMMITTEE

Bob Andersen Nebraska Cooperative Council (*Co-chair*)
 Jim Chism Frenchman Valley Co-op, Imperial (*Co-chair*)
 Birger Benson Aurora Co-op Elevator Co
 Jerrell Dolesh Battle Creek Farmers Co-op
 Tom Hansen Ag Valley Co-op, Edison
 Mike Maranell Ag Processing Inc., Omaha
 Tom Redman United Farmers Co-op, York
 Ron Velder Farmers Cooperative, Dorchester
 Bruce Younglove CHS Inc., Lincoln
 Dale Piper Midwest Farmers Co-op, Elmwood (*ex-officio*)

EXCELLENCE IN COOPERATIVE EDUCATION COMMITTEE

Bruce Favinger Cooperative Producers Inc., Hastings (*Chair*)
 Tod Clark Farmers Co-op Elevator Co, Hemingford
 Jay Geu Farmers Elevator Co, Kimball
 Mike Hechtner CoBank, Omaha
 Russ Herink Cooperative Supply Inc., Dodge
 Eric Johnson Central Valley Ag Co-op, O'Neill
 Don Lien Agri Co-op, Holdrege
 Mike Maranell Ag Processing Inc., Omaha
 Randy Robeson Frontier Co-op Co, Brainard
 Dr. Dennis Conley University of Nebraska-Lincoln (*ex-officio*)
 Dale Piper Midwest Farmers Co-op, Elmwood (*ex-officio*)
 Ed Woeppel Nebraska Cooperative Council

NCC-POLITICAL ACTION COMMITTEE

Jim Chism Frenchman Valley Farmers Co-op, Imperial (*Chair*)
 David Briggs WESTCO, Alliance
 Todd Christensen Agri Co-op, Holdrege
 Doug Derscheid Central Valley Ag Co-op, O'Neill
 Ed Foster All Points Co-op, Gothenburg
 Ron Hunter Ag Valley Co-op, Edison
 Greg Sabata Frontier Co-op Co, Brainard
 Bill Schuster Aurora Co-op Elevator Co
 Ron Velder Farmers Cooperative, Dorchester
 Steve Wright United Farmers Co-op, York
 Dale Piper Midwest Farmers Co-op, Elmwood (*ex-officio*)

HALL OF FAME COMMITTEE

Al Kalkwarf Dorchester (*Chair*)
 Terry Rowe Smithfield (*Vice Chair*)
 Virgil Harms Blue Springs
 Ted Kessner Lincoln
 Mike Turner Lincoln
 Dale Piper Midwest Farmers Co-op, Elmwood (*ex-officio*)
 Bob Andersen Nebraska Cooperative Council (*ex-officio*)

STAFF

Bob Andersen President
 Ed Woeppel Education & Program Director
 Glenda Gaston Office Manager/Administrative Assistant
 Deb Mazour Program Coordinator/Administrative Assistant

NCC Political Action Committee

The Council's PAC, which was established in 1999, continues to focus on:

- Nebraska's rural population decline which will allow the urban legislative influence to increase; and,
- The need for the cooperative system to cultivate stronger relationships with the populated areas of Lancaster, Sarpy, and Douglas counties while also assisting those rural legislators who are supportive of cooperatives.

The NCC-PAC is governed by an 11-member committee which is solely responsible for the method of solicitation and the amount of expenditures for particular candidates. NCC-PAC governance specifically limits funding to only state legislative elections and/or state constitutional amendments which are deemed to have a direct impact on the Council or Council members. All contributions to the NCC-PAC are voluntary.

In 2008, 16 state legislators will be "term limited" out of the Legislature and an additional 9 senators will be up for re-election; thus a total of 25 legislative seats are affected. Fourteen (14) of those are from Douglas, Sarpy, or Lancaster counties.

In 2006 there were 22 new senators (20 due to term limits, 2 others chose not to seek re-election). Preceding the election, the PAC Committee conducted 38 interviews over a 4-day period in Omaha, Lincoln, and Kearney.

During the PAC interviews, the Committee specifically conducts a "Co-ops 101" session. The committee addresses what a co-op is, how they function, why they're different from an investor owned business, and the importance of cooperatives to the entire economy of the state. Many of the urban (and some of the rural) candidates are especially surprised by the gross sales,

number of employees, and the total economic impact that cooperatives provide.

Gaining early access to candidates is critical, and the interviews help in that process. The relationships that we begin to build through the interview process are extremely important for the future.

2007/08 CONTRIBUTION REQUESTS

For the upcoming year, the PAC Committee is recommending a voluntary contribution of 4.75% of members' 2007/08 dues.

The Nebraska Cooperative Council PAC has provided an excellent vehicle to communicate with our State Senators. The small investment that we make in time and money has helped build relationships that allow open dialogue with our representatives.

- David Briggs, NCC-PAC Committee Member

THANKS

Our thanks to the NCC members listed below for providing voluntary PAC contributions for the 06/07 fiscal year. Your support of the NCC-PAC allows the Council to establish and maintain open dialogue with all of our state senators and their staff.

Ainsworth	Dorchester	Hemingford	Stapleton
Alliance	Edison	Henderson	Waverly
Alliance REA	Elmwood	Holdrege	York
Aurora	Elsie	Imperial	AGP
Battle Creek	Fairfield	Kimball	KRVN
Beatrice SE	Firth	Lindsay	Land O'Lakes
Big Springs	Friend	O'Neill	Producers Livestock
Brainard	Funk	Ravenna	Stevenson & Assoc.
Clarkson	Gothenburg	Scottsbluff	
Columbus	Gothenburg TR	Sidney	
Dodge	Hastings	Spalding	

FFE/EAC Committees Merge

MERGER OF FFE / EAC

The Council places a top priority on the educational needs of directors, managers, and employees of Nebraska cooperatives. Ongoing educational efforts help assure that directors, managers, and employees have the skills required to make decisions which are in the best long-term interests of cooperatives and their member patrons.

In determining how to meet these needs, we feel it is imperative to utilize grassroots members' input in determining the educational needs of cooperatives. This past year, two of the Council's standing committees—the Fund For Excellence (FFE) and the Educational Advisory Committee (EAC)—were merged into the “Excellence in Cooperative Education Committee” (ECEC). This was done to eliminate the overlapping of programs and to ensure greater efficiencies of committee members' time.

FUND FOR EXCELLENCE (FFE) MISSION / FUNDING

In the initial fund drive from 1998-2001, the membership raised \$505,932 in FFE funds with the express purpose of being obligated for educational activities favorable to the enhancement of the farmer cooperative community and to maintain a superior level of service and programs, via a land grant college, to meet the educational needs particular to farmer cooperatives and their current and future members, directors and managers. These funds are controlled by the Council rather than the University of Nebraska.

The FFE currently has \$647,551 in a restricted account with only interest income utilized for programming.

For 2006/07, the following projects were approved for funding:

- \$18,500 to the University of Nebraska (UN) Foundation pursuant to the establishment of the *NCC Distinguished Professorship in Ag Economics* at UNL last year. This constitutes the second remittance per our five-year agreement with the UN Foundation and the Institute of Agriculture & Natural Resources (IANR).

In the past, FFE funds have been used to fund graduate studies of specific areas/issues, to provide for educational speakers, and for educational enhancement for cooperative directors and managers. With the establishment of the *NCC Distinguished Professorship*, we did not fund these areas this past year.

COMMITTEE CHALLENGES

We need to be aware that staffing at both Iowa State and UNL could change significantly when we reach the end of our current five-year agreement. By that time, both Roger Ginder and Dennis Conley will be approaching retirement. Certainly this is a challenge facing both states; however, we need to be prepared to take advantage of the opportunities this change could provide. Once again, we will need to be open to different ways in which to accomplish our goal of providing quality educational programs for our members.

2006 Hall of Fame Inductees

Three new members were inducted into the NCC Cooperative Hall of Fame during the Council's Annual Meeting. The induction ceremony was held during the noon luncheon on November 17, 2006, in Kearney. With these three new inductees, the Hall of Fame now has 45 members.

This year's class of inductees included **Max Kimmerling** of Beatrice, **Jim Ledbetter** of Chappell, and **Frank Stander** of Greenwood. All three were presented with a framed certificate commemorating their induction into the Hall of Fame. In addition, a plaque outlining each of the inductees' accomplishments will be permanently displayed at the Council's office in Lincoln.

Max Kimmerling provided outstanding leadership to the dairy industry through his service on the various boards of Dairy Farmers of America.



NCC Bd Chair Dale Piper (far right) presented the 2006 HOF Inductees: (L-R) Frank Stander, Jim Ledbetter, and Max Kimmerling.

Jim Ledbetter was a long-time general manager at Chappell, well known for incorporating innovative programs to benefit members.

Frank Stander served for many years as board chair for the Greenwood Cooperative and was very active in Council and regional activities.

We congratulate each of these gentlemen upon their induction into the Hall of Fame and thank them for their dedicated efforts to Nebraska cooperatives.

2006/07 Financial Statements

The financial statements below are excerpts from the complete Audited Financial Statements provided to the Council's Board of Directors.

Financial statements will be provided to members at the Annual Meeting on November 16, 2007. They are also available for members by contacting the Council office at 402/475-6555.

2006/07 Membership

(members who paid dues for the 2006/07 fiscal year)

SUPPLY/MARKETING

COOPERATIVES

Ainsworth - Farmers/Ranchers Co-op Assn
Alliance - WESTCO
Aurora Co-op Elevator Co
Battle Creek Farmers Co-op N/S
Beatrice - Southeast Nebraska Co-op Co
Big Springs - Farmers Co-op Elevator Assn
Brainard - Frontier Co-op Co
Brule - Farmers Co-op Assn
Cedar Bluffs - Farmers Union Co-op Assn
Clarkson - Farmers Union Co-op Supply Co
Columbus - Husker Co-op
Dodge - Co-op Supply Inc N/S
Dorchester - Farmers Cooperative
Edison - Ag Valley Co-op, N/S
Elmwood - Midwest Farmers Co-op
Elsie - Hi-Line Co-op Inc
Eustis - Farmers Co-op Assn
Fairfield N/S Co-op Fertilizer
Firth - CountrySide Co-op
Friend - Farmers Union Co-op Co
Funk - Midland Co-op
Gothenburg - All Points Co-op
Guide Rock - Farmers Union Co-op Co
Hastings - Heartland Co-op
Hayes Center - Hayes County Farmers
N/S Co-op
Hemingford - Farmers Co-op Elevator Co
Henderson Community Co-op Assn
Holdrege - Agri Co-op
Imperial - Frenchman Valley Farmers Co-op
Kimball - Farmers Elevator Co, A Co-op
Lindsay - Farmers Co-op Assn
Merna - Farmers Co-op Grain Co
O'Neill - Central Valley Ag Co-op N/S
Pilger - Farmers Co-op
Ravenna - Farmers Co-op Assn
Schuyler Co-op Assn
Scottsbluff - Panhandle Co-op Assn
Shelby - United Farmers Co-op
Sidney - Crossroads Co-op Assn
Spalding - Country Partners Co-op
Stapleton - Logan County Co-op Oil Assn
Talmage - Farmers Co-op Co
Upland Farmers Union Co-op Inc
Wauneta Co-op Oil Co
Waverly - Farmers Co-op Co

RURAL ELECTRIC COOPERATIVES

Alliance - Panhandle Rural Electric
Grant - Midwest Electric Co-op Corp
O'Neill - Niobrara Valley Electric

TRANSPORT

COOPERATIVES

Gothenburg - Co-op N/S Transport Inc.
Grand Island - Central Co-op N/S
Transport Co.

TELEPHONE

COOPERATIVES

Blue Hill - Glenwood Telephone
Membership Corp

OUT-OF-STATE SUPPLY/ MARKETING

COOPERATIVES

Hiawatha KS - AgPartners
Co-op, Inc.

LIVESTOCK MARKETING AGENCY

Producers Livestock Marketing

PARTICIPATING MEMBERS

Ag Processing Inc
Associated Milk Producers Inc
CHS Inc
CoBank
Co-op Mutual Insurance Co
Dairy Farmers of America, Inc
Farm Credit Services of
America, Inc
Four Points Federal Credit
Union
GROWMARK, Inc
Land O'Lakes, Inc
Nebraska Turkey Growers
Co-op - Gibbon

SUPPORTING MEMBERS

ADM (Archer-Daniels-Midland)
Ag States Group, LLC
Agriliance
Associated Benefits Corporation
Capital Recovery, Inc
EBM Construction, Inc
FC Stone, LLC
Fremont Grain Inspection
Frisbie Construction Co, Inc
Gardiner Thomsen CPAs
Geotechnical Services, Inc
Innovative Solutions Group, Inc
Kimball Co-op Food Store
Lincoln Inspection Service
McPherson Concrete Storage
Systems, Inc
Milliman, Inc
Nebraska Corn Board
Nebraska Ethanol Board
Nebraska Rural Radio Assn
(KRVN/KNEB/KTIC)
Pawling, Finn & Torell, CPAs LLC
Stevenson & Associates
United Suppliers, Inc
VistaComm

FFA Cooperative Speaking Contest

2007 marks the 56th straight year that the Nebraska Cooperative Council has provided support for the educational mission of the Nebraska FFA Association. The Council is very proud of the fact that we are the longest continuous sponsor of FFA in the history of the State Association.

The majority of our support this year went to the State FFA Cooperative Speaking Event. This event is designed to encourage students to research and prepare a speech addressing a cooperative issue. The intent is to encourage FFA students statewide to learn more about the cooperative system.

This year 55 schools statewide had participants in the district contests. From these, 17 students moved on to the state competition that was held in conjunction with the State FFA Convention on March 29-30 in Lincoln.

Reed Janousek, a member of the Leigh FFA Chapter, was the winner of the 2007 State FFA Cooperative Speaking Event. Second place went to **Blake Becker** from the Alliance Chapter. Placing third was **Nora Spath** from the North Bend Chapter.

Others receiving medals in the competition and the FFA chapters they represent were (in alphabetical order):

Gold - Rebecca Friesen, Heartland; Danielle Kenning, Fairbury; and Morgan Shuck, Sandy Creek

Silver - Andy Hohwieler, Aurora; Ashley Hostert, West Boyd; Emily Ibach, SEM; Jessica Jorgensen, Medicine Valley; and Megan Olson, Stuart

Bronze - Robby Loftis, Tekamah-Herman; McKenzie Minert, Pender; Micheala Olson, Hampton; Reed Strizek, Central; Sonya Sukup, Verdigre; and Chrissy Tremain, Lewiston.



Education Programs

We provided educational programs for 348 cooperative directors, managers, and employees. Sixty-nine percent (69%) of our member cooperatives attended at least one educational program and, as you might guess, many had numerous representatives at multiple programs.

Following is an overview of the programs we offered in 2006/07:

DIRECTOR/MANAGER WORKSHOP (DMW)

DMW was created to address timely issues facing local cooperative boards. The Council's Excellence in Cooperative Education Committee and the regional cooperatives serving Nebraska identify the topics for the workshop.

In December 2006, three workshops were held in Sidney, Kearney, and York with the



Dr. Conley addresses participants at the D/M Workshop in Sidney.

theme "*Ethanol's Impact in Cooperatives.*" They focused on the following areas:

- Worldwide view of energy demand
- Current/planned ethanol production
- Impact on agronomy
- How will the flow of grain change?
- What will DDG's do to your feed business?
- How will we meet this new demand?

To address these topics, a video presentation was utilized featuring representatives from the U.S. Department of Energy, the American Coalition for Ethanol, the Nebraska Ethanol Board, Monsanto, and the UNL Animal Science Department. By interviewing these individuals, we were able to get their views and launch into discussion on each of these issues.

One hundred thirty-eight (138) individuals attended the workshop at the three locations, the highest attendance we've had for this workshop in the last five years.

DIRECTOR CERTIFICATION PROGRAM (DCP)

DCP is, without a doubt, the foundation of our educational offerings. This four-phase program covers all aspects of the roles and responsibilities of directors and how these differ from those of the manager. In essence, this program provides directors with the tools to become effective, contributing board members in a shorter period of time.

DCP was conducted in early January at Kearney with 96 phases completed.

GRADUATE DIRECTOR SEMINARS (GDS)

A four-year rotation is utilized for the three existing GDS and the Special Director Seminars (SDS). These programs were created to meet the demand for continuing education as the number of directors completing DCP grew. GDS builds on materials covered in DCP and helps directors evaluate and enhance the skills they acquire through their experiences.

GDS3, *Establishing the Value of Your Cooperative*, was conducted in early January at Kearney with 10 individuals participating due to the severe ice storm that

hit central Nebraska. Instructors were Dennis Conley and Roger Ginder. They addressed the various methods of placing values on assets for the benefit of buyers, sellers, and all entities involved.

COOPERATIVES FOR TOMORROW (CFT)

CFT was first held in 2005 and features a variety of nationally-known speakers from both the academic and cooperative systems to provide directors with the opportunity to obtain a different viewpoint on issues facing their cooperative. The program is intended to be thought provoking and to challenge local directors to think in a broad sense when determining the correct strategic position for the cooperative.

Speakers for the 2007 CFT included:

- Dr. Lowell Catlett, Ag Economist, New Mexico State University
- Dr. Ernie Goss, Chair in Regional Economics, Creighton University
- Robert Engel, CEO of CoBank, Denver
- Dr. Roger Ginder - Ag Economist, Iowa State University

Seventy-eight (78) individuals attended the program which was conducted in February in Lincoln.

NEBRASKA COOPERATIVE DEVELOPMENT CENTER (NCDC) PROGRAM

NCDC was originally funded by the Nebraska Department of Agriculture, the University of Nebraska, and the Department of Economic Development for the purpose of helping new value-added ventures get started. NCDC is working with start-up groups that have very little infrastructure in place and, in many cases, may not have adequate resources to carry out their plans. Education is a great need among these groups and was identified by NCDC as being a priority in its current grant with the USDA.

In January 2005, the Council contracted with NCDC to offer education for its membership. The programs are similar to our DCP program but the information is customized to fit their needs. We have conducted Phases 1 and 2 of this program. Phase 3 was developed in the fall of 2006 and conducted in Lincoln in December 2006.

CUSTOMIZED EMPLOYEE SEMINARS

On-site, customized seminars have been offered to cooperatives for the past several years. In February 2007, the *Maximizing Employee Productivity* workshop was conducted in Holdrege for 26 employees of Agri Co-op in Holdrege and Ag Valley Co-op in Edison. Don Warrington facilitated the program.

NCC Member Cooperatives by the Numbers*

93%	NE cooperatives which are members of the Council
44	Local supply/marketing cooperatives which operate:
	44 headquarter locations
	351 branch locations in NE
	33 branch locations out of state
3	Rural Electric cooperatives
2	Transport cooperatives
1	Telephone cooperative
1	Out-of-state cooperative with a branch in Nebraska
1	Livestock Marketing Agency
11	Participating Members
24	Supporting Members
58,982	total voting members of local supply/marketing cooperatives
\$3.4 billion	total sales of local supply/marketing cooperatives
\$55.7 million	net savings generated by local cooperatives
\$1.5 billion	total assets of local supply/marketing cooperatives
4,122	employees (full and part-time)
\$149.6 million	employee payroll (with benefits)
\$83.2 million	investment in new equipment and facilities in past year
\$10.6 million	equity/estate redemption in past year
\$9.2 million	federal/state income taxes paid in past year
\$6.8 million	property taxes paid in past year

*as of 8/31/07

State Legislative Issues - 2007 Session



LB 255 - VACATION PAY/SICK LEAVE

In late October, the Nebraska Supreme Court issued the *Roseland v. Strategic Staff Management* opinion, and it was clear that this opinion could have adverse effects on cooperatives and the entire business sector.



The opinion stated that employers would be required to provide accrued vacation pay for terminated employees, regardless of any written policy the employer had in place.

While most businesses had policies providing for payment of accrued vacation pay upon termination, the area of concern was sick leave policies. The *Roseland* decision was unclear on whether or not accrued sick leave would be payable upon termination. If accrued sick leave would be required to be paid out upon termination, cooperatives and many

This year the Council provided leadership on two major legislative issues--the vacation/sick leave issue and the establishment of Limited Cooperative Associations. Both of these issues required significant time and financial resources to resolve.

Following is a summary of all major legislative and regulatory issues that we have monitored this past year. The Council normally monitors 75-100 bills/issues that are before the Legislature or regulatory agencies each year. Many times bills or regulations appear, on the surface, to have little to do with cooperatives. However, they can impact us in varying ways.

other businesses would have to assume a major liability. Subsequently, the Council attempted to create a consensus with the Nebraska Chamber of Commerce and Industry as well as the business community as a whole per drafting a mutually supportable legislative bill. Unfortunately, a strong difference of opinion existed among stakeholders as to the parameters of the resolution legislation. Fundamentally, the varied perspectives were as follows:

- The Council advocated that the resolution legislation be limited to only vacation pay and sick leave
- Other business stakeholders thought it should include vacation pay and sick leave plus other fringe benefits (i.e., 401K plans and some defined benefit plans)
- Some business stakeholders wanted to include vacation pay and sick

with other groups, the Council maintained that a tightly crafted bill focused only on vacation pay/sick leave would be the most "sellable" approach for the Legislature.

Ultimately, the Council drafted a legislative bill limited to only vacation pay and sick leave which Senator Rogert of Tekamah subsequently introduced as LB 255 at our request. The broader bill of sick leave, vacation pay, 401K plans and defined benefit plans was introduced as LB 271. And LB 505, another bill, which included the same language as LB 271 plus commission sales, was also introduced.

Ultimately, the Business & Labor Committee agreed with the Council's perspective by indefinitely postponing (killing) LB 271 and LB 505; thus leaving LB 255 as the "primary vehicle" to address the vacation/sick leave issue.

The *Roseland* decision could very well have forced us to take away benefits from our employees, a direction we felt would be counter productive. With over \$1.4 million of unused sick leave accrued to our employee group, this was a major issue for CVA and other cooperatives as well.

Doug Derscheid, President/CEO -- Central Valley Ag Co-op, O'Neill

leave, other fringe benefits, plus commission sales

Regrettably, a consensus was not achievable on an "all inclusive" bill among the various stakeholders. Throughout the process of negotiation

A partial addressment of the payment of commission sales was incorporated into the final version of LB 255. Unless otherwise agreed upon between the employer and employee by contract

effective at the commencement of employment or at least 90 days prior to separation, whichever is later, wages includes commissions on all orders delivered and all orders on file with the employer at the time of separation.

While LB 255 did not change the *Roseland* decision as to the requirement to pay unused vacation upon termination, LB 255 very clearly states that, unless otherwise agreed between the employer and employee, unused sick leave does not have to be paid to employees upon termination of their employment.

With the passage of LB 255, cooperatives and other businesses have the clear statutory authority to establish policies that limit the amount of sick leave/vacation pay that would be required to be paid out upon employee termination, thereby capping the liability that cooperatives would be required to show on their Balance Sheet.

Council attorneys have advised that employers which offer hybrid leave plans such as “paid time off” or “personal leave plans” (which combine paid sick and vacation leave benefits) will want to consult their attorneys to determine whether and how to clarify their policies so as to avoid any risk that all unused time is treated as payable upon termination of employment.

LB 255 was passed with the “emergency clause” and became law on April 3, 2007.

LB 368 - LIMITED COOPERATIVE ASSOCIATIONS

Since 2001, there have been a number of states adopting laws commonly known as “New Generation Cooperative Laws.” Wyoming was the first to enact such a law in 2001 with Minnesota following in 2003, Tennessee and Iowa in 2005, and most recently Wisconsin in 2006.

In November 2005, the Board of Directors announced the establishment of a New Generation Cooperatives Task Force (NGCTF) whose mission was (1) to fully study and evaluate the advantages and disadvantages of Nebraska pursuing new cooperative legislation

and (2) to develop and submit a final recommendation to the Council’s Board of Directors.

The Task Force met throughout the spring and summer of 2006 with both proponents and opponents from other states per the merits of such; as well as addressing potential federal issues, such as conformance with the Capper-Volstead Act, cooperative taxation, potential security problems, and other legal aspects.

As the Task Force concluded its study,

they asked three (3) policy questions:

1. Is value-added ag important to Nebraska?
2. Will NGC legislation enhance value-added opportunities?
3. Should Nebraska co-ops be the “lead” in developing co-op business models?

The Task Force unanimously agreed in the affirmative to the afore listed policy questions and unanimously adopted a resolution recommending that the NCC Board of Directors proceed with the preparation and introduction of legislation in Nebraska. The Council’s Board of Directors concurred and drafted legislation that Senator Philip Erdman of Bayard introduced on our behalf.

The legislative intent of LB 368 was to create a new business model— Limited Cooperative Associations (LCAs). The bill allows for the creation of LCAs that incorporate the cooperative principles but also allows for investor members. One of the limitations of the traditional cooperative model is the difficulty of raising capital.

It is envisioned that an LCA model would be especially useful for value-added businesses that have significant

capital needs. By being able to allow investor members (such as the local banker and community members) to invest in their LCA, these businesses would be able to limit their debt and it would be good for rural economic development.

While we view LB 368 to be a very positive development for Nebraska, it must be pointed out that the bill was

strongly opposed by the Nebraska Bankers Association (NBA). One of the primary disagreements

focused upon the Bankers’ attempt to prohibit an LCA from borrowing funds from the Farm Credit System if the collective vote of the patron members was less than 80% of the total vote on general matters of the association. This lending eligibility restriction would have raised serious and substantial questions of federal preemption law and would have seriously hindered LCAs and local cooperatives. This was totally unacceptable to us, and ultimately the NBA agreed to drop their opposition to this.

Another challenge by a different industry-specific association raised the issue of whether “cooperatives pay taxes.” It should be noted that in 2006, 35 cooperatives paid \$10,570,328 in federal income taxes, \$1,894,872 in state income taxes, and \$7,054,771 in local property taxes. These figures were shared with the senators and industry-specific association(s) in question.

LB 368, which was 108 pages long, was passed and signed by the Governor on May 16, 2007. The bill becomes effective on January 1, 2008.

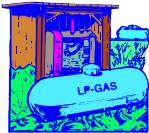
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“As a producer, I believe the Limited Co-op will be a producer friendly tool we can use to partner with investors. As a co-op board member, I believe the new Limited Co-op Act will be another way traditional co-ops and farmers can work together.”

**Gerald Schmidt, Board Chair
Farmers Cooperative, Dorchester**

LB 274 - LIQUEFIED PETROLEUM GAS

LB 274 was introduced by Senator McDonald of St. Paul on behalf of the Nebraska Propane Gas Association (NPGA). This bill would require a warning label on liquefied petroleum gas tanks coupled with liability protection for the provider if the warning label is properly affixed near the shutoff and the system is turned on without a leak check. The Council supported the original legislative intent of LB 274.



During floor debate, there were a number of concerns expressed by the Nebraska Trial Attorneys and others. As a result, Senators McDonald and Lathrop drafted a "rewrite" of the bill in

the form of AMI 139 with the support of the NPGA.

In reviewing AMI 139, the Council raised several serious questions including:

- AMI 139 provided exceptions to "what is a liquefied petroleum gas vapor system." Included were "farm appliances and equipment, including, but not limited to dryers and irrigation equipment." "Farm equipment" has never been defined by Nebraska Statute. Our legal counsel advised that it was uncertain whether heating equipment for farrowing, chicken, and livestock barns would be exempt from the Act under AMI 139 and therefore any liability protection would not apply.
- Committee Amendment AM490 (which had already been adopted) already adjusted the liability protection. Originally LB 274 provided for liability

protection for any action resulting from failure to have a leak check performed. Under AM490 this changed to liability protection if the "proximate cause of injury or death was the negligence of a person or persons other than the liquefied petroleum gas provider." Consequently, we went from no liability to only liability if the provider was not negligent.

- Under AMI 139, cooperatives would not have protection for damages resulting from failure to leak check any non-household propane gas system. Attorney Weber concluded that this further narrowed the usefulness of the bill as far as protecting cooperatives. Having household protection, however, would still be better than no statutory protection which is currently the case.

Subsequently, AMI 139 was ultimately withdrawn and replaced with AMI 263 which contained the Council's language. AMI 263 was adopted into LB 274.

The final version of LB 274 makes a warning sticker and leak testing mandatory on vapor systems. The advantage is that if the warning sticker is present and someone restarts a system without a leak check, the propane supplier will not be liable for any damages related to death, personal injury or property damage resulting from an explosion or fire. This is the first limitation of liability for propane suppliers that will be codified into Nebraska's state statutes. While it does place on the supplier the duty to affix the warning stickers, we believe the liability protection it provides is a welcome tradeoff.

LB 274 was passed and signed by the Governor on May 21, 2007. Provisions become effective on July 1, 2008.

LB 346 - UNIQUE IDENTIFICATION NUMBER

LB 346, as originally introduced, addressed the issue of potential identity

Cooperative Specific Priorities

The following areas directly affect and impact all cooperatives, whether they be supply/marketing, electrical, farm credit, dairy, telephone, etc. These issues are unique to cooperatives and require constant monitoring.

Securities... The Council continues to work to ensure that cooperative equities are not classified as securities and subject to full registration. The exemption from full registration of certificates of investment has been maintained, but the notice filing requirements continue.

Mandatory Equity Redemption... The Council's position has been that decisions regarding equity redemption should remain in the hands of the cooperative's Board of Directors. In the past few years, there has been advancement in several surrounding states to allow members or stockholders of a cooperative to demand immediate payment of equities or to prohibit the practice of setting aside any such members' earnings to a surplus fund. The Council is opposed to both provisions.

Patronage Dividends... The Council will continue to oppose any efforts to subject cooperative patronage dividends/per unit retainings to "double taxation" at the producer and local levels for the purpose of computing state income taxes.

Interest on Members' Equity... The Council continues to oppose legislation mandating cooperatives to pay annual interest to member stockholders on their members' equity.

Transportation Cooperatives... The Council will continue to oppose efforts which would discriminate against cooperative transports.

Farm Credit System... The Council will continue to closely monitor legislation to ensure that commercial lending interests do not attach/amend legislation which would prohibit or restrict the ability of the Farm Credit System to adequately serve agriculture and cooperatives.

Telephone and Rural Electric Cooperatives... The Council will continue to monitor legislation to ensure that telephone and rural electric cooperatives are allowed the opportunity to adequately serve their members.

theft from those who have liens filed on the Central Filing System. LB 346 was amended into LB 124, a Banking Committee bill; however, the original intent of LB 346 remained the same. Currently, liens filed by ag producers on the Central Filing System (CFS) must contain either a social security number or tax identification number. This bill was introduced as a result of an interim rule published in the September 27, 2006, Federal Register which would allow states with a certified CFS (for EFS filings) to use an alternative number in lieu of a social security or federal taxpayer identification number.

The bill is the first step of the process and would simply enable the Nebraska Secretary of State to select the method by which the “unique approved identifier” would be determined. As passed, both the Nebraska Bankers Association and the Council are key stakeholders, and we plan to work together in developing the unique identification number system. Another provision of LB 124 also broadened the definition of “farm product”.

LB 124 was passed and approved by the Governor on March 19, 2007. The sections of the bill dealing with the unique ID number and the expanded definition of farm product became operative on September 1, 2007.

LB 381 - FARM PRODUCT LIENS

LB 381 would have eliminated “oral requests” about Effective Financing Statements (EFS) from the Secretary of State or the county clerk. Thus, if adopted, a purchaser of farm products could no longer call or stop in at those respective offices to conduct an EFS search. All inquiries would have to be in writing. During Council testimony, we indicated that although oral requests are not as common now as in the past due to electronic access, an oral inquiry is still the most expedient way to get information if electronic

information is not available and time is of the essence thus protecting farmers from double jeopardy.

LB 381 was indefinitely postponed (killed) on February 8, 2007.

State Regulations

SALES TAX ON MINERAL OIL USED FOR DUST SUPPRESSION

The Nebraska Department of Revenue (NDR) has taken the position that mineral oil purchased to suppress dust in grain handling operations is subject to the Nebraska Sales and Use Tax. If the NDR’s position is upheld, the Statutes of Limitation allow the NDR to go back three (3) years from the date of the audit to collect the Sales and Use Tax. The NDR has administratively re-affirmed their original position.

Subsequently, in February 2007, the Council’s Board of Directors authorized Legal Counsel to file litigation against the NDR and secondly, that a special request for “voluntary” funding be submitted to those affected cooperative stakeholders.

We believe that the use of mineral oil is actually part of the “processing” event, and because of this, the mineral oil should be exempt from Sales and Use Tax. NDR regulations allow ingredients used in processing products to be exempt from Sales and Use tax, and we believe mineral oil is an ingredient that stays with the grain through multiple movements. It should be noted that the Nebraska legislation, by statute in an attempt to promote clean air emissions, provides for a Sales & Use Tax Refund for businesses which install and utilize equipment which reduces emissions; ironically, mineral oil application equipment is deemed eligible to receive a Sales and Use Tax Refund.

Once all such information is exchanged (which, depending on the issues, could take weeks or months), a formal hearing will be conducted at the

THANKS

Voluntary contributions were received from the membership to offset expenses associated with the mineral oil challenge. As of August 31, 2007, the Council has received contributions of \$21,295.43 and incurred legal fees of \$4,222.

Our thanks to the following cooperatives which provided a voluntary contribution to this effort:

- | | |
|-------------|----------|
| Big Springs | Hastings |
| Brainard | Holdrege |
| Dodge | Imperial |
| Dorchester | Lindsay |
| Edison | O’Neill |
| Elmwood | Sidney |
| Funk | York |
| Gothenburg | |

NDR before one of its hearing officers. If the Council wins, the matter is over. If the NDR wins, the Council has 30 days in which to file an appeal with the District Court of Lancaster County. In District Court, the matter will proceed the same as other civil lawsuits. The decision of the District Court can be appealed by either party to the Nebraska Court of Appeals.

We are currently communicating with the NDR to proceed with this challenge. Our preparation includes researching the various studies that have been done on mineral oil and securing an “expert” witness that will strengthen our case in this challenge.

Federal Regulations

ANTITRUST MODERNIZATION COMMISSION (AMC)

Following a three-year study, the AMC released its report on federal antitrust laws on April 3, 2007. The AMC is a 12-member, bipartisan commission created by Congress to examine the antitrust laws and to submit its findings to Congress and the President. The AMC's report recommends imposing sunset provisions to Capper-Volstead limiting antitrust immunity, the Agricultural Marketing Agreement Act, and other agriculture-related immunities.

Capper-Volstead is often referred to as the "magna carta" of farmer-owned cooperatives. The Capper-Volstead Act provides limited antitrust protection for agricultural producers to "process, prepare for market, handle, and market" the agricultural products they produce on a cooperative basis. Absent Capper-Volstead protections, farmers and ranchers



would not be able to market their production through a cooperative without risking felony violations of the Sherman Act and other antitrust laws. In other words, without Capper-Volstead, cooperatives would not be able to exist.

Removing the immunity would harm all farmer cooperatives, large and small, that market their products on a cooperative basis. It also would damage the businesses that conduct business with them, including suppliers, buyers, Farm Credit System banks and other lenders, and risk management entities.

To date, no specific legislation has been introduced that would implement recommendations which would include sunset or terminating Capper-Volstead Act subject to congressional re authorization. It is always possible that such legislation could be introduced or come up as an amendment on another bill.

It should be noted that Deborah Garza, who served as AMC Chair, was recently named the new Deputy Assistant Attorney General for Regulatory Matters within the Department of Justice's Antitrust Division. In that capacity, she will have responsibility for agriculture, energy, transportation and other regulatory matters.

FARM CREDIT SYSTEM (FCS)

The FCS was created by Congress to provide farmers, ranchers, and their cooperatives with access to a dependable

and competitive source of credit in good times and bad. Congress did so because it recognizes the unique challenges and risks associated with agriculture that often affected its ability to obtain such credit on a sustained basis. Its establishment was also in recognition of the importance of U.S. agriculture in meeting the food and fiber needs of consumers at home and abroad and as a key sector of our economy.

The Council strongly supports public policy to maintain and strengthen the FCS. This includes support for legislative and regulatory action to modernize the Farm Credit Act to help ensure that the credit needs of farmers, their cooperatives, and rural America continue to be met.

To help ensure that it continues to be a dependable and competitive source of credit, the FCS through its Horizons Project has recommended several changes in the Farm Credit Act. These would provide additional financing options for businesses primarily engaged in supporting a producer's farming

operation; increase available financing for home buyers in communities up to 50,000 in population (up from current 2,500); and modify current governance requirements by allowing the boards of directors for local farm credit lenders to establish minimum stock purchase requirements and, in the case of CoBank, to determine eligibility for voting stock.

In recent action during Farm Bill debate, the House Agriculture Subcommittee on Conservation, Credit, Energy and Research adopted recommendations allowing FCS to provide loans for renewable energy projects and to allow FCS boards to determine stock purchase requirements for borrowers. The Subcommittee also agreed to raise the population cap on housing loans from 2,500 to 5,000. The full House Ag Committee, however, stripped the entire credit title from the bill effectively eliminating all these provisions from the House version of the Farm Bill. These provisions could still be included in the Senate bill which will be debated this fall.

COOPERATIVE ACCOUNTING

The Council continues to work with the National Council of Farmer Cooperatives (NCFC) and the National Cooperative Business Association (NCBA) to resolve issues being studied by the Financial Accounting Standards Board (FASB). The FASB is the private standard setting organization that establishes financial reporting and accounting standards for the United States. The board issues various financial accounting

standards and other documents related to the standards. The International Accounting Standards Board (IASB), also a private entity, sets financial reporting standards that are used in 90 countries.

In May 2003, FASB issued Financial Accounting Standards No. 150 - *Accounting for Certain Financial Instruments with Characteristics of both Liabilities and Equity*. This standard requires that certain financial instruments previously accounted for as equity be reclassified as liabilities, including instruments that embody a mandatory obligation for the issuer to redeem at a future date or upon an event certain to occur. If FASB were to consider co-op shares as mandatorily redeemable, co-op shares would be reclassified as liabilities. The cooperative community mobilized to clarify implementation of the proposed standards. As a result, in November 2003, FASB indefinitely deferred the standards and has been working on a revised standard since that time.

The position of the cooperative community is that member shares are not mandatorily redeemable instruments because cooperative boards have ultimate authority to decide whether to redeem shares; in essence, to exclude cooperative shares. Therefore, member shares are equity.

As part of its ongoing "Liabilities and Equity" project, the FASB has adopted the "ownership approach" as its preferred approach to the accounting for financial instruments.

It is expected that the FASB will issue a "Preliminary Views" document in the third quarter of 2007, formally announcing its ownership approach position. Interested parties may comment on the Preliminary Views document, which is a precursor to the FASB's publication of an Exposure Draft. NCFC will be working with the National Society of Accountants for Cooperatives (NSAC) on this issue and will likely submit a letter to the FASB in support of NSAC's position. It is likely that it will be 12 to 18 months after the publication of the Preliminary Views document before the publication of an Exposure Draft.

TAX TREATMENT OF FARMER COOPERATIVES

The Council and other cooperative stakeholders strongly support legislative and regulatory action to ensure favorable tax treatment of farmer cooperatives under Subchapter T and other tax provisions to promote cooperative self-help efforts by farmers, maintain and strengthen competitiveness, encourage and attract needed investment, capitalize on new market opportunities, and enhance the ability of farmers to improve their income from the marketplace.

UREA & AMMONIUM NITRATE IMPORT TARIFFS

Currently, there are antidumping/countervailing duty restrictions on urea and ammonium nitrate (AN) fertilizer imports from Russia and the Ukraine. These restrictions were

put in place due to predatory practices conducted by those countries beginning in the 1980s.

If left unchecked, those practices could run the U.S. domestic AN and urea industry out of business and result in American farmers being held hostage to foreign monopolistic/predatory practices in the future. Rising demand in the U.S. for these fertilizer inputs have stretched domestic production capacity. There are concerns that the current import restrictions are exacerbating issues with the supply of urea and AN.

Every five years, the U.S. Commerce Department and International Trade Commission review antidumping orders. This particular situation was last reviewed in 2005, and the two entities determined that the antidumping order was still needed.

However, since that review, dramatic changes in ethanol production and related activities have occurred and economic circumstances may have changed.

Subsequently, two bills have been introduced in the House of Representatives—HR443 to suspend the antidumping duty orders on imports of solid urea from Russia and the Ukraine and HR445 to terminate the duty and restrictions on imports of AN from Russia.

In light of those issues, the National Council of Farmer Cooperatives, along with other stakeholders, has submitted a letter to the President asking that he undertake an emergency review of the situation to determine if the antidumping orders should be suspended and take appropriate action.

This position is predicated upon reviewing the antidumping/countervailing duty policy rather than seeking legislative resolution because it is important to ensure that U.S. trade remedy laws are viable and strong on this issue as well as future ag trade issues. Additionally, a review process may provide more rapid resolution than the legislative process.



Council Meetings

In order to communicate with our members and other stakeholders, the Council held numerous meetings this past year. These meetings included the Annual Meeting, Subdistrict Meetings, a stakeholders meeting to discuss the Limited Cooperative Association Act with other farm groups, and a meeting with members to discuss internship programs.

A run down of these meetings is as follows:

STAKEHOLDERS MEETING

A meeting of farm group stakeholders was held in Kearney on November 16, 2006, to discuss our legislative plans for the Limited Cooperative Association (LCA) Act. All major farm organizations were invited to attend.

During the meeting, we provided stakeholders with the background on this issue and the process that we used to study the issue; defined what an LCA is; described how an LCA model may be used in Nebraska; and gathered input from the various stakeholders relative to the need for such legislation. It should be noted that this legislation would not circumvent Initiative 300.

The discussion throughout this meeting proved to be beneficial and allowed all the stakeholders to gain a better understanding of what we are attempting to accomplish. By informing other stakeholders well ahead of time, we hope to resolve any issues that are raised before legislation is introduced.

In addition to this meeting, Council staff held meetings with the Governor's Policy Research Office, the Department of Economic Development, the Nebraska Bankers Association, and the Nebraska Chamber of Commerce.

ANNUAL MEETING

The Council's 61st Annual Meeting was held on November 17, 2006, at the Holiday Inn & Convention Center in Kearney. One hundred ninety (190) cooperative leaders from across the state attended.

The meeting began with the business session for the organization. Board Chair Dale Piper of Elmwood presented a report on the Board's activities of the past year. Board Secretary Bruce Favinger of Hastings then presented the Council's financial report, and Bob Andersen followed with the President's report.

The keynote address for this year's meeting was given by Walt Coleman who operates a family-owned dairy



ANNUAL MEETING -- Keynote Speaker Walt Coleman, NFL football official, addressed the membership.



STAKEHOLDERS MEETING -- Council President Bob Andersen addressed the farm groups to discuss potential new cooperative legislation.

processing plant in Arkansas that is part of the cooperative family. In addition to the dairy, Mr. Coleman is also an NFL football official.

Following Coleman's presentation, the Voting Delegate Caucus was held. Jim Chism of Imperial and Jerrell Dolesh of Battle Creek were both re-elected to the Council's Board for three-year terms.

Following the morning break, Senator Philip Erdman of Bayard provided an overview of the 2007 legislative session. He touched on a wide variety of issues that will impact the 2007 session and, ultimately, the citizens of Nebraska.

The final presentation of the morning was by Craig Head, Interim Executive Director of the Alliance for the Future of Agriculture in Nebraska (A-FAN). Head provided the background on the formation of A-FAN and the mission of the group.

The noon luncheon provided the opportunity to recognize a number of cooperative leaders. First recognized was retiring Board member Mike Maranell from AGP in Omaha. Mike served on the Council's Board for the past two years. Jim Ledbetter, Max Kimmerling, and Frank Stander were then inducted into the Cooperative Hall of Fame.

The Legal, Tax & Accounting Workshop was featured during the afternoon session. Attorneys Rocky Weber, Dave Jarecke, Bill Kutilek, and Tom Jeffers with the law firm of Crosby Guenzel LLP presented this year's workshop.

INTERN PROGRAM MEETING

On July 19, 2007, a meeting was held in Kearney to discuss internship opportunities and share strategies for successful internship programs with Council members.

Jill Brown, Career Specialist at the University of Nebraska-Lincoln addressed the group. Jill provided the group with an overview of all the services the University provides for students and



INTERNSHIP MEETING -- UNL Career Specialist Jill Brown shares tips with cooperative members for having a successful internship program.

employers as well. The group had the opportunity to view the website that is developed for students and employers.

The meeting closed with a discussion on strategies for internship programs with four-year programs such as the University as well as with two-year community colleges.

SUBDISTRICT MEETINGS

Each August, the Council hosts Subdistrict Meetings to provide local management teams with the opportunity to review the activities of the past year and, more importantly, to hear the Council's plans for the upcoming year. Much of the work of the Council takes place well in advance of when the general public is informed of an issue. These meetings allow our members to learn about issues and activities that the Council will be working on throughout the course of the year. We want to thank all those who provided reports at the meetings.



SUBDISTRICT MEETINGS -- 122 people attended the York meeting and listened to reports from President Andersen (at podium) and Board/Committee members.

This year's meetings were held in Bridgeport on August 13, Lexington on August 14, and York on August 16. A total of 202 attended the meetings.

Reports were given at each meeting by a member of the Board of Directors, the Political Action Committee, and the Excellence in Cooperative Education Committee, in addition to the President's report by Council President Bob Andersen. Grassroots involvement is important for our organization and having committee members present reports gives you their perspective on the issues the Council is working on.

In addition to the reports, another feature of the meetings was the opportunity to hear from the NCC Education Foundation Scholarship winners for the 2007/08 academic year.

It is always a pleasure to hear

from the scholarship winners and learn of their college activities and future plans. The enthusiasm and energy that these young people bring to the meetings is always a highlight of the evening.



SUBDISTRICT MEETINGS -- UNL Scholarship Winner Andrea Seidel of Burwell thanks the membership at the Lexington meeting.

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