

Nebraska Cooperative Council Education Foundation ANNUAL REPORT

August 31, 2003

Building for the Future of Nebraska's Agricultural Cooperatives

The Nebraska Cooperative Council Education Foundation has been established by the Nebraska Cooperative Council for the purpose of enhancing the educational offerings to the cooperative and agribusiness industry. Education has always been one of the core values of the cooperative movement in Nebraska.

Specific allowable uses of Foundation funds are:

- **Scholarship programs** for high school graduates to continue their education at Nebraska post-secondary institutions that provide agribusiness management programs.
- **Continuing education programs** for local cooperative directors and employees.
- **Youth education programs** for projects such as curriculum development or cooperative day camps.
- **Travel/study scholarships** for cooperative employees to attend programs such as the Graduate Institute of Cooperative Leadership (GICL) or educational events of the National Council of Farmer Cooperatives (NCFC).
- **Intern scholarships** to allow students to explore cooperative career opportunities and conduct research projects for cooperatives.
- **Special educational projects** that would enhance the cooperative movement in the state. An example would be the Cooperative Recruitment Project that we are currently conducting.



SECOND YEAR FOUNDATION HIGHLIGHTS

- The Foundation established an endowed fund for the Scholarship Program in Honor of Michael S. Turner. To date we have generated pledges or contributions of \$167,768 to the scholarship fund. Our goal is to raise \$200,000 for the scholarship program.
- The Foundation obtained funding from regional cooperatives to support the Cooperative Recruitment Project.
- The Foundation has submitted proposals to regional cooperatives for funding to improve and update current Council educational programs.

2003/04 SCHOLARSHIP WINNERS

The Nebraska Cooperative Council Education Foundation awarded six scholarships totaling \$4,400 for the 2003/04 academic year to students at the University of Nebraska-Lincoln (UNL) College of Agricultural Sciences & Natural Resources, the Nebraska College of Technical Agriculture (NCTA) at Curtis, and Chadron State College.

The scholarship program was initiated for the 1993/94 academic year with funding from voluntary contributions from cooperatives which are members of the Council. Since the program's inception, 86 scholarships totaling \$63,350 have been awarded.

To be eligible for the scholarships, students must express an interest in or be majoring in agricultural business/economics at UNL; or business/management or ag production systems with the business option at NCTA; or agribusiness at Chadron State College. Eligibility is restricted to sons/daughters of a parent/legal guardian who has been an active member, director, or employee for at least the prior three years of a cooperative which has been a member in good standing of the Council for at least five years. Other criteria are used by UNL, NCTA, and Chadron State in selecting recipients.

The four recipients of \$800 scholarships at UNL include one incoming student and three upperclass students. They are:



Tara Ruenholl, daughter of Steve & Rita Ruenholl of Cook. Tara will be an incoming student at UNL and plans to major in Agribusiness. The Ruenholls are members of Farmers Co-op Co. in Waverly and Farmers Co-op Co. in Talmage.

Kristi Boswell, daughter of Ken & Kathy Boswell of Shickley. Kristi will be a junior at UNL majoring in Agricultural Economics with a Public Policy Option. The Boswells are members of the Aurora Co-op Elevator Co. and Sutton Co-op Grain Co.



Corrina Oltmans, daughter of Melvin & Connie Oltmans of Beatrice. Corrina will be a junior at UNL majoring in Agricultural Business. The Oltmans' are members of Southeast Nebraska Co-op in Beatrice and Farmers Co-op in Dorchester.

Adam Wacker, son of Brian & Susan Wacker of Hemingford. Adam will be a senior at UNL majoring in Agriculture Business & Agronomy. The Wackers are members of WESTCO in Alliance, Panhandle Rural Electric Membership Association in Alliance, and Farmers Co-op Elevator Co. in Hemingford.



The recipient of a \$600 scholarship at NCTA is:



Michael A. Pesek, son of Michael E. & Terri Pesek of Swanton. Michael will be a second-year student at NCTA majoring in Agricultural Business. The Peseks are members of Farmers Co-op in Dorchester.

The recipient of a \$600 scholarship at Chadron State College is:

Bradley Carlson, son of Louis & Glenda Carlson of Hay Springs. Bradley will be a senior at Chadron State College, majoring in Ag Business/Range Management. The Carlsons are members of WESTCO in Alliance.



"Through its scholarship program, the NCC Education Foundation encourages students to study agricultural business/economics," according to Deino Sather, Foundation Board Chairman. "The program continues to be an important part of our efforts to help youth understand the cooperative way of doing business and interest them in pursuing careers in the agricultural industry."

NCC Education Foundation Donors 2002/2003

Ainsworth	Newman Grove	Gail Hall
Aurora	O'Neill	Ron Hunt
Beatrice Grain	Oakland	Tom Kenton
Brainard	Scottsbluff	Berdean Kohtz
Chappell	Shelby	Martin Leibbrandt
Columbus	Spalding	Gerald Reed
Dodge	St. Edward	Mary Ann Spulak
Dorchester	Trenton	Henry Stych
Edison	Wauneta	Retired Cooperative
Elsie	CHS Cooperatives	Managers Assn. in
Gothenburg	Foundation	memory of:
Gothenburg Transport	CoBank	Dwight Anderson
Hastings	Cooperative Mutual	Frank Bosak
Hemingford	Insurance Co.	Matt Gawain
Holdrege	FCE Credit Union	Fred Greckeke
Imperial	Horst & Associates	Bill Neu
Kimball	Stevenson & Associates	Richard Olmer
Lexington	Robert C. Andersen	Gerald Sanburg
Lindsay	Bob Gingery	Dale Stewart

COOPERATIVE RECRUITMENT PROJECT

The Cooperative Recruitment Project began in 2000 with two major objectives: (1) to develop a closer relationship between high school Agricultural Education programs and local cooperatives; and (2) to design a process to identify high quality students who possess the skills, abilities, and attitudes to become successful employees in the cooperative system. By developing a closer working relationship, cooperatives will have the opportunity to start developing their future workforce. At the same time, we worked with cooperatives to design a recruiting process that will allow us to retain the "best and brightest" students in Nebraska cooperatives.

The need for this project was identified by local cooperative managers in discussions that were held 3 1/2 years ago. The two messages that we heard were concern about (1) the future workforce and (2) the lack of a working relationship with young people and local schools.

In order to identify and develop the future workforce, we included The Gallup Organization in the project. Students at the participating schools have had the opportunity to take the StrengthsFinder™ survey that Gallup has developed. In a nutshell, the StrengthsFinder™ helps students determine their areas of strength which will allow them to pursue careers where they should have the opportunity to have success.

In 2000, we piloted this project in southeast and south-central Nebraska. In

2001, we added the Panhandle and southwest Nebraska. And this past year, we completed our project by adding north-central and northeast Nebraska.

We once again sought outside, non-dues funding for the program. Our primary funding source for the third year was CHS Cooperatives Foundation.

At the conclusion of these three years, the local cooperative will be responsible for continuing support for the program. This will require a lower level of funding because the teachers will be trained, so cooperatives would only need to pay for the cost of administering the StrengthsFinder™ survey.

At this point, we have trained 63 teachers and 26 cooperative employees statewide to help them interpret the StrengthsFinder™.

We believe we have met the objectives of this project and have numerous examples illustrating that fact. In the case of our first objective, which was to develop a closer working relationship between high school Agriculture Education programs and local cooperatives, we have the following examples of how we met the objective:

1. Cooperative personnel used in classroom instruction
2. Cooperative personnel used for career-day presentations
3. Schools utilizing cooperatives for field trips
4. Cooperatives utilizing teachers for StrengthsFinder™ inservice for staff
5. Cooperatives establishing internship programs

6. Cooperatives sponsoring students to pursue higher education
7. Cooperatives utilizing teachers and students for creating presentations for annual meetings using multi-media approaches such as video PowerPoint presentations

In the case of the second objective, which was to identify students who have the skills, ability, and aptitude to succeed in the cooperative system, we have had 2,700 students and more than 351 cooperative employees from across the state complete the StrengthsFinder™ profile and have had cooperatives use the results as a basis to structure an internship/college scholarship program.

Another outgrowth of this project has been the use of the StrengthsFinder™ survey by cooperatives. It has been used in numerous ways with the entire Board, senior management staff, the entire cooperative staff, hiring new employees, and assembling work teams within the cooperative.

While this project is officially completed, the Council will continue to study how we can maximize the efforts from the past three years. One suggestion that was strongly advocated by participants in the project was to continue to have area meetings for those involved in the project. The participants felt that by having these area meetings the networking opportunities would be enhanced for both teachers and cooperative personnel.

RECOGNIZING MAJOR LIFE EVENTS

During the course of a year, there are many life events that occur within the cooperative family. In many cases, individuals would prefer to invest in a more lasting tribute to friends and relatives than to invest in flowers or other more temporary items. If you would like to provide a memorial gift to the Nebraska Cooperative Council Education Foundation, please fill out the information below and submit the form along with your check to:

Nebraska Cooperative Council Education Foundation
134 South 13th St., Ste. 503
Lincoln, NE 68508-1901

In memory of _____
In honor of _____

Amount: \$ _____
Amount: \$ _____

Donor Information:

Name _____ Address _____
City _____ State _____ Zip _____ Phone _____

Please send a letter of acknowledgement for the gift to:

Name _____ Address _____
City _____ State _____ Zip _____

Board of Directors

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Gail Hall Lexington (Vice Chair)
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NEBRASKA COOPERATIVE COUNCIL EDUCATION FOUNDATION

STATEMENTS OF FINANCIAL POSITION

August 31, 2003 and 2002

ASSETS		
	<u>2003</u>	<u>2002</u>
Current Assets:		
Cash - FCE Credit Union - Restricted	\$ 45,994	\$ 55,791
Certificates of Deposit - Restricted	<u>45,000</u>	<u>0</u>
Total Current Assets	90,994	55,791
Investments:		
Certificates of Deposit - Restricted	45,000	45,000
Deferred Annuity - Restricted	<u>20,696</u>	<u>20,000</u>
Total Investments	<u>65,696</u>	<u>65,000</u>
TOTAL ASSETS	<u>\$156,690</u>	<u>\$120,791</u>

LIABILITIES & NET ASSETS

Net Assets:		
NCC Education Foundation - Restricted	<u>\$156,690</u>	<u>\$120,791</u>
TOTAL NET ASSETS	<u>\$156,690</u>	<u>\$120,791</u>

STATEMENTS OF ACTIVITIES

Years Ended August 31, 2003 and 2002

	<u>2003</u>	<u>2002</u>
Revenue and Support:		
Contributions - Scholarship Program	\$ 39,573	\$ 94,623
Contributions - Co-op Recruitment Project	16,953	50,734
General Account	49	4,523
Interest Earned	3,635	1,221
Other Income	<u>696</u>	<u>0</u>
Total Revenue and Support	<u>60,906</u>	<u>151,101</u>
Expenses:		
Co-op Recruitment Project	23,447	25,311
Scholarship Program	149	0
General Operating	<u>1,411</u>	<u>4,999</u>
Total Expenses	25,007	30,310
Increase in Net Assets	35,899	120,791
Net Assets - Beginning of Year	<u>120,791</u>	<u>0</u>
Net Assets - End of Year	<u>\$156,690</u>	<u>\$120,791</u>



Enclosed is my contribution of \$ _____.

Please send me more information on the Nebraska Cooperative Council Education Foundation.

Name: _____

Address: _____

Send to:
 Nebraska Cooperative Council Education Foundation
 134 South 13th St., Ste. 503
 Lincoln, NE 68508-1901