



2022-23 Education Programs

DIRECTOR/MANAGER WORKSHOP
LEADERSHIP LUNCHEON SERIES
DIRECTOR CERTIFICATION PROGRAM
GRADUATE DIRECTOR SEMINAR
BOARD LEADERSHIP SEMINAR

The Council's 2022-23 education program offerings will continue to respond to current challenges facing farmer owned cooperatives. Additionally there will be several opportunities to brush up on the foundations of Board Governance of a Cooperative as well as develop skills critical to thinking strategically. The season will again be capped off by the ever-popular Board Leadership Seminar.

We will continue to host our basic programs in a face-to-face setting, however, we will incorporate web based programming when that programming enhances the education for local cooperative directors.

As always, we value your input regarding these programs so please feel free to offer your thoughts so we can improve programming to meet director needs.

Schedule of Programs

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HOW TO REGISTER

Registration forms will be forwarded to cooperative CEOs, key staff, and Participating & Supporting Members in early October via email. The forms as well as this education booklet will also be posted on the Education page of the Council's website at www.nebr.coop or contact Deb at the Council office (402/475-6555, debm@nebr.coop) for additional copies. For cooperatives, the headquarters will coordinate registration for their staff/board members. Participating & Supporting Members can complete the registration form individually.

Payment by check (payable to Nebraska Cooperative Council) is due at the time of registration. If an invoice or W9 is needed for payment, please contact Deb at 402/475-6555 or debm@nebr.coop.

CANCELLATIONS

Please notify the Council office at 402/475-6555 as soon as possible if you are unable to attend. Refund policies are listed on each of the registration forms.

Director/Manager Workshop

“WHIRLWINDS: MANAGING THE LABOR, WEATHER & ECONOMIC CHALLENGES TO YOUR COOPERATIVE”

November 17, 2022 @ Younes Conference Center North, Kearney

8am-2:30pm CT (registration check-in opens at 7:30am)



The 2022 Director/Manager Workshop will focus on challenges facing co-operatives both currently and with an eye to the future. The experts presenting will shed light on the most pressing challenges cooperatives face today: labor shortage, weather, and rapidly changing economics.

Kristi Boswell and Eileen Scofield from the international law firm Alston & Bird will begin the program with an in-depth discussion of temporary immigration to address labor shortages, the variety of temporary visa programs available to agriculture, and potential issues that can arise while using these programs.

Next, ag commodities expert Shawn Hackett will examine past, current and forecasted weather trends and apply them to commodity pricing models.

Finally, Ken Zuckerberg, Lead Information Analyst at CoBank, will explore current and coming economic challenges facing the industry, including labor shortages, inflation and rising interest rates. He will also delve into various ways technology might be used to address these challenges and raise issues that may be topical for winter Board retreats.

WHO SHOULD ATTEND

CEOs, senior staff members, and all Board members

**PRE-REGISTRATION DEADLINE:
NOVEMBER 3, 2022**

Special thanks
to
**Farm Credit Services
of America**
for sponsoring the
noon lunch and
breaks

FACILITATORS

Kristi Boswell and Eileen Scofield are with Alston & Bird.

Kristi is Counsel in the Legislative & Public Policy group and a member of the Food, Beverage & Agribusiness Team. She is a preeminent agricultural labor and immigration policy advisor and was instrumental in streamlining longstanding agriculture labor regulatory reforms in the H-2A visa program and drafting immigration legislation. Previously, Kristi served as a senior advisor to the Secretary of the U.S. Department of Agriculture, held policy roles at the White House, and served as director of congressional relations at the American Farm Bureau Federation.



Eileen has 25 years of experience and management of more than 35 Department of Homeland Security cases, has experience providing hands-on advice during DHS raids, and has handled 1000s of immigration cases. Eileen is a member of the National Verification and Documentation Liaison Committee and chairperson of the E-Verify National Liaison Committee. She received her J.D. in 1985 from the University of Georgia School of Law, where she was a Hatton Lovejoy Scholarship recipient.



Shawn Hackett is a frequent contributor to Barron's, Futures Magazine, Reuters, Bloomberg, US Farm Report, Ag-TV, Market to Market-IPTV, as well as regular radio show contributor for the likes of Chip Flory-AgriTalk After The Bell, Michell Rook-WNAX and Linda Brekke-The Linda Network. An ag commodities expert, Shawn has dedicated his life to educating Ag industry leaders and farmers about financial risk management, hedging and the utility of indicator-based ag commodity price forecasting tools. He makes hard-to-understand concepts easily digestible to a wide audience and is the publisher of the Hackett Money Flow Agricultural Report and the Hackett Dairy Report.

Ken Zuckerberg is a lead analyst and senior economist in CoBank's Knowledge Exchange division where he focuses on grains, oilseeds, farm supply, and biofuel. He brings more than 30 years of diverse experience spanning securities analysis, investment management, and banking. Most recently, he was a sector manager and senior strategist for Wells Fargo's Food and Agribusiness Industry Advisors Group and previously held a similar role at Rabobank U.A. Earlier in his career, Ken was founder and managing partner for Carlan Advisors LLC, an independent research and consulting firm. Prior to that, he was a senior equity research analyst at Lazard Asset Management, Keefe, Bruyette, and Woods Inc., and Smith Barney, Inc.



Leadership Luncheon Series

“SUCCESSFUL COOPERATIVE GOVERNANCE FOR THE 21ST CENTURY”

December 13 and 20, 2022 from 12noon - 1pm (CT) via Zoom

This year's Leadership Luncheon Series will be two 1-hour virtual sessions. The registration fee for this program covers both sessions. The program is designed to have the sessions build upon one another so participating in both is highly recommended.

It will focus on application of the first principles of cooperation to successful cooperative governance in the 21st Century. Dr. Richard Leblanc, Internationally Recognized Professor of Governance, Law and Ethics at York University in Toronto, Canada, will lead these sessions. Dates and topics are:

December 13, 2022 (Part A) - Cooperative Governance in the 21st Century

- First principles of cooperatives
- How do cooperative principles inform director action
- Trends and key issues in cooperative governance
- Cooperative values, identity, purpose
- Member ownership, development engagement and accountability
- Director pool and development
- Use of non-member directors for certain skills
- Board member representation and competency-based selection



December 20, 2022 (Part B) - Achieving Successful Cooperative Governance

- Model governance best practices for cooperatives
- “Similar” yet “different” governance policies and practices for cooperatives
- Assessing cooperative governance effectiveness of your board of directors
- Resources for directors

Part A is an introduction to first principles of cooperative governance with Part B focusing on the board of directors, committees, and individual directors, as well as evaluation of the cooperative board's effectiveness. All should attend Part A if they wish to attend Part B, At the beginning of Part B, we will summarize the learnings from Part A.

WHO SHOULD ATTEND

Directors, CEOs and senior cooperative leadership team staff members

PRE-REGISTRATION DEADLINE: DECEMBER 6, 2022

REGISTRATION INCLUDES BOTH LEADERSHIP LUNCHEONS

THE ZOOM LINK WILL BE EMAILED TO ALL REGISTRANTS TWO DAYS PRIOR TO EACH LUNCHEON

FACILITATOR



Dr. Richard Leblanc is the Internationally Recognized Professor of Governance, Law and Ethics at York University in Toronto, Canada. Richard brings to business and professional clients a depth of information from his extensive research and work with boards of directors and training and development of leaders and managers. He is engaging, dynamic, personable and an award-winning educator, lawyer, consultant and author. Because of his work with leading companies and current research, Richard is always on the cutting edge of emerging global developments. His insight has guided leaders of organizations through his teaching, writing, and direct consultation to government regulators and corporations.

Author or contributing author of dozens of scholarly and practitioner articles, books and programs, Richard's work has been described by various faculty at Harvard, Yale, London Business School and elsewhere as "great & much needed," "wonderful and pragmatic," "thorough" and "nothing short of remarkable," as well as by Fortune 500, NYSE, FTSE and other company leaders as "leading edge," "ground-breaking," "valuable guidance," "indispensable," "compelling," and "exceptional."

Director Certification Program

January 4-5, 2023 @ Holiday Inn, Kearney
(Phases 1 & 2 will not be offered in 2023)

Phase 3 DCP

Wed, Jan. 4, 2023 from 11am to 8pm CT (registration check-in opens at 10:30am CT)

Includes Phase 3, lunch, evening reception, dinner, and speaker David Fivecoat (Graduate Director Seminar registrants will also attend the evening session)

Phase 4 DCP

Wed, Jan. 4, 2023 from 5:30pm-8pm CT and Thu, Jan. 5, 2023 from 8am-2pm CT
(please check in at the NCC registration desk when you arrive Wed. evening. On Thurs. morning, registration checkin opens at 7:30am CT)

Includes evening reception, dinner, and speaker David Fivecoat, Phase 4 and lunch (Graduate Director Seminar registrants will also attend the Wed. evening session and lunch on Thurs.)



DCP is conducted annually to help new directors deal with the challenges they face as decision makers. It is designed to accelerate the process by which directors become active, effective board members. For the new director, training is very important to establish an understanding of the responsibilities of the position.

Through DCP, directors will gain the skills necessary to become a contributing member of the board and fulfill their duty to access the information needed to make sound business decisions.

OBJECTIVES

- Provide a clear understanding of the board's roles/responsibilities and how these differ from those of the manager
- Develop a framework of successful cooperative planning/monitoring of results
- Provide an understanding of financial statements including their use in decision making
- Provide "hands on" experience in cooperative problem solving
- Allow directors to gain insights into other cooperatives through interaction with other participants

**Special thanks to
CoBank
for sponsoring the evening
reception and dinner**

PRE-REGISTRATION DEADLINE: DECEMBER 21, 2022

Phase 1 must be completed first. The remaining phases can be taken in any order. Upon completion of all four phases, achievement will be recorded by the Council and acknowledged with a certificate from CoBank and the Council.

DCP TOPICS COVERED

PHASE 3

Capitalizing a Cooperative
Understanding and Using Financial Statements

PHASE 4

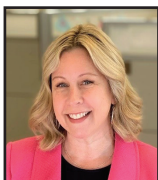
Board/Management Communication
Board/Management Relationships
Manager Appraisal

PHASE 3 AND 4 FACILITATORS



Dr. Keri Jacobs is Associate Professor of Ag & Applied Economics in the College of Agriculture, Food and Natural Resources at the University of Missouri, holds the MFA Chair in Agribusiness, and is Executive Director of the Graduate Institute of Cooperative Leadership. She provides teaching, research and extension on cooperatives and focuses her research and extension efforts on financial and equity conditions of ag cooperatives and agribusiness consolidation.

Brook Stromer is a Vice President with CoBank's Regional Agribusiness Banking Group in the Omaha office. She has more than 20 years of lending experience, primarily serving farm supply and grain marketing cooperatives in the Midwest.



Amy Ryan is a Senior Compensation and HR Consultant with Foundations Consulting, the consulting arm of Farm Credit Foundations. She has spent her 25-year career working with ag-related organizations, helping to engage, develop, and reward employees. Amy likes to partner with others to tackle tough human resource challenges, facilitate strategic discussions, and often interjects humor in her approach. She holds a master's degree in Industrial Relations from the University of Minnesota and a BA in Communications and Psychology from University of Wisconsin – Stevens Point.

The evening speaker will be Col. David Fivecoat, a retired U.S. Army officer who led four combat tours totaling over 41 months in combat. He will keynote the evening dinner with an address on the preparation and leadership necessary to successfully complete complex missions.



Graduate Director Seminar

January 4-5, 2023 @ Holiday Inn, Kearney

W, Jan. 4 Seminar from 1:30pm-5:30pm CT (registration checkin opens at 1pm)
Reception, Dinner, & Speaker 5:30pm-8pm (DCP registrants will also attend)

Th, Jan. 5 Seminar 8am-12noon (includes joint lunch w/ DCP Ph 4)

The Graduate Director Seminar is designed for directors that have completed DCP and have served on their local cooperative board for several years.

The 2023 GDS will focus on the following:

(1) Legal Foundations & Bylaw Refresher ... Over the course of the year, we receive numerous questions and requests from cooperative board members and managers alike seeking information and clarification regarding the legal foundations and bylaws of the cooperative. Since cooperative directors have not specifically studied these important issues since Phase 1 of DCP, we felt like a refresh is probably past due. Bill Kutilek from the Crosby Guenzel law firm will be presenting this portion of the program.



(2) Competencies to be a Strategic Thinker ... The word “strategic” is used (overused?) in many planning sessions. While being “strategic” is certainly a good thing, how do we know we are being strategic, and if not, how do we get better at becoming strategic thinkers. The morning session on January 5th will focus on competencies of a strategic thinker. Colonel David Fivecoat, retired U.S. Army, will lead us through a session to help individuals develop the competencies to be a strategic thinker. The session will close with Rocky Weber and Col. Fivecoat working through some cooperative examples with the new competencies that are presented by Col. Fivecoat.



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evening reception
and dinner

The evening speaker will be Col. David Fivecoat, a retired U.S. Army officer who led four combat tours totaling over 41 months in combat. He will keynote the evening dinner with an address on the preparation and leadership necessary to successfully complete complex missions.

PRE-REGISTRATION DEADLINE: DECEMBER 21, 2022

WHO SHOULD ATTEND

Directors who have completed all four phases of the Director Certification Program and have served on their local cooperative board for several years.

FACILITATORS



Bill Kutilek has practiced law at Crosby Guenzel LLP since 1998. Bill actively assists boards of directors and clients in the following areas of practice: commercial law, corporate governance, agricultural law, litigation, creditors' rights, corporate formations, and corporate mergers and asset acquisitions. He regularly represents clients in negotiating and closing a wide range of commercial loan, real estate, merger and acquisition, and other commercial transactions.

David Fivecoat ... For the past four years, Colonel David Fivecoat (retired) has helped enhance the leadership of hundreds of individuals and improve the processes of dozens of companies through executive coaching, speaking, and leadership events as the founder and managing member for the Fivecoat Consulting Group. He is the author of the best seller "Grow Your Grit: Overcome Obstacles, Thrive and Accomplish Your Goals." Previously, Col. Fivecoat served 24 years as an infantry officer, leading men and women during contingency operations in Kosovo and Bosnia, three combat tours in Iraq, and a combat tour commanding a battalion in Afghanistan—over 41 months in combat.



Board Leadership Seminar

February 21, 2023 @ Hilton Omaha

10am-3pm CT Seminar (registration checkin opens at 9:30am)



The farmer owned cooperative of the 21st Century presents a myriad of issues for farmer boards of directors to address in a rapidly changing environment. Board members are recognized as leaders by cooperative patrons and the public at large. The Board Leadership Seminar provides an opportunity for Board members to broaden their context and perspective on their roles as cooperative leaders.

This year's program will continue the open forum discussion that has always been highly rated by participants facilitated by NCC President & General Counsel Rocky Weber and Attorney Bill Kutilek with the Crosby Guenzel LLP law firm.

OBJECTIVES

- Gain an understanding of the leadership requirements of board members in the decision making process
- Gain an understanding of the current issues with which board members must deal to help the cooperative effectively serve its member patrons

WHO SHOULD ATTEND

Current board officers or those who aspire to be an officer in the future. To maintain a high level of interaction among registrants, participation is limited to five board members from each cooperative.

PRE-REGISTRATION DEADLINE: FEBRUARY 7, 2023

COMMENTS FROM PAST PARTICIPANTS

“The open format allows for great discussion we can all learn from. The best NCC education program I attend every year.”

“I regret not attending this program in the past. I will make it a point to attend in the future.”

“This is the best program of the year. All useful information. Everything is relatable to our co-op. Thanks!”

“My favorite program. Lots of good discussion and topics.”

“Very good - our time was well spent.”

FACILITATORS



Rocky Weber is an attorney and the President and General Counsel of the Nebraska Cooperative Council. He was formerly a partner with the Crosby Guenzel LLP law firm. Prior to joining the Council in March 2016, he represented most Nebraska cooperatives as legal counsel in the course of which he worked closely with many boards and board members in a wide variety of situations. Rocky has also served as a facilitator for DCP programs for over two decades.



Bill Kutilek has practiced law at Crosby Guenzel LLP since 1998. Bill actively assists boards of directors and clients in the following areas of practice: commercial law, corporate governance, agricultural law, litigation, creditors' rights, corporate formations, and corporate mergers and asset acquisitions. He regularly represents clients in negotiating and closing a wide range of commercial loan, real estate, merger and acquisition, and other commercial transactions.

Nebraska Cooperative Council

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