

Current Connection



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PUZZLERS

Enter to win one of three \$25 bill credits

MARK YOUR CALENDAR: A NEW TIME, A NEW FORMAT for the 2026 Annual Meeting



FOUR REASONS TO VOTE

IN CO-OP DIRECTOR ELECTIONS

Electric co-ops are led by the members they serve, which means you have a say in who governs our co-op. Here are four reasons why you should participate in director elections.

- 1 As a member of the co-op, your input matters.
- 2 Directors represent you on important energy-related issues.
- 3 Directors' decisions can impact electricity rates and future projects.
- 4 With convenient voting options available, it only takes a minute.



Help shape our community's energy future by voting in the 2026 director elections

This spring, Crow Wing Power is making a thoughtful change to better serve our members and strengthen participation in one of the most important events of the Cooperative. Beginning in 2026, the Annual Meeting will move from its traditional summer date to April. This shift is intended to avoid competing with busy summer schedules and Saturday morning commitments, while creating a more accessible and welcoming opportunity for members to attend.

The 2026 Annual Meeting will be held on Thursday, April 16, in Baxter at Heritage Church. Members are invited to arrive at 5:00 p.m. for a light meal and time to connect with

fellow Cooperative members, Board Directors, and staff. The Annual Business Meeting will begin at 6:30 p.m. and will include Cooperative updates from staff, as well as a report from Board Chair Mark Ronnei highlighting key accomplishments, challenges, and priorities for the year ahead. Director election results will be announced at the conclusion of the business meeting.

As a member-owned cooperative, Crow Wing Power belongs to you. The Annual Meeting is more than a business requirement. It is an opportunity to engage, ask questions, and take part in shaping the future of your Cooperative. By moving the meeting to April and a weeknight, we

hope to grow attendance over time and welcome even more members into the conversation. For those who are unable to attend in person, a livestream option will be available to ensure members can still stay informed and connected.

An RSVP is requested to help staff plan for seating and food. Please visit cwpower.com/events to learn more. Director seats up for election include District 1At-Large, District 2B, and District 3A. Members interested in running for a board seat are encouraged to contact Jenna or Laurie at the Cooperative to discuss board duties, responsibilities, and compensation. Board filing for 2026 closes on February 17, 2026.

THE Current Corner

REFLECTING on a Year with Crow Wing Power

As I approach my first full year living in the beautiful Brainerd Lakes Area, which I now proudly call home, while serving as CEO of Crow Wing Power, I can't help but pause and say 'wow'. When I arrived in late February, it felt like we hit the ground running. The wheels have stayed in motion, the windshield has stayed big, and the view ahead has been filled with opportunity.

What has stood out most to me is this: the people and the place. Crow Wing Power is rich in talent, experience, and commitment, and we are fortunate to serve one of the most remarkable territories in Minnesota. From my first Coffee with the Co-op conversations to connecting with members at our Annual Meeting, I've been reminded again and again that this Cooperative is built on relationships. Those conversations matter. They ground our work and remind us of who we serve.

Over the past year, we've made meaningful progress, some visible to our members and others happening behind the scenes. While not every accomplishment makes a headline, each step forward matters. Every improvement is another mile on our journey toward exceptional reliability, a safety-first mindset, and a level of responsiveness that gives our members confidence and peace of mind.

At the Annual Meeting, I appreciated the opportunity to connect face-to-face with so many of you and to share a snapshot of where we are and where we're headed. One of the most important efforts this year has been the development of a new strategic plan. Our Board of Directors worked alongside staff to create a clear, thoughtful plan that serves as a guiding beacon for our decisions

moving forward. That alignment between board and staff is critical to the long-term success of your cooperative.

Internally, we've taken steps to streamline office processes and made adjustments to office hours to better serve members while supporting our employees. We also continued to strengthen our safety culture. I'm especially proud of the work led by our Safety Coordinator in partnership with Glen Stevens, The Mental Fitness Guy. Together, they launched a pilot program integrating mental fitness into our lineworkers' everyday safety routines. This is an important recognition that safety isn't just physical; it's mental too.

This year also gave me the opportunity to participate in my first Member Managers Meeting with Basin Electric. Building and deepening those relationships helps me better understand how our generation and transmission partners support Crow Wing Power and how we work together to serve you, our members.

We've also spent significant time working through a comprehensive rate study. These conversations are never easy, but they are necessary. Our goal has been to develop the most equitable rate structure possible, one that supports our budget, addresses growing reliability needs, and continues to prioritize safety for both our employees and the public. These decisions reflect careful thought and long-term responsibility.

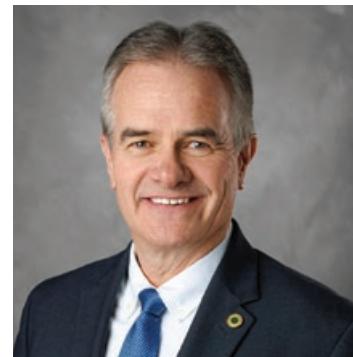
Beyond operations, we've strengthened our professional partnerships by welcoming new legal counsel and a new accounting and auditing firm. Both steps support good governance and sound financial stewardship.

When I look back on the past year, what stands out most is that none of this happened by accident. The progress we've made is the result of a dedicated, knowledgeable team and a Board of Directors willing to ask tough questions and make thoughtful decisions to position Crow Wing Power for the future. I'm grateful for their leadership and commitment.

As I wrap up this reflection, I find myself excited about where we are today and where we'll be in two years. There is momentum here, and there is purpose.

Finally, I want to invite you to engage in one of the core Cooperative Principles: Member Democratic Control. Please plan to attend our Annual Meeting in April and participate in the upcoming election. This is your Cooperative, get engaged.

Thank you for welcoming me into this community and for the privilege of serving you as CEO.



Your Cooperative, our commitment

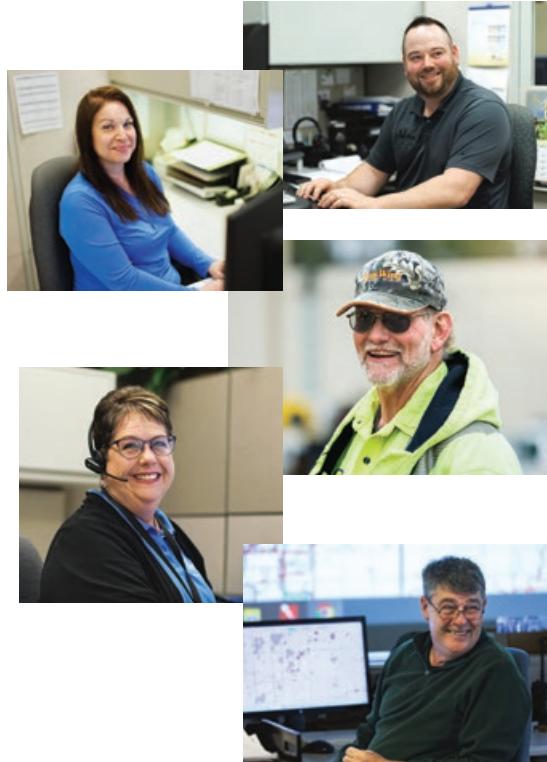
Tim Thompson

Tim Thompson
Chief Executive Officer

Exploring Facility Needs AT THE COOP

At the December Board of Directors meeting, Crow Wing Power's board approved a potential location for a future center of operations and main office. This step follows earlier decisions in late 2024, including the sale of the Xcel building and approval of a possible vehicle, equipment, and cold storage expansion.

After welcoming new CEO Tim Thompson, leadership agreed to pause construction plans and take a closer look at what our employees, infrastructure, and members truly need—both now and in the future. Through strategic planning and a facilities study with Cooperative Building Solutions, it became clear that safety, space, and long-term reliability are key considerations. At this time, we are exploring the option of building a center of operations on Crow Wing Power's property south of Baxter. As the board and staff continue their due diligence, we'll keep members informed every step of the way.



DON'T MISS OUT: Crow Wing Power Scholarship Deadlines Are Near

Crow Wing Power understands the importance of education and recognizes that continuing school after high school can be financially challenging. As part of our commitment to the communities we serve, we offer several scholarship opportunities to help students take the next step in their education. Scholarship funding is made available through unclaimed capital credits.

Each April, Crow Wing Power awards three \$1,000 scholarships through an online random drawing. **Students must complete the online application by March 31, 2026.** Winners will be notified by email.

In addition, scholarships are available for high school seniors attending select area schools, students pursuing a career in line work at approved technical colleges, and non-traditional students, including those attending private, online, or charter schools or returning to college after time away. **Applications for these scholarships are also due March 31, 2026.**

Crow Wing Power members' dependent children may apply for a \$2,500 Basin Electric scholarship. **Applications for this scholarship are due February 1, 2026.**

For eligibility requirements, participating schools, and application details, visit cwpower.com or contact your school counselor.

Board Meeting HIGHLIGHTS

NOVEMBER 2025

Crow Wing Power's Board of Directors conducted its regular monthly meeting Thursday, August 28, 2025. A quorum of directors was present. President Mark Ronnei opened the meeting with the Pledge of Allegiance.

The following reports were given:

- CEO Report
- COO Report
- CFO Report
- Directors reported on meetings they attended on behalf of the cooperative.

The following actions were taken:

The following actions were taken:

- Approved November Consent Agenda.
- Accepted the October Financial Report.
- Approved Minutes of October 23, 2025, regular board meeting.
- Approved the 2026 Operating Budget
- Approved the PSE Class Cost of Service & Rate Study.
- Approve 2026 rates except for the Grid Access Fee.
- Adopted Policy No. 200 Financial Policy
- Approved Director Expense Reports for October 2025.

Members can review detailed minutes by logging into their SmartHub account. Log in is located on the homepage of our website.



CWPower.com



OUT

1234 Street RD: Thank you.
Your outage has been
reported. Outage Map ([link](#))
or Reply HELP for more info.



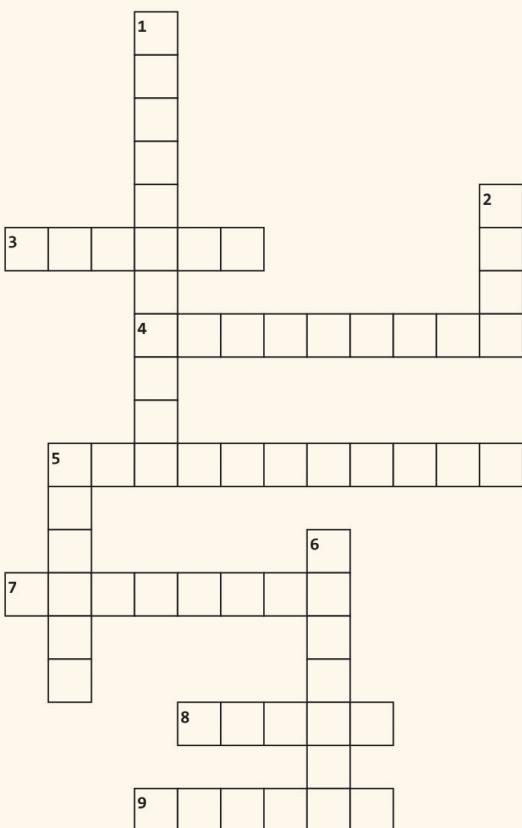
After-Hours Outage

Reporting Update

Crow Wing Power is making a behind-the-scenes change to how after hours outage calls are handled. For members, this change will be seamless, and you should not notice any difference in service.

If you experience a power outage after normal business hours, continue to call or text 'OUT' to 800-648-9401 and follow the prompts to report your outage, just as you may have before. Your call will still be processed promptly and shared with on-call crews.

Crow Wing Power is transitioning after-hours outage call handling from Cooperative Response Center to Basin Electric Security and Response Services, an extension of Basin Electric Power Cooperative, our wholesale power provider. This seamless transition is another benefit of being a member of Basin Electric Cooperative, where shared resources help its members continue to deliver reliable service.



Name _____

Address _____

City / State / ZIP _____

Email _____

Account # _____

2025 QUARTER 4 ANSWERS:

Down: 1. April 2. Scholarships 3. Six 4. Credit 5. Account 6. Cooperative
Across: 2. Seniors 4. Compass 7. Resources 8. Thursday



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Board meetings are held the fourth Thursday of each month beginning at 8:00 a.m. This institution is an equal opportunity provider and employer.