



MOR-GRAN-SOU
ELECTRIC COOPERATIVE

Serving Morton, Grant and Sioux counties

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DECEMBER
2022

Your Touchstone Energy® Cooperative 

New Prairie Knights Casino and Resort manager: **Honoring the past, inspiring the future**

BY ANNE HANSEN



Allan Paschal has taken the helm at the Prairie Knights Casino and Resort.

Along the Missouri River banks, the Prairie Knights Casino and Resort is served by Mor-Gran-Sou Electric Cooperative. Although the resort is already known as one of the region's premier entertainment destinations and casinos, its new general manager, Allan Paschal, is inspiring innovative ideas, while cultivating a sought-after work culture.

Getting to know Paschal

Paschal grew up in Tacoma, Wash., where he graduated from high school in 1980. Then, he traveled across the United States, working his way up in the culinary world, from executive chef,

to food and beverage management, to hotel and resort general management, and eventually to ownership of his own properties.

"In 1997, I had realized that I didn't want to be a part of the corporate world anymore. The ladder climbing hadn't given me a sense of fulfillment," Paschal said.

He wanted a change of pace, so he headed into business for himself. Becoming an entrepreneur came naturally to Paschal.

"I learned I have a knack for asking good questions, which is key toward understanding what makes each place unique and how to leverage that uniqueness in a business strategy," he said.

His entrepreneurial spirit led him to purchase and become owner/operator of Island Inns Inc., operating inns and bed and breakfast entities in Friday Harbor, Wash. After several years of island life, he co-founded AMV Marketing, a digital marketing agency specializing in the hospitality arena. AMV provided a variety of services, including consulting, and through a business/marketing review project, he was introduced to the Kalispel Tribal Economic Authority and Northern Quest Resort and Casino.

Working with the tribal members was highly rewarding for Paschal.

"While we accomplished a lot of solid economic development during the five years I worked with Kalispel, I'm most proud of the tribal member growth and development into leadership roles that I was able to support. I realized that I wanted to continue working with tribes, which is when I started Allegiant Hospitality, which was a consulting business created to help tribes' economic growth and development efforts," he said.

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Paschal noted that although good work was accomplished with the consulting group, he was looking for something more meaningful.

“Consulting has its place, but I wanted a longer-term, more meaningful engagement where I could see the results to the end, rather than just offer solutions,” he said.

It was at this time when Paschal applied for the position at Prairie Knights Casino and Resort.

While camping in Montana, he received the call for an interview and after several conversations with the council members, Paschal was selected to lead the resort.

“During those interviews, we talked about what this place (Prairie Knights Casino and Resort) has historically meant to them, and what they want it to become,” he said.

Starting internally

From the first time Paschal walked into the resort for his interview, he noted how clean and well maintained the building was.

“Most places don’t age as well, and this was a great foundation to build on,” he said. Paschal did extensive research on the property, the tribe and the competition before showing up for work July 15 with a plan in place. But the plan was short-lived.

“On day two, I threw that plan out the window, because I realized we didn’t have enough employees to accomplish what was in the plan to begin with,” he said.

After market research, Paschal approved wage increases to make Prairie Knight’s employment opportunities more attractive to the local market.

“Not only does the wage being competitive matter, but the drive to get here has to be accounted for through that wage as well,” he said. “Many of our employees come from outlying areas north, west and south of the casino. Adjusting wages to provide for that drive time was important.”

After three months implementation, the number of employees increased from 209 to over 300.

“There are three parts to this: the first is paying appropriate wages, second is having good benefits and lastly, creating a work culture that is respectful, grateful and inclusive,” he said.

Paschal noted he is driving home the idea that employee voices should be heard, and he wants to reengage the employees working at the resort.

“We have talked about employees making their voices heard and letting go of the past, while embracing what the future has to offer,” he added. “I want everyone to know that they are welcome here and appreciated.”

Inspiring plans for the future

The ideas are endless for Paschal, who has many years of experience in economic development. Although only managing the casino for three months, there is an evolving vision of changes in the coming years.


“One of the first things to address is the marina. It likely won’t serve that purpose due to the incredibly low water levels these past few years, but it could possibly be a community cultural hub. All we for sure know is we want something more there,” Paschal noted. Other ideas include an RV park closer to the casino, renovations of bars and restaurants and additional spaces, which could include more food offerings, a larger smoking area with a stronger ventilation system, more diverse entertainment and much, much more.

“Regardless of what we do, we want to make sure that it benefits the communities. Take for instance that there is no fast-food place in the adjacent communities, so if we were to include those in development plans, it would benefit the communities,” Paschal said.

In addition, Paschal is also passionate about reengaging with the communities.

“We want to get out in a big way and remind people of Prairie Knights, that we’re here and appreciative of their business,” he said. This includes being a part of the Convention and Visitors Bureau and being a member of the Chamber of Commerce.

“We want to step out and be active members in the community in a variety of ways, participating both time-wise and financially,” he said.

To keep up to date with all the changes likely to occur, visit: www.prairieknights.com. 

MANAGER'S MESSAGE:

May your holiday season be merry and bright



Travis Kupper

The holidays are a time of year many of us eagerly anticipate. The season is marked by special foods, seasonal decorations and lots of festivities. In our service area, many members look forward to annual traditions.

We cherish carrying on old family traditions and enjoy creating new ones. For me

personally, I look forward to more time spent with family and friends.

However, given the hustle and bustle of the season, the holidays can also offer an opportunity to slow down and reflect. All of us at Mor-Gran-Sou Electric Cooperative are grateful for you, the members of the co-op.

You see, one of our founding principles as a co-op is "concern for community." While our main focus is providing safe, reliable and affordable energy, we want to give back. We want to help our membership thrive.

Reflection


In looking back at this past year, I'm grateful we were able to make a positive impact in our local area. Through programs such as Operation Round Up, we collected approximately \$2,800, thanks to your contributions.

We continue to work closely with our local high schools to award college scholarships. In 2022, we awarded \$1,200 in luck-of-the-draw scholarships, \$1,000 from Basin Electric Power Cooperative, \$500 from West Dakota Utility Services and \$3,000 in local school scholarship awards.

There are other ways we can help, including finding ways to save energy at home. We want you to know we're here to help.

Looking ahead

Looking ahead to 2023, we hope you will share your opinions with us. We recognize our members have a valuable perspective, and that's why we continually seek your input. Whether through community events, our social media channels or the annual meeting, we want to hear from you. We are led by you – the members of the co-op – and we depend on your feedback.

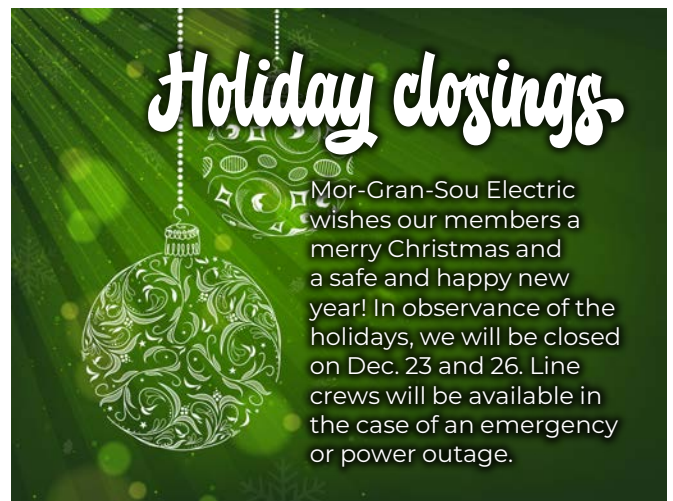
As we prepare for next year, we look forward to the opportunity to serve you and the greater community. On behalf of the Mor-Gran-Sou Electric family, we hope your holidays are indeed merry and bright! 




LIGHT UP SOMEONE'S HOLIDAY SEASON!

Need a bright idea for a holiday gift this year? Energy gift certificates are available at Mor-Gran-Sou Electric.

Call Mor-Gran-Sou at 701-597-3301, 701-663-0297 or 800-750-8212 and talk to the billing department!



Holiday closings

Mor-Gran-Sou Electric wishes our members a merry Christmas and a safe and happy new year! In observance of the holidays, we will be closed on Dec. 23 and 26. Line crews will be available in the case of an emergency or power outage.



AN ALL-EXPENSE-PAID TRIP TO WASHINGTON, D.C.

JUNE 18-23, 2023

- To enter the essay-writing contest, you must be a sophomore or junior in high school.
- You and your parents or guardian must be served by Mor-Gran-Sou Electric Cooperative.
- If you have any questions, please contact Julie Armijo, Mor-Gran-Sou Electric, at 701-597-3301 during regular business hours.
- The deadline is Jan. 20, 2023. You can email entries to Julie Armijo at jarmijo@morgransou.com or mail a hard copy to: Youth Tour Essay Contest, P.O. Box 297, Flasher, ND 58535-0297.



TOP 3 REASONS

1. All-expense-paid trip to Washington, D.C., compliments of Mor-Gran-Sou Electric Cooperative
2. A whole week to visit unforgettable historic monuments, museums and the U.S. Capitol
3. A learning experience you'll never forget

ESSAY QUESTION:

If chosen as a Youth Tour delegate, you will be traveling to Washington, D.C., to experience and learn about America's rich history. What moment in American history do you wish you had been a part of and what would you have contributed?



CHECK OUT THE ESSAY CONTEST GUIDELINES AT
<https://ndyouthtour.com>

WASHINGTON, D.C.

Mor-Gran-Sou Electric supports students with scholarships

Mor-Gran-Sou Electric takes pride in assisting with the development of rural leadership through our scholarship program.

We are happy to continue our scholarship program and offer scholarships to qualifying seniors, who must be dependents of Mor-Gran-Sou Electric members.



Applications are available at www.morgransou.com

Complete applications and send to: jarmijo@morgransou.com or bkroh@morgransou.com or by mailing to:

Mor-Gran-Sou Electric Cooperative
Attn: Julie Armijo or Beth Kroh
P.O. Box 1090,
Mandan, ND 58554-7090

Return completed application before Feb. 15, 2023.

Area high school scholarship

Mor-Gran-Sou Electric will award nine \$500 scholarships to qualified applicants. School representatives from Elgin-New Leipzig, Flasher, Glen Ullin, Hebron, Mandan, New Salem-Almont, Selfridge, Solen Public School and Standing Rock Community School will select one graduating senior. Contact your school counselor for more information. The co-op will also award one \$500 scholarship to a graduating senior from a school outside of our service area. Please contact our office if interested.

\$1,000 Basin Electric Power Cooperative scholarship

Mor-Gran-Sou Electric will award a \$1,000 scholarship to a student who is already enrolled or planning to enroll in a full-time graduate or undergraduate program. The student must attend an accredited two- or four-year program, university or vocational/tech school. All

applicants must have parents or guardians who are members of the co-op.

\$500 lineworker scholarship from 3C Construction

Owned in part by Mor-Gran-Sou Electric, 3C Construction employs lineworkers who travel, plowing cable and assisting with projects as needed. Eligible applicants are high school seniors who are enrolled or planning to enroll in a certified vocational or technical school pursuing a career as a lineworker, and whose parents are members of Mor-Gran-Sou Electric.

\$500 mechanic scholarship from West Dakota Utility Services

Eligible applicants are high school seniors who are enrolled or planning to enroll in a certified vocational or technical school pursuing a career as a mechanic, and who are dependents of a Mor-Gran-Sou Electric member.

Students can get the applications from our website, www.morgransou.com, or call the office. Applications can be filled out online and emailed to jarmijo@morgransou.com or bkroh@morgransou.com, or printed and mailed to: Mor-Gran-Sou Electric Cooperative, Attn: Julie Armijo or Beth Kroh, P.O. Box 1090, Mandan, ND 58554-7090.

Luck-of-the-draw scholarships

Mor-Gran-Sou Electric will award two \$500 luck-of-the-draw scholarships to be drawn at our annual meeting July 21, 2023. All high school seniors who are dependents of members and have not previously been chosen for a co-op scholarship are eligible and must RSVP and attend the annual meeting with a parent or guardian.



Your Touchstone Energy[®] Cooperative 



Mor-Gran-Sou's annual meeting scheduled for July 21, 2023

Are you looking for a way to serve the people of central southwestern North Dakota? Look no further, as Mor-Gran-Sou Electric Cooperative can help you fulfill that desire. Why not serve as a board director for the cooperative?

The initial commitment is a three-year term, with provisions in the bylaws limiting a director to serving six consecutive three-year terms, after which time the director is not eligible for another six consecutive three-year terms until one year has elapsed.

At the annual meeting, the following three board positions will be elected:

- The Grant County position presently held by Casey Wells (currently serving his fifth three-year term)
- The Mandan area position presently held by Bob Leingang (currently serving his fifth three-year term)
- The Sioux County position presently held by Rodney Froelich (currently serving his first three-year term)

Under the bylaws and due to the use of a mail-in ballot, no nominations are accepted from the floor at the annual meeting. Instead, the bylaws require the board of directors to appoint a Nominating Committee of five to nine members who geographically represent the cooperative. These members will provide a list of qualified and willing candidates to the board for approval and inclusion on the ballot at the board of directors' meeting scheduled for March 29, 2023. This date has been set so there is adequate time for each candidate's biographical information to be included with the notice of meeting sent to the members in June, along with the mail-in ballot for those who are unable to attend the annual

meeting in-person.

The Nominating Committee has been appointed by the board and will meet for the first time on Jan. 10, 2023. The members of the Nominating Committee include Jennifer Bonogofsky, St. Anthony; Jackie Buckley, Mandan; Rosie Erhardt, Mandan; Glenda Gross, Selfridge; Garek Murphy, Fort Yates; Jim Neubauer, Mandan; Donald D. Roth, New Leipzig; and Yvonne Seidler, New Leipzig.

For a person to be nominated, the member vying for a board seat must submit the completed declaration of candidacy form to Mor-Gran-Sou by 4 p.m. CT (3 p.m. MT) on Thursday, March 16, 2023. The completed form must be mailed to Mor-Gran-Sou Electric Cooperative, Attn: Julie Armijo, P.O. Box 1090, Mandan, ND 58554-7090.

If you or someone you know is interested in being nominated, please contact one of the Nominating Committee members or Julie at Mor-Gran-Sou by calling 800-750-8212, 701-663-0297 or 701-597-3301. You can also email Julie at jarmijo@morgransou.com.

The Nominating Committee members can provide you or the potential candidate with the declaration of candidacy form. It is also located on Mor-Gran-Sou's website, www.morgransou.com/forms-and-applications. If you have questions about the process, give Julie a call.

All qualified and willing candidates who have completed and forwarded the written declaration of candidacy form to the Mor-Gran-Sou office by the March 16, 2023 deadline will be included in the list the Nominating Committee will provide to the board.

Bylaws and resolutions for the annual meeting

Under the bylaws, any bylaw amendments or resolutions must be presented to the members in writing in advance of the annual meeting scheduled for July 21, 2023. The board of directors has charged the Nominating Committee with reviewing and advising the board of any proposed bylaw amendments and resolutions. Therefore, any proposed bylaw amendments and resolutions should be submitted in writing no later than March 20, 2023, and/or they can be presented in-person at one of the following in-person meetings of the

Nominating Committee:

- Jan. 10, 2023, in the Mor-Gran-Sou office board room in Flasher at 7 p.m. CT or virtually
- March 20, 2023, in the Mor-Gran-Sou office board room in Flasher at 7 p.m. CT or virtually

If you do wish to submit a bylaw amendment or resolution in writing, please forward it to Mor-Gran-Sou Electric Cooperative, Attn: Nominating Committee, P.O. Box 297, Flasher, ND, 58535-0297, before March 20, 2023. Thank you.

Safety Starts with ME: Cody Graetz

It's no surprise that winter months bring increased potential for fire risks and electrical safety hazards.


"During the coldest months, consumers are using additional electrical devices and appliances, like space heaters, electric blankets and portable generators," said Cody Graetz, a journeyman lineworker at Mor-Gran-Sou Electric Cooperative.

The National Fire Protection Association estimates 47,700 home fires occur each year in the United States due to electrical failure or malfunction. These fires result in 418 deaths, 1,570 injuries and \$1.4 billion in property damage annually. This winter, safeguard your loved ones and your home with these electrical safety tips from the Electrical Safety Foundation International.

1. **Don't overload outlets.** Overloaded outlets are a major cause of residential fires. Avoid using extension cords or multi-outlet converters for appliance connections. They should be plugged directly into a wall outlet. If you're relying heavily on extension cords in general, you may need additional outlets to address your needs. Contact a qualified electrician to inspect your home and add new outlets.
2. **Never leave space heaters unattended.** If you're using a space heater, turn it off before leaving the room. Make sure heaters are placed at least 3 feet away from flammable items. It should also be noted that space heaters take a toll on your energy bills. If you're using them throughout your home, it may be time to upgrade your home heating system.
3. **Inspect heating pads and electric blankets.** These items cause nearly 500 fires every year. Electric blankets more than 10 years old create additional risks for a fire hazard. Inspect your electric blankets and heating pads – look for dark, charred or frayed spots, and make sure the electrical cord is not damaged. Do not place any items on top of a heating pad or electric blanket, and never fold them when in use.
4. **Use portable generators safely.** Unfortunately, winter storms can cause prolonged power outages, which means many consumers will



use portable generators to power their homes. Never connect a standby generator into your home's electrical system without having an approved transfer switch installed by a licensed electrician. For portable generators, plug appliances directly into the outlet provided on the generator. Start the generator first, before you plug in appliances. Operate it in a well-ventilated area outside your home. The carbon monoxide it generates is deadly, so keep it away from your garage, doors, windows and vents.

"In addition to the tips from the National Fire Protection Association, we also remind everyone to check their fire alarms to ensure their families safety in case of an emergency," Graetz said. 

OPERATION ROUND UP DEADLINE

Do you know of an individual or organization worthy of consideration to apply for grant money from Mor-Gran-Sou Electric Cooperative's charitable fund, Operation Round Up? The deadline of Jan. 13, 2023, is approaching to apply! Learn more by calling Julie at 701-597-3301 and 800-750-8212.




BOARD MEETING HIGHLIGHTS

- Approved the Sept. 28 board meeting minutes
- Approved a special equipment capitalization
- Approved capital credit retirement applications for estates and those age 80 and over
- Reviewed co-general managers/CEOs update
- Reviewed senior staff and general counsel reports
- Reviewed board governance director compensation policy
- Reviewed director attendance guide
- Approved capital budget
- Approve the 2023 Basin load forecast and board resolution
- Approved management's recommendation for a 2022 general membership retirement
- Approved Form 990
- Discussed objectives and goals from strategic planning
- Heard director board member reports
- Reviewed upcoming meetings
- Reviewed September financial report
- Approved due date to accept 2023 declaration of candidacy forms

- Approved final Nominating Committee date to approve qualified candidates and proposed bylaw amendments or resolutions
- Discussed Operation Round Up

Upcoming regular board meeting dates:

- Dec. 14, 10 a.m. CT/9 a.m. MT

Members are welcome to attend board meetings. As plans may change, please call the office at 800-750-8212 or 597-3301 to confirm the meeting status if you wish to attend. To place an item on the agenda, please contact Board Chair Steve Tomac or Co-General Managers/CEOs Travis Kupper or Donald Franklund at 701-597-3301 at least one week in advance. Members may obtain a copy of approved board minutes by completing and returning the "Request for Information or Data" form. You can find this form at www.morgransou.com or contact the Flasher office to request a copy. 

Idle services to be retired

Mor-Gran-Sou Electric Cooperative continues to retire idle services throughout the co-op's service area. What does Mor-Gran-Sou consider to be an idle electrical service?

It is a service that is not making any payment to the cooperative, but continues to receive regular maintenance. Your cooperative's procedure is to post a detailed list (at right) in our communications material to keep members informed of those idle services that will be retired. This is the last notice of this particular group of idle services to be retired.

Prior to this detailed listing, Mor-Gran-Sou personnel have already contacted, or tried to contact, the property owner and affected property owners based on the information available. If someone comes forward and is willing to pay the line retention fee, we no longer consider it an idle service. However, if no one comes forward, the line is then put on a list and will be retired. The following idle services will be retired at the cooperative's convenience:


Grant County

T133 R87 Section 22 NE ¼
T133 R90 Section 8 NW ¼

Morton County

T135 R79 Section 11 NW ¼
T135 R79 Section 23 NW ¼
T138 R87 Section 10 SE ¼

Sioux County

T129 R82 Section 34 SE 1/4
T130 R80 Section 3 NE 1/4
T132 R83 Section 31 NE 1/4
T133 R79 Section 14 NE 1/4
T134 R79 Section 34 SE 1/4
T134 R79 Section 35 SW 1/4 



MOR-GRAN-SOU
ELECTRIC COOPERATIVE

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Flasher, ND 58535-0297

Phone: 701- 597-3301 Flasher
701- 663-0297 Mandan

Toll-free: 800-750-8212 Fax: 701-597-3915

Email us: info@morgransou.com

UNDERGROUND LINE LOCATES
800-795-0555 OR 811

OFFICERS AND DIRECTORS

Chair.....Steve Tomac
Vice Chair.....Chad Harrison
Secretary-Treasurer.....Pam Geiger
Directors.....Mark Doll, Rodney Froelich,
Bob J. Leingang, Ryan Petrick,
Kathy Tokach, Casey Wells

MANAGEMENT

Co-GM/CEO Donald A. Franklund
Co-GM/CEO Travis Kupper

www.morgransou.com

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