

A Touchstone Energy® Cooperative 

www.myremc.coop

www.orangecountyfiber.coop

CONTACT US

Office: 812-865-2229

Toll Free: 888-337-5900

Bill Payments: 855-865-2229 (Option 2)

EMAIL

orangecoremc@myremc.coop

OFFICE HOURS

7 a.m.–5 p.m., Monday-Friday

STREET ADDRESS

7133 N. State Road 337
Orleans, IN 47452

MAILING ADDRESS

P.O. Box 208, Orleans, IN 47452

**TO REPORT SERVICE
INTERRUPTIONS, PLEASE
CALL 855-865-2229, (OPTION 1)
DAY OR NIGHT.**

Have the phone number associated with your account ready when reporting outages. Please limit after hours calls to emergencies and outage situations.

BOARD OF DIRECTORS

- Eugene Roberts, District 1
- Randy Roberts, District 2
- Danny Easterday, District 3
- Rodney Hager, District 4
- Ben Lindsey, District 5
- Brian Hawkins, District 6
- George Key, District 7

REMC SENIOR STAFF

- Matthew C. Deaton,
General Manager/CEO
- Marcy Bennett, *Office Manager*
- Misty Tincher, *Accountant*
- Mark Belcher, *Member Services Manager*



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orangecountyremc](http://www.facebook.com/orangecountyremc)

Embracing healthy conflict



I recently read an article that the National Rural Electric Cooperative Association (NRECA)

published, and I thought it would be helpful for our members to hear firsthand of how a manager/CEO and board of directors relationship should work vs. how it works here at your cooperative. Additionally, I thought how important this relationship directly translates to the cooperative and its members.

The board/CEO dynamic is among the most critical relationships at a co-op, with the power to impact long-term prosperity, employee morale, member engagement and other key facets. The secret to a healthy board-CEO relationship as

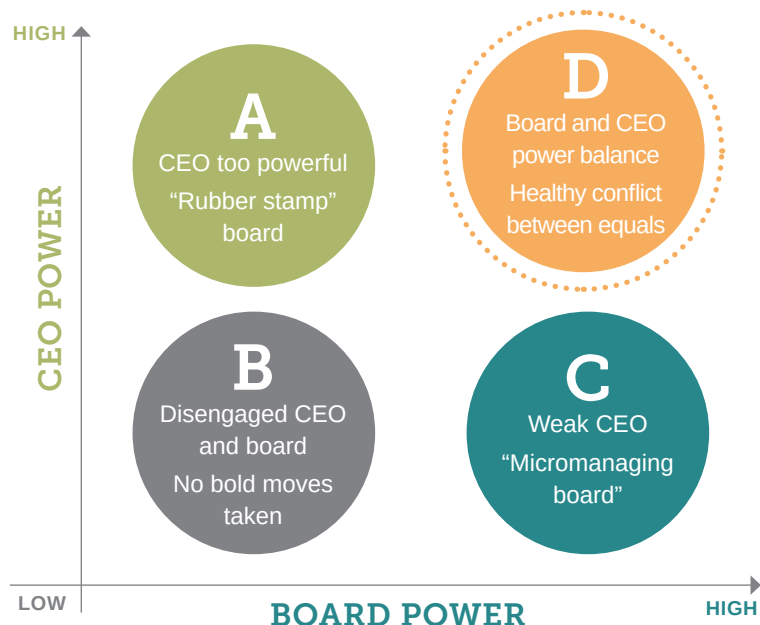
well as the cooperative-member relationship can be summed up in one word: balance.

Balance comes from a mutual understanding of the roles and responsibilities entrusted to the CEO by the board as well as the cooperative by the members and a commitment not to cross established boundaries. The simple strategy for achieving that balance is to embrace conflict.

For many people, even myself and board members, the idea of deliberately creating conflict can seem contrary to what we're taught throughout our lives. But management study after management study shows that conflict in the boardroom is a productive thing, so long as it's healthy and respectful. Good conflict increases accountability, it helps foster new ideas, and it challenges everyone to grow.

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POWER GRID



Rate schedule

How to compute your monthly electric bill:

Use this information to figure your bill for electric use in January, February and March.

Rate Schedule for Standard Service

Standard Service Consumer Charge.....	\$26
Standard Service Energy Charge.....	\$0.1124
Wholesale Power Cost Tracker ..	\$0.0032734
Total bill x Indiana sales tax	7%

Example for 1,200 kWh

Standard Service Consumer Charge.....	\$26
1,200 kWh @ \$0.1124	\$134.88
Wholesale Power Cost Tracker	
1,200 kWh @ \$0.0032734.....	\$3.93
Total	\$164.81
Indiana sales tax	\$11.54
Total bill	\$176.34

Rate Schedule for Time-of-Use Service

Time-of-Use Consumer Charge.....	\$30.90
Energy Charge On-Peak	\$0.1671
<small>(On-Peak: 7 a.m. to 11 a.m. and 4 p.m. to 9 p.m., Monday–Friday, EST)</small>	
Energy Charge Off-Peak.....	\$0.0691
Wholesale Power Cost Tracker .	\$0.0032734
Total bill x Indiana sales tax, 7%	

Example for 300 kWh (On-Peak) and 900 kWh (Off-Peak)

Time-of-Use Consumer Charge.....	\$30.90
Energy Charge On-Peak	
300 kWh @ \$0.1671	\$50.13
Energy Charge Off-Peak	
900 kWh @ \$0.0691	\$62.19
Wholesale Power Cost Tracker	
1,200 kWh @ \$0.0032734.....	\$3.93
Total	\$147.15
Indiana sales tax	\$10.30
Total bill	\$157.45

Rate Schedule for Security Lighting

Security Lighting: 100 W HPS	\$9.82
Security Lighting: 40 W LED.....	\$9.82

Visa, MasterCard and Discover cards accepted.

Pay by phone at 855-865-2229, option 2.

Visit www.myremc.coop for these services:

- Pay online
- Pre-pay your bill
- Sign up for recurring monthly payment

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For conflict to be productive in the boardroom as well as with our members, everyone at the table must have equal standing. The diagram on the previous page attempts to illustrate this. It plots how changes in this standing, or power, can impact the board/CEO dynamic and ultimately the co-op. I define power as “the ability to get things done.”

The ideal board/CEO relationship as well as the cooperative/member relationship is found in circle D, where both parties enjoy a high level of power. In this space, there is balance, and the best interests of the co-op and its members are at the forefront.

The other three circles are detrimental to the health of the co-op. In circle A, you have a CEO who has the majority of the power and a compliant, “rubber stamp” board/membership. This model does have its supporters, but over time, the co-op risks ethical abuses, stagnation, low member engagement and non-responsive management. Circle B shows a co-op with a disengaged CEO and board, where the status quo reigns and no bold moves are taken. If it does not change, the co-op risks decline. In circle C, the board and membership wield the power, and the CEO is weak. This model of a micromanaging board also has its proponents, but it too is detrimental to the long-term health of the co-op, leading similarly to potential ethical abuses, stagnation, and low member engagement. Circle D is where you want your co-op to be. Here, the board serves as scout, advisor, strategic thinker and occasionally as cheerleader or even disciplinarian. The CEO takes on the role of leader and implementer,

handling the responsibilities of the position with grace and dignity while ensuring that members and employees are treated equitably. There is conflict in circle D, but it is between equals who respect one another’s roles.

My goal as the leader and implementer of the cooperative is to always remain aware of where this balance is for the reasons above. Your cooperative currently operates in circle D. The board of directors that represents you certainly does not act as a rubber stamp but allows and encourages me to share ideas to consider while the strategic plan of the co-op evolves.

The decision to bring you fiber as a service embodies our relationship well. If I did not trust the board to even listen to such a momentous idea, it would have never been discussed back in 2015. If the board did not require that data related to the project’s feasibility be obtained before moving forward, we could have announced a project or decided to never allow the data to contribute to the decision immediately. But that’s not how this or other decisions are made. The directors advised me of their informational needs, and I obtained the data. As a team, we allowed the project to stand on its own as it progressed. That is the relationship I strive for the cooperative to have with its members as well. If there are things that you do not understand about the cooperative, please ask. This ensures we strike the important balance needed for our cooperative to succeed.

MATTHEW C. DEATON
General Manager/CEO



ORANGE COUNTY REMC CONTINUOUSLY LOOKS FOR WAYS TO SUPPORT OUR COMMUNITY.

That's why each year we assist our young members in their pursuit of higher education by awarding scholarships to our graduating seniors.

APPLICANT REQUIREMENTS

- » The parents or legal guardians of the applicant must be a cooperative member.
- » The parents or legal guardians of the applicant must be participating in Operation Round Up.
- » Applicant must be a 2019 graduating senior and have maintained a cumulative grade point average of a C or higher.
- » Applicant must provide a current high school transcript.
- » Applicant must submit application and transcript to cooperative no later than Feb. 15.
- » Recipient must be eligible to enroll as a full time student in the fall of 2019. Proof of enrollment must be presented to cooperative.

HOW TO APPLY FOR A SCHOLARSHIP:

Visit myremc.coop to download an application and learn more.

Orange County
REMC

A Touchstone Energy® Cooperative 
The power of human connections®

DEADLINE IS FEB. 15



Students:

Apply now for your chance to experience these great programs!

YOUTH TOUR TO WASHINGTON, D.C.

Students who will be high school seniors in the fall of 2019 can apply for this trip of a lifetime to our nation's Capital. The Indiana delegation will meet in Indianapolis on June 13 and travel to Gettysburg and the Flight 93 9/11 Memorial before going to Washington, D.C., for a week of sight seeing and tours. Students will return to Indianapolis on June 20.

TOUCHSTONE ENERGY CAMP

Students who will be entering seventh grade in the fall of 2019 can apply for a chance to attend Touchstone Energy Camp at Camp Tecumseh, June 5-8. Students will experience zip lining, swimming, horseback riding and archery, along with learning about electric safety and the role electric co-ops play in our communities.



Deadline to apply for all student programs is Feb. 15.

Visit www.myremc.coop and look under "News and Events" for more information and links to online applications.

co-op news

PAY YOUR BILL

Win \$50!

Orange County REMC members who pay their electric bills using any of the following automated systems, will be entered in a drawing to win \$50.

Eligible payment methods include:

- Online at www.myremc.coop
- Bank draft
- IVR (by calling 855-865-2229)
- Recurring credit or debit card

Congratulations to last quarter's winner: Daniel Orem of Ft. Thomas, Kentucky

EMPLOYEE NEWS



**HANNAH
CARTER**

This month brings some changes to the REMC team. Ashley Terrell, who has been a member service representative since 2004, is moving over to

the Orange County Fiber division to handle similar duties.

Hannah Carter has recently been hired to take Ashley's place on the REMC side. Carter was born in California, but grew up in the local area, attending Orleans High School. She and her husband, Jacob, still reside in Orleans. After high school, Carter worked for Orange County REMC as an intern, while attending college. After graduation, she spent a year working in human resources at Pluto Corporation in French Lick.

We are pleased to have both these young ladies working with us to meet the needs of our members.

Fiber installation progress

The photos below show the recent installation of a fiber hub at the Leipsic substation. For more information about our project to bring high speed internet to all Orange County REMC members, visit www.orangecountyfiber.coop.



2019 director election timeline

Randy Roberts, district 2; Rodney Hager, district 4; and George Key, district 7 are incumbents whose terms expire in 2019.

- Letters of intent due by Feb. 7.
- Posting of incumbent list by Feb. 22.
- Names published in the March issue of this magazine.
- Petitions of nominations due by April 23.
- Nominations by the board (absent incumbents seeking re-elections or petitioners) by April 23.
- Full slate of candidates posted and mailed by May 17. All candidate biographies published in the May or June issue of this magazine.
- Election at annual meeting on June 7.