

VERMONT

ELECTRIC



Cooperative Principles: Supporting Collaboration, Service, and Value to our Members

By Rebecca Towne

Cooperatives around the world come in all shapes and sizes: co-op grocery stores, farmers' co-ops and housing co-ops. Even credit unions are co-ops. All of these organizations, including electric co-ops like VEC (of which there are some 900 operating across

the United States) all seek to operate according to the same set of seven core principles. For us, these principles are directly connected to our vision, mission and how we go about our work.

One of these key cooperative principles is "Concern for Community." Our vision – Lighting the Path to Affordable Clean Energy, Together – ensures we constantly keep this in mind. We know our members rely on us. Whether they are living their day-to-day lives, building or expanding their home, running a business, exploring new energy technologies like heat pumps or electric vehicles, or trying to reduce their energy costs, we are there for them. Ensuring we have a safe, reliable, affordable and sustainable energy system is what we focus on every day.

This same community-focused principle also drives our work with the now-ten-year-old Community Fund. A decade ago, the fund made its first six grants to local non-profits that VEC members. As of today, the fund – which is supported by voluntary donations from VEC members – has been able to award a whopping 224 grants (thank you generous members!) totaling \$159,328. Read more about the Community Fund on page 5.

And there's our community commitment as a local employer. Our employees are what make the magic happen here at VEC. Doing our best to provide a great place to work not only helps us attract excellent employees, it helps them reflect that same commitment to community at work and at home.

"Cooperation Among Cooperatives" is another important principle. We can do more together, and as a relatively small organization VEC relies on partnerships for the work we do every day.

As you might recall, in 2024 we experienced some significant storms. Whenever the damage is as extensive as it was during these outage events, we ask for help from local contractors and other utilities, including co-ops, who come to our aid when they can, and we try to do the same in return. This mutual aid system is not just a critical tool in storm response, but it also builds knowledge and relationships as employees from different utilities interact with each other and are exposed to ways of working that become part of their experience. It makes us all stronger as we support and work together.

We also benefit from our relationship with the National Rural Electric Cooperative Association (NRECA). NRECA offers helpful training opportunities for co-op board members and staff and serves as a platform for information-sharing for co-ops across the country on a range of topics, including finance, engineering and operations, energy efficiency, and more.

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Have you checked out Vermont Electric Co-op's incentives recently?



VEC members Eric and Ingrid Nuse of Johnson took advantage of a VEC Energy Transformation incentive to purchase their Nissan Leaf.

VEC's Energy Transformation incentives, which come in the form of one-time bill credits for VEC members, are designed make the purchase of electricity-powered equipment more affordable. The program also benefits the entire co-op membership over time because the incentives pay for themselves through additional electric sales for the co-op overall.

More than 6,000 VEC members have taken advantage of incentives since the co-op began offering them in 2017.

VEC has exceeded its goals for the Energy Transformation Program and helped eliminate the consumption of over 22 million gallons of fossil fuel. That's the equivalent of taking over 39,000 cars off the road for a year.

Specifically, VEC offers credits on members' electric bills for the purchase of:

- Electric vehicles: For plug-in electric vehicles, \$250; all-electric vehicles, \$500. For both types, there is an additional \$500 for income-qualified members. (Vehicles may be new or used, purchased or leased).
- EV chargers: VEC offers a free Level 2 EV charger. If members have purchased a charger, VEC offers a \$250 bill credit. In both cases, members agree to not charge during high demand times.
- Public/workplace/multi-family charging stations: \$500 per connection

- Heat pumps: For ductless, ducted, air-to-water, and ground source heat pumps as well as heat pump water heaters, an incentive is available either at the point-of-purchase or as a rebate through Efficiency Vermont. For heat pumps, a \$150 per unit thermal efficiency credit is available if the system was installed in a building that meets thermal efficiency criteria.

- Pellet stoves: Incentive is available at the point-of-purchase through participating dealers.

- Other machinery: residential lawn mowers, \$50; commercial mowers and electric forklifts, \$1,000

- Heat pump pool heaters: \$600 for units that meet efficiency criteria

- Induction cooktops: \$100 (Not available for portable induction cooktops.)

VEC also offers custom incentive opportunities for members who want to replace fossil fuel equipment and reduce carbon emissions, through electric service upgrades or line-extensions. These projects often serve commercial facilities like sawmills or sugaring operations, for instance.

Many of these technologies are also eligible for tax incentives.

Learn more about these opportunities at vermontelectric.coop/energy-transformation-programs or by calling 1-800-832-2667.

VEC Lineworkers: Up in Buckets, Rolling Trucks, Climbing Poles

Perhaps the most publicly visible members of the VEC team are the lineworkers who set poles, pull wire, install transformers, repair storm damage, and a whole lot more. Members see their signature blue trucks out in fields, on back roads, and in village centers – out and about, keeping the power flowing.

The career of an electrical lineworker typically involves several steps.

In their careers, lineworkers generally move up levels. These levels, or “classes” in ascending order of experience, are: 3rd Class Lineworker, 2nd Class Lineworker, and 1st Class Lineworker.

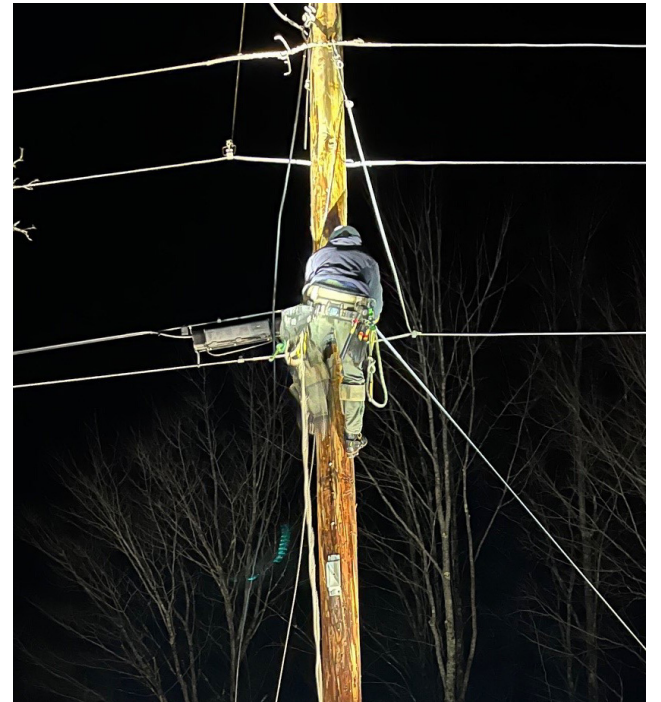
Generally speaking, in order to advance from one step to the next, lineworkers must log a certain number of hours working as well as six months of employment as a line worker. In moving up certain steps, they must also pass specific tests as well.

Generally, workers work up the steps handling progressively more dangerous tasks, including managing increasingly high voltage equipment and get-

ting trained on more sophisticated techniques for working on lines.

Some lineworkers start out as groundworkers. There are three levels of groundworkers: C, B, and A (in ascending order of experience.) Like lineworkers, groundworkers move up steps by taking on increasingly complex work. For example, a Groundworker C can handle construction tasks on the ground but is restricted to climbing only while doing de-energized construction work for training. Conversely, a Groundworker A has no limits on climbing, and must have pole-top/bucket rescue certification so they can rescue an incapacitated worker from the top of a pole.

Lineworkers and groundworkers hired by VEC come with a variety of levels of experience – including employees who have graduated from lineworker schools and/or spent time working for other utilities. VEC currently employs 25 lineworkers and one groundworker.



Lineworker Johnny Martinez: "I love my job, I really do."



Johnny Martinez.

Johnny Martinez even confesses that many days he gets up an hour earlier than he has to because he's so primed to get to work. "I love coming into the shop, every day, seeing the guys, and heading out to take care of our members."

Johnny, who has been with VEC since 2022, hails from Texas. His family goes way back there, even before Texas was a state. He started his career at a municipal utility in Lubbock. He then spent a few years working for a helicopter contractor doing work on big transmission lines all across the northeast. He'd be flown up on a chopper and be dropped onto transmission lines (or balance on a platform that's fixed to the helicopter) to do equipment upgrades. "There is nothing like it," he said with a smile.

Several years ago, his wife, a school psychologist, accepted a job offer in Burlington, so they moved to Vermont, now living in South Burlington.

"I warned her – you know it's cold up there – she's from Texas too - but she wanted to move up, so we did," he says with a laugh.

What are the challenges of the job of being a lineworker?

"This job has an impact on your family life. There's no getting around it. But my family is understanding. When the kids wake up in the morning and see that my boots by the door are wet, they know I've been out late, and that I'm trying to catch up on sleep – and they are super quiet, super considerate."

Among the many rewards, he says, are the VEC members. "They are amazing."

He recounted one time, after a bitter winter storm with lots of outages, he was out in the field and a simple gesture from some members helped him get through.

"We had 8 hours to go. I told the other lineworker I was with, 'I'm done. I just can't do any more. I'm done.'"

Moments later, it seemed, there were two cups of hot chocolate resting on the bed of the truck, a gift from grateful members.

"These members made this hot chocolate for us – they heated it up somehow, even though they didn't have power, and they brought it out to us. After the first sip, I was back. I was ready to go."

Lineworker Chris Rodger: "There is a culture of collaboration"



Chris Rodger.

Chris Rodger began his career in the utility industry with Unitil, a large utility based in Concord, NH, working in the metering and line departments. He also served in the National Guard, deployed to both Kuwait and Afghanistan.

Born in Chelsea Vermont, Chris was hired by VEC in 2008, and for several years he worked in the substation department, helping the co-op build new substations and rehabilitate old ones. In 2017, he switched over to the VEC line crew.

The big challenges of a job as a lineworker? "Aside from the everyday safety challenges, working with high voltage environments, I think the biggest challenge is being away from home," he said. "I've missed a lot of my kids' soccer games, and baseball games – it does tear at the heart at times," he said.

That said, one of Chris's sons, Connor, will start next year at the Green Mountain Tech Center in Hyde Park as a junior. Not long ago, Connor asked his dad about his job as a lineworker, saying he might be interested in pursuing that career path. "Hearing that – that your son is interested in doing what you

do – that's pretty cool, as a Dad," Chris said.

The rewards of linework? "It's the guys I work with – this is a really good company. One of the big rewards is getting to help members install new service, say at a new home. People are super excited to see their power come on for the first time," he said. "And another reward, of course, is restoring power after storms."

He also noted that VEC has a strong community culture.

"In some places, you might get to see the CEO just once or twice a year, but not at VEC – this company is very open to getting everyone's opinion – there is a culture of collaboration."

Chris notes also that the vast majority of members he interacts with have been great. "It's pretty amazing when you get back to the truck after working hard to get power back on and you find some donuts and fresh cider on the seat," he says. "That's a good as it gets."

Seeking Candidates for Board of Directors



Are you interested in making a direct contribution to an affordable and clean energy future?

Vermont Electric Co-op is accepting petitions from eligible candidates for four board of directors' seats that are up for election in May.

VEC board members have a broad range of perspectives and backgrounds, care deeply about the community, and enjoy learning about and influencing energy issues. If this describes you – and you have a passion for safe, reliable, affordable and sustainable electricity, then consider running for the

VEC board this year.

In order to run for the board, a candidate must be a VEC member and may not be employed by the cooperative. Candidates must have a principal residence within VEC service territory and in the district or zone they are running to represent. Directors are elected to serve four-year terms. The board generally meets in the afternoon on the last Tuesday of each month at VEC's main office in Johnson.

Directors receive a stipend and mileage reimbursement for attending meetings and have training opportunities to learn more about energy issues and the cooperative utility model.

Below is a list of the seats that are open in 2025 and the towns they represent:

District 1: *Averill, Averys Gore, Barton, Bloomfield, Brighton, Brownington, Brunswick, Canaan, Charleston, Ferdinand, Guildhall, Holland, Lemington, Lewis, Lyndon, Maidstone, Morgan, Newark, Norton, Sheffield, Sutton, Warners Grant, Warren Gore, Westmore, Wheelock*

District 2: *Coventry, Derby, Newport City*

East Zone At-large: *Albany, Averill, Averys Gore, Barton, Bloomfield, Brighton, Brownington, Brunswick, Canaan, Charleston, Coventry, Craftsbury, Derby, Ferdinand, Glover, Greensboro, Guildhall, Holland, Irasburg, Jay, Lemington, Lewis, Lowell, Lyndon, Maidstone, Morgan, Newark, Newport City, Newport Town, Norton, Sheffield, Sutton, Troy, Warner's Grant, Warren Gore, Westfield, Westmore, Wheelock*

West Zone At-large: *Alburgh, Bakersfield, Belvidere, Berkshire, Bolton, Cambridge, Eden, Enosburg, Essex, Fairfax, Fairfield, Fletcher, Franklin, Georgia, Grand Isle, Highgate, Hinesburg, Huntington, Hyde Park, Isle La Motte, Jericho, Johnson, Milton, Montgomery, Morristown, North Hero, Richford, Richmond, Sheldon, Shelburne, South Hero, Starksboro, Stowe, St. Albans Town, St. George, Swanton, Underhill, Waterville, Westford, Williston.*

VEC welcomes a diversity of ideas and experience. To learn more or request application materials visit vermontelectric.coop/board-candidate-information or email support@vermontelectric.coop or call 800-832-2667.

Save the Date

VEC Annual Meeting will take place May 10 at Jay Peak Resort. There will be free breakfast, updates from VEC leaders, and more. Stay tuned for more info!

Paul Lambert on Board Service: The Rewards and the Challenges



Board member Paul Lambert and his daughters Meredith (left) and Jacqueline at the 2019 VEC annual meeting.

Paul Lambert of Georgia has served on the VEC Board of directors since 2017. He represents District 6, which comprises the towns of Berkshire, Enosburg, Franklin, Georgia, Highgate, Montgomery, Richford, Sheldon, St. Albans Town, and Swanton. Below, he reflects on what it means to serve.

What first motivated you to serve?

The fact that energy is such a critical part of everything we do is what attracted me to serving on the board. The affordability, sustainability and reliability of energy is a cornerstone of a strong economy, vibrant communities and the comfort and security of our homes. I also felt the need to serve my broader community in new ways. I have been on the board of directors for the Northwest Solid Waste Management District and my church parish for many years. The VEC director role broadened my involvement and aligned well with my professional role serving Vermonters through my work at Efficiency Vermont.

What are the rewards?

Honestly - serving itself is the reward. As I said earlier, energy impacts so many parts of our lives and the world around us. So, to be able to be part of something so important to individual families, our community and the region is exciting. I also really enjoy people, and this role provides a great opportunity to work closely with a rich and diverse group of folks. Watching us challenge each other and challenge ourselves for a greater good is such a rewarding thing to see.

What are the challenges?

For me, it is time. To give the director position the time it deserves and requires, you need to manage and schedule accordingly. I am fortunate that my employer provides me the flexibility to serve, but it can make for long days leading up to and following our board meetings. My wife and I have four children, and I waited a few years before pursuing a director seat until our kids were a bit older to avoid it taking too much time away from family.

You have a close-up view of the evolving power sector. What are you seeing?

Wow - what an exciting and challenging time in to be involved in the electric power industry! Safe, affordable and reliable energy is a constant mantra among VEC's board and staff. But it no longer stops there. Decarbonization, electrification, grid resiliency and innovation are now key areas of focus that VEC overlays on these core tenets. This is not unique to VEC or Vermont, it's happening through all regions of the country. Nationally, some utilities are being proactive, some more reactive. I am proud of how VEC has leaned into the opportunities and the challenges of a rapidly changing energy grid. Yet, at the same time, our team has not lost our focus on our members and providing them with safe, affordable and reliable energy. It requires a constant balance across the organization.

Co-ops are made up of members, not customers. In your view, what does this mean?

For me, being a co-op means that our decisions are always focused on the people, businesses and communities we serve. That has to be our touchstone on every decision. VEC does not exist for its own sake, but solely for the benefit of its members. It's important for that not to get lost in all of the complex and tough decisions we make at the co-op.

What advice would you have for someone contemplating serving on the board?

I would encourage folks who are interested to ask themselves why they are contemplating the position and understand what is motivating them to serve. Then I would reach out to a director in your region or at-large, or our CEO, and share those thoughts with them and ask for more insight from their perspective. If you decide to pursue a seat, bring your passions and interest, but also be willing to learn and engage with others who have different perspectives. I'm proud of our board and our ability to bring a diversity of views, expertise and styles to the boardroom each month to solve new problems and reach new goals. With VEC's staff and directors, the sum is so much greater than the parts. That collective effort is key to our success and never the work of any one person.

Notice of Proposed Rate Change and Public Hearing

On November 15, 2024, Vermont Electric Cooperative, Inc. (VEC) filed with the Vermont Public Utility Commission (PUC) a request for a revenue increase of \$4,514,046 to be effective on January 1, 2025. This represents a 4.84% increase over existing rates. VEC proposes that the increase be equally applied to all members through a flat increase across all rate classes. The PUC has opened an investigation, and the rate increase went into effect on a temporary basis starting on January 1, 2025. The increase will show as a surcharge on your bill until the completion of the investigation. If the rate request is not approved by the PUC, VEC will apply a credit to members' bills.

The need for this increase is driven predominantly by (1) transmission costs, which are rising significantly due to new investments in infrastructure; (2) property tax bills in 2024 which are nearly 29% higher than in 2023; (3) salary and benefits costs caused by wage and benefit increases necessary to attract and retain employees; and (4) higher interest expense based on market changes. Offsetting these upward cost pressures, VEC has seen increased revenue or cost savings in the following areas: (1) an increase in retail kWh sales compared to last year's rate case; (2) lower power supply costs due to a decline in market prices; and (3) an increase in dividends from investments in VT Transco stock.

Despite the need for rate increases for the past two years, VEC's ten-year average increase including this year's recommended increase remains low at 2.66% per year, as we have tried to balance frugality with our mission to deliver safe and reliable service to our members.

A chart is attached (at right) showing the present and proposed rates for each rate schedule.

Any interested person may examine the rate increase filing via ePUC at: <https://epuc.vermont.gov>. The Case No. is 24-3432-TF. The filing is also available at the Vermont Electric Cooperative office during normal business hours and on the VEC website at: <https://epuc.vermont.gov/?q=node/64/201985/FV-Case%20Summary-Portal>. Comments regarding the rate filing may be submitted to the Public Utility Commission via mail at 112 State Street, Montpelier, VT 05620-2701, via email at puc.clerk@vermont.gov, or via ePUC at <https://epuc.vermont.gov> filed into Case No. 24-3432-TF.

The Vermont Public Utility Commission will hold a public hearing to receive input concerning the tariff filing of the Vermont Electric Cooperative Inc. requesting an overall rate increase of 4.84% effective on January 1, 2025.

The virtual public hearing will be held on **Monday, February 10, 2025**, commencing at **7:00 P.M.**, utilizing GoToMeeting video conference with a telephone call-in option. The Public Hearing will commence at 7:00 P.M., or immediately following a presentation at 6:30 P.M. hosted by the Vermont Department of Public Service where Vermont Electric Cooperative will describe the rate increase and be available to answer questions.

Participants and members of the public may access the public hearing online at <https://meet.goto.com/804598445>, or call in by telephone using the following information: phone number: +1 (646) 749-3129; access code: 804-598-445. Participants may wish to download the GoToMeeting software application in advance of the hearing at <https://meet.goto.com/install>. Guidance on how to join the meeting and system requirements may be found at <https://www.gotomeeting.com/meeting/online-meeting-support>.

VEC welcomes your input as well. Please send your questions or comments on the proposed rates to Rebecca Towne, Chief Executive Officer, or Caroline Mashia, Chief Financial Officer, Vermont Electric Cooperative, Inc., 42 Wescom Road, Johnson, Vermont 05656 or at rtowne@vermontelectric.coop or cmashia@vermontelectric.coop.

Vermont Electric Cooperative			
Current and Proposed Rates			
		Current	Proposed
Residential (Service Classification #1)	Customer Charge	21.27	22.30
	1st 100 KWH	0.10775	0.11297
	Over 100 KWH	0.21748	0.22801
	Additional Meter Charge	6.92	7.25
	All Additional Meter kWh	0.21748	0.22801
Residential - Time of Use (Service Classification #1.1)	Customer Charge	21.27	22.30
	On Peak KWH	0.24426	0.25608
	Off Peak KWH	0.17617	0.18470
Residential TOU Pilot (Service Classification #1.2)	Customer Charge	21.27	22.30
	On Peak KWH	0.39516	0.41429
	Mid Peak KWH	0.21034	0.22052
	Off Peak KWH	0.14564	0.15269
Small General Non-Demand Billing (Service Classification #2)	Customer Charge	22.53	23.62
	All KWH	0.19551	0.20497
	Farm Residence Credit	(8.76)	(9.18)
Small General - Time of Use Non-Demand Billing (Service Classification #2.1)	Customer Charge	29.03	30.44
	On Peak KWH	0.21642	0.22689
	Off Peak KWH	0.14830	0.15548
Small General TOU Pilot (Service Classification #2.2)	Customer Charge	22.53	23.62
	On Peak KWH	0.36575	0.38345
	Mid Peak KWH	0.20380	0.21366
	Off Peak KWH	0.14719	0.15431
Large General Demand Billing (Service Classification #2)	Customer Charge	37.58	39.40
	All KWH	0.11190	0.11732
	All KW	25.77	27.02
	Farm Residence Credit	(8.76)	(9.18)
Large General - Time of Use Demand Billing (Service Classification #2.1)	Customer Charge	58.01	60.82
	All KWH	0.11190	0.11732
	On Peak KW	30.04	31.49
	Off Peak KW	21.69	22.74
Large General TOU Pilot (Service Classification #2.3)	Customer Charge	37.58	39.40
	On Peak KWH	0.36575	0.38345
	Mid Peak KWH	0.20380	0.21366
	Off Peak KWH	0.14719	0.15431
Industrial (Service Classification #3)	Customer Charge	287.00	300.89
	All KWH	0.11103	0.11640
	All KW - Firm	24.54	25.73
	All KW - Interruptible	20.15	21.13
Industrial Subtransmission - Firm (Service Classification #3)	Customer Charge	287.00	300.89
	All KWH - Firm	0.11079	0.11615
	KW - Firm	14.86	15.58
Industrial Subtransmission - Interruptible (Service Classification #3)	Customer Charge	287.00	300.89
	All KWH - Interruptible	0.10356	0.10857
	KW - Interruptible	10.46	10.97
Lighting (Service Classification #4)	1,000 Lumens	9.58	10.04
	4,000 Lumens	21.81	22.87
	8,000 Lumens MV	21.92	22.98
	20,000 Lumens MV	37.96	39.80
	8,000 Lumens HPS	17.57	18.42
	24,000 Lumens HPS	37.27	39.07
	20 LED	15.16	15.89
40 LED	27.45	28.78	
Specific Use Dynamic Pricing (Service Classification #5)	Customer Charge	287.00	300.89
	Renewable Energy	0.01758	0.01843
	Variable T&D		
	Fixed T&D		
	Capacity, Regulation		

Now a Decade Old, VEC's Community Fund Keeps Cranking out the Grants

Ten years in, the generosity of VEC members who support the VEC Community Fund continues to shine.

"Concern for Community is one of the seven co-operative principles that guide all co-ops, and this successful fund is a wonderful example," said Ed Peterson, the chair of the Community Fund Allocation Committee.

Back in 2015, the fund awarded its first grants to six non-profits: The Birds of Vermont Museum, the Boy Scouts of America, the Johnson Historical Society, the Memphremagog Watershed Association, and North Country Hospital. Since then the fund has made a whopping 224 awards totaling \$159,328.

At its most recent quarterly meeting, the VEC Community Fund – which is supported solely through donations by VEC members themselves – awarded just over \$11,000 in grants of varying amounts to 14 non-profit organizations that serve VEC members. They were:

- Champlain Islands Food Shelf
- North Country Supervisory Union
- Northwoods Stewardship Center
- Starksboro Food Shelf
- YWCA VT Camp Hochelaga
- All Brains Belong VT
- Craftsbury Energy Committee / Town of Craftsbury
- First Step Recovery House, Inc.
- Heart Full Kitchen
- HOBY Vermont
- Johnson Elementary School
- RAFT (Recovery After Flooding Team)
- The Peoples Farmstand
- Vermont Associates for Training & Development, Inc.,

You can help the fund do even more over the next decade by supporting it if you don't already. To learn more about how to give, or to apply for funding, visit the Community Fund webpage here: <https://vermontelectric.coop/community-fund>.

The VEC Community Fund is proud to be able to offer grants of up to \$1,000 to non-profits across our region that serve VEC members.

One recent grant recipient was Camp Knock Knock, a retreat in North Hero for children who have experienced the death of a loved one. Here's their kind thank you note:

"On behalf of the Camp Knock-Knock Committee, thank you for extending a \$250 grant to our organization! This year, Camp Knock Knock supported 9 grieving families at our weekend-long programming. Your contribution helped us cover our expenses for our recreational activities, like a bubble machine and large parachute so that kids and families could participate in group activities alongside of other grieving families. As a self-sustaining program we rely on community contributions and we thank VEC for their support. With gratitude, the CKK Committee."

VEC members can support the VEC Community Fund if they wish by rounding up their monthly electric bill to the nearest dollar, or donating their member capital. If you want to support the Community Fund, or know a group that is looking for funding, you can find out more at:

vermontelectric.coop/community-fund



This Year, Choose More Convenience

VEC offers a couple of ways to simplify your life by "going digital" - paying bills and getting VEC news digitally, for instance. If you haven't already signed up for these options, now might be a good time because we're spicing things up a bit with a drawing for a \$50 credit on your electric bill!

At the end of March, we'll be drawing two winners from each pool: those who have signed up for paperless billing and those who have opted for paperless Co-op Life.

With paperless billing, you'll begin receiving your bill by email instead of via postal mail. With paperless Co-op Life, we will cease mailing you print copies of Co-op Life; you'll get the emailed version only.

We'll draw four winners (two from each pool) from all members who have ever signed up for these paperless communications. Each winner will receive a \$50 one-time credit on their electric bill.

If you aren't currently signed up for either paperless billing or paperless Co-op Life, now is a good time. And you've got flexibility, too. You can maximize your chances of winning by signing up for both. Or, if you want to sign up for paperless billing but keep the hard copy newsletter coming in the mail, you'll be entered just for the paperless billing.

Besides making life easier for you, paperless options help save the costs of mailing for the Co-op. And because you are an owner of the Co-op, that's good news!

Go paperless!

Enter to Win a \$50 BILL CREDIT

Sign up for paperless billing here:
vermontelectric.coop/paperless-billing

Sign up for paperless Co-op Life here:
<https://vermontelectric.coop/co-op-life>

CEO update:

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Then there's "Democratic Member Control."

VEC has a 12-member board of directors, elected by our members to represent districts and zones across our service territory. These directors are all VEC members that have a keen interest in energy issues and a passion for supporting our co-op members.

The board, which is the foundation of our member-led organization, is responsible for setting policy and determining the general direction of the co-op. As the board makes decisions, they bring to the table a local perspective, knowing those decisions will impact their friends and neighbors.

In 2022, the board committed to a two-step commitment to purchase clean-

er power for our portfolio, eventually leading toward a commitment by 2030 to a 100 percent renewable energy portfolio on an annualized basis. A year-long board discussion preceding this initiative was informed by analysis of cost impacts, feasibility, member surveys, and conversations with members. It was a clear illustration of the value of "Democratic Member Control."

It's also worth noting that members will be casting votes for board members this spring. Four seats are up for election, and you can find out what it's like to serve by reading our interview with board member Paul Lambert on page 3, and checking out details about board service here: <https://vermontelectric.coop/board-candidate-information>

And remember, as a VEC member, your voice matters, so please vote in our board election this spring!

As always, be in touch with any questions or comments.

2025 Rebates for Your Home

Efficiency
Vermont

If you're planning on **improving the efficiency of your home or apartment** this year, take a look at Efficiency Vermont's residential offers, including:



Air Sealing and Insulation

- Up to \$9,500 off weatherization projects with an Efficiency Excellence Network contractor (depending on household income)
- Up to \$15,000 for home repairs (for income-eligible households) that are necessary before weatherization
- DIY weatherization: \$100 back on select do-it-yourself projects

Financing options
available starting
at 0% interest



Heating, Cooling, and Water Heating

- Air-source heat pumps: discounts starting at \$350 + income bonus
- Ground source heat pump: up to \$2,100/ton + \$500 income bonus
- Smart thermostats: \$100 rebate for select ENERGY STAR models
- Water heaters: up to \$5,000 for select heat pump water heaters
- Window air conditioners: \$100 rebate for select ENERGY STAR models
- Wood pellet furnaces & boilers: \$6,000 rebate
- Wood and pellet stoves: \$400 discount at select retailers



Electric Vehicles

- Up to a \$7,500 federal tax credit



ENERGY STAR® Appliances

- \$25-\$40 for dehumidifiers
- \$200-\$400 rebate on heat pump clothes dryers
- \$400 for heat pump dryer/washer combination units



Lighting and Electrical

- Up to \$10,000 for electric panel upgrades (for income-eligible households)
- \$100 rebate for qualifying LED fixtures for indoor growing



Income-based Assistance

- Free lighting, appliances, energy consultations, weatherization, and more — visit [efficiencyvermont.com/free-products](https://www.encyvermont.com/free-products) to see if you are eligible

Additional rebates may also be available from your electric or gas utility.



Not sure where to start?

Sign up for a **FREE** Virtual Home Energy Visit!
Call **888-921-5990** to learn more
(Translation services are available)

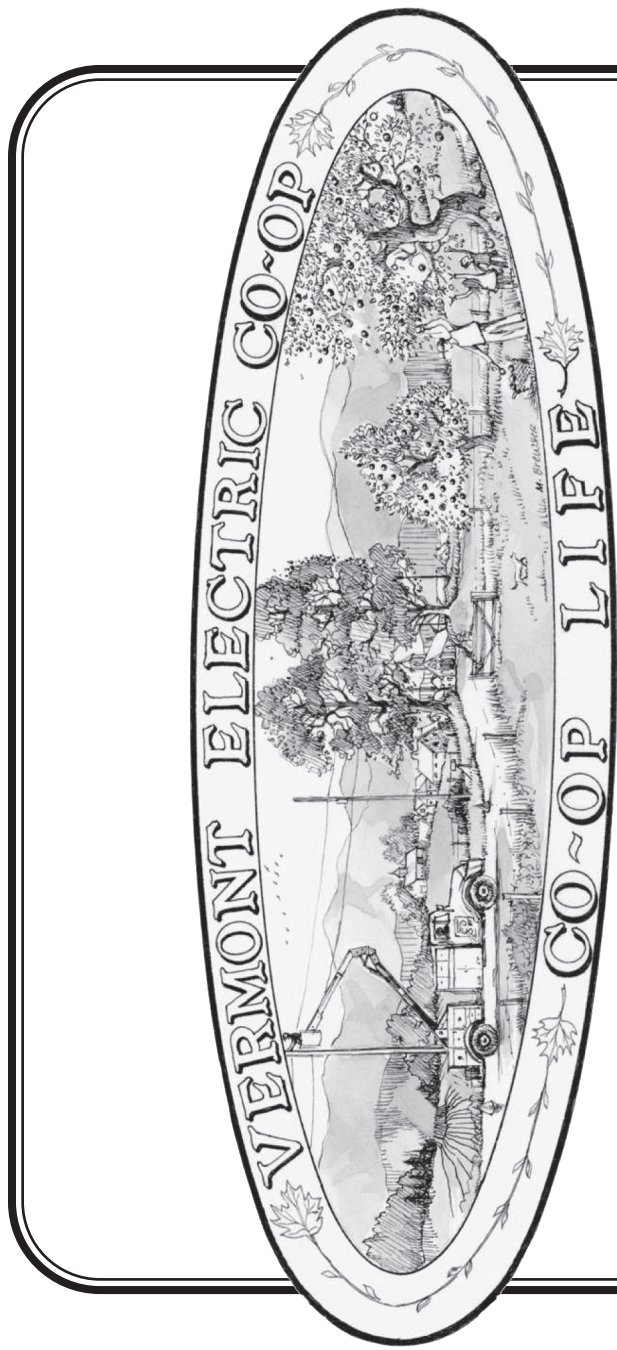
All rebates are subject to availability and eligibility.
For the most up-to-date information, visit:
www.encyvermont.com/rebates



Help us Keep You up to Date!

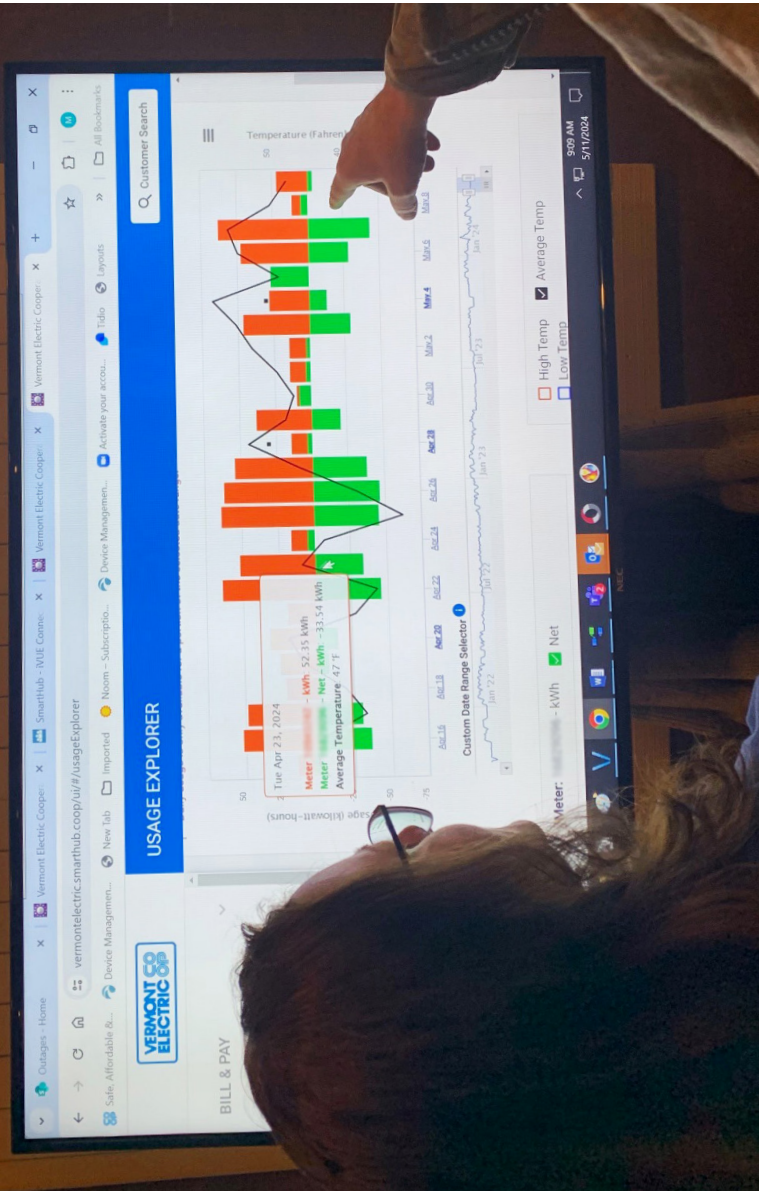


From time to time, VEC has to temporarily shut off the power for a short time in certain areas in order to safely repair or upgrade our system. When we do that, we send an automated phone call and email to affected members ahead of time, alerting them to the start time and expected duration of the interruption. If you have recently changed phone numbers or emails, or have moved to cellphone only, please contact us and let us know the best ways to reach you for this purpose. You can email support@vermontelectric.coop or you can update the information by logging into your SmartHub account either on the web or through the app. Thank you!



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VEC's got a good digital tool to help members manage their account. Through SmartHub you can pay your bill quickly and securely on-line, see information about your usage, get outage alerts and more. Here, one of our Member Services Representatives shows a VEC member their account details at a recent VEC Annual Meeting.



Vermont Electric Cooperative Inc.
42 Wescom Rd.
Johnson, VT 05656

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42 Wescom Road, Johnson, VT 05656 • 802-635-2331 • Toll Free: 1-800-VEC-COOP
www.vermontelectric.coop

Vermont Electric Cooperative Board of Directors

District 1	Vacant
District 2	Jeffery Wilson 808 Hi-Acres Rd, Newport, VT 05855 district2@vermontelectric.coop
District 3	Carol Maroni 802-586-7758 2426 Collinsville Rd, Craftsbury, VT 05826 district3@vermontelectric.coop
District 4	Mark Woodward 802-730-6767 110 Woodward Rd, Johnson, VT 05656 district4@vermontelectric.coop
District 5	Charlie Van Winkle 802-598-0128 88 Corbett Rd, Underhill, VT 05489 district5@vermontelectric.coop
District 6	Paul Lambert 802-310-2740 1758 Reynolds Rd, Georgia, VT 05478 district6@vermontelectric.coop
District 7	Rich Goggin 508-439-9166 30 Whipple Rd, South Hero, VT 05486 district7@vermontelectric.coop
Eastern Zone Directors at large	Tom Bailey 802-766-2647 P.O. Box 114, Derby, VT 05829 eastzone2@vermontelectric.coop George Lague 802-766-2456 308 Boulder Drive, Derby, VT 05829 eastzone1@vermontelectric.coop
Western Zone Directors at large	Jody Dunklee 802-356-6052 6 Wilcox Rd, Fairfax, VT 05454 westzone1@vermontelectric.coop Ken Hoepfner 802-644-5771 1685 VT Route 108N, Jeffersonville, VT 05464 westzone2@vermontelectric.coop Bonnie Pratt 617-833-5746 164 White Birch Dr, Cambridge, VT 05444 westzone3@vermontelectric.coop