



UNITED *in* PURPOSE

2025 IEC ANNUAL MEETING

DECEMBER 8-9, 2025

2025 ANNUAL MEETING

DECEMBER 8-9

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2025 ANNUAL MEETING PLANNING COMMITTEE

Dr. Richard Leeper, Chair	Marshall County REMC
Dwain Akers	Warren County REMC
Brent Creek	Newton County REMC
Harley B. Drake	WIN Energy REMC
Chadd Jenkins.....	Parke County REMC
David Rudolph.....	Dubois REC, Inc.
Rob Schwartz.....	Miami-Cass REMC
Mike Yankauskas.....	Kankakee Valley REMC

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GENERAL INFORMATION

CONNECT TO FREE WI-FI

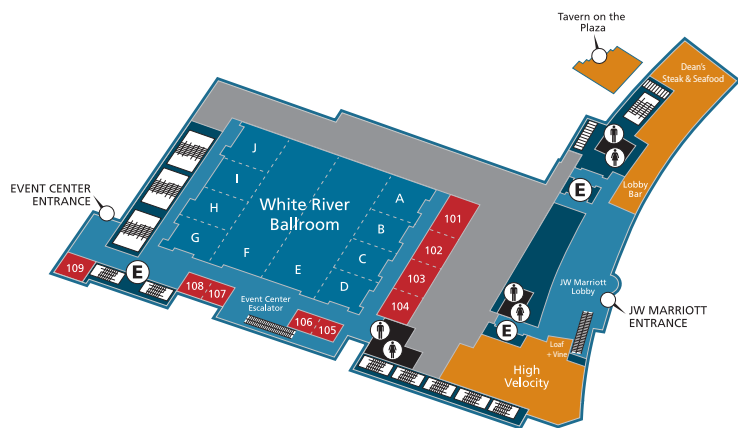
NETWORK/SSID

MarriottBonvoy_Conference

PASSCODE

UnitedInPurpose

VENUE MAP - LEVEL 1



SMOKING

Smoking is not permitted during any Indiana Electric Cooperatives session or event. Please respect hotel policy and check for available smoking areas.

CHECKOUT

Checkout time at the JW Marriott is 11 a.m. You may make other arrangements by calling the front desk. There is a break Tuesday morning 9:30 - 10 a.m. that is an opportunity to check out of your room. Luggage can be stored in room 106 until you're ready to leave. To check out, you do not need to wait in checkout lines. Most co-ops have requested their charges be direct-billed to the cooperative, and the hotel staff is aware you are checking out Tuesday morning. You may use the digital checkout on the television in your room or sign your bill and drop it in one of the convenient checkout boxes.

EXHIBITORS

We encourage attendees to support our meeting exhibitors by visiting the exhibition area in White River G-J and the White River Foyer during breaks on Monday, Dec. 8.

DINING

On-site meal registration is not available.

MONDAY

Breakfast Buffet | 6:30 - 8 a.m.

Lunch Buffet | Noon - 1:30 p.m.

Banquet | 6:30 p.m.

TUESDAY

Plated Breakfast | 7:30 - 8:30 a.m.

50/50 RAFFLE

50/50 raffle tickets will be sold throughout the day on Monday, Dec. 8. Tickets are \$1 for one ticket; \$5 for six tickets; or \$10 for 12 tickets. Winner(s) will be announced during the recognition banquet on Monday evening. **You must be present to win.** The maximum monetary prize value is \$1,000.

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2025 Spouses' Program

HERB PLANTING 101

DEC. 8 | 9:30-11 A.M.
ROOM 101-102

Hoosier gardener and Indiana Connection columnist Jo Ellen Meyers Sharp will share tips on creating an herb garden at home and which herbs are easiest for beginners. She will also be available to answer any gardening questions you have.

*During the Spouses' Program
participants will:*

- Take home a kitchen basil plant
- Enjoy cookies, brownies, and coffee
- Have a chance to win a gift basket
- Sign up for a time to enjoy a chair massage

Advance Registration Was Required

- schedule -
MONDAY, DECEMBER 8

6:30 AM - 7 PM

■ ANNUAL MEETING CHECK-IN

Early check-in available Sunday 3-6 p.m.

6:30 - 8 AM

■ BREAKFAST BUFFET

6:30 AM - 3:30 PM *White River G-J and Foyer*

■ EXHIBIT HALL OPEN

8 - 8:30 AM *White River E-F*

■ WELCOME

John Cassady, *Indiana Electric Cooperatives*
Steve McMichael, *IEC Board President, Paulding Putnam*

■ NATIONAL ANTHEM

Janet Miller, *Whitewater Valley REMC*

■ 2025 YOUTH LEADERSHIP COUNCIL
DELEGATE

Meredith Anderson, *Tipmont*

8:30 - 9:30 AM *White River E-F*

■ FIT FOR DUTY: A CRITICAL
CONVERSATION FOR WORK READINESS

Johnie Hendrix, *Association of Missouri Electric Cooperatives*

Given the high-risk nature of linework, fostering a strong safety culture must go beyond physical protection — it must also address mental health readiness. This session explores the critical role of leadership in supporting mental well-being.

- schedule -
MONDAY, DECEMBER 8

9:30 - 9:45 AM *White River E-F*

■ SUPPORTING A SAFETY CULTURE

Corey Parr, *Federated Rural Electric Insurance Exchange*

Federated Rural Electric Insurance Exchange partners with Indiana Electric Cooperatives in a commitment to safety. Learn how initiatives are making a difference in safety culture. Federated will also present its annual financial contribution to IEC's safety program.

9:30 - 11 AM *101-102*

■ SPOUSES' PROGRAM:
HERB PLANTING 101

Advance Registration Was Required

Learn tips to create an herb garden at home and which herbs are easiest for beginners. Take home a kitchen basil plant.

9:45 - 10:30 AM *White River G-J and Foyer*

■ BREAK SPONSORED BY SILVER LEVEL SPONSORS

10:30 - Noon *White River E-F*

■ SHAPING THE FUTURE OF INDIANA
ELECTRIC COOPERATIVES

Bryan Singletary, *Practical Energies*

This session helps set the stage for the future of IEC by exploring key trends, emerging challenges, vulnerabilities, and opportunities. Together, we'll work toward identifying priorities that will guide IEC's focus and impact through strategic planning in 2026.

Noon - 1:30 PM *White River A-D*

■ LUNCH SPONSORED BY KENT POWER AND NRTC

- schedule -

MONDAY, DECEMBER 8

1:30 - 2:30 PM *White River E-F*

■ ALIGNING MARKETS WITH RELIABILITY: HOW MISO AND PJM RESPOND TO PRICE SIGNALS AND POLICY SHIFTS

Robert Kuzman, *Midcontinent Independent System Operator (MISO)*

Brian Lynn, *PJM Interconnection*

Ryan Heater, *Indiana Electric Cooperatives*

This session will explore how the regional transmission organizations of MISO and PJM are responding to price signals and adjusting their operations to ensure necessary generation resources can reliably come online. We'll also examine how these key energy entities coordinate efforts at both the federal and state levels, engaging with legislators and policymakers to align market operations with evolving energy needs and policy goals.

2:30 - 3 PM *White River G-J and Foyer*

■ BREAK SPONSORED BY SILVER LEVEL SPONSORS

3 - 3:15 PM *White River E-F*

■ POWERING UNITY: UNITED UTILITY SUPPLY

Chris Perry, *Kentucky Association of Electric Cooperatives and United Utility Supply*

In an industry built on connection, United Utility Supply stands out by embodying what it truly means to be United in Purpose.

- schedule -

MONDAY, DECEMBER 8

3:15 - 4:15 PM *White River E-F*

■ OUR BIG, BRIGHT FUTURE

SPONSORED BY UNITED UTILITY SUPPLY

Lindsay Boccardo

Change is in the air, and every leader feels the wind blowing. The question is — will we build walls or windmills? In this session, unpack the five attitudes we take toward change and learn why the real power comes when we move forward together, turning headwinds into possibility and purpose for the communities we serve.

5:30 - 6:30 PM *White River Foyer*

■ COCKTAIL HOUR

SPONSORED BY UNITED UTILITY SUPPLY

Each guest will receive two beverage tickets. Cash bar is available after tickets are exhausted.

6:30 - 9 PM *White River E-F*

■ RECOGNITION BANQUET

- schedule -
TUESDAY, DECEMBER 9

7:30 - 8:30 AM *White River E-F*

■ BREAKFAST

8:30 - 8:45 AM *White River E-F*

■ CONCLUDING REMARKS: UNITED
IN PURPOSE

John Cassady, *Indiana Electric Cooperatives*

Being united in purpose means aligning our values, actions, and goals to drive lasting impact — together. These concluding remarks will reflect our connection, shared responsibility, and motivation to carry the momentum forward in your work, your teams, and your communities.

8:45 - 9:30 AM *White River E-F*

■ LOOKING AHEAD: IEC STRATEGIC
PLANNING FOR THE YEAR AHEAD

John Cassady, *Indiana Electric Cooperatives*

Michael Craciunoiu, *Indiana Electric Cooperatives*

Dr. Richard Leeper, *IEC Vice President, Marshall County REMC*

This session will outline what to expect from IEC's strategic planning process over the next year. We'll walk through the timeline, key phases, and how feedback will be gathered and used. A high-level summary from the earlier session with Bryan Singletary will be shared, helping to connect insights and ensure alignment as we're united in purpose.

- schedule -
TUESDAY, DECEMBER 9

9:30 - 10 AM

■ BREAK AND HOTEL CHECK-OUT

10 - 11 AM *White River E-F*

■ IEC BUSINESS MEETING

■ PROJECT INDIANA ANNUAL MEETING

■ PAC ANNUAL MEETINGS

11 - Noon *White River E-F*

■ DIRECTOR REGIONAL BREAKOUTS
AND REORGANIZATIONAL MEETINGS

11 - Noon *103-104*

■ MANAGERS' ASSOCIATION MEETING



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INDIANA ELECTRIC COOPERATIVES

Recognition Banquet

MONDAY, DEC. 8, 2025

6:30 – 9 P.M.

Salute the training and development achievements and milestone service anniversaries of Indiana's electric cooperative employees and directors. The 2025 Youth Power and Hope Award winners will also be honored.



Now is the **PERFECT TIME TO GIVE**

Since 1995, Indiana's electric cooperatives have supported the Ronald McDonald House of Central Indiana. To date, we have donated more than \$269,000 and have enabled Ronald McDonald House Charities to continue providing needed services to Indiana families.

■ WHY WE DO IT

Last year, the Ronald McDonald House of Central Indiana served 8,351 families while their children received critical care at Indianapolis-area hospitals. Among these families, many were from rural communities across Indiana, which are served by Indiana's electric cooperatives.

These families were able to access essential services, including 62,236 free meals and 15,935 overnight stays, providing much-needed support during their difficult times. Whether staying overnight or using the family room spaces, the Ronald McDonald House of Central Indiana remains a home away from home for countless families in need.

We invite Indiana's electric cooperatives to support the Ronald McDonald House of Central Indiana, ensuring that families can continue to receive critical care and comfort during their child's medical journey.

Your donations make it possible to provide meals, overnight stays, and essential services to families in need.

goiec.org/RMH2025



Ronald McDonald
House Charities®
Central Indiana



■ BLUE RIBBON CHALLENGE

Throughout the month of November, Indiana electric cooperatives came together to support a great cause through the Blue Ribbon Challenge, raising funds for the Ronald McDonald House of Central Indiana. The cooperative that raises the most will be awarded the coveted Blue Ribbon Cup during the IEC Annual Meeting Banquet. This month-long effort exemplifies the cooperative commitment to giving back to the communities they serve.

■ AMAZON WISHLIST

TOP 10 NEEDS

- Ramen Noodles
- Pop-Tarts Variety Pack
- Paper Plates
- Potato Chips - Individually Packaged
- Chef Boyardee Microwavable Bowls
- Individually Packaged Crackers
- Little Debbie Variety Pack
- Campbell's Soup Microwavable Bowls
- Fruit Snacks
- Liquid Laundry Detergent

OTHER NEEDS

You may also order from the House's Amazon Wish List by visiting: rmhccin.org/give/wish-list

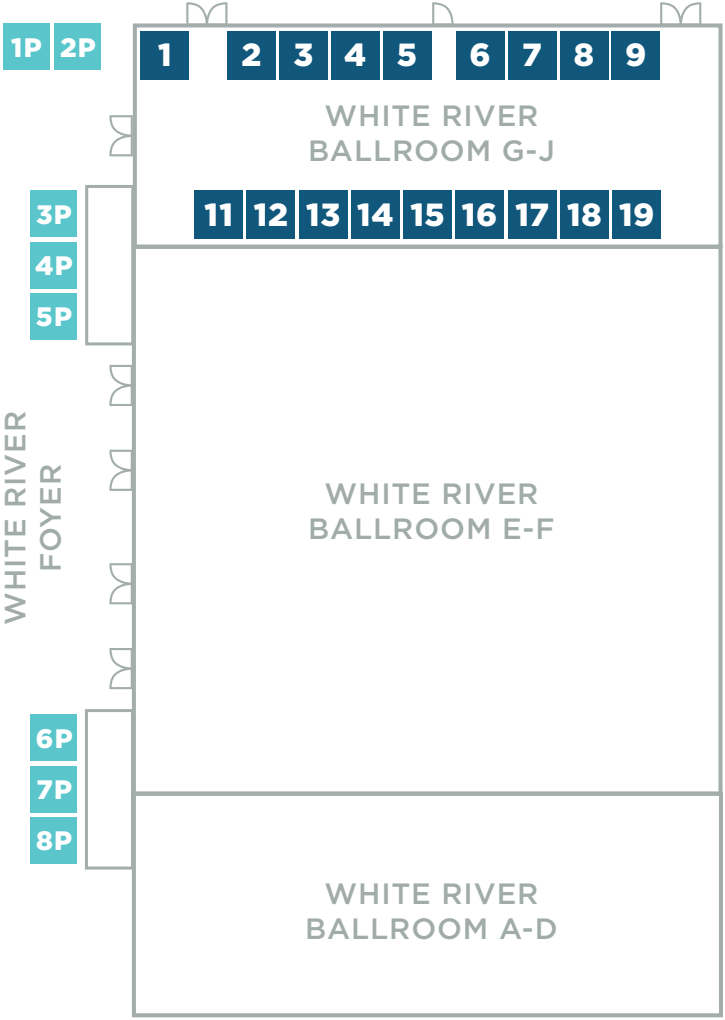
EXHIBITORS

Visit our exhibitors in the White River G-J and Foyer
Monday, Dec. 8 from 6:30 a.m. to 3 p.m.

- Alpha Engineering, Inc. | argosradarsolutions.com | **Booth 7P**
- AMPP Construction | amppconstruction.com | **Booth 4P**
- ATK Energy Group | atkenenergygroup.com | **Booth 15**
- Bloom Spatial | bloomsatial.com | **Booth 2**
- Bridgewell Resources | bridgewellresources.com | **Booth 6**
- Brownstown Electric Supply Co., Inc. | brownstown.com | **Booth 12**
- Cooperative Response Center (CRC) | crc.coop | **Booth 16**
- Davey Resource Group | davey.com | **Booth 11**
- ElectriCom | electricominc.com | **Booth 13**
- Frankart Power Line Services, LLC | frankartpowerline.com | **Booth 1P**
- Henkels & McCoy | henkels.com | **Booth 17**
- IND Technology | ind-technology.com | **Booth 6P**
- Indiana Electric Cooperatives | indianaec.org | **Booth 1**
- J&J Electric of Indiana | jandjelectric.net | **Booth 3**
- JSI | jsitel.com | **Booth 18**
- Kent Power | kentpower.com | **Booth 9**
- Mainstream Fiber Networks | msfiber.net
- Meridian Cooperative | meridian.coop | **Booth 5**
- Midwest Utility Sales | midwestutilitiesales.com | **Booth 4**
- Milwaukee Tool | milwaukeeetool.com | **Booth 2P**
- Power & Tel | ptsupply.com | **Booth 8P**
- S&C Electric Company | sandc.com | **Booth 14**
- Tallman Equipment Co., Inc. | tallmanequipment.com | **Booth 5P**
- United Utility Supply | uus.coop | **Booth 3P**
- Vantage Point Solutions | vantagepnt.com | **Booth 8**
- Voltage Tools and Testing | voltage tools.com | **Booth 7**
- ZOLL Medical | zoll.com | **Booth 19**

EXHIBITOR MAP

Visit our exhibitors in the White River G-J and Foyer
Monday, Dec. 8 from 6:30 a.m. to 3 p.m.



AUDITED BALANCE SHEETS

DEC. 31, 2024, AND 2023

ASSETS	2024	2023
CURRENT ASSETS		
Cash and cash equivalents	\$ 695,339	\$ 725,894
Accounts receivable	1,227,526	1,267,980
Other receivables	199,281	228,871
Prepaid expenses	280,110	216,876
Deposit	5,864	244,996
TOTAL CURRENT ASSETS	2,408,120	2,684,617
INVESTMENTS		
Federated Rural Electric Insurance Exchange	53,410	53,389
National Rural Utilities CFC	100,000	100,000
National Rural Utilities CFC	3,696	1,828
National Country Market, at cost	876	876
NineStar Connect, at cost	337	337
TOTAL INVESTMENTS	158,319	156,430
CONSTRUCTION IN PROGRESS	0	1,566,419
PROPERTY AND EQUIPMENT, NET	8,136,488	4,845,556
TOTAL ASSETS	\$ 10,702,927	\$ 9,253,022

LIABILITIES	2024	2023
CURRENT LIABILITIES		
Accounts payable	\$ 623,551	\$ 1,503,676
Accrued expenses	490,317	392,371
Lease liability - operating	0	163,128
Professional service assistance fund	119,744	119,744
Agents' funds	592,806	596,019
TOTAL CURRENT LIABILITIES	1,826,418	2,774,938
OPERATING LEASE LIABILITIES (less current portion)	0	4,837
LINE OF CREDIT	3,325,000	1,100,000

MEMBERS' EQUITY	2024	2023
Retained margins	3,289,662	3,240,664
Indiana Connection	614,233	504,517
REAP	942,338	899,228
Regulatory compliance	282,213	264,931
Job training and safety	423,063	463,907
TOTAL MEMBERS' EQUITY	5,551,509	5,373,247
TOTAL LIABILITIES AND MEMBERS' EQUITY	\$10,702,927	\$9,253,022

AUDITED STATEMENTS OF OPERATIONS

DEC. 31, 2024, AND 2023

	TOTAL	
REVENUES	2024	2023
Dues and assessments	\$ 8,480,779	\$ 8,081,348
Training and safety	671,305	642,067
Catering income	60,475	53,146
Advertising income	260,923	270,964
Interest income	5,283	5,261
Gain (loss) on disposal of assets	(11,442)	(11,885)
Other income	519,506	482,410
TOTAL REVENUES	\$ 9,986,829	\$ 9,523,311
EXPENSES	2024	2023
Salaries	\$ 3,896,964	\$ 3,783,136
Payroll taxes and benefits	1,841,176	1,895,974
Education	44,059	51,327
Travel-related expenses	514,998	540,161
Postage and shipping	9,234	12,257
Telephone	98,507	87,567
Network support	68,516	45,638
Office expense	140,022	101,144
Professional fees	281,486	539,702
Printing	834,220	814,004
Office and equipment lease	170,191	426,076
Repairs and maintenance	159,958	54,657
Meals and entertainment	195,578	184,014
Meetings	225,551	191,657
Depreciation and amortization	319,875	249,768
Property taxes	48,830	39,911
Utilities	21,239	8,498
Insurance	53,510	41,737
Advertising	17,367	15,886
Contributions and sponsorships	95,518	70,530
Conference center expenses	58,490	57,347
Training center expenses	60,776	57,751
Dues and memberships	46,819	49,683
Youth programs	47,041	19,137
RELITE	35,249	40,021
Training	168,204	164,358
Interest	211,699	12,362
Taxes and fees	1,374	1,391
Miscellaneous	142,116	204,657
TOTAL EXPENSES	9,808,567	9,760,351
REVENUES IN EXCESS OF EXPENSES	\$ 178,262	\$ (237,040)

2026 BOARD OF DIRECTORS

NOMINEES FOR ELECTION

COOPERATIVE

COOPERATIVE	NOMINEE
Bartholomew County REMC	Ronald Arnholt
Boone Power	Thomas E. Dull
Carroll White REMC	Gary E. Gerlach
Clark County REMC	Jeff Myers
Daviess-Martin County REMC	D. Terry Chapman
Decatur County REMC	Steve Amrhein
Dubois REC, Inc.	David Rudolph
Fulton County REMC	Leander J. Hoover
Harrison REMC	David Walther
Heartland REMC	D'Ann Stouffer
Hendricks Power Cooperative	David Thomas
Henry County REMC	Jamey Marcum
Jackson County REMC	Walter Hunter
Jasper County REMC	David Duttlinger
Jay County REMC	Ronald Smithson
JCREMC	Seth Brown
Kankakee Valley REMC	Michael Yankauskas
Kosciusko REMC	Steve E. Miner
LaGrange County REMC	Jeff Brill
Marshall County REMC	Dr. Richard Leeper
Miami-Cass REMC	Todd Smith
Newton County REMC	Brent Creek
NineStar Connect	Charles Kennedy
Noble REMC	William R. Knox
Orange County REMC	Daniel Houchin
Parke County REMC	Michael Carpenter
Paulding Putnam	Steven McMichael
RushShelby Energy	Bruce Everhart
South Central Indiana REMC	Bruce Hamlin
Southeastern Indiana REMC	Melissa Menchhofer
Southern Indiana Power	Randy Kleaving
Steuben County REMC	Marc Nelson
Tipmont	Lynn Beck
Utilities District of Western Indiana REMC	Michael E. Williams
Warren County REMC	Dwain R. Akers
Whitewater Valley REMC	Mark Miller
WIN Energy REMC	Harley B. Drake

VOTING DELEGATES

AND ALTERNATES

COOPERATIVE

VOTING DELEGATE

ALTERNATE DELEGATE

COOPERATIVE	VOTING DELEGATE	ALTERNATE DELEGATE
Bartholomew County REMC	Janet Anthony	Curt Burbrink
Boone Power	Alan D. Cragun	William J. Conley
Carroll White REMC	Martin S. Cotterman	Jeffery M. Newell
Clark County REMC	John Biesel	Paul Graf
Daviess-Martin County REMC	Amy Burris	Ryan Dant
Decatur County REMC	Dale Wernke	
Dubois REC, Inc.	Andy Schwenk	Rick Wendholt
Fulton County REMC	Dennis Burton	Stephanie McCulley
Harrison REMC	Danny Wiseman	Craig Engleman
Heartland REMC	Doug Wilcox	Alan Amick
Hendricks Power Cooperative	Kevin Miller	Brent Shay
Henry County REMC	Jay Carr	
Jackson County REMC	Mark McKinney	Ryan Fleenor
Jasper County REMC	Kerry Miller	Bart Nesius
Jay County REMC	Kenneth Denton	
JCREMC	James Meredith	Dennis Stewart
Kankakee Valley REMC	Russell Guse	Scott Sears
Kosciusko REMC	Loretta Schafer	Tyler Bouse
LaGrange County REMC	Cliff Hibbs	C. Shane Rasler
Marshall County REMC	David Lewallen	Jon Rettinger
Miami-Cass REMC	D. Jim Savage	Robert Schwartz
Newton County REMC	Mark Jefvert	Brian Johnson
NineStar Connect	Robin Ritchie	Thomas Ording
Noble REMC	Joe Hutsell	
Orange County REMC	Carl Anderson	Thomas Lamb
Parke County REMC	Shane Johnson	Kevin Cox
Paulding Putnam	Joseph Kohnen	Tim Derck
RushShelby Energy	Jill Koch	Charles Smith
South Central Indiana REMC	Kenneth Sebastian	Rex M. Franklin
Southeastern Indiana REMC	David Smith	Brad Bentle
Southern Indiana Power	Chris Burroughs	Kyle Knieriem
Steuben County REMC	Carter Snider	Larry Jack
Tipmont	Tom Cutter	Larry Carlson
Utilities District of Western Indiana REMC	Melinda M. Hendrix	W. Shane Smith
Warren County REMC	Jeff Clem	Rich Potter
Whitewater Valley REMC	Mark Singer	Terry Hillman
WIN Energy REMC	Phillip C. Carter	Marion Jochim

PAST PRESIDENTS

OF INDIANA ELECTRIC COOPERATIVES

James K. Mason	Fayette County REMC
John P. Curry.....	Sullivan County REMC
O.B.H. Miller.....	Wayne County REMC
Clyde H. Seybold	Parke County REMC
Howard C. Herald.....	Noble County REMC
Roy Hasier	Hancock County REMC
Arvil McIntyre	Jackson County REMC
Frank Pulver.....	Kankakee Valley REMC
Chester Meal	Rush County REMC
G.C. Caley	Allen-Wells County REMC
Ben Lawson	Decatur County REMC
Coy Shanks	Carroll County REMC
Joe Jasper	Southern Indiana REC, Inc.
Banks Burden	Marshall County REMC
M. John Stierwalt	Morgan County REMC
Lewis McCurtain	Jasper County REMC
Walter Underwood.....	Southeastern Indiana REMC
Kenneth Gordon.....	Newton County REMC
Fred Winterkorn	Harrison County REMC
Donald Gilbert.....	Steuben County REMC
Arden Warner	Kosciusko County REMC
Hermann Henry	Johnson County REMC
John Hacker	United REMC
Harold Ellingsworth	Clark County REMC
Ross Westfall	White County REMC
Ralph Harmeyer.....	Decatur County REMC
Robert Milligan.....	Warren County REMC
Robert Meyer	Rush County REMC
Maurice Haney	Kosciusko REMC
Joe J. Webb	Clark County REMC
Gerald VanWagner	Steuben County REMC
Billy Woodsmall Sr.....	WIN Energy REMC
Gary E. Gerlach	White County REMC
Larry Miller.....	Jasper County REMC
Roy Friedersdorf.....	Decatur County REMC
Steven R. Streepy.....	Daviess-Martin County REMC
Robert H. Hippensteel	Wabash County REMC
Rodney Hager	Orange County REMC
Larry Feters	LaGrange County REMC
Mark G. Evans	Parke County REMC
Ronald Arnholt	Bartholomew County REMC
Gary E. Gerlach	Carroll White REMC
Walter Hunter.....	Jackson County REMC
Randy Kleaving.....	Southern Indiana Power

MINUTES

2024 ANNUAL MEETING

Indiana Electric
Cooperatives
90th Annual
Business Meeting

DEC. 9, 2024

President Steve McMichael opened the 90th Annual Meeting noting the annual meeting committee has inspected the certification of credentials of voting delegates and alternates noting all were in order. The roll call was then made by Secretary/Treasurer Jamey Marcum with 35 member systems present.

Following action on the official notice of the annual meeting of members, President McMichael called attention to the minutes of the 2023 Annual Meeting, which had been previously distributed. There being no additions or corrections, a motion was made by Alan Cragun, Boone REMC, to approve the minutes as presented and the motion was seconded. With a unanimous vote, the motion carried.

Following the reading of the nominations by Jamey Marcum, an election of directors was conducted by Ms. Erin Borissov, general counsel. A motion was made and seconded to elect the nominees as named by the member systems to serve as the board of directors of Indiana Electric Cooperatives for 2025. With a unanimous vote, the motion carried. Ms. Borissov then administered the director's pledge for the elected directors.

Secretary/Treasurer Jamey Marcum presented a brief report on the financial statements, noting the association is in a strong financial position.

President McMichael asked if there was any unfinished or new business to come before the board. Hearing none, the business session of the 90th Annual Meeting was adjourned.

DEC. 10, 2024

During the conclusion of the Annual Meeting on Tuesday, Dec. 10, John Cassady, IEC CEO, thanked the IEC Annual Meeting Planning committee and the IEC staff for their efforts in making this another successful meeting.

IEC is working and supporting the members and will continue to be the focus of everything IEC does in the future. He thanked the membership and the Indiana Electric Cooperatives staff for all of their continued hard work and dedication throughout the year. He encouraged the members to respond to a survey that will be emailed to everyone to provide feedback to help refine and enhance future annual meetings based on member input.

Mr. Cassady thanked everyone for attending and concluded the 90th Annual Meeting.

2024 ANNUAL MEETING MINUTES



Jamie Bell, Project Indiana Board President, welcomed all attendees and commenced the 2024 Project Indiana annual business meeting.

Mr. Bell presented the highlights of 2024 for Project Indiana, including the addition of CFC as a financial partner. He also reported on work being done to secure a reliable power supply for the small, remote villages and electric cooperatives receiving assistance from Project Indiana. He also reported on two projects planned for 2024. The first project is a new construction of line infrastructure to the village of Palmira. He reported that a crew of 16 line workers and six support staff would be in Guatemala January 29 through February 15, 2024. The second project is a small trip to inspect line infrastructure powered by the broken hydro-electric generator. That trip will occur once the generator is repaired and operational.

Mr. Bell presented the year-to-date Project Indiana financial statements through Oct. 31, 2024. The balance of \$95,067.30 reflects the receipt of half of the CFC contribution.

Mr. Bell indicated two Project Indiana board seats were up for reappointment by the IEC board. A motion was made and seconded to reappoint Matt Deaton, Orange County REMC, and Eric Jung, Northeastern REMC, each to three-year terms. With a unanimous vote, the motion carried.

Mr. Bell asked if there was any unfinished or new business to come before this body. Hearing none, the Project Indiana annual business meeting was adjourned.

2024 ANNUAL MEETING MINUTES



Ryan Heater, vice president of government relations, welcomed all attendees and commenced the 2024 Indiana Electric Cooperatives (IEC) State and Federal PACs business meeting.

Mr. Heater presented the year-to-date IEC State PAC financial statements. All accounts were accurate from January 1, 2024, through November 30, 2024. The IEC State PAC account was presented as having a starting balance of \$95,667, with contributions for the 11 months equaling \$119,193. Year to date, the PAC disbursed \$188,549 to qualifying state candidates and caucuses, leaving \$26,311 as a cash balance at the end of November 30, 2024.

Mr. Heater then presented the year-to-date IEC Federal PAC financial statements. All accounts were accurate from January 1, 2024, through November 30, 2024. The IEC Federal PAC account was presented as having a starting balance of \$32,833 with contributions into the IEC Federal PAC for the 11 months equaling \$36,095 (nearly \$65,000 was contributed in total; 51% of that was shared with America's Electric Cooperatives PAC). Year to date, the PAC disbursed \$28,200 to qualifying federal candidates, leaving \$40,728 as a cash balance at the end of November 30, 2024.

Mr. Heater then presented PAC recognition awards to qualifying cooperatives. Awards were given to cooperatives participating at either level 1, level 2, or level 3. Mr. Heater finished his comments and concluded the IEC State and Federal PACs business meeting.

REGIONAL BREAKOUTS

ELECTIONS AND REORGANIZATIONAL MEETING

TUESDAY, DEC. 9, 11 A.M.
WHITE RIVER E-F

REGION I

Jasper County REMC	David Duttlinger
Kankakee Valley REMC	Michael Yankauskas
Newton County REMC	Brent Creek
Tipmont	Lynn Beck
Warren County REMC	Dwain R. Akers

REGION II

Carroll White REMC	Gary E. Gerlach
Fulton County REMC	Leander J. Hoover
Heartland REMC	D'Ann Stouffer
Kosciusko REMC	Steve E. Miner
Marshall County REMC	Dr. Richard W. Leeper
Miami-Cass REMC	Todd Smith

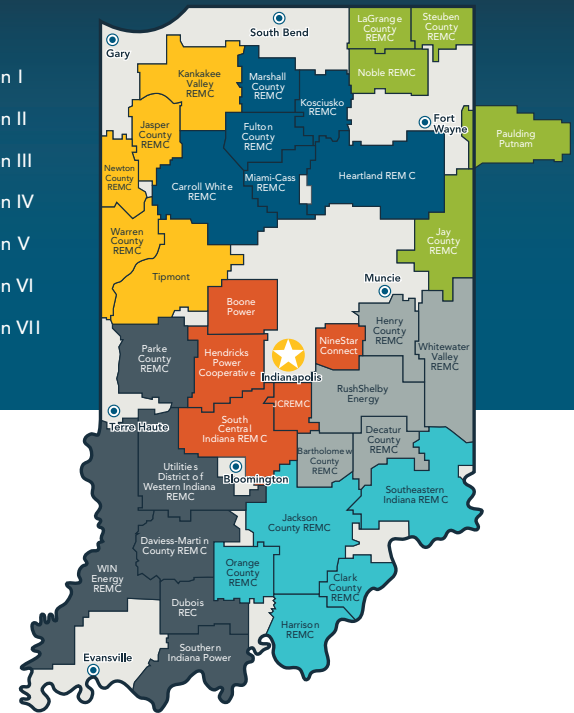
REGION III

Jay County REMC	Ronald Smithson
LaGrange County REMC	Jeff Brill
Noble REMC	William R. Knox
Paulding Putnam	Steven McMichael
Steuben County REMC	Marc Nelson

REGION IV

Boone Power	Thomas E. Dull
Hendricks Power Cooperative	David Thomas
JCREMC	Seth Brown
NineStar Connect	Charles Kennedy
South Central Indiana REMC	Bruce Hamlin

- Region I
- Region II
- Region III
- Region IV
- Region V
- Region VI
- Region VII



REGION V

Bartholomew County REMC	Ronald Arnholt
Decatur County REMC	Steve Amrhein
Henry County REMC	Jamey Marcum
RushShelby Energy	Bruce Everhart
Whitewater Valley REMC	Mark Miller

REGION VI

Daviess-Martin County REMC	D. Terry Chapman
Dubois REC, Inc.	David Rudolph
Parke County REMC	Michael Carpenter
Southern Indiana Power	Randy Kleaving
UDWI REMC	Michael E. Williams
WIN Energy REMC	Harley B. Drake

REGION VII

Clark County REMC	Jeff Myers
Harrison REMC	David Walther
Jackson County REMC	Walter Hunter
Orange County REMC	Daniel Houchin
Southeastern Indiana REMC	Melissa Menchhofer

OUR COMMITMENT TO ELECTRIC CO-OPS STARTS AT THE TOP

Guided by a board of your peers with the solitary goal of meeting the needs of the electric cooperative network, CFC understands the challenges and opportunities you face because our leaders are all in the same business as you. That makes CFC different from all other financial institutions.



CFC District 4 Board Member

Bruce Everhart
Director, RushShelby
Energy, IN



CFC District 4 Board Member

John Metcalf
President & CEO, Mid-Ohio
Energy Cooperative, OH

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YOUTH power & hope AWARDS

AWARD PRESENTATION

MONDAY, DEC. 8 DURING THE BANQUET



LOGAN CONKLIN

8TH GRADE, SELLERSBURG, IN
Member of Clark County REMC



DIANE PATTON

7TH GRADE, WAYNETOWN, IN
Member of Tipmont



ALEXANDRIA SHORT

7TH GRADE, CONVOY, OH
Member of Paulding Putnam



DELANEY SMALL

6TH GRADE, GREENWOOD, IN
Member of JCREMC



GRACE WESTFALL

6TH GRADE, ZIONSVILLE, IN
Member of Boone Power

INDIANA ELECTRIC COOPERATIVES **STAFF**

WE EXIST TO **UNIFY, LEAD,
SERVE, AND ADVOCATE** FOR
OUR MEMBER COOPERATIVES.



MANDY BARTH
Vice President of
Communication



LAUREN CARMAN
Communication
Manager



ANDREA CARR
Accounting and
Administrative
Specialist



JOHN CASSADY
Chief Executive
Officer



RYAN HEATER
Vice President of
Government Relations



HOLLY HUFFMAN
Communication
Support Specialist



MARTY JONES
Senior Regulatory
Consultant



JORDAN KELLY
Regulatory
Consultant



MIKE CHARBONNEAU
Director of External
Government
Relations



MICHAEL CRACIUNOIU
Vice President
of Education and
Development



ASHLEY CURRY
Production and
Design
Coordinator



BRITT DAVIS
Editor,
Indiana Connection



AMBER KNIGHT
Creative Manager



KILEY LIPPS
Graphic Designer



ADAM LOCK
Safety and Risk
Management
Instructor



JAKE MARTIN
Regulatory
Consultant



BRITTANY DEWEESE
Conference Center
Coordinator



JENNIFER FEDOR
Human Resources
Manager



SAYWARD FRY
Learning and
Development
Manager



KARLEE GABLE
Youth and
Education Specialist



ANN MEARS
Career and
Youth Partnerships
Director



JAY NOVOTNY
Regulatory
Consultant



GREG PEMBERTON
Apprenticeship
Training Program
Director



CONNIE SPARKS
Manager of Job
Training and Safety
Administration



CHRIS GEARLD
Safety and Risk
Management
Instructor



JOSEPH GUFREDA
Systems
Administrator



CHRIS HAMILTON
Safety and Risk
Management
Instructor



RYAN HADLEY
Director of Policy and
Government Relations



ALICIA STANKARD
Regulatory
Consultant



REBECCA STRAIT
Regulatory
Consultant



DEIRDRE TIERNAN
Chief Financial and
Operating Officer



ROBERT WHITE
Safety and Risk
Management
Instructor

SPEAKER

BIOS

Meredith Anderson, TIPMONT MONDAY 8 AM

Meredith Anderson of West Lafayette was selected to represent Indiana's electric cooperatives on the national Youth Leadership Council for 2025. She is actively involved in her community, serving as vice president of her high school student council and participating in Raiders for Christ as well as Connection Point Youth. Meredith has completed numerous volunteer projects, including her involvement in the Keyettes club, which supports veterans, and organizing a local school supply drive in partnership with Tipmont to celebrate National Cooperative Month.



Lindsay Boccardo MONDAY 3:15 PM

For more than a decade, Lindsay Boccardo has been coaching, researching, and developing programs for professional growth and emotional health in the workplace. As a nationally recognized generational expert, Lindsay has partnered with organizations such as Caterpillar, Cars.com, and SHRM. Lindsay earned a degree in psychology and public communication from Syracuse University, and a professional coaching certification through the International Coaching Federation. By providing education through keynote speeches around the country, podcasts, and her YouTube channel, Lindsay empowers organizations to maximize the talent of their diverse workforce and helps individuals find the joy and humor of being human at work.



John Cassady, IEC MONDAY 8 AM, TUESDAY 8:30 AM AND 8:45 AM

John Cassady is the chief executive officer for IEC. He previously served as executive vice president of member and stakeholder relations of Wabash Valley Power Alliance (WVPA) where he managed corporate communication, economic development, member relations, and relationships with key external stakeholders. He also led federal and state advocacy efforts on issues impacting the organization's operations and business interests. Before joining WVPA, he served the electric cooperative industry as vice president of legislative affairs at the National Rural Electric Cooperative Association and as director of government affairs at Ohio's Electric Cooperatives. John also served as a legislative assistant for former Ohio U.S. Representative Deborah Pryce; as a legislative liaison for the Office of Ohio Consumers' Counsel; and on caucus staff for the Republican Caucus of the Ohio House of Representatives.



SPEAKER

BIOS

Michael Craciunoiu, IEC TUESDAY 8:45 AM

Michael is the vice president of education and development for IEC. In this role, Michael leads the careers, culture, and development team, which provides professional development programs, organizational development services, and community-based youth engagement activities to electric cooperatives throughout the state.



With over two decades of leadership experience in the nonprofit and government sectors, Michael is recognized for transforming the staff of mission-driven organizations into thriving, high-performing leaders and teams. During his career, he has trained and coached hundreds of nonprofit leaders and educators through complex transitions, helping them navigate change, strengthen team culture, and achieve breakthrough performance. Michael holds a Master of Education degree in human resource development and is an accomplished coach, possessing a Professional Certified Coach (PCC) certification through the International Coaching Federation.

Ryan Heater, IEC MONDAY 1:30 PM

Ryan Heater is the vice president of government relations for IEC, leading the association's state and federal governmental relations efforts, which include lobbying, political action, and grassroots initiatives. Before joining IEC, Ryan was chief of staff of the Indiana Utility Regulatory Commission. He also served as the policy and legislative director in the Indiana Lieutenant Governor's office for three lieutenant governors – Lt. Gov. Sue Ellspermann, Lt. Gov. Eric Holcomb, and Lt. Gov. Suzanne Crouch. His professional background also includes positions in the Indiana Cable Telecommunications Association and the Indiana House of Representatives.



Johnie Hendrix, ASSOCIATION OF MISSOURI ELECTRIC COOPERATIVES MONDAY 8:30 AM

Johnie Hendrix began his career in the electric cooperative industry as a lineman, where he served for ten years before joining the Association of Missouri Electric Cooperatives in 2016 as a training instructor. He has served as vice president of risk management and training since 2023 and is a member of the Safe Electricity board. In addition to his work with electric cooperatives, Johnie serves as pastor of a small rural Baptist church and previously served eight years in the U.S. Army Reserve.



SPEAKER

BIOS

Robert Kuzman, MIDCONTINENT INDEPENDENT SYSTEM OPERATOR MONDAY 1:30 PM

Robert Kuzman serves as the executive director of regulatory affairs for the central region at Midcontinent Independent System Operator (MISO). In this role, he collaborates with subject matter experts and executive leadership to understand the priorities and concerns of stakeholders and regulators. He also communicates MISO's strategic positions on key issues, ensuring transparent, two-way engagement that enhances customer service and delivers value to end-use consumers.

Before joining MISO, Bob was an attorney and lobbyist with the law firm Kopka, Pinkus, and Dolin in Indianapolis. Before that, he was a partner at Ice Miller LLP, where he focused on municipal finance and government affairs. Bob also served as a Indiana state legislator for 11 years, holding multiple leadership positions during his tenure.

He holds a Bachelor of Science in business from Ball State University and a Juris Doctor from Thomas M. Cooley Law School.



Dr. Richard Leeper, MARSHALL COUNTY REMC TUESDAY 8:45 AM

Dr. Richard Leeper is the vice president of the IEC board of directors. He is also a member of Marshall County REMC, where he's been a member of the board of directors since 1996. He has served as board chair a couple of times during his tenure at the electric cooperative.

Dr. Leeper is a graduate of Purdue University College of Veterinary Medicine. He practiced mixed animal medicine at Bourbon Veterinary Hospital for 46 years. He retired in 2022 to dedicate more attention to his service on the IEC board, and to spend time on his hobbies of beef and crop farming, golf, fishing, and his grandchildren.



SPEAKER

BIOS

Brian Lynn, PJM INTERCONNECTION MONDAY 1:30 PM

Brian Lynn is principal engineer, interconnection construction management at PJM Interconnection, where he leads the technical and logistical work that brings new generation from construction to energization and navigates projects through the interconnection queue. He previously led constructability, competitive planning, and execution for new transmission projects and upgrades across the PJM footprint. In addition to engineering leadership, Brian advances tools, processes, and practices that streamline planning workflows, boosting efficiency, and reducing resource demands.

Earlier, Brian served as a PJM lead trainer, designing programs across operations, markets, settlements, resilience, and cybersecurity; he redesigned the PJM restoration drills and launched a highly regarded system dynamics course.

Brian represented PJM in DARPA's RADICS program, coordinating large cross-sector grid-cybersecurity exercises with the DoD, DOE, U.S. National Laboratories, and industry partners. He is an active member of the exercise team for DOE's ongoing Liberty Eclipse exercise series.



Steve McMichael, PAULDING PUTNAM MONDAY 8 AM

Steve McMichael is the president of the IEC board of directors. He is also chair of the Paulding Putnam board of trustees and represents the co-op's fifth district. He has been of mayor New Haven, Indiana, since 2020. Before being elected mayor, he served as a New Haven city councilman, city council president and president of the Adams Township Advisory Board. He also formerly chaired the New Haven Chamber of Commerce. He was one of three founders of the New Haven Community Foundation. A long-time volunteer and advocate for homebuyer education, McMichael has served on his community's board of zoning appeals, economic development commission, redevelopment commission, tree commission, and various city ad hoc committees.



Janet Miller, WHITEWATER VALLEY REMC MONDAY 8 AM

Janet Miller, is an accounting associate and member services representative at Whitewater Valley REMC. She is also a singer/songwriter performing as part of an acoustic duo and a band. She can be found on social media with "The Sean Lamb Janet Miller Band" and has a solo album of original music that can be found on Spotify and iTunes.



SPEAKER

BIOS

Corey Parr, FEDERATED RURAL ELECTRIC INSURANCE EXCHANGE MONDAY 9:30 AM

Corey Parr is the chief operating officer of Federated Rural Electric Insurance Exchange. He has worked in the electric cooperative industry since 1984. He spent the first 16 years in operations at his local cooperative, working his way to journeyman lineman before moving into a safety and risk management role in 2000. Corey has been a member of the Federated team since 2008. He is also a Certified Loss Control Professional.



Chris Perry, KENTUCKY ASSOCIATION OF ELECTRIC COOPERATIVES AND UNITED UTILITY SUPPLY MONDAY 3 PM

Chris Perry is the president and chief executive officer of both Kentucky Electric Cooperatives, the statewide association, and United Utility Supply Cooperative, which serves the rural electric market with materials critical to the electric utility industry.

With decades of engineering and electric cooperative experience, Perry is a respected advocate for reliable and affordable energy, and a recognized leader in the transformation of America's utilities. His dedication to innovation and strategic planning has led the successful transformation of both Kentucky Electric Cooperatives and United Utility Supply.

Before joining the statewide association in 2014, Perry served as CEO of Fleming-Mason Energy Co-op, and in several management and engineering positions in Kentucky and Florida. Perry is certified as a professional engineer in the commonwealth of Kentucky and is a member of the Institute of Electrical and Electronic Engineers, Rural Electric Statewide Managers' Association and serves on multiple boards and in leadership positions across Kentucky.



SPEAKER

BIOS

Bryan Singletary, PRACTICAL ENERGIES MONDAY 10:30 AM

For the last 35 years, Bryan Singletary has worked in the electric utility industry, all the while striving to convert the technical process of providing high-quality electrical service into terms the customer can understand.

Bryan began his career with Florida Power Corporation and rose rapidly to the position of vice president. For the last 22 years, he has owned and operated Practical Energies — a utility consulting firm specializing in assisting its client companies in meeting the needs of their consumers. Singletary has consulted with hundreds of utilities in the design, development, and implementation of a wide range of customer programs.

Bryan is an accomplished speaker and writer in the areas of utility competition and strategic planning, key accounts management, distributed generation, technology implementation, demand side management, customer service, and power-quality.





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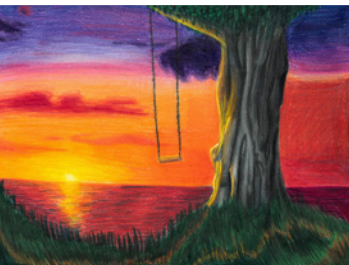


JOIN THE JOURNEY. LEND YOUR SUPPORT.

ProjectIndiana.org

Project Indiana is helping global communities advance by adopting villages, bringing them electric power and supporting them as they form electric cooperatives that enable them to enjoy a better way of life — and a brighter future.

Cooperative CALENDAR of STUDENT ART



ON EXHIBIT

First place and honorable mention-winning artwork from the 2026 Cooperative Calendar of Student Art Contest will be displayed Dec. 8 in the White River Foyer.

HOLY NAME CHILDREN'S CHOIR

The Children's Choir from Holy Name Catholic School in Beech Grove will share its Christmas spirit through song during lunch on Monday.

The 43-voice strong group of fifth through eighth graders under the direction of Dr. Joseph Chrisman will perform traditional carols and other selections.

remembrance WREATH

Pay tribute to those in the electric cooperative family who have passed away during 2025.

Add names to the remembrance wreath located by the check-in area.



United in Purpose

When we are united in purpose, our strengths of advocacy, leadership, education, community, and engagement come together to create meaningful, lasting impact.

Although each of us may bring different priorities, perspectives, and methods, we share the common goal of empowering the communities we serve. By aligning our actions with a deep and purposeful commitment, we amplify our collective influence and open the door to stronger engagement and greater opportunities.

Working together allows us to break down barriers, eliminate distractions, and stay focused on what truly matters. In doing so, we cultivate environments that foster growth, development, and connection. Through unity of purpose, we not only uplift our communities but also strengthen our shared ability to lead, support, and inspire lasting change.

11805 Pennsylvania Street, Carmel, IN 46032

IndianaEC.org

