

# Current Conversations

## MEMBER NEWSLETTER

December 2025



## Powered by Purpose: Reflecting on a Year of Progress

As the year draws to a close and we move into the holiday season, I want to reflect on this journey together and express my deep gratitude to the dedicated TCEC team and, most importantly, to you, the members.

Our commitment to strengthening TCEC's foundation has defined the year 2025. We introduced the [Ten Essential Attributes](#) to define the attitudes and behaviors that guide us as we fulfill our mission: providing safe, reliable power at the lowest possible cost. These attributes aren't abstract concepts. They are practical tools that show up every day in how we serve you, support one another, and work through challenges together.

### Trustworthy & Reliable: Building the Foundation You Depend On

A successful team runs on people you can count on, every day and through every challenge. The Right of Way team exemplifies this through essential work that most members never see but absolutely depend on. Securing clearances and managing vegetation ensures the long-term reliability you count on and helps prevent weather-related outages before they happen.

The Lighting team demonstrates what reliability looks like when performance improvements become measurable results. By decreasing maintenance response times and reclaiming unrealized revenue through systematic asset tracking, they have shown that attention to detail and commitment to high standards make a real difference.

### Empathetic: Understanding and Caring for One Another

Success depends on the ability to listen, understand, and care. [The Cooperative Giving Program](#) embodies this spirit. Through the [Round-Up](#) program the generosity of neighbors helping neighbors provides essential electric bill assistance to members facing financial hardship. Administered by trusted local partner, [Texas Neighborhood Services \(TNS\)](#), this program shows what happens when a utility puts members first.

### Celebrating Those Who Live These Attributes Daily

This month, we're celebrating the inaugural year of TCEC's Essential Attributes Awards, recognizing employees nominated by their peers for living out these values in real, practical ways. These team members understand their strengths and use them in service of something greater than themselves. They take pride in the work we do without needing the spotlight.



**Scott Spence**  
President & CEO

As we prepare to step into 2026, I am incredibly proud to be part of a team, and a Cooperative, that continues to live these attributes every day. These principles are the steady foundation that keeps everything moving forward.

On behalf of the entire team, I wish you and your loved ones a joyful holiday season and a Happy New Year.

## INSIDE

- ✓ Cooperative Giving
- ✓ Texas Co-op Power Magazine
- ✓ Essential Attributes Awards
- ✓ Youth Scholarships & Tours
- ✓ Linemen Teach Safety
- ✓ Service Awards

## IMPORTANT DATES

**12/24-25**

TCEC Offices Closed for Holidays

**1/1**

TCEC Offices Closed for Holiday

**1/30**

D.C. Youth Tour Apps Due

**2/13**

Youth Scholarship Apps Due

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# ENHANCING MEMBER SERVICE

## Cooperative Giving: Round Up to Help Neighbors

The Cooperative Giving Program leverages the generosity of members and employees to provide electric bill assistance to neighbors facing financial hardship.

The most popular way to contribute is through Round-Up, which automatically rounds up your monthly electric bill to the nearest dollar.

This small donation, averaging about \$6 per year, adds up quickly to create significant impact. All funds collected are administered by Texas Neighborhood Services (TNS), a trusted local agency that processes applications and distributes the aid.

### To Enroll in Round-Up

By participating, you ensure that as a cooperative, we continue the mission of neighbors helping neighbors.

Log into MyTriCountyTX, click on "Round Up - Cooperative Giving" under "Bill & Pay," and click Enroll.

## Need Bill Assistance?

If you are a TCEC member in need of assistance with a past-due bill, please reach out to Texas Neighborhood Services (TNS) to apply for program funds:

### Email:

application@txns.org

### Phone:

817-598-5700 ext. 1010

## Peer-Nominated, Purpose-Driven: 2025 Essential Attributes Honorees



*Coachable  
Murri J.*



*Collaborative  
Cindy G.*



*Communicative  
Victoria L.*

This marks the inaugural year of TCEC's Essential Attributes awards, and we are proud to recognize a remarkable group of employees who demonstrate what it looks like to live out these values in real, practical ways.

These honorees, nominated by their peers, reflect the standards that keep TCEC's culture strong and service grounded in purpose.



*Empathetic  
Lisa B.*



*Engaged  
Ginger R.*



*Humble  
Dodie C.*

Each winner sets an example worth following, not through titles or popularity, but through daily actions that make TCEC a better place to work and serve.

We are grateful for the way they show up, support others, and set a higher standard each day. Their contributions make a real difference. These employees remind us what strong culture looks like in action.



*Reliable  
Dylan K.*



*Resilient  
Tanya R.*



*Responsible  
Brandon G.*



*Trustworthy  
Angie M.*

Learn more about the essential attributes by visiting: [tcectexas.com/careers](https://tcectexas.com/careers).

# ENHANCING MEMBER SERVICE

## Four All-Expenses-Paid Washington D.C. Youth Tours To Be Awarded

***This is a once-in-a-lifetime leadership opportunity!***

TCEC is sponsoring four outstanding high school students (grades 10-11) for an all-expenses-paid trip to Washington D.C. Participants will experience government in action, meet elected representatives, and connect with peers from across the nation.

**Eligibility:** Must be a current 10<sup>th</sup> or 11<sup>th</sup> grade student and reside with a TCEC member.

**Deadline:** Applications are due **January 12, 2026, at 11:59 PM.**

Secure your chance to join this prestigious Youth Tour at [tcectexas.com/youth-tour](https://tcectexas.com/youth-tour).

***"I learned so much. The Youth Tour was one of the best experiences I have ever had, and an opportunity you should apply for."***



Hazel Stamatis  
Millsap HS, Millsap ISD

## Youth Scholarship Opportunity

***TCEC is investing in your students' future!***

Forty local high school seniors graduating in 2026 will receive a \$5,000 scholarship toward an academic degree or technical certification.

**Eligibility:** Must be a 2026 senior and reside with a TCEC member.

**Deadline:** Due by **February 13, 2026, at 11:59 PM.**

Download your application packet and learn more at [tcectexas.com/scholarships](https://tcectexas.com/scholarships).

**These funds come from unclaimed capital credits, directly reinvesting in our community.**

## Bringing Safety Education for Students

TCEC linemen recently visited Cross Timbers Elementary in Azle to share an important lesson: how linemen safely power our community.

Students learned about the essential nature of the linemen's career and the critical safety protocols they follow daily. Thank you to the students, faculty, and staff for hosting our team!



**REMINDER**

December is the final month members will receive the printed Texas Co-op Power magazine by mail. This decision reflects our commitment to being responsible stewards of member dollars while keeping you informed. You can continue viewing the magazine online at [tcectexas.com/texas-co-op-power](https://tcectexas.com/texas-co-op-power), though TCEC's pages will no longer be included in future editions.

Our focus is shifting to our monthly *Current Conversations* email newsletter and [tcectexas.com](https://tcectexas.com). These platforms deliver Cooperative news, outage information, energy-saving tips, and updates more quickly and cost-effectively than a printed magazine.



# ENHANCING MEMBER SERVICE

## Celebrating 285 Years of Dedication: Honoring Service Award Recipients

You may have heard of the theory that to become an expert in something, it takes 10,000 hours of practice. At Tri-County Electric, we're fortunate to have team members who bring that kind of dedication to serving members every day.

During this year's employee Thanksgiving luncheons, 24 TCEC employees were recognized for reaching years of service milestones ranging from five to 30 years. Together, they have dedicated an incredible 285 years to serving members.

These milestones represent more than just time on the job. They reflect commitment, continued learning, and the countless ways these team members have contributed to TCEC's mission and communities.



Donald D. (30)



Jimmy V. (30)



Jody P. (30)



Bobby B. (25)



Regina C. (20)



Elijah L. (15)



Kevin H. (15)



Lani M. (15)



Blake C. (10)



Vicki C. (10)



Tiffany W. (10)



Zach N. (10)



Justin J. (10)



Amy P. (10)



Bobbie B. (5)



Joe F. (5)



Will G. (5)



Tasha C. (5)



Keith S. (5)



Andrew P. (5)



John L. (5)



Michael H. (5)



Case K. (5)



Jimmy S. (5)



**Outage Center**



**Cooperative Giving**



**Power Cost  
Recovery Tracker**



**Ways to Pay**



**Office Locations**



**Member  
Information Center**