



Committed to Corporate Citizenship

Applications for the next round of
awards are **due by 5 p.m. Feb. 10, 2022.**



RECNEWS

December 2021

| *Caring for the Community*

The Power of Change Captures Kindness of REC Members

Due to the generosity of over 30,000 REC member-owners, 22 local organizations were recently awarded grants totaling nearly \$93,000. These awards were made possible because of the contributions made to The Power of Change, REC's member-funded charitable program.

Through The Power of Change, REC member-owners round up their bill to the next whole dollar, make a one-time donation or give a set monthly amount. Those donations are then awarded twice each year to nonprofits and charitable organizations.

Local recipients of The Power of Change fall 2021 funding awards include:

Care for Humanity Inc. — \$2,000 to provide afterschool meals for students.

Cedar Creek Battlefield Foundation — \$7,000 for trails in the Shenandoah Valley.

Congregational Community Action Project Inc. (CCAP) — \$5,000 to continue to help keep people housed.

Culpeper Cavalry Museum Inc./Museum of Culpeper History — \$2,000 to cover expenses for two years to allow the opportunity to build and promote this program.

Culpeper Food Closet — \$5,000 to buy food from local stores to meet the community's needs.

Essex County Museum & Historic Society — \$1,465 to pay for 100 books that will be donated to school libraries and other community organizations.

Ferst Readers of Fauquier County — \$3,600 to help provide literacy resources for children.

Front Royal/Warren County C-Cap — \$1,200 office supplies and a service contract.

Greene Care Clinic Inc. — \$4,838 to cover the cost of comprehensive eye exams and services for 35 uninsured patients over a 12-month period.

Greene Commons — \$3,300 to purchase permanent sunshades.

HOPE3 Ministries Inc. — \$2,025 to provide holiday feast boxes filled for families in need.

Hospice of the Piedmont — \$2,000 to increase support services.

Leashes of Valor — \$15,000 to assist in providing a 10-day training class at no cost to four post-9/11 veterans who suffer from PTSD and other conditions and their new service dogs.

LTL Global Ministries Inc. — Harvest Missions Outreach Center - \$5,000 to purchase new curriculum from Hazelden Publishing, drug test kits and support materials.

Madison County Library Inc. — \$4,048 to support children creating robots that move.

Middletown Volunteer Fire & Rescue Co. Inc. — \$8,028.60 to replace outdated swift-water rescue and safety-gear equipment.

Paul Stefan Regional Maternity & Education Center — \$4,958.82 to purchase laptops for six women.

State Fair of Virginia Inc. — \$814 for seeds, garden starter kits and a sensory garden.

The Journey Home Inc. — \$3,500 for a play area for young children at the transition home.

Wilderness Food Pantry — \$2,000 to replace an outdated refrigerator and freezer.

Winchester Little Theatre Inc. — \$5,000 to assist a summer theater for kids and by kids.

Zion Church of Fredericksburg Inc. — \$5,000 to serve nonperishable items to lower-income communities (in Rappahannock regions.)

APPLY TODAY: THEPOWEROFCHANGE.ORG

Dedicated to Diversity, Equity and Inclusion



REC takes enormous pride in the Cooperative's cultural diversity.

“We believe in a member-focused approach to everything we do,” said John D. Hewa, President and CEO. “Across our region, we are called to serve and engage with a diverse and growing membership with ever-changing and expanding needs. REC's culture of diversity, equity and inclusion (DEI) hits at the core of our values and delivers the success that REC has been known for over the years.”

REC recently released a comprehensive DEI plan for all employees and member-owners:

REC's vision is to exceed members' expectations. We accomplish this by operating as a forward-thinking, innovative utility that leads the way in safety, reliability and member satisfaction. Among distribution cooperatives, member-owners benefit from REC's combination of stable growth; an excellent mix of residential, commercial and industrial members; reasonable wholesale power costs; financial strength; and solid, experienced and diverse management and operational team members. The future of REC promises to be both challenging and exciting.

In recognition of our **SERVICE** to a wide geographic range of counties, diverse socio-economic membership, cultures and communities, we intentionally align the four values to our DEI journey.

Our commitment to our DEI plan is anchored in our additional values. **CARING** is evident in our response to the needs of ALL internal and external stakeholders. This includes our teammates and membership. Our commitment to **INTEGRITY** transcends our daily operational responsibilities and considers how we align what we say with what we do as we **RESPECT** the lived experiences, cultures and values of every member.

- Commitment I:**
Workforce Diversity & Development
- Commitment II:**
Creating an Inclusive Workplace Culture
- Commitment III:**
Dedication to our Members
- Commitment IV:**
Accountability

“The best REC is a DEI-focused cooperative where everyone - no matter race, color, sex, wealth or religion - can be a part of this great challenge of keeping us REC strong.”

— REC Board Member Sanford Reaves

See the full DEI plan: myrec.coop/DEI