

MICHIGAN COUNTRY LINES

Keeping Soil Healthy

Gypsum's Role In Agriculture
And Electricity

Plus!

Paris - Gain Or Pain?

Locating Cherryland's
Brian Moore

Millennials In The Workplace



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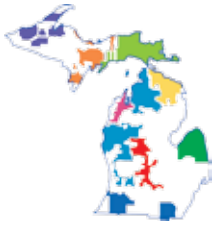


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Change of Address:
Please notify your electric cooperative.
See page 4 for contact information.

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ON THE COVER*

Healthy soil is crucial for farmers, and when key nutrients like sulfur are lacking, crops won't thrive. Electric co-op member and farmer, Brian Stratton, is adopting new agricultural fertilizer technology from coal fired power plants to feed his soil with much needed sulfur made from pelletized gypsum.

**Some co-op editions have a different cover.*

IN YOUR WORDS

Question Of The Month—We Asked, You Answered.

Last month, we asked electric co-op members a question: If you could only have one meal for the rest of your life what would it be? Thank you for all the responses. Here are some answers from our members...

"The meal I would eat for the rest of my life would be pizza because it can come in many different shapes and flavors."

"Chicken, sweet potatoes/squash, vegetable salad, strawberry shortcake (biscuit) and chocolate milk."

"Two poached eggs, two strips of crisp bacon, two slices of whole wheat toast, fresh squeezed orange juice and coffee."

Our new Question of the Month is:

What is the best compliment you have ever received?

Please submit answers to countrylines.com by March 1.

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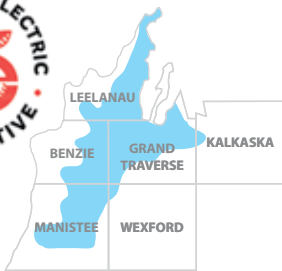
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Keeping Soil Healthy: The Role Of Gypsum In Agriculture And Electricity
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Paris–Gain Or Pain?



Tony Anderson
General Manager

Everyone who is working toward transforming to a cleaner energy economy acknowledges that the transition might be painful. However, they also assert that the gain, saving the world from the worst effects of climate change, will justify the pain.

In early December 2015, leaders from around the world met in Paris to forge an agreement to slash global emissions and limit the rise of global temperatures to no more than 2 degrees Celsius above pre-industrial levels.

On Dec. 12, it concluded and 196 of those countries approved the resulting deal. I believe that our country spent a considerable amount of U.S. political capital around the world to secure the deal.

The resulting deal and the EPA Clean Power Plan (CPP) that will be used to achieve the U.S. portion of the goal could have serious consequences for the U.S. economy and our energy prices. As I understand the agreement, I don't see similar consequences for our main global competitors. In other words, our pain could really be their gain.

The deal sets emissions targets and asks participating countries to re-evaluate their targets every five years. Developed countries like the U.S. are expected to slash their emissions in absolute terms; developing nations are simply "encouraged" to do so as their capabilities evolve.

The cost burdens are not necessarily equally shared, either. The agreement says that wealthy countries, like ours, will offer financial support to help poor and developing countries reduce their emissions and adapt to climate change. These are the same countries that are "encouraged" to make and meet their emissions targets.

While no dollar amounts are listed in the agreement, wealthy nations previously pledged at least \$100 billion annually in climate finance by 2020. These numbers are probably low, as the United Nations estimates upward of \$1 trillion a year in spending is required to work toward decarbonizing the global economy.

Those are our tax dollars leaving our economy to fund loosely defined emissions reductions in countries that produce many of the manufactured goods against which our U.S. businesses compete.

Don't get me wrong, I think combatting climate change is a worthy goal. And, I think the U.S. needs to continue to support investment in the technological advances that will ultimately transition our energy economy.

However, the Paris Climate Accord isn't going to do that. Most experts agree that the initial targets will not put the world on

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a path to meet the long-term temperature goal. Bjorn Lomborg, a world-renowned economist, recently released a peer-reviewed study that shows that even if more than 190 nations implement their pledges, it will result in a reduction in global temperature of just one-sixth of a degree Celsius by 2100.

So, I worry that the U.S. is putting global interests over U.S. interests. This is a potential problem.

Could we have better used our political capital toward other issues of national importance? Should we be pledging significant actual capital to transforming energy outside our borders?

Yes, Paris is a world away. Yes, we all have something to gain by a cleaner environment. I simply hope that the U.S. isn't left standing alone and absorbing all the pain. ■

Co-op News

Annual Meeting is June 23 at Incredible Mo's

The 2016 Cherryland Electric Cooperative Annual Meeting will be held Thursday, June 23, at Incredible Mo's in Grawn. The doors will open at 4 p.m., the business meeting will be from 5:30 to 6:30 p.m., and festivities will wrap up at 8 p.m.

You Can Serve On Cherryland's Board

Any qualified Cherryland Electric Cooperative member can be elected to serve on the cooperative's board of directors.

To be nominated in 2016, candidates can file a petition at Cherryland's office starting the first day of March until 4 p.m. on the last business day of March.

Three directors will be elected at this year's annual meeting, on Thursday, June 23, at Incredible Mo's near Grawn. This year's directors will represent Benzie/Manistee/Wexford counties and two at-large positions. The term of office is three years.

Nominees must meet the director qualifications set forth in the Cherryland bylaws.

See the Cherryland website for additional details.

Cherryland Offers Five Scholarships

Cherryland offers five scholarships—three worth \$4,000 (\$1,000 for four years) for high school seniors and two for \$1,000 each for adult scholarships (post high school).

Applications for both scholarships are available on the Cherryland website or by contacting Cherryland's office at 231-486-9200.

Cherryland Cares Seeks Grant Applications

Area non-profit agencies who are seeking financial help can apply for a grant through Cherryland Cares.

Cherryland Cares is a five-member board, made up of Cherryland Electric Cooperative members, who distribute money from Operation RoundUp to area non-profits. The next quarterly meeting of Cherryland Cares is Monday, March 21. The deadline for applications is Friday, March 11.

Operation RoundUp money comes from Cherryland members who elect to round up their bills to the nearest dollar every month. This amount averages \$6 per year.

To receive a Cherryland Cares grant application or to join Operation RoundUp, contact Shannon Mattson at Cherryland. Her direct line is 231-486-9234 or email her at smattson@cherrylandelectric.coop.

Net Metering Meeting Set for March 15

Join us on Tuesday, March 15, to discuss upcoming changes to our net metering rate tariff. Learn more about how we are working to avoid subsidization while compensating solar energy producers fairly for the electricity they sell back to us.

Tuesday, March 15, at 6 p.m.
Cherryland Electric Cooperative
5930 US 31 S.
Grawn, MI 49637



Keeping Your Pets, Energy Budget Comfortable!

By Patrick Keegan

Pet owners often assume their indoor pets want the same level of cooling and heating as the rest of the family. However, most dogs and cats can be comfortable with a wider range of temperatures.

Those with unique pets, like birds or lizards, may need to keep them in warmer environments. Consider moving these pets to a room that can be kept warm easily, but note that this may change over the course of a year.

Pet doors are popular, but they can also be a major air leak that drives up your energy use. When purchasing a pet door, make sure it has energy-efficient features, such as thick construction, weather sealing and the ability to be closed off when not in use. Some newer models have magnet or battery locks: a small magnet or sensor on your pet's collar opens the door, and the rest of the time, the door is shut tight, keeping out other critters—as well as blowing wind and snow!

Some people also leave the TV or radio on while they're away, thinking that the voices will keep their pets from being bored (and destroying their shoes!). However, there are other ways to keep your poodles and kitties entertained. Exercising your pet when you're home and giving them a variety of toys or a nice perch to see out a window when you leave will be more entertaining and less energy

intensive than a TV. If you must leave something on when you're away, try soothing, calm music instead of a blaring TV.

We all love our furry family members, but remember, keeping them comfortable doesn't mean you have to pay more on your monthly bill. ■

Here are a few tips to keep your pet comfortable without cranking up the thermostat:

- A cozy, insulated doghouse might be all your outdoor dog needs, except on the very coldest days.
- Make sure that your indoor pet has a warm place to sleep, like a pet bed with a blanket. Consider giving him a few sleeping options throughout your home in different temperature zones, so your pet can adjust his comfort as needed.
- If you have a very drafty home or an older pet who may appreciate more warmth, a heated pet bed or bed warmer will use far less energy than running your central heating higher all day. This solution can also be good for those who keep their pets in the garage and worry about them staying warm enough. Instead of heating a large, uninsulated space, provide a nice warm bed!



DANGER! Outlet Overload

Every year, U.S. fire departments respond to an estimated **25,900 home electrical fires**. These fires cause an estimated **280 deaths, 1,125 injuries** and **\$1.1 billion in property loss**.

Thirty-nine percent of home electrical fires involve outlets and receptacles, and other electrical wiring.

To ensure safety, you should only use about 80 percent of the available current for each electrical outlet in your home.

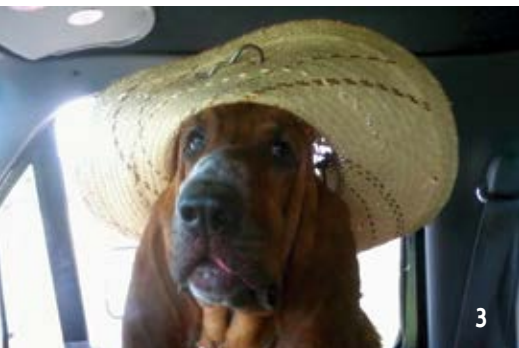
Are you overloading outlets?
Use this formula to find out:

$$\text{WATTAGE/VOLTS}=\text{AMPS}$$

Example:

Let's say you are using 2,000 watts of power (for one outlet). Divide the watts by the volts in your home (typically 120), and you come up with 16.6 amps of current being used. With a 20 amp electrical outlet, you are using about 80 percent of the available current.

Members Share 'Cute Pets' Photos



Enter Cherryland's Photo Contest And Win!

Enter the "Pay My Bill" Photo Contest! Cherryland members whose photos we print in *Country Lines* will be entered in a drawing and one lucky member will win a credit (up to \$200) on their December 2016 energy bill.

The upcoming topic is **"Birds of Beauty,"** due **Feb. 15** for the April issue. Visit cherrylandelectric.coop/photo-contest/ to submit your high resolution digital photo, read contest rules, and see upcoming themes. It's fast and easy. We look forward to sharing your photos! See more great members' photos at Cherryland's Facebook page.



1. Christine Fischer's pit bull mothers her cousin's baby bunnies.
2. Greg Roe's dog, Cooper, rocks his "doggles" on his daily bike ride.
3. Annabelle enjoys a car ride on a sunny day.
By Dan Giddis, Jr.
4. According to his family, three-year-old Sammy proves that shelter pets are the best! By Cathy Warner.
5. Natalee with her new best friend Kiana, a rescue from H.A.N.D.D.S.
By Whitney Richardson.

6. Amber Larr's five-week-old puppy, Sassy, learns the ropes.
7. Scooby Doo stops to smell the flowers.
By Karen Taylor.
8. Chris Gneiting's dog, Max, got in a little over his head.
9. Donald Sarna's cat and its doppelganger.
10. Henry playing in the snow during his first winter.
By Caroline Clem.

SIMPLY...GLUTEN-FREE

These recipes show how delicious and easy a gluten-free diet can be.



Chocolate Devil's Food Cupcakes

Laura Harrand, Traverse City

- 1 c. boiling water
- 1 c. gluten-free unsweetened cocoa powder
- 1 c. brown rice flour
- ½ c. sweet sorghum flour
- ½ c. potato flour
- 2 t. baking soda
- 1 t. guar gum
- ½ t. salt
- 2 c. granulated sugar
- 8 T. (1 stick) salted butter, at room temp
- 2 eggs, at room temp
- 1 t. gluten-free vanilla extract
- 1 c. low-fat buttermilk
- icing of your choice

Preheat oven to 400°. Line a 12-cup muffin tin with cupcake liners. In a large bowl, whisk the hot water and cocoa powder together. In another large bowl, stir together the brown rice flour, sorghum flour, potato flour, baking soda, guar gum and salt. Add the sugar and butter to the cocoa mixture. With an electric mixer on high speed, beat until a smooth shiny mixture forms, about 30 seconds. Then beat in the eggs and vanilla on low speed until incorporated. Add half of the flour mixture and beat on low speed just until combined; there may be dry spots. Add ½ c. of the buttermilk, mixing on low speed just until incorporated. Repeat with the remaining flour mixture and the remaining buttermilk.

Fill each muffin cup $\frac{3}{4}$ full with the batter. Reserve the remaining batter and fill four more cupcake liners; set aside. Bake for 15–20 minutes, until the centers of the cupcakes are firm to the touch. Remove the cupcakes from the muffin tin and let cool completely on wire rack. Repeat with the remaining batter. Once the cupcakes are cooled, use a small spatula or butter knife to ice them with your choice of icing. Store in an airtight container in the refrigerator for up to five days.

Almond Butter Quinoa Blondies (pictured)

Jan Anglebrandt, Gaylord

- ¼ c. unsalted butter, softened
- ¾ c. smooth or crunchy natural almond butter
- 2 lg. eggs
- ¾ c. packed light brown sugar
- 1 t. vanilla extract
- ¾ c. quinoa flour (see tip below*)
- 1 t. baking powder
- ¼ t. salt
- 1 c. semisweet chocolate chips

Preheat oven to 350°. Line an 8-inch-square baking pan with parchment paper (or foil), allowing it to overhang the opposite ends slightly. Coat with cooking spray. *To make your own quinoa flour, grind raw quinoa into a powder in a coffee grinder or blender.

Beat butter and almond butter in a mixing bowl with an electric mixer until creamy. Beat in eggs, brown sugar and vanilla. Whisk quinoa flour, baking powder and salt in a small bowl. Mix the flour mixture into the wet ingredients until just combined. Stir in chocolate chips. Spread the batter evenly into the prepared pan. Bake until a toothpick inserted into the center comes out with just a few moist crumbs on it, 25 to 35 minutes. Do not overbake. Let cool in the pan for 45 minutes. Using the parchment (or foil), lift the whole panful out and transfer to a cutting board. Cut into 24 squares. Let cool completely before storing. Makes 24 blondies.

Red Lobster Style Cheese Biscuits

Christine Server, Afton

- ⅓ c. shortening
- ½ c. potato starch
- ¾ c. cornstarch
- 1 ¾ t. xanthan gum
- 1 T. baking powder
- ¼ t. baking soda
- ¾ c. milk
- ½ t. salt
- 1 T. sugar
- ½ c. shredded cheddar cheese
- ¼ c. softened butter
- ¼ c. melted butter
- ½ t. garlic powder

Preheat oven to 375°. In a large bowl, mix together the shortening, potato starch, cornstarch, xanthan gum, baking powder, baking soda, milk, salt and sugar. Add shredded cheddar cheese and softened butter. Pat into ½" thickness on cornstarch covered board. Cut into round shapes. Bake on lightly greased sheet for 12–15 min. As soon as baking is completed, brush with a mix of melted butter and garlic powder.



Roasted Cabbage Steaks

Barbara Olson, Middleville

- 1 head of organic green cabbage, cut into 1" thick slices
- 1½ T. olive oil
- 2–3 lg. garlic cloves, smashed
- kosher salt
- freshly ground black pepper
- spray olive oil or non-stick cooking spray

Preheat oven to 400° and spray a baking sheet with non-stick cooking spray. Pull outer leaf off cabbage, and cut cabbage from top to bottom (bottom being root) into 1" thick slices. Rub both sides of cabbage with smashed garlic. Use a pastry brush to evenly spread the olive oil over both sides of the cabbage slices. Sprinkle each side with a bit of kosher salt and freshly cracked black pepper.

Roast on the middle rack for 30 minutes. Carefully flip the cabbage steaks and roast for an additional 30 minutes until edges are brown and crispy. Serve hot and enjoy! *"I usually serve this with potatoes and carrots sautéed in vegetable broth with some caraway seed sprinkled in. This is a simple side dish worthy of a dinner party, and couldn't be easier to make."*

SUBMIT YOUR RECIPE!

Thanks to all our readers who send in recipes. Please send in your favorite "Snacks and Appetizers" recipes by **March 1** and "Quick and Easy" recipes by **April 1**.

Enter your recipe online at countrylines.com or send to (handprint or type on one side, please): *Country Lines Recipes*, 201 Townsend St., Suite 900, Lansing, MI 48933. Please note the co-op from which you receive your electric service.

A RECIPE WINNER EVERY MONTH!

Contributors whose recipes we print each month will be entered in a drawing and *Country Lines* will pay the winner's electric bill with a \$50 bill credit! A winner will be selected every month.

Locating Cherryland's Brian Moore

Brian Moore is a relative newcomer to Cherryland Electric Cooperative, but he is a veteran cable locator. He plays a key role in coordinating work that involves laying electric power lines to homes and businesses in the six-county area that Cherryland serves.

We recently sat down with Brian and asked him to tell us about himself and his job.

Question: Tell us about yourself, Brian.

Answer: *Well, I've lived in this area almost my entire life. We moved to the area in the mid-1970s. My parents built a house in the Chums Corner area, and after that Lake Leelanau. Our next move was over by TC West High School and then we finally ended up in the Lake Ann area.*

Q: What are your interests?

A: *Sports...fishing, hunting, swimming...I did it all. I graduated from Traverse City Senior High, met my wife, who was born and raised here, and we have two teenage daughters. I met my wife, Barb, almost 20 years ago, and we've been married nearly 18 years. She works for Traverse Bay Area Intermediate School District and is a sign language interpreter for Glen Lake Schools. She's also the JV girls volleyball coach there, along with scorekeeper for girls' basketball home games. Barb is also assistant director of high school musicals ("Wizard of Oz" this year) and in her spare time works at a restaurant in the Glen Arbor area.*

Q: And your daughters?

A: *Casey and Robbin attend Glen Lake, where they are involved in sports, music, choir and your typical teenage stuff. They stay pretty busy with all their school activities and we go and support them as much as we can, along with other Glen Lake activities.*

Q: What do you like to do together as a family?

A: *We actually do a lot together—movies, camping, going to our sweet—but secret—beach spot in the summer. In my downtime, I like to work around the house and play in the men's hockey league on Sundays.*



Q: What brought you to Cherryland?

A: Basically, I needed a new start. I was in the construction field for a long time and needed something new. Here at Cherryland, my job is to protect our underground wires. I am the one who puts those red flags in your yard so Cherryland can keep delivering electricity to you, even when work crews are working on cable.

Q: So you work closely with MISS DIG?

A: Yes, I stay current on MISS DIG requirements by staying in contact with Brandon Williams, our local

MISS DIG damage prevention liaison. The flags are there for a reason, so we ask our Cherryland members to respect them. Anytime you need to dig, call the simple MISS DIG number (811) and remember: It's the law to call. A damaged line can cause many problems, including personal injury or worse.

Q: How are you settling in so far at Cherryland?

A: It's been fantastic. My fellow workers are top-notch. The way we are focused on helping our members makes it a pleasure to come to work every day. ■

Call Before You Dig

MISS DIG has been the first step in utility damage prevention and excavation safety in Michigan for over 45 years.

Founded in 1970, MISS DIG is the state's utility damage prevention notification center. MISS DIG is a nonprofit organization funded by utility owners and municipalities, and serves as a single point of contact for those performing excavation anywhere in Michigan.

Prior to the commencement of any project that involves digging, MISS DIG should be contacted in order to ensure that utility lines are not damaged and those performing the jobs stay safe.

At its core, MISS DIG is a call center that receives information from excavators.

That information is then passed on to those entities (such as the local gas provider and water department) that own and operate underground lines. Those parties are then responsible for locating and marking the approximate location of their lines so they can be safely worked around during digging.

Over the past several years, the organization has put a great deal of resources into making the MISS DIG process available online. Residents and contractors that perform smaller, single-address, projects can make requests into MISS DIG via an e-locate program at missdig.org.

Larger firms that conduct numerous projects have the availability to create all of their requests online through a program called Remote Ticket Entry. Like most services offered through MISS DIG, those services are free of charge.

MISS DIG is available around the clock, 365 days a year, so whether it's the excavation of a new housing development, or something as simple as installing a new mailbox, contacting MISS DIG is a fast and free way to start your project.



Simply contact MISS DIG by dialing 811, or online via missdig.org, three business days prior to beginning work. You will be asked questions regarding your project; such as: location, date, work being performed, and more.

That information will be passed on to the utility owners in your area who will locate and mark the underground lines on your work site or yard. They will also provide information on how they've handled your request through MISS DIG's Positive Response program.

After the three days have passed and the marks laid, you are free to commence with your project, provided you respect the marks and work carefully around them. If a question about your request or the marks comes up, MISS DIG is ready to assist.

Be smart, be safe, and know what's below. Contact MISS DIG before you dig. Visit missdig.org or call 811.

Brian Stratton is a third generation farmer in Vestaburg, MI, and a member of HomeWorks Tri-County Electric Cooperative.



Keeping Soil Healthy

Gypsum's Role In Agriculture And Electricity

By Jeannine Taylor

We can grow more food, but we can't grow more land. So, how do we protect our planet and get the most out of every acre? It starts with healthy soil. Soil is everything to a farmer. It houses the nutrients, minerals and water for crops to grow. Essential nutrients like nitrogen, phosphorus, potassium, magnesium, calcium and sulfur are the life-blood of every plant and are crucial to their survival. When the soil is lacking any of these key nutrients, a farmer's crops will know it.

Brian Stratton knows this all too well. Stratton is a third generation farmer in Vestaburg, MI, and a member of HomeWorks Tri-County Electric Cooperative. His family began farming the area in 1909, and Stratton continues to cultivate the soil—over 800 acres of it. His crops, mainly white winter wheat, dry edible beans and corn, help feed people in the United States, but also in places like Italy, Spain, China and Pakistan.

Stratton leases 80 acres of farmland from Wolverine Power Cooperative near its Vestaburg Power Plant. He started farming this ground in 2010, planting his rotation crops as well as rye and switchgrass wildlife plots. After testing the soil, he found that it was low in calcium and sulfur. "With low calcium

and sulfur levels, you aren't going to be able to take advantage of the nutrients that are there," Stratton explains. "You've got to have all these things balanced as much as possible for the whole system to work efficiently."

So, why was the soil lacking sulfur? A big reason is because coal-fired power plants have greatly reduced sulfur emissions into the air. When the Clean Air Act Amendments were passed in 1990, coal-fired plants were required to reduce their sulfur dioxide emissions. Over time, new rules continued to decrease sulfur dioxide emission limits, ultimately requiring coal-fired plants to install environmental control equipment, such as scrubbers, to meet the new limits. An unintended result is that crops are no longer receiving sufficient sulfur from the atmosphere.

Coal-fired plant owners, such as the Ohio Valley Electric Corporation's (OVEC) Kyger Creek and Clifty Creek Plants, of which Wolverine is a partial owner, have spent over \$1 billion installing environmental controls to capture and remove sulfur dioxide emissions. A process known as flue gas desulfurization (FGD) scrubs the sulfur dioxide from the power plant exhaust by using a limestone slurry that contains calcium. The sulfur and calcium react to produce calcium sulfite, and then oxygen is added to create calcium sulfate, otherwise known as synthetic gypsum.

This high-quality gypsum is becoming a hot commodity for beneficial reuse in everything from wall board to soil amendment fertilizers. For a by-product like synthetic gypsum to be considered for reuse, it must provide a functional benefit to end users and meet or exceed the specifications of the virgin material that it is replacing.



OVEC's synthetic gypsum being loaded for transport to Charah to make SUL4R-PLUS Fertilizer.



OVEC's synthetic gypsum used to manufacture soil amendment fertilizer.

In fact, the Michigan Department of Environmental Quality (MDEQ) is a strong supporter of beneficial reuse programs. Duane Roskoskey, with MDEQ's Office of Waste Management and Radiological Protection, said they promote the beneficial reuse of industrial by-products such as FGD, coal ash, cement/lime kiln dust, foundry sand and paper mill sludge. "Since 2009, the amount of industrial by-products reused in Michigan has more than doubled to over 900,000 tons per year," Roskoskey explains. "The MDEQ recognizes the benefits of adding FGD to agricultural soils—FGD contains both calcium and sulfur, which are needed micronutrients, for most crops." Over 36,000 tons of FGD were reused in Michigan in 2014.

Gabe Coriell, OVEC's senior environmental specialist, and a part-time farmer, did a great deal of research on synthetic gypsum and its potential for beneficial use. He contacted professors at Ohio State University, who had performed studies on synthetic gypsum and its role as a soil amendment, to learn about their findings. He also contacted professionals that were using synthetic gypsum and learned that it was successfully conditioning the soil by adding the level of sulfur and calcium needed for better plant growth. Finally, Coriell talked to several companies who market synthetic gypsum products and found an established one which had a set of specifications required for its products.

Coriell decided to work with Charah, a company based in Louisville, KY, that provides coal combustion product management and power

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A New Approach To Local Senior Health Care

There is a new approach to senior health care on the horizon in the Traverse City area.

It's what officials are calling a "feel good" option when seniors are faced with moving to a nursing home for a long-term stay and also looking at mounting medical bills.

"Comprehensive and coordinated services for seniors are more cost-effective and achieve better quality outcomes," explains Kory Hansen, CEO of Grand Traverse Pavilions, which is overseeing the new program.

The program is called PACE, an acronym for Program for All-Inclusive Care for the Elderly. It's a Medicare/Medicaid benefit for individuals 55 and older who are nursing home eligible—with a goal of keeping participants living in their own homes and receiving quality care.

The PACE program is designed to meet a patient's social and medical needs through a blend of partnerships with local primary care physicians, specialists, rehab and recreational therapists, social workers, and others. They meet each morning to discuss each patient's status.

If further care is required in the hospital, at another medical facility or at home, PACE is responsible for making sure it happens.

The program also provides preventative care, nutrition services, transportation, 24-hour on-call service, prescription drugs and health-related equipment.

Nationally, 92 percent of PACE participants are dual-eligible, meaning they qualify for both Medicare and Medicaid. If an individual is not

eligible for either, there is a private pay option at \$3,500 a month.

While the Grand Traverse Pavilions is leading "The Power of PACE" capital campaign, the program will be operated as its own entity.

The home for PACE will be the former Grand Traverse County Health Department building on South Garfield Rd. The Pavilions entered into a 20-year, low-cost lease with the county, which reduces the cost from \$3 million if a new building had been added at the Pavilions, to \$1.85 million to renovate the former county health building.

In addition to the renovation costs, the campaign is also looking to raise another \$1.5 million for the first two years of operation. The Pavilions has already committed \$500,000 to the project.

"PACE isn't new, it's been around for 40 years in the U.S.," said Hansen. "There are 10 PACE programs in Michigan, but this will be the first one north of Grand Rapids."

The program plans to employ 50 full-time workers at the center and do contract work with 100 to 120 service providers already in the senior care field. The program will begin by serving 10 people in the first month and adding more each month until the projected capacity of 225 seniors is achieved. Participants must reside within a 60-mile radius of Traverse City.

The goal is to have the PACE center up and running in the first quarter of 2017.

Go to pace4you.org or gtpavilions.org/PACE to learn more about PACE. ■

When Do I Get My Trophy?

Millennials In The Workplace

By Rachel Johnson

Millennials get a bad rap. They're called lazy, entitled, or high maintenance simply because they played on T-ball teams in which everyone got a trophy.

Millennials are the generation born between the early 1980s and the early 2000s. Here at Cherryland, they make up almost one-third of our workforce.

And, that number is growing.

I am neither millennial nor Gen-X, the generation born from the early 1960s to the late 1970s. I'm right in between. Depending on how you see it, I either bring the best of both generations or the worst.

But in my career, I have had the privilege of working with people of all generations. I've witnessed the tension between generations as Baby Boomers shake their heads at the Millennials' desire for flexible schedules, and Gen-Xers scoff at Millennials' demand for career advancement without "putting in their time."

In my experience, Millennials have a lot to offer our organizations if we can all just learn to play nice in the intergenerational sandbox.

They are digital natives who grew up in the shadows of 9-11. They adapt well to change and are technologically savvy.

At a time when the electric utility industry is changing rapidly, their propensity for change and digital know-how is vital to our success.

They have a strong commitment to social causes and want to work with companies that share their values. They're a perfect fit for co-ops because of our commitment to our members and the communities we serve.

Millennials want to work with the leadership of their organizations, not for them. They are the most collaborative and inclusive generation to date. To some this may seem like overstepping their bounds, but wouldn't you rather have a motivated and engaged employee than someone who never pushes the boundaries?



This brings me to what I think is the most misunderstood attribute of Millennials. They are often seen as unmotivated because they don't work like previous generations. What some see as laziness, I think is just a very low tolerance for nonsense.

They know wearing shorts and a t-shirt to the office will make no difference in terms of their productivity.

They want to be held accountable for outcomes, not punching a timesheet.

And, my favorite thing of all, they do not like office politics or gossip. They crave high levels of cooperation and support among co-workers.

Those T-ball teams with trophies, that was years ago. Now they're starting families and trying to grow careers just like every other generation before them.



Rachel Johnson
Member Relations
Manager

As Millennials flood into the workplace, it's possible we may have to shift our attitudes and habits to join forces with them. And maybe that's not a bad thing. ■

Keeping Soil Healthy

Continued from page 15

plant support services for the coal-fired electric utility industry. While Charah has been around since 1987, they just recently began manufacturing a product called SUL4R-PLUS® Fertilizer, a patent-pending pelletized calcium sulfate product made from synthetic gypsum. "Charah may be new to gypsum," Coriell says, "but they've been in business a long time and have an innovative product that is very attractive. They have a newer process in the market and it is working."

Stratton agrees. He has been using SUL4R-PLUS Fertilizer on his crops and is currently participating



Charah's pelletized SUL4R-PLUS Fertilizer.

in a yield study with Charah to gather data and measure its effectiveness on the property he leases from Wolverine. "I like the pelletized product because it's a much friendlier product to handle," Stratton says. "It spreads more evenly and you don't have the dust to contend with." Results from the first year's use are coming in and, despite a heavy dose of rain that caused root rot to his cranberry beans, the yield results look promising.

With the new products on the market today, like SUL4R-PLUS, Stratton says his crops are getting the same sulfur they used to from the atmosphere, but now it's through a different route. The key is to replenish the nutrient levels in the soil so plants can achieve maximum growth. "With farm crop plants, it's the same as with our own bodies," Stratton explains. "The more attention you pay to your own nutrition, the healthier you're going to be. It's no different for a plant." ■

Jeannine Taylor is communications and member relations director for Wolverine Power Cooperative.

Five Benefits Of Gypsum

1. Source of calcium and sulfur for plant nutrition.

Plants are becoming more sulfur-deficient, and the soil is not supplying enough of it. Gypsum is an excellent source of sulfur for plant nutrition and improving crop yield.

Meanwhile, calcium is essential for most nutrients to be absorbed by plant roots.

2. Improves acid soils and treats aluminum toxicity.

One of gypsum's main advantages is its ability to reduce aluminum toxicity, which often accompanies soil acidity, particularly in subsoils. Gypsum can improve some acid soils even beyond what lime can do for them, which makes it possible to have deeper rooting with resulting benefits to the crops.

3. Improves soil structure.

Soil needs a certain mass to give it a favorable structure for root growth and air and water movement. Gypsum has been used to improve this aggregation in soils.

Soluble calcium also enhances soil aggregation and porosity to improve water infiltration.

4. Improves water infiltration.

Gypsum also improves the ability of soil to drain and not become waterlogged due to a combination of high sodium, swelling clay, and excess water. Adding gypsum also allows water to move into the soil to stimulate plant growth.

5. Helps reduce runoff and erosion.

Agriculture is one of the major contributors to water quality, with phosphorus runoff the biggest concern. Gypsum helps to keep phosphorus and other nutrients from leaving farm fields.

Below: Charah's state-of-the-art manufacturing facility.



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