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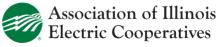
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A new initiative, Serve our Co-ops; Serve our Country, is designed to increase employment of veterans at rural electric cooperatives.

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Encouraging rural entrepreneurship

Rural communities in Illinois are confronted with a growing problem - or, rather, a shrinking one. Rural towns are shrinking and aging as college graduates move in pursuit of career opportunities they believe do not exist in the corn and coal fields of their hometowns. This is a symptom of a larger, statewide problem: 6,000 college graduates a year leave Illinois for other states due to a perceived absence of jobs and opportunity. Out-migration is felt acutely in our smaller towns, which lose many of their best and brightest to the pull of large urban cities. My family has called Effingham County home for five generations, and I watched with growing concern as my sons and their friends made plans to leave upon graduation, with little intention of returning.

In order to stop the loss of human capital, we must encourage entrepreneurship, especially in our rural communities. We need to show bright, ambitious young men and women that they don't have to leave their communities to succeed, but can create opportunities in their own backyards.

We live in a world increasingly driven by data and analysis, crossing the borders of industry and geography in search of space and talent. Rural communities have the chance to be at the forefront of Illinois' growing industries, such as agribusiness and food processing, and transportation and logistics. Growing need for sustainable food and fuel will require innovative problem solving from agricultural producers. An increasingly global economy places stress on traditional distribution methods, demanding creative solutions and ingenuity in developing new distribution and logistics systems.

We are at a unique point in history, when anyone, anywhere can be an entrepreneur – all you need is an

internet connection and an idea. The 21st century is full of possibility Startup Leadersh for individuals prepared to explore new ways of thinking and embrace risks. We must develop an entrepreneurial workforce through a new approach to education, focusing on mentoring and experiential education.

Students have a difficult time imagining career paths without a model. To educate students about entrepreneurship and showcase local opportunities, I was part of a group of local leaders who launched the CEO Program, or Creating Entrepreneurial Opportunities. The CEO progplants the seeds of entrepreneurial

Opportunities. The CEO program plants the seeds of entrepreneurship and exposes students to role models and mentors with experience starting and growing a business. It also immerses them in community life, creating a "stickiness" that binds people to their community and inspires them to build a life among friends and family.

We've found students who participate in the CEO program are more likely to plan on returning to their community after college. In our inaugural year of the program seven years ago, we polled the students and asked if they planned to move back to their hometowns after college. Only three students out of a class of 25 expressed a desire to return. At the end of the year, after completing the CEO program, the number of students interested in returning to the community had jumped to 21 out of 25. Of the program's inaugural

class, 12 students have already returned to the community.

Once students

are exposed to the possibilities of entrepreneurship and are embedded in their community, we have to ensure the community is able to sustain these new entrepreneurs. As the Director of the Illinois Department of Commerce, I want to connect entrepreneurs and new business owners to potential investors and prospective credit. Communities must grow their network of "angel" investors to support

new business ventures. If we are going to ask young entrepreneurs to invest themselves in their community, the community must be ready to invest in them.

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Many of these entrepreneurs will go on to become job creators, growing the local economy, reinvesting and compounding opportunities for generations to come. Encouraging people to reimagine the possibilities of rural life is key to stopping Illinois' brain drain and keeping our rural communities strong. $\mathbf{\hat{V}}$



James Schultz is Director of the Illinois Department of Commerce

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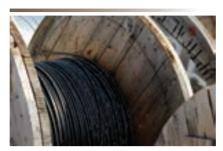
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Three electric co-ops bringing fiber-based broadband to the heartland

Calix, Inc. in February announced that Illinois Electric Cooperative, Barry Electric Cooperative and Callaway Electric Cooperative are all transforming their businesses by expanding into broadband service delivery within their respective service areas in Illinois and Missouri. Now, residential and business subscribers alike will be able to take advantage of fiber-based voice, video and high-speed Internet services, giving their rural communities new opportunities for economic development.

Illinois Electric Cooperative serves 11,000 electric meters in 10 central Illinois counties.
IllinoisNet.com was created initially to bring fiber broadband services to the communities of Winchester and Bluffs. IllinoisNet.com is offering voice, video, high-speed data, and managed Wi-Fi services to more



Fiber optic cable like this is being installed by Illinois Electric Cooperative to provide high-speed Internet service to rural communities.

than 2,200 members across the two communities. Early response and sign-ups exceeded expectations, allowing IllinoisNet.com to consider expanding its service into other nearby communities in the future.

"Much like electricity revolutionized rural America in the 1940s, we expect fiber to once again transform our communities," said Sean Middleton, manager of engineering at IllinoisNet.com. "This technology will allow our members, both businesses and consumers, to communicate in ways they have never been able to in the past."

"Electric cooperatives have proven to be fiber innovators over the last several years, bringing fiber-based broadband services into many underserved parts of the country," said John Colvin, senior vice president of North America sales at Calix. "Each of these cooperatives has not only demonstrated a commitment to their communities by offering the most advanced broadband services, but also a commitment to the future health of their cooperative through this exciting business transformation." $\[\]$

Co-ops heat up geothermal energy in Illinois

Incentives for businesses served by Illinois electric cooperatives to install geothermal HVAC systems have ended, but savings in energy costs generated by the dozens of projects it helped fund will last for years to come.

"The grants are the gift that keeps giving," said Nancy McDonald, marketing administrator at the Association of Illinois Electric Cooperatives.

The association administered the 12-year, \$1.5 million GeoAlliance program funded by the Illinois Clean Energy Community Foundation.

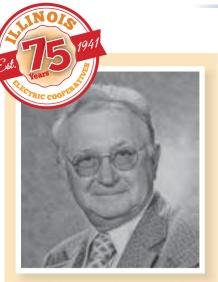
According to McDonald, electric co-ops passed through the grants to help not-for-profit members install 51 geothermal projects for an estimated aggregate annual savings of more than \$681,000.

A primary goal of GeoAlliance was to promote geothermal in commercial installations. Commercial applications of geothermal technology are more complicated than "more traditional residential installations," said McDonald. "And boards of not-for-profit organizations often needed convincing that although the geo systems cost more up front than fossil-fuel HVAC systems, the savings they'd realize would ultimately make the geo systems the best choice." \cite{V}

Source: Victoria A. Rocha, ECT Staff Writer G



Installers work on a geothermal project at Southern Illinois University, one of 51 projects receiving funding under the GeoAlliance grant program.



Illinois pioneers of rural electrification

Robert R. Wagner

Robert R. Wagner served as the AIEC Board President from 1959-64. Following the retirement of AIEC General Manager A.E. Becker, in December 1960, Wagner acted as the interim manager during the management search. Under Wagner's leadership, the AIEC and its programs were broadened and strengthened to better serve its member cooperatives.

Wagner was also instrumental in improving the exchange of communications between the AIEC, its staff and member-cooperatives. One method initiated was publication of an informal weekly newsletter mailed to all directors, managers and employees of AIEC member-cooperatives. The "Flash" kept personnel updated about events and happenings of importance and interest to the cooperatives.

Representing the board of Western Illinois Electrical Coop., from 1949-1984, Wagner also served on the National Rural Utilities Cooperative Finance Corporation board from 1971-79.

In celebration of the AIEC's 75th anniversary, this is fourth in a series of profiles on Illinois' rural electric pioneers.

Dairyland Power Cooperative announces major solar projects

Dairyland Power Cooperative has finalized agreements with two developers to purchase over 15 MW of renewable energy from multiple new utility-scale photovoltaic solar facilities in Wisconsin. Dairyland Power serves 25 distribution cooperatives, including Jo-Carroll Energy in Illinois. The generation and transmission cooperative has been a national leader in methane digester generation using waste from dairy farms, and already purchases energy from three solar installations, including one in Galena, Ill.

"Dairyland is a cooperative dedicated to providing safe, reliable and sustainable energy. As Dairyland celebrates our 75th anniversary this year, we are excited to announce very significant solar generation plans that far surpass current solar resources in the state," said Barbara Nick, President and CEO.

Last year, Dairyland issued a request for proposals (RFP) for solar generation resources. At this point, Dairyland has power purchase agreements in place with two solar developers—groSolar (White River Junction, Vt.) and SoCore Energy (Chicago, Ill.)—for 12 new solar facilities.

The solar installations will range between .5 MW to 2.5 MW in scale. These facilities will be tracking systems that follow the path of the sun to increase energy production. Together, the solar facilities will be able to produce enough renewable energy to power over 2,500 homes.

The developers will install, own, operate and maintain the solar facilities. The first projects are expected to become operational this summer, with others continuing to come online into the fall.



Jo-Carroll Energy's 100-kW solar farm came online in 2014 and Jo-Carroll members can invest in a solar panel with credits for output going to their bill.

On Earth Day let's remember the importance of soil conservation

More than one billion people in 192 countries participate annually in Earth Day activities and events to celebrate protecting our environment, making it the largest civic observance in the world. Even as they plant trees and participate in other Earth Day celebrations, many don't realize that soil conservation should be our first priority. Soil is the basis of all ecosystems.

The Soil Conservation Service, now known as the USDA-Natural Resources Conservation Service (NRCS), was founded 80 years ago to help America's private landowners and managers conserve and protect their soil, water and other natural resources. NRCS employees across the U.S. daily provide sound science-based

technical assistance and conservation planning, tailored to the land's ability and the landowner's goals and objectives. Participation is voluntary and there is no fee for the



assistance provided. NRCS programs also offer financial assistance to those wanting to install conservation practices recommended in their plan for improving soil health, water quality and quantity, and much more.

Franklin Roosevelt said it best in his 1937 letter to all state governors on a Uniform Soil Conservation Law, "The Nation that destroys its soil destroys itself," is as true today as it was back then.

With world population projected to increase from seven billion in 2013 to more than nine billion in 2050, it is estimated food production will have to rise by 70 percent to sustain this level of growth. Combine that with 14 million

acres of U.S. prime farmland lost from 1982 to 2007 to development, improving soil health is going to be the key to long-term, sustainable agricultural production. ♥

Prepared for the worst in 2016

Illinois communities around the state dealt with record and near-record winter flooding, winter storms and now we are heading into tornado season. The Illinois Emergency Management Agency and local emergency management agencies throughout Illinois are encouraging people to "Resolve to be Ready" for emergencies in 2016.

"The floods we saw this winter are the types we usually expect in spring or summer," said IEMA Director James K. Joseph. "It shows how important it is for people to be ready for any type of emergency, any time of year. With that in mind, we're encouraging people to 'Resolve to be Ready' for emergencies in 2016 so that when the unexpected occurs, they're able to stay safe."

One of the first steps toward emergency preparedness is having an emergency supply kit stocked with basic survival items that are critical during an emergency, such as:

- One gallon of water per person per day (a minimum of a three-day supply)
- At least a three-day supply of non-perishable food
- First-aid kit



- Battery-operated radio, flashlight and extra batteries
- Items for children, seniors, pets and household members with health or medical needs

IEMA maintains the Ready Illinois website (www.Ready.Illinois.gov), a one-stop location for preparedness information on a variety of hazards. ♀





Rain or shine, our linemen work around the clock to do one thing: keep the lights on. Help us honor the men who power our lives.

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The power of human connections®



by John Lowrey

im Leftwich is on a mission. He is a tall, silver haired man who has a no-nonsense but friendly demeanor. His leadership character is evident, and it is not surprising when you learn he spent 25 years in the military and retired an Air Force Lt. Colonel. He also worked for Illinois Power and is now one of the state's newest electric cooperative CEOs, working for Coles-Moultrie Electric Cooperative in Mattoon, Ill.

His new mission is to encourage and help electric cooperatives hire veterans, and to help veterans find rewarding jobs at electric cooperatives. Leftwich believes it is a way to build a next-generation workforce that meets the technical and leadership demands of 21st Century electric cooperatives. He is one of seven electric co-op CEOs from across the U.S. who have joined with the National Rural Electric Cooperative Association (NRECA) to launch a new initiative

called Serve our Co-ops; Serve our Country. The program is designed to increase employment of veterans and military spouses in rural co-op territories, and help solve workforce challenges at co-ops.

You can hear his passion for this new mission when he says, "I have great respect for my fellow veterans, especially the young people that come back today. Many of them have been on multiple deployments, some of them doing four, five, six, seven, eight even nine deployments."

The military drawdowns are increasing with around 200,000 service members transitioning out of the military each year and looking for meaningful employment. Leftwich says many of those veterans are from, and want to return to, rural areas.

According to the Bureau of Labor Statistics, of the nation's 21.2 million veterans, nearly 40 percent are from rural America. "We believe

the principles and culture of electric cooperatives serving rural America match the service character of those who have served our country," says Leftwich.

There are about seven million service age eligible individuals from rural areas. "That is two percent of the population of the United States, but they provide 40 percent of the defense of the nation," adds Leftwich. "We damn well owe them something. Not only gratitude, but an opportunity to come home to a good job with benefits and be able to serve in our community."

Leftwich says this program to hire veterans won't just benefit them, it will benefit co-ops. An estimated 14,400 electric co-op jobs will open up over the next five years. This new initiative will help fill those vacancies.

Rural Electric Convenience Cooperative, Auburn, Ill., already has a tradition of hiring veterans when possible. Electrician Jeff Lancaster and Purchasing, Design and Construction Technician Martin Hinton are both Air Force veterans. The Auburn co-op also has a practice of giving young people work experience through a part-time work program.

Two part-time employees are both in the military. Joe Henricks is in the Army Reserves and Natalie Pier is in the Illinois Air National Guard. Pier's part time job at the co-op perfectly fits her military training as an Engineering Journeyman.

RECC President/CEO David Stuva says, "Natalie started a part-time internship with us in January after she returned from a seven-month deployment in Kuwait. She is also working on a civil engineering degree at SIU Edwardsville. So she will be working in the Operations and Maintenance Department every Monday and Friday. Natalie will be helping Chris Bridges, our GIS/Mapping Technician, on mapping and GPS accuracy improvements. She will also be conducting infrared tests on our underground distribution feeder cabinets."

Michelle Rostom, NRECA's Veteran Initiative Program Director, says, "We want to expand our co-op pipeline with great talent to fill the many jobs that will be opening up. NRECA and its co-op partners will follow nationally-recognized best practices and guidelines for hiring and retaining skilled veterans.

"In addition to the diverse technical

talents and trainability our veterans bring to co-ops, there are many parallels between military culture and electric cooperative culture, including mission, teamwork, and commitment to community," she explains.

Leftwich says the cultural match is based on common principles. "If you simply look at the seven cooperative principles, there is service and community involved in virtually everything we talk about as cooperatives. When I'm listening to these young veterans, they are talking about service and community. They are intent on protecting that community and are willing to participate in our community. They are disciplined and have the work ethic the right kind of values. We are talking about rural folks with the real values here in the heartland. Cooperatives embrace those same values and they fit into the family really well."

Veterans are crisis tested, Leftwich adds. They understand the importance of safety and training, and often have to anticipate and improvise to carry out a mission. "These are thoughtful thinkers and innovators that, once given direction, are capable of handling it. Veterans are intent on carrying out their responsibilities with great resolve, planning and execution, even during a crisis. That is second nature to them," he adds.

In many cases the training and experience gained in the military matches up perfectly with the job descriptions at co-ops. For example, cyber security expertise is in great demand at all utilities with the increasing threat to the grid from computer hackers and advances in smart grid technology that's often tied to the Internet. Joe Priestley, the new IT Manager for Corn Belt Energy, Bloomington, Ill. is a great example of that matchup.

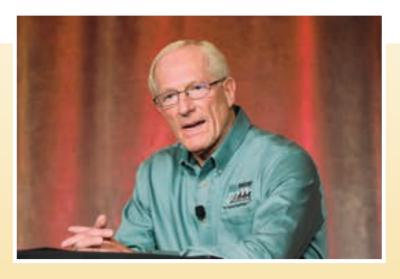
Priestley served seven years in the Army. His official Army job title would take a sentence to explain, but essentially he worked with UNIX computers and cryptology in intelligence. He also became fluent in Arabic and learned how to jump out of airplanes, but he credits the Army for teaching leadership skills, which he says prepared him for working with people.

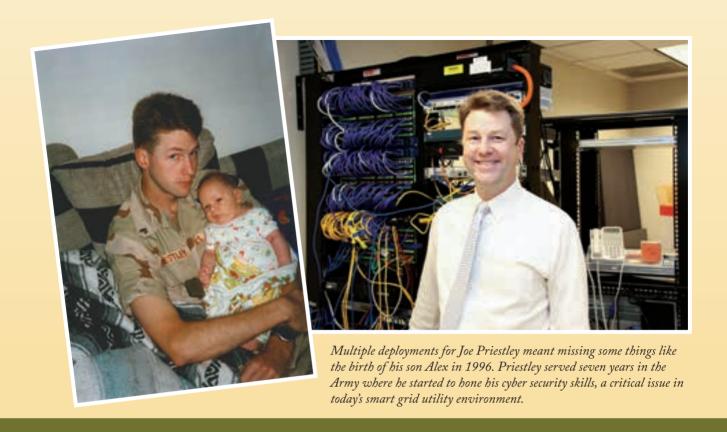
Like many veterans, after his military service, Priestley increased his expertise by getting a computer science degree using the GI Bill, the Army College Fund and a veteran's grant from Illinois. That led to cyber security and IT work for several hospitals before going to work for Corn Belt Energy.

He says the co-op culture has been a good match. "I feel more like I'm among my old military people here than I have anywhere else. It is just a tight group. Having worked in large corporations before there is a real impersonal feel, but here at the cooperative it feels like everybody is

Right: Kim Leftwich, a retired Air Force Lt. Colonel and President/CEO of Coles-Moultrie Electric Cooperative, speaking to other co-op leaders, said hiring veterans can also help fill co-op middle and upper management job openings. "Veterans have leadership and management skills that are immediately applicable."

Opposite page and cover: Blair Cirulli, 25, did a tour of duty in Afghanistan as a sergeant in the Army. She served five years as an Army public affairs specialist and is now a communications specialist for an electric cooperative.





here sincerely for the mission of the cooperative."

Even before this new program, Chris Bennett, President/CEO of Southern Illinois Electric Cooperative, Dongola, Ill., recognized the value of hiring veterans when they were equally qualified compared to other applicants. He has seen the difference in the veterans the co-op has already hired.

"We've talked about it in staff meetings," says Bennett. "We've recognized that our veterans are more organized, they want to do the job right, appreciate the job, and they're just more respectful of others."

They often come with the right stuff for the job too. For example, Bennett says Cody Poole, the co-op's mechanic, had eight years in the Navy working on vehicles. "His ability and knowledge is just amazing. He doesn't let anything bother him or stop him. He just tears into it."

Poole says as part of the Navy's Fighting Seabees he received experience repairing all types of equipment. But even with those skills, he found it challenging to find a job at first. "It was difficult to find meaningful work, very difficult. I attended resume-writing classes and went to job fairs in several different states. I worked with the Illinois Department of Unemployment and attended interviews that were prearranged. I also searched for Federal jobs online." He was interviewed by the co-op two different times before being offered the job.

Poole found there are a lot of similarities between co-op and military careers and culture. Both are teamoriented and like a family he says. "I feel appreciated and well respected as a co-op employee. Co-ops value experience and diversity and are an excellent career choice for a veteran. Co-ops are a great place for them to continue to serve the community. Veterans enjoy meaningful work, want to be respected for their talents and thrive in family-oriented organizations."

Mike Smith, President/CEO for McDonough Power Cooperative, Macomb, Ill., served eight years in the Navy as an Electronic Tech working on air traffic control equipment on the USS Ranger aircraft carrier. Like just about every other veteran we interviewed, Smith says he knew he wasn't ready and couldn't afford college after high school. But the military is all about training and he ended up taking courses while at sea on the carrier, and later graduating from the University of Arkansas with an engineering degree.

"The military is all about preparation and training," remarks Smith.
"During major events you benefit from all of the time spent. Your actions become instinctive since you have done something so many times. A very similar thing happens with cooperatives. A storm hits and all of the training and preparation kick in, and an incredible amount of damage can be restored in a short period of time."

Smith says his military experience gave him a lot of skills, but the most important was people skills. "In the military, from the first minute you are in boot camp to the day you walk away a civilian, you are learning to deal with people. Veterans have learned to be part of a team and deal with people from all walks of life. They know how

to be trained. They know that nothing is just given to you; it needs to be earned."

When it comes to training, no one has trained more co-op employees than Chuck West, a retired lineman with 42 years of experience at Corn Belt Energy. West spent six years in the Army where he also trained others how to climb poles. Even after retirement, he has continued training young linemen for the co-ops. In fact, the cooperatives recently named their training facility in Springfield in his honor.

West says there are many similarities between military work and electric cooperative work. The basic building block is a team that depends on each other, either a squad or a line crew. Both require skill training that emphasizes safety.

West says, "I tell our kids in line school, if you have good work habits you are going to make something of yourself. Regarding safety, when you go to a job, there is no shortcut. If you take shortcuts sooner or later you are going to get killed, or get someone else killed."

Northern Virginia Electric Cooperative (NOVEC) in Manassas, Va., has hired many former military employees over the years. The co-op is located 30 miles from the Pentagon. Communications Specialist Blair Cirulli joined NOVEC this year after completing her enlistment with the Army as a sergeant, and earning a degree at the University of Maryland. She's become an early spokesperson and advocate for the new veterans' jobs program.

Cirulli was an Army Public Affairs Specialist for five years, telling the stories of a 3,500-soldier unit through words, photographs and video. She was deployed in Afghanistan for one year.

"Doing what is asked of me is not difficult," she explains. "It's been fun. I find myself looking at power lines. If a tree is next to a power line, I wonder why it hasn't been cleared."

Cirulli came across the NOVEC opening through a job website. She says, "The job description was exactly what I was looking for, but what in the world is an electric cooperative? I did a web search and ironically came across this definition from M.J.M. Electric Cooperative, in Carlinville, Ill. Simply put, a cooperative is a not-for-profit business, voluntarily-owned and controlled by the people who use its services. The words 'by and for the people' hit me and I knew this was the type of organization I needed to be a part of. Co-ops should sell their culture. People from the military do look for a culture they can fit into."

For more information

We were overwhelmed by the response to this story and had interviews from 14 people - more stories than we had room for here. To all the veterans at electric co-ops — thank you for your service. You can read more at icl.coop.

Co-op Jobs for Veterans

National Rural
Electric Cooperative
Association

Serve Our Co-Ops; Serve Our Country

Information on electric cooperatives and job openings

www.servevets.coop

After a sevenmonth deployment, Natalie Pier was hired by Rural Electric Convenience Cooperative in Auburn, Ill. She is using a GPS data collector to gather accurate equipment locations for the co-op's computer mapping system. This type of work matches what she does for the Air Force as an Engineering Journeyman.



Preparation and the heroes that help keep us safe

Severe thunderstorms, tornadoes, floods and hurricanes can cause devastation to lives, homes, businesses and communities. On top of which, these storms can cause the power to go out for extended periods of time. Being prepared for a severe storm, and knowing what to do in its aftermath, can mean the difference between survival and a tragedy.

According to the U.S. National Weather Service, Americans experience an average of 100,000 thunderstorms, 10,000 severe thunderstorms, 5,000 floods, 1,000 tornadoes, and two deadly hurricanes every year, resulting in 500 deaths and \$15 billion in damage.

The time it takes to restore power can vary widely depending on the extent of a storm's destruction, the number of outages, and when it becomes safe for utility personnel to get to the damaged areas.

While your electric cooperative's employees work around-the-clock to minimize the possibility of power outages, they do occur. The risk is even greater during severe weather events,

such as when strong winds bring tree limbs into contact with power lines or bring down entire utility poles. We saw an example of that in late February when many of the state's co-ops were hit by a winter storm with high winds.

Line workers are dispatched to the disaster areas where storms have damaged electrical equipment in order to ensure public safety and restore power. These linemen are often called storm heroes or storm soldiers because they have the knowledge, training and courage to head into the immediate aftermath of a severe storm in order to help others. A number of electric co-op linemen also work for local volunteer fire departments in their communities.

These linemen face numerous dangers as they restore power to homes and communities by clearing any lines or equipment that pose a risk to public safety, reconnecting downed power lines and repairing damaged equipment. They are often working in inclement weather conditions and put in a great deal of time. When a storm's devastation is extraordinary, it is not uncommon for crews to travel great distances to help others in need.

The time it takes to restore power can vary widely depending on the extent of a storm's destruction, the number of outages, and when it becomes safe for utility personnel to get to the damaged areas. Whether it is minutes, hours, or days, it always pays to be prepared.

Preparation is key when it comes to safety. Making a plan and an emergency kit now can save lives later.

Some of the important items to include in an emergency kit are: water bottles, non-perishable food, flashlights, extra batteries, first aid kit, and a portable weather radio. For a full list, visit SafeElectricity.org.

Another part of preparation is paying attention to weather forecasts for your area so that when a storm hits, you can already be in a safe shelter.

If you are outside, head inside immediately to avoid being caught in a storm. Stay away from windows, go to the lowest level in your house, avoid corded electrical equipment (including corded telephones), and have your emergency kit within easy reach. Remember, no place outside is safe when thunderstorms are in the area.

Even after a storm passes, it can leave many hazards in its wake. Stay far away from all downed lines and any objects they are touching. If you see a downed power line, call 911 to notify emergency personnel and your electric cooperative immediately.

Do not venture out on roads after a storm unless necessary. If your vehicle comes in contact with a downed power line, do not leave the car. Downed power lines can still carry electricity. Stepping outside your vehicle can create two points of contact and could result in electrocution. Wait for utility and emergency professionals to make sure the power line is de-energized before exiting the car.

Be prepared to safely weather severe storms and possible extended power outages. And when you have the chance, thank a lineman for helping keep the lights on and people safe.

For additional safety tips, visit SafeElectricity.org. •



Molly Hall is Director of Safe Electricity. E-mail molly-hall@SafeElectricity.org. Safe Electricity is a public awareness program of the Energy Education Council. www.EnergyEdCouncil.org



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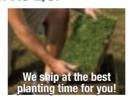
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April showers bring May flowers...

Along with hungry woodland creatures

April can be the most magical month as well as the cruelest. Hopes can be raised with several days of warm weather, causing flower buds to pop up and finally liven the dreary winter landscape, giving a palpable rush to those with green thumbs longing, dare I say "twitching," to get their hands in the ground.

Of course, that's usually followed by plummeting temperatures, heavy rains, and/ or winds ripping branches, leaves, and the aforementioned flowers to shreds.

The warm weather not only awakens the flowers and leaf buds, but also mama and papa rabbit who quickly find pleasure in each other and create a warren of offspring which quickly devour everything popping up from the earth.

Or, Bambi and her/his progeny do the same.

Sigh.

Controlling four-legged critters is a seasonlong chore.

Controlling four-legged critters is a season-long chore. While the furry creatures look cute, they always look cuter on your neighbor's property.

Granted, historically they were here before most of us. And as we keep building and building, especially in wooded areas, we are only asking for trouble. Once we displace their natural habitat, they start looking for someplace else.

The problem is only compounded by our desire to plant tastier plants than



what they may be munching on in the wild. Hostas and tulips come to mind.

There are many products on the market to repel animals from your yard, and some do a fairly decent job, though it is helpful to have no sense of smell on your end. They stink. Some are urinebased, while others just plain smell awful. And over time, the smell breaks down, or gets diluted by rain, so you need to reapply. And reapply.

And more than likely, your family, friends and neighbors will be repelled.

Many of the creatures will be repelled, but soon get used to the smell, or hunger sets in and the smell isn't outweighed by the thought of something tasty in their bellies.

That's why it's a good idea, like using pesticides, to rotate your products so they don't get used to the smell.

At one time, Lifebuoy soap was recommended for repelling deer by hanging it from trees or stakes near the desired plants. Supposedly the deer were repelled by the odor. Others claim Irish Spring soap worked.

Hanging bags of human hair in panty hose is also supposed to work. The hair can easily be obtained from a hairdresser or barber, though they may look at you with a sense of "huh?" when you ask for it.

Of course, the key word is "supposed." I've yet to find a deer or any animal that reads the literature to know what it's supposed to do.

Some will mix up sprays of the most potent products from the pantry, including hot pepper sauces and flakes, garlic and just about anything else that could taste bad in a concentrated form, and then cover the plants with the concoction. Typically, they don't smell as bad as the urine-based products and really

just burn the mouth of creature.

The downside is the same as the urine-based products – they breakdown and get washed away, so you have to keep applying them.

And most aren't clear products, so they leave a film on your flowers and foliage, which sort of defeats the purpose.

Which leads us to three final things. First, a good watch dog will chase deer, squirrels and rabbits. Just make sure the dog doesn't tear around in the plants. Sometimes a cat will go after the squirrels and rabbits, but in the end tends to get tired, clean itself and then take a nap.

Second, install a good tall fence for deer, though a shorter one with six to eight inches buried and horizontal to the ground works for rabbits. You need to get rid of the trees to deter the squirrels.

Finally, there's the arrow, bullet or shotgun shell propelled with force from a firing instrument. Just make sure it's legal, and that's the bigger issue.



David Robson is Extension Specialist, Pesticide Safety for the University of Illinois. drobson@illinois.edu





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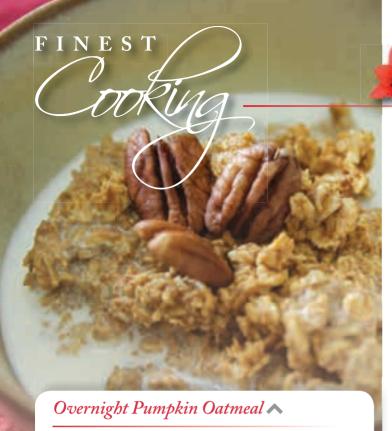
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3 c. old-fashioned oats

1-1/4 c. canned pumpkin 1 c. milk

1 t. cinnamon

1/2 t. pumpkin pie spice

2 T. butter

1/2 c. brown sugar

Mix oats, pumpkin, milk, cinnamon and pumpkin pie spice in a medium Tupperware container. Melt butter and brown sugar over medium heat until melted into a syrup/sauce consistency. Mix into oatmeal mixture, cover and refrigerate overnight. Heat entire amount, or individual servings, in microwave until hot. Serve with milk. Can also top with maple syrup, chopped nuts or brown sugar.



here's nothing quite like waking up to the fragrant aroma of bacon frying and coffee brewing, unless it's also the sweet smell of cinnamon wafting through the air! These amazing scents may make you think of lazy Saturday mornings, but breakfast isn't just for breakfast anymore. You can enjoy stacks of hot pancakes dripping with melting butter and maple syrup, or crispy bacon with hash browns and eggs any time of day. Here are just a few favorites, whether you are looking for something other than a bowl of cereal as you head out the door, or a heartier meal.

Baked French Toast

8 whole eggs Topping: 1/2 c. heavy cream 1/2 c. flour

1/2 c. brown sugar 1/2 c. firmly packed brown sugar

1 loaf crusty French bread 1 t. cinnamon 2 c. whole milk 1/4 t. salt

1/2 c. sugar Freshly grated nutmeg

2 T. vanilla extract 1 stick cold butter, cut into pieces 1/2 c. chopped pecans or walnuts

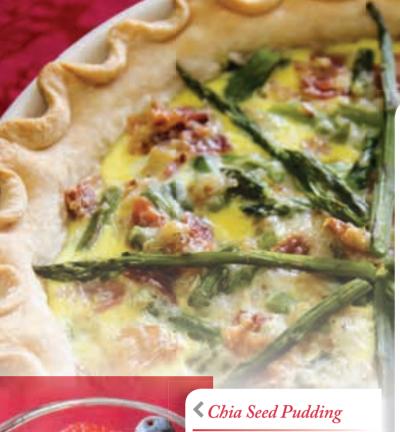
1-2 c. fresh fruit (blueberries, apples or peaches work well)

For the French toast, grease a 9x13" pan with butter. Tear the bread into chunks, or cut into cubes, and distribute evenly in pan. Whisk together the eggs, milk, cream, granulated sugar, brown sugar and vanilla. Pour evenly over bread. Spread fruit over top. Cover the pan tightly and store in the fridge until needed, preferably overnight. For topping: Mix the flour, brown sugar, cinnamon, salt and some nutmeg in a bowl. Stir together using a fork. Add the butter and using a pastry blender, cut in the butter until the mixture resembles small pebbles. Add the nuts and store in a plastic bag in the fridge. When ready to bake, preheat oven to 350 degrees. Remove casserole from the fridge and sprinkle evenly with the topping mix. Bake for 45 minutes for a softer, more bread pudding texture, or for 1-hour plus for a firmer, crisper texture. Serve with butter and warm syrup. You can also freeze the casserole unbaked - just put it in the fridge overnight to thaw, sprinkle with topping and bake.

⋖ Blueberry Muffins

2 c. flour 1/3 c. oil 3/4 c. sugar 2 c. fresh blueberries 3 t. baking powder Lemon sugar: 1/2 t. salt 1 lemon, zested 1 c. milk 1/2 c. sugar 1 egg

Preheat oven to 400 degrees. Combine dry ingredients. In a separate bowl, mix together the wet ingredients. Add wet mixture to dry ingredients. Mix by hand, not with a mixer. Carefully fold in blueberries. Grease muffin tins (18) and spoon mixture into tins. Bake for 20-25 minutes. While muffins are baking, combine lemon zest and sugar. After removing muffins from oven, let sit for 5 minutes and then loosen edges and remove from pan. Cool for 10 minutes, then dip tops in melted butter and then in lemon sugar.



1 c. vanilla flavored unsweetened almond milk

1 c. plain Greek yogurt

2 T. pure maple syrup or honey

1 t. vanilla extract

1/8 t. salt

1/4 c. chia seeds Fresh fruit for topping

In a recloseable bowl, whisk together the almond milk, yogurt, syrup or honey, vanilla and salt. Whisk in chia seeds and let stand 30 minutes. Stir to distribute seeds, cover and refrigerate overnight. Spoon pudding into bowls or glasses and top with fruit of your choice.

Calling all cookbooks!

Is your church or community organization selling its own unique cookbook filled with favorite recipes of cooks in your area? If so, send your cookbook to Valerie Cheatham, Illinois Country Living, P.O. Box 3787, Springfield, IL 62708. Please include the price of your cookbook plus postage costs and the name, address and telephone numbers (both day and evening) of the cooperative member we should contact for more information.



Recipes prepared, tasted and photographed by Valerie Cheatham. For more recipes and photos go to www.icl.coop. Questions? Email finestcooking@aiec.coop.

Visit www.icl.coop to see more Illinois Country Living recipes.

10 strips bacon, diced 1/2 c. chopped onion

1/4 t. salt 1/8 t. pepper

1 lb. fresh asparagus, trimmed

1 – 9" unbaked pie shell 3 eggs

1/2 c. half & half

1 c. shredded Swiss cheese 1 T flour

In a skillet, cook bacon over medium heat until crisp. Remove with a slotted spoon to paper towels and drain; reserving 1 T. drippings. In the drippings, saute onion until browned; drain. Cut eight asparagus spears into 4-inch long spears for garnish. Cut remaining asparagus into 1-inch pieces. In a saucepan, cook all of the asparagus in a small amount of boiling water until crisp tender; drain. In a bowl, toss the bacon, onion, asparagus pieces (not spears), cheese, flour, salt and pepper. Pour into pie shell. In a bowl, beat eggs and half & half; pour over bacon mixture. Top with asparagus spears in a pinwheel design. Bake at 400 degrees for 30-35 minutes or until a knife inserted near the center comes out clean and crust is golden. Let stand 10 minutes before serving.



32 oz. frozen shredded hash browns, thawed 1/4 c. green pepper, diced

(optional) 1/2 c. onion, diced (optional) 1 stick butter, melted

2 c. shredded cheddar cheese 2 c. shredded mozzarella

2 c. cooked and drained sausage

6-8 eggs

1 c. half & half 1/2 t. seasoned salt

Mix together hash browns, green pepper, onion and melted butter and place in a greased 9x13" baking dish and bake for 25 minutes at 425 degrees. Mix together cheddar, mozzarella, sausage, eggs, half & half, and salt. Pour over hash browns. Bake at 350 degrees for 35 minutes or until done. For variety, you can substitute the sausage for ham or bacon. For a southwestern flair you could use chopped green chilies and serve with salsa.

High efficiency air filters

Is expensive always better?

We all would like to think we spend our hard earned money wisely. We put time and effort into researching products and services to make sure we are getting the best value for our dollar, but good value does not always mean buying the cheapest. Sometimes we can spend a little more and get more bang for our buck.

It's just like spending \$10-\$20 on a 1-inch thick high efficiency pleated furnace filter. If I spend the extra money and take care of my furnace, it will take care of me. Right? Most of the time, this couldn't be further from the truth. In fact, you could be doing your furnace harm and reducing the indoor air quality in your home.

When I do an audit on a home or business, I hate to see those high efficiency pleated filters in a furnace. Truthfully, if the furnace is operating

When I do an audit on a home or business, I hate to see those high efficiency pleated filters in a furnace.

when I walk down the basement stairs, I can tell by the sound of the furnace if one of those system killers is installed in the furnace. If you talk to any respectable HVAC technician, that is not just a box changer, they will tell you that you should not hear air movement when your furnace is on. Now that does not mean you cannot hear any air



flowing at all. When the furnace comes on, the noise should not get your attention when the system turns on. If you hear excessive noise from air flow, you have a restricted airflow problem.

Here is an experiment you can do. With a new air filter installed and the furnace running, pay attention to the sound it is making. Slowly pull the air filter completely out of the filter slot. This should take about five to 10 seconds. Notice the change in the sound of the furnace while you are pulling the filter out. If your filter is too restrictive, then the sound will change considerably as if the air is flowing much better as you pull the filter out. If the filter is sized correctly, the sound should not change much. If it does, your new air filter is too restrictive and is only going to get more restrictive the dirtier if gets. Yes, that high dollar pleated air filter you are so proud of is costing you money by reducing the efficiency of your HVAC system - in a big way! But the bad news doesn't stop there.

Now that you have done our little experiment, the next thing is to turn off the furnace and remove the front cover to access the blower compartment. Take a flashlight and look in and around the bottom of your furnace where the blower is located. It should be as clean as the day it was installed. If not, unfiltered air is getting past your

air filter. This is where the real problem is. Unfiltered air getting into the furnace over time will cause your blower wheel to get dirty and not to move the air it once did. The a-coil for the air conditioning, where 100 percent of the air flows through year round, becomes the filter. This dramatically reduces the

efficiency of any heating or cooling system. It will cost between \$400-\$600 to remove and properly clean the blower wheel and the a-coil. Some companies will try to talk you into putting that money toward a new system. And it will happen again, if you continue to use those expensive filters! Stop the madness!!!

The reason these filters can be bad for your furnace, and the cause for poor indoor air quality, is because the filter rack for your furnace was not sized for those restrictive air filters. They do a good job of filtering air, but you would need a filter twice the size to not restrict airflow. If the air cannot go through the filter, it will go around it because of the high pressure caused by the filter. A good fix is to have your HVAC company install a Box Media filter assembly. The filters are about four to five inches wide, cost about \$25 and normally need to be replaced only once a year, and they do an excellent job of filtering the air without being restrictive.





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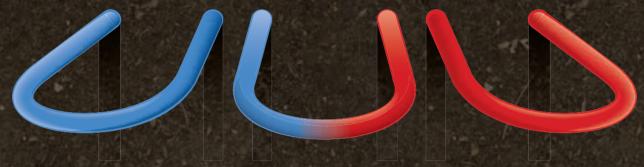
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Drug Companies Nervous as Doctors and Patients Demand the *Aloe*Cure

Big Pharma execs stand to lose billions as doctors and their patients abandon drugs like Nexium® and Prilosec®. Drug free remedy could put Big Pharma out of the digestion business.

By David Waxman Seattle Washington:

Drug company execs are nervous. That's because the greatest health advance in decades has hit the streets. And analysts expect it to put a huge crimp in "Big Pharma" profits.

So what's all the fuss about? It's about a new ingredient that's changing the lives of people who use it. Some call it "the greatest discovery since penicillin"! And others call it "a miracle!"

The name of the product is the AloeCure. It's not a drug. It's something completely different. And the product is available to anyone who wants it, at a reasonable price. But demands may force future prices to rise.

Top Doc Warns: Digestion Drugs Can Cripple You!

Company spokesperson, Dr. Liza Leal; a leading integrative health specialist out of Texas recommends Aloecure before she decides to prescribe any digestion drug. Especially after the FDA's stern warning about long-term use of drugs classified as proton pump inhibitors like Prilosec®, Nexium®, and Prevacid®. In a nutshell, the FDA statement warned people should avoid taking these digestion drugs for longer than three 14-day treatment periods because there is anincreased risk of bone fractures. Many people take them daily and for decades.

Dr. Leal should know. Many patients come to her with bone and joint complaints and she does everything she can to help them. One way for digestion sufferers to help avoid possible risk of tragic joint and bone problems caused by overuse of digestion drugs is to take the AloeCure.

The secret to AloeCure's "health adjusting" formula is scientifically tested Acemannan, a polysaccharide extracted from Aloe Vera. But not the same aloe vera that mom used to apply to your cuts, scrapes and burns. This is a perfect strain of aloe that is organically grown in special Asian soil; under very strict conditions. AloeCure is so powerful it

begins to benefit your health the instant you take it. It soothes intestinal discomfort and you can avoid the possibility of bone and health damage caused by overuse of digestion drugs. We all know how well aloe works externally on cuts, scrapes and burns. But did you know Acemannan has many of other health benefits?...

Helps Calm Down Painful Inflammation

According to a leading aloe research scientist, the amazing Aloe plant has a powerful antiinflammatory effect. Aloe Vera calms the fire in your belly like it does the sunburn on your skin and in many ways helps heal damaged cells. Inflammation is your body's first reaction to damage. So whether it's damage that is physical, bacterial, chemical or auto-immune; the natural plant helps soothe inflammation — rapidly reducing redness, heat and swelling.

Rapid Acid and Heartburn Fix

Aloe has proved to have an astonishing effect on users who suffer with digestion problems like bouts of acid reflux, heartburn, cramping, gas and constipation because it acts as a natural acid buffer and soothes the digestive system. But new studies prove it does a whole lot more.

Side-Step Heart Concerns

So you've been taking proton pump inhibitors (PPI's) for years and you feel just fine. In June of 2015, a major study shows that chronic PPI use increases the risk of heart attack in general population.

Debilitating brain disorders are on the rise. New studies show PPI's are linked to an increased risk of dementia. Cutting edge research shows that the health of your brain is closely linked by the state of healthy bacteria that comes from your gut. The things happening in your belly today might be deciding your risk for any number of brain conditions- Studies have been ongoing since the 1990's. New studies suggest that taking PPI's at both low and high dosage also disrupts a healthy human gut!

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lead to all sorts of health problems. But what you may not realize is the reason why you're not sleeping. I sometimes call it "Ghost Reflux". A low intensity form of acid discomfort that quietly keeps you awake in the background. AloeCure helps digestion so you may find yourself sleeping through the night.

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Optimize Your Liver

News outlets are reporting cases of Liver Failure are linked to PPI's. Your liver cleans out your blood and neutralizes its toxins. Without it, your body would be overrun with deadly toxins. Aloe helps your liver function properly. Studies suggest, if you started taking aloe today, you'd see a big difference in the way you feel.

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The path to an IT career

Finding the right computer career education

Often, I am asked what degree a person should seek in order to become an Information Technology (IT) professional. Alternatively, businesses sometimes contact me to find out what credentials they should be listing when searching for someone to fit their IT roles. The answer might surprise you. Some of the IT jobs out there don't necessarily need an advanced degree. In fact, depending on what you want to do, you might be better served by going the certification route.

Now, don't get me wrong. Universities definitely have their benefits, and if you're looking to be a programmer, sometimes the easiest route to get there is by going through a degree program. There are other, just as valid, ways to get the knowledge you need. And, quite a few employers are starting to recognize those other methods.

For instance, you might decide you want to be a network administrator. Keep in mind that a network administrator can have many varying responsibilities depending upon the organization for which you work. But, for the most part, you can think of the network administrator as the person who maintains the computer network for an organization, including, but not limited to, the servers, firewalls, switches and other devices. Depending upon the size of the organization, the network administrator may even be responsible for desktop support.

So, how do you get the credentials needed if you decide to forego the traditional university route?

First of all, you might try your local community college. Many of them have certificate programs that focus upon practical applications for network administration. In fact, some of them are even using recognized tracks for professional certifications that are



more widely known outside their own institution.

Instead of receiving an Associate of Science, you might pursue a Cisco Certified Network Associate certification (CCNA). When an employer sees you have a CCNA, they know you can handle most traditional networks, especially those using Cisco equipment. It should be noted, you don't have to attend a community college to obtain this certification, but many people find it beneficial to learn in a traditional environment.

There are other certifications you can obtain as well.

Probably the most basic is the CompTIA A+ certification. Whenever I am looking to hire an IT person for basic desktop support, this is the go-to certification I look for. It tells me the applicant has at least the basic computer skills necessary to recognize the most common hardware and software used in most environments.

CompTIA offers quite a few other certifications as well—so many that if you were to just use their certifications you could probably fill out the

educational portion of your resume with just their offerings. (I don't recommend that though). You could substitute the CCNA for the CompTIA Network+ certification. And, you could also complete the track for the Security+ certification if you are looking to advance your career into computer security. If you do decide to consider a security career, I would definitely

If you do decide to consider a security career, I would definitely suggest you go after the Certified Information Systems Security Professional certification (CISSP). It's widely recognized as one of the best certifications to have in order to work in the security field.

Then, there are the Microsoft certifications. Microsoft has a series of certifications that has morphed over the years into a comprehensive program designed to turn out IT professionals capable of supporting both desktop systems and servers.

If you're interested in pursuing one of the Microsoft Certified Solutions Expert certifications, then I highly recommend you visit microsoft.com/en-us/learning/mcse-certification.aspx and check out all the different options. You can even pick and choose which ones you want, based upon what kind of IT career you want to pursue.

I hope that helps answer some of the questions you have about how to break into the IT field.



Reply Online

Have a question or comment? Visit www.icl.coop and click on Powered Up to respond. Your response might even be included in a future column.



Ed VanHoose is the EVP/GM at Clay Electric Cooperative, Inc. in Flora

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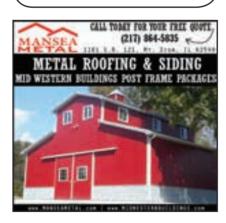


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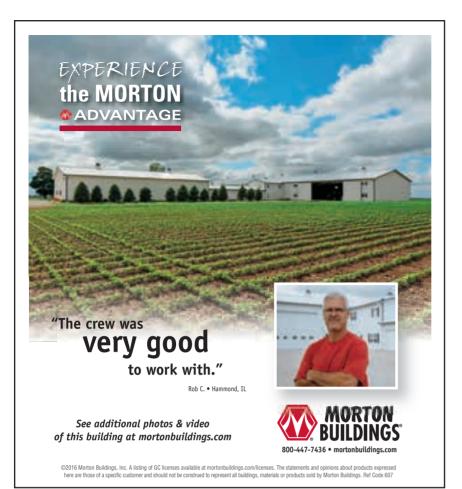


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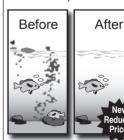
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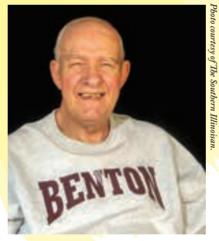


By Les O'Dell

Grandma's jigsaw puzzle of the United States – one that identified every state of the union – apparently made quite an impression on little Gene Alexander. He fondly recalls working his grandmother's puzzle even as a child of four or five. "I loved to put that thing together," he remembers. "I knew all of my states before I could even read. I knew them by shape and location."

More than seven decades later, the retired grade school principal is still playing with maps, only on a larger scale. Since 1991, Alexander (better known as "Mr. A") has been painting large U.S. maps on playgrounds, patios and parking lots across the lower half of Illinois and in neighboring states. It's a retirement hobby he has undertaken with a sense of mission, pride and charity.

"I retired in 1990 for health reasons," the 80-year-old Benton resident says. "After a while, my health started improving and I told Dr. Allan



Patton, who was my superintendent, that I wasn't really enjoying retirement very much."

Patton told Alexander that he had a kit for a large outdoor map of the country and that it would give him something to do, asking him to paint one at what was then Grant School on the north side of Benton. That was 313 outdoor maps ago.

"After doing the first one, I realized that I liked it and it was a cool idea,

so I just kept doing them," Alexander says. For nearly a quarter of a century, Mr. A has been painting maps. "After a while I had painted all that I could in Benton so I started to reach out and go to nearby towns, getting the word out that I would make these, and do it for free."

Since the original map kit has long since worn out, Alexander now uses a template of his own creation. "The first kit was basically giant sheets of paper where you spray-painted through holes," he explains. "Later, I replaced it with four sheets of plastic which I made into a sort of stencil. What I do today is layout these panels, usually starting with the northern one which covers from the state of Washington to Maine. I weigh it down with boards and then chalk in the shapes of the states. I have four panels like this and then once I get it all chalked, and make sure it looks like the United States, I paint in all of the states.

He says he uses normal house paint with some sand mixed in for the map, being careful to make sure adjacent

states are in different colors, then marking the borders with white paint. "After finishing the states, I'll come back in a day or two to do the white lines between the states," he adds. "Those make the colors stand out artistically, and make it so the kids can see the shapes of the states better, so it's well worth the effort to do that."

The completed maps are about 25 feet wide and each is marked with Alexander's moniker, "Mr. A" along with the year it was painted and the sequential number of the maps he has completed. He picks up the costs of each project on his own, although many recipients will donate toward his next project. In those cases, he adds the sponsoring group to his signature block.

"I recently painted a map in Mt. Carmel, and last fall I had been doing one at a grade school in Marissa where they had given me a generous donation, so I put a notation on the Mt. Carmel map: "Paint donated by Marissa Grade School - Pay it Forward."

Over the years he has painted maps for grade schools, park districts, day care centers, nursing homes, churches, libraries and even some private

businesses. His work can be seen from Perryville, Mo. to Paducah, Ky. and as far north as Mahomet. Regardless of the location, the maps are always a hit.

"The map has been a wonderful addition to our facility," says Randy Osborn, executive director of the Boys and Girls Club of Carbondale. Alexander painted a map for the organization in 2007. "We came up with all sorts of geography-related activities. None of the states have names on them, so we challenge the students to run to a state that begins with the letter "A" for example. It's a great part of the club."

Alexander even offers to return to repaint maps whenever touch-up is necessary. He says a re-painting takes about six hours, compared to the nine hours needed for a brand-new map. He often reaches out to the places where he has painted before, offering his services again and asking for assistance in finding new places to paint the states.

"I'm always sending out letters to places about possibly doing maps. I'm available," he says with a chuckle. He says he has no plans to put away his paint brush any time soon. "I'm going



to do this as long as I can. I get to go places where I've never been before, meet wonderful people and do something special for them. It is a good feeling at my age to still have something to contribute to the educational process."

For more information or to invite Mr. A to paint a map in your community:

Gene Alexander P.O. Box 5 Benton, IL 62812

Or you may leave a message for him at Benton Grade School, (618) 439-3136.





APRIL 1, 10 A.M.-5 P.M. AND APRIL 2, 10 A.M.-4 P.M.



36th Annual Quilt Fest

WHERE: Decatur Civic Center,

One Gary Anderson Plaza, Decatur, IL 62523

CONTACT: Linda Boles PHONE: 217.412.0262

EMAIL: boleslinda51@yahoo.com

ADMISSION: Adults, \$7.00 a day or \$10.00 for two-day pass.

Children under 12, \$4.00 each and under 5 free.

Suzanne Marshall, quilt artist and author, is featured speaker each day at 1 p.m. Attendees can vote for their favorite quilt in each category. Lecture and trunk show are free with admission. Viewer's Choice voting ends at 2 p.m. Saturday. Activities include merchant mall with vendors, quilt raffle, quilt appraisals and more.

APRIL 9, 6:00 P.M. - 8:30 P.M.

History Matters: Galena in Maps: A Cartographical Chronology

WHERE: Ramada Galena Hotel, 11383 US-20, Galena, IL 61036

CONTACT: Galena-Jo Daviess County Historical Society

PHONE: 815.777.9129

EMAIL: admin@galenahistorymuseum.org

Nothing illustrates history like maps. Program will examine a large collection of maps, owned by Dan Loescher of Rockford, which illustrate the development of Illinois and surrounding states as they grew into the states we know today. Ray Werner, Historical Society curator and assistant director, will discuss changes in Galena and Jo Daviess county and the roles of maps in historical research.



APRIL 22 — APRIL 24, ALL-DAY



Spring Indian Market Days

WHERE: Cahokia Mounds State Historic Site, 30 Ramey St.,

Collinsville, IL 62234

CONTACT: Illinois Historic Preservation Agency

PHONE: 618-346-5160

EMAIL: cahokia.mounds@sbcglobal.net

Join Native American artists at Cahokia Mounds State Historic Site's Spring Indian Market Days. Artists will sell paintings, jewelry, beadwork, pottery and more which reflect some aspect of native culture. The event is indoor. There is no admission fee, but donations of \$7 for adults, \$5 for seniors, \$2 for students or \$15 for families is suggested. Friday, Noon-5 p.m.; Saturday, 9 a.m.-5 p.m.; and Sunday 9 a.m.-4 p.m. The site is just eight miles from downtown St. Louis in Collinsville, off Interstates 55-70 (Exit 6) and I-255 (Exit 24), on Collinsville Road.

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