

county lines NEWSLETTER

DECEMBER 2024 · VOLUME 85 · NO. 12



ANSWERING THE CALL FOR MUTUAL AID

Freeborn Mower Electric Cooperative(FMEC) conducts their operations following the seven cooperative principles; number seven being "concern for community." We see this principle lived out in our day-to-day work, but there isn't a more powerful display of this principle than when our lineworkers answer the call for mutual aid.

When several electric cooperatives in South Carolina put out a request for help after Hurricane Helene ravaged the Southeastern corner of the United States, within a day, 18 cooperatives from Minnesota sent over 80 lineworkers to help with the restoration efforts; including six lineworkers from FMEC. Within 24 hours, two FMEC trucks were being loaded with the needed supplies, #289409 preparing for the unknown terrain and an encounter with the grim reality of the devastation and destruction that had unfolded as Hurricane Helene made landfall as a Category 4 hurricane.

At the time of the call, some cooperatives in the south were reporting 80%, 90%, and even 100% of their systems without

power, along with hundreds of broken poles and only 3 of 34 substations with power after the storm passed.

One of the lineworkers said, "The co-op that we were helping had 71,000 members, with 69,000 of them without power. We saw cars in the river upside down, snapped trees, powerlines, and roadways that were completely washed out or covered in debris and dirt."

As they began their work, it was evident that the working conditions weren't quite like they were used to in Minnesota, with many large wolf spiders and massive spider webs to navigate in the wooded areas.

To make matters worse, disaster not only struck once, but struck twice with Hurricane Milton bringing torrential rain, tornadoes, and wind gusts up to 100 MPH to parts of Florida, leaving an additional 3 million without power.

Continued on page 3.

ceo message Jim Krueger, President & CEO



A FRAMEWORK FOR **THE FUTURE: UPDATING THE COOPERATIVE'S BYLAWS**

Periodically, Freeborn Mower Electric Cooperative's Board of Directors and executive team takes time to review our cooperative Bylaws and Articles of Incorporation. Our Bylaws and Articles of Incorporation are in place so that the cooperative has a framework and established guidelines in which it operates within. From time to time, it is necessary to make amendments to these documents so that the cooperative can continue operating while improving governance and transparency, meeting the needs of the members, and most importantly, ensuring legal compliance.

It's important to acknowledge that the energy environment is evolving, requiring the cooperative to make adjustments in our operations. This involves staying compliant with industry standards and regulations while continuing to update our infrastructure to meet rising energy demands. Adapting to these changes will require us to rethink the cooperative's needs and carefully consider the financial implications they bring.

The current verbiage in the Articles of Incorporation, which you will see struck out in the following pages, would not best support the cooperative as it exists today. #1977700 Our executive team and myself have leaned into our board of directors to help us make a recommendation to amend the Articles of Incorporation, so that we can continue to operate the business balancing both the need for reliable power, and compliance while we work through an energy transition.

It is no easy task. With the board of director's guidance, I affirm that the recommended change better reflects the needs of the cooperative, while safeguarding FMEC by including new verbiage that requires the board of directors to continue maintaining a close pulse on the financials of the cooperative as it relates to any future debts incurred.

We appreciate your continued support.

DIRECTOR ELECTION REMINDER

Freeborn Mower Electric Cooperative is now accepting applications for board director positions in Districts 2, 5, and 8. These districts cover areas including Lerdal, Hollandale, Geneva, and the southern part of Albert Lea, among others. Directors are elected by fellow FMEC members to serve three-year terms, with elections rotating annually across districts.

To qualify, applicants must be a current FMEC member with their primary residence in the district they seek to represent. Additionally, they must meet eligibility standards outlined in the Cooperative's Bylaws. #289409 These include not having a recent felony conviction, employment with FMEC within the past three years, or immediate family ties to current FMEC employees or board members from other districts not up for re-election. Directors must avoid conflicts of interest or relationships with entities in competition with the Cooperative.

If you're an FMEC member residing in Districts 2, 5, or 8 and wish to serve, contact our office for an information packet. Unsure of your district? It's listed on your electric statement. Completed applications are due by 3:30 p.m. on Wednesday, December 11, 2024.

member news

OFFICE CLOSED

In observance of the holidays, our office will be closed:

- Tuesday, December 24
- Wednesday, December 25
- Wednesday, January 1

For 24/7 emergency and outage reporting call (507) 373-6421 or (800) 734-6421.

NEW LOBBY HOURS

As of January 1, 2025 our lobby hours will be: Monday through Thursday 7:00 a.m. – 3:30 p.m. and by appointment only, on Fridays.

REBATE REMINDER

Don't wait to submit your application for a 2024 energy efficiency rebate, as funds are limited. More information and rebate forms may be found at https://www.fmec.coop/rebates.



MARK YOUR CALENDARS FOR THE FMEC ANNUAL MEETING

Please be sure to mark your calendar for our next Annual Meeting, which will be held at the Albert Lea High School on Tuesday, April 1, 2025.



Four of the six FMEC lineworkers sent to South Carolina, ended up helping for upwards of two weeks as they traveled from South Carolina to Florida to continue providing additional support after the second storm.

"The working conditions were difficult when we arrived in Florida because the hurricane hadn't passed yet and we weren't sure if we were safe or too close to the storm. None of us had ever been through a hurricane before."





The climate in Florida was notably hot and muggy which made working conditions challenging and the crew also had to navigate other insects and animals including alligators, snakes, and worst of all, fire ants. However, despite the working conditions, the crew was thankful for the lodging accommodations provided where they had access to get their clothing washed, trailers with bunks to sleep, and pretty good meals.

Many times, when lineworkers are called in for mutual aid, they are leaving their family for an unknown period of time. #1644400 One FMEC lineworker's wife described what went through her mind as her husband got the call. She said, "It was a timely opportunity to talk to our boys about their pop going to serve those communities who needed pop's skills more than they were needed at home."

The level of commitment of our lineworkers doesn't come without sacrifice. She also added that they had to reschedule a trip they had planned and that her husband missed their son's birthday.

On the contrary, the crew shared how meaningful it was to show up and tell people they were there to get their lights back on. "People would be tearing up and cheering us on when the lights came back on." They mentioned that in one area, a gal came out of her home and said, "If you need anything, you come here. If you're hungry, you come here. If you need me to do your laundry, please come."

The interactions with the people is something that the crew will carry with them for the rest of their career. Some of the people they visited with had been without power for many days so it puts into perspective the kind of impact they were able to make in a short amount of time. When asked if the crew would do it again should there be a need in the future, without hesitation, they all nodded and said, "Yes."

And that "Yes" is really what the story is about. It's the unwavering commitment to jump in and help other communities that call on us when they need help and the confidence that they'd do the same, because it's the Cooperative Way.



PROPOSED UPDATES TO OUR ARTICLES OF INCORPORATION AND BYLAWS

After a careful review of our Bylaws and Articles of Incorporation, the board of directors and executive team are proposing changes to the Articles of Incorporation and Bylaws. These are governing documents that give the cooperative a framework and guidelines to operate within. Anytime changes to these documents are recommended, it is always with careful consideration of our members and to ensure that our governing documents reflect the evolving and changing landscape of the cooperative and our industry.

Here is what you need to know about the recommended changes:

Historically, our cooperative has been in good financial standing in relation to debts incurred and debts outstanding. We have always taken great pride in being good stewards of the financial resources of the cooperative. With that being said, the language in the Articles of Incorporation currently outlines the maximum amount of indebtedness the cooperative can be at any given time. We are recommending removing the specific debt ceiling verbiage, because the number was not reflective of the portion of financial debts currently outstanding, but rather the original loan amounts.

Our nine board of directors and executive team will continue to review the cooperative's financials annually and make decisions that reflect our commitment to continue operating our cooperative in a healthy financial state.

We are also recommending changes to our Bylaws in efforts to create more transparency in our governing documents. In addition to formatting changes, we are also recommending striking out and re-writing two clauses identified below:

1) Article IX, Section 1: This clause has been re-written to ensure that any net losses are not allocated back to the member, but rather offset by future non-operating margins in accordance with regulations. This change removes complicated text and replaces it with text that is more understandable for our members.

2) Section 2, Retiring Capital Credits: We are proposing changes for retiring capital credits to individuals that have passed away and corporate entities that no longer exist.

MEMBERSHIP VOTE

As we recommend changes to these documents, it is important for the voice of our members to be heard. Please watch for a ballot that will arrive in your mailbox soon to vote on the recommended changes. The result of the vote will be announced at our Annual Meeting on April 1, 2025.

PROPOSED AMENDMENTS TO THE ARTICLES OF INCORPORATION

ARTICLE III. SECTION 4.

The Cooperative shall at all times be operated on a cooperative non-profit basis for the mutual benefit of its members. The net income in excess of additions to reserves shall be distributed on the basis of patronage, and the records of the Cooperative may show the interest of patrons and members in the reserves.

ARTICLE III. SECTION 5.

The registered office of the Cooperative shall be 2501 Main Street East 3366 Bridge Avenue, Albert Lea, Minnesota 56007.

ARTICLE IV.

The highest amount of indebtedness to which said Cooperative shall at any time be subject shall not exceed One Hundred Fifty Million Dollars (\$150,000,000.00). will be determined by the board of directors and reviewed annually.

PROPOSED AMENDMENTS TO THE BYLAWS

ARTICLE I. MEMBERS SECTION 1. REQUIREMENTS FOR MEMBERSHIP

(a) Any person, firm, association, corporation or body politic or subdivision thereof will become a member in the Cooperative by: (a) agreeing to purchase from the Cooperative the amount of electric energy or other selected services as specified in these Bylaws; and (b) agreeing to comply with and be bound by the Articles of Incorporation of the Cooperative, these Bylaws and any amendments to the Articles and these Bylaws and such rules and regulations as may from time to time be adopted by the Board of Directors. A married couple may jointly become a member, provided the spouses comply jointly with the provisions of the above subdivisions (a) and (b) of this section. The Board of Directors, in its sole discretion, may establish different classes of membership to accommodate the business purposes of the Cooperative.

(b) Persons or entities who qualify to be Members may hold a Joint Membership in the Cooperative. A Joint Membership may consist only of two spouses joined in a legally recognized relationship and occupying the same location to or for which the Cooperative provides or will provide a cooperative service, or two entities occupying the same location to or for which the Cooperative provides or will provide a cooperative service.

(c) Except as otherwise provided in these Bylaws, a Joint Member has and enjoys the rights, benefits, and privileges, and is subject to the obligations, requirements and liabilities of being a member. Joint Members are jointly and severally liable for complying with all of the governing documents of the Cooperative, as well as any rules or policies as may be established by its Board. As used in these Bylaws, and except as otherwise provided in these Bylaws, a membership includes Joint Membership and a member includes a Joint Member. (d) Notice of a meeting provided to one Joint Member constitutes notice to all Joint Members. Waiver of notice of a meeting signed by one Joint Member constitutes waiver of notice for all Joint Members. The presence of one or more Joint Members at a meeting constitutes the presence of that Joint Membership at the meeting. Only one Joint Member may vote on a matter, sign a petition, consent, waiver, or other document, on behalf of the Joint Membership, and said vote, signature or action binds the Joint Membership. If a person is a Joint Member in more than one Joint Membership, or a Joint Member and a Non-Joint Member, then the person may vote on a matter, sign a petition, consent, waiver, or other document, or otherwise act through one Joint Membership or Membership only.

(e) Joint Members shall notify the Cooperative in writing of the termination of the Joint Membership, of the failure to occupy the same location to or for which the Cooperative provides or will provide a cooperative service, or upon the cessation of the legally recognized relationship between spouses. If one Joint Member remains gualified to be a member and continues using the cooperative service at the same location, then the Joint Membership will convert to a Membership comprised of that person or entity.

(f) The Cooperative retains the right to terminate any Joint Membership, at any time for reasons solely within the discretion of the Cooperative, upon notice to the Joint Members.

ARTICLE IX. NON PROFIT OPERATION SECTION 1. PATRONAGE CAPITAL IN CONNECTION WITH FURNISHING ELECTRIC ENERGY AND OTHER SELECTED SERVICES

In the furnishing of electric energy and other selected cooperative services, the Cooperative's operations shall be so conducted that all patrons, members and non members alike ("patrons"), will through their patronage furnish capital for the Cooperative. In order to induce patronage

(...)

All such amount credited to the capital account of any patron shall have the same status as though they had been paid to the patron in cash in pursuance of a legal obligation to do so and the patron had then furnished the Cooperative corresponding amounts for capital.

If an operating division or allocation unit incurs losses in one or more years, such losses shall be assigned on the books of the Cooperative to participating members based on their patronage of that sub-unit in the loss years. No patronage margin allocations shall be made to members with accumulated loss balances until such members' prior year loss assignments have been offset with either their allocable margins from other pools in which they participate, or, if none are available, subsequent year margin allocations. The Cooperative has the right to offset accumulated losses of withdrawing members with any previously allocated capital credits. If the withdrawing member does not have a positive capital credit balance, then any remaining loss shall be offset against the Cooperative's reserves. In the event that a distribution cooperative incurs a net loss. that loss shall not be allocated to its members. The loss shall be accumulated and offset by future nonoperating margins or in such fashion as required by law.

All other amounts received by the Cooperative from its operations in excess of costs and expenses shall, insofar as permitted by law,

(...)

If, at any time prior to dissolution or liquidation, the Board of Directors shall determine that the financial condition of the Cooperative will not be impaired thereby, the capital then credited to the patron's accounts may be retired in full or in any part.

SECTION 2. RETIRING CAPITAL CREDITS The Cooperative may retire and pay capital credits allocated to patrons and former patrons as provided in this Bylaw.

The Board of Directors shall determine the allocation, method, basis, priority and order of retirement, if any, for all amounts heretofore and hereafter furnished as capital on the basis of allocation units:

(...)

Capital credited to the account of each patron shall be assignable only on the books of the Cooperative pursuant to written instructions from the assigner unless the Board of Directors, acting under policies of general application, shall determine otherwise.

former patron:

1. After the death of the individual patron; 2. After receiving a written request from the legal representative of the estate of the deceased individual patron; and

by the Cooperative.

The Cooperative may, at the discretion of the Board of Directors, specially retire and pay some or all capital credits allocated to an entity patron or former entity patron:

- with law;
- 3 by the Cooperative.

For the purposes of this Bylaw, an "entity patron" shall be defined as any firm, association, corporation, trust, limited liability company, partnership, and body politic or subdivision thereof.

Notwithstanding any other provision of these Bylaws, the Board of Directors, at its discretion. shall have the power at any time upon the death of any patron, who was a natural person, if the legal representatives of the estate of any such deceased patron, shall request in writing that the capital credited to any such patron be retired prior to the time such capital would otherwise be retired underthe provisions of these Bylaws, to retire capital credited to any such patron immediately upon such terms and conditions as the Board of Directors, acting under the policies of general application, and such legal representatives shall agree upon; provided, however, that the financial condition of the Cooperative will not be impaired thereby. The Board of Directors, at its discretion, shall have the power at any time upon the dissolution of any corporation, limited liability partnership, or limited liability company, if the legal representativeof the corporation or company shall request in writing that the capital credited to such company be retired prior to the time such capital such otherwise be retired under provisions of these

The Cooperative may, at the discretion of the Board of Directors, specially retire and pay some or all capital credits allocated to an individual patron or

3. In accordance to the terms and conditions set

1. After the entity's dissolution, liquidation, or other cessation of existence in accordance

2. After receiving a written request from the entity or the entity's legal representatives; and In accordance to the terms and conditions set

Bylaws, to retire capital credited to any such corporation or company immediately upon suchterms and conditions as the Board of Directors, acting under the policies of general application, and such legal representatives shall agree upon; provided, however, that the financial condition of the Cooperative will not be impaired thereby. For purposes of this paragraph, "dissolution" shall be defined as the filing of a Notice of Intent to Dissolve, Statement of Dissolution or such similar notice as require by the Secretary of State.

The patrons of the Cooperative, by dealing with the Cooperative, acknowledge that the terms and provisions of the Articles of Incorporation and Bylaws shall constitute and be a contract between the Cooperative and each patron, and both the Cooperative and the patrons are bound by such contract, as fully as though each patron had individually signed a separate instrument containing such terms and provisions. The provisions of this Article of the Bylaws shall be called to the attention of each patron of the Cooperative by posting the same in a conspicuous place in the Cooperatives office.

SECTION 3. CAPITAL CREDIT RECOUPMENT. OFFSET, AND SETOFF

After retiring Capital Credits allocated to a patron or a former patron, the Cooperative may recoup, offset, or setoff any Unpaid Amount by decreasing the allocated amount of retired capital credits paid to the patron or former patron by the Unpaid Amount.

The Cooperative may recoup, offset, or setoff an Unpaid Amount regardless of:

- 1. A statute of limitation or similar limitation;
- 2. The year the Unpaid Amount was incurred;
- 3. The year the capital credits were allocated; and
- 4. The year the capital credits were retired.

For purposes of this Section, "Unpaid Amounts" shall include any amount owed, but not timely paid, by the Member to the Cooperative: all interest, compounded periodically, and late payment fees for the amount owed, but not timely paid, to the Cooperative; and all costs, including reasonable attorney and collection fees, required to collect or obtain payment of the amount owed, but not timely paid, to the Cooperative.

The amended text above highlights only the proposed changes. For a complete copy of the Articles of Incorporation and Bylaws, please visit our website at WWW.FMEC.COOP



SEEKING STUDENT

Freeborn Mower Electric Cooperative is proud to sponsor two

students for this once-in-a-lifetime opportunity to join roughly

1,900 students from across the nation to travel to Washington

D.C to gain leadership skills, tour the city and it's many historic

monuments, and meet with current legislators. #1644400 The trip

being an active participant in our democracy. And best of all? The

is jam packed with opportunities to learn about the cooperative

business model, the energy industry, and the importance of

Applicants must be the child or dependent of a current FMEC

DO YOU KNOW A STUDENT WHO WOULD LIKE TO ATTEND?

available at www.fmec.coop/youth-tour.

member and reside in our service territory. Applicants must be in

be chaperoned, with flight and travel arrangements made by our

statewide trade association, Minnesota Rural Electric Association.

For more information and to apply, contact Lori Jimenez at (507)

379-8852 or lori.jimenez@fmec.coop. Additional details are also

their junior or senior year of high school. The student delegate will

chance to meet new life-long friends from across the U.S.

APPLICANTS

An All-Expenses Paid Trip to Washington D.C. open to high school juniors and/or seniors! **Rural Electric Youth Tour** June 16-21, 2025



BE SAFE DURING THE HO-HO-HOLIDAYS 10 TIPS TO HELP YOU STAY JOLLY

Before you plan out your new holiday lighting scheme or repeat last year's festive design, keep these 10 safety tips in mind when decorating outdoors:



2 `

113

Do not toss light strands up into the air. They could get too close to or come into contact with a power line.

Before using a ladder, always look up and assess all power line locations.

Keep at least 10 feet between yourself (and any item you are holding) and a power line.



Carry a ladder horizontally when transporting it.



Do not use staples, nails, or tacks to secure light strands, cords, wires, or extension cords.



String together no more than the number of strands (or fewer) recommended by the manufacturer.

Plug all lights and extension cords into GFCI-protected outlets.



Use lights and extension cords rated for outdoor use.



10

Do not use frayed, cracked or otherwise damaged cords, plugs, or lights.

testing lab.



CLASSIFIED marketplace

FOR SALE

PLOW, BLADE, and **DIGGER** for an 8N Ford tractor. Call (507) 437-3370.

HOUSEHOLD: DRESSER. \$300. Call (507) 441-0332.

3 HOLIDAY COOKIE JARS. 2 snowmen & 1 Christmas tree, like new, **OLD MUSICAL CENTERPIECE**, ceramic, nice looking. \$5 each. Call (507) 448-3491.

SAMSUNG COMPACT **REFRIGERATOR** w/freezer. Clean, runs great. Perfect for She Shed, Man Čave, Dorm Room. \$25. Call (507) 373-3633.

STEALTH ENCLOSED TRAILER. 18', 7,000 lb. axles, drop down tailgate. \$5,000 OBO. Call/text (507) 383-9043.

CARHARTT COATS & BIBS. Call (507) 251-1776 for size and price.

100# PROPANE TANKS. Tanks are full. Call (507) 279-9761.

CHIMNEY. Class "A" for woodburning stove, or fireplace. 22'. \$400 OBO. Call (507) 391-0505.

MEN'S XL CARHARTT OVERALLS. Black, heavy-weight, insulated, hood. Excellent condition. Call (507) 433-2712.

RENPHO AIR PURIFIER. Model rp-ap088b. Clean filter,

covers 600 sq. ft., box. \$50. Call (507) 373-0093.

TOTAL GYM FIT. Brand new. \$400. Call (507) 440-0679.

WANTED

VINTAGE WRIST & POCKET WATCHES. Call (507) 402-0880.

VINTAGE ALUMINUM CHRISTMAS TREE. Call (507) 440-4312.

1968-1970 DODGE or PLYMOUTH MUSCLE CAR needing work or completed. Charger, GTX, Satellite, Challenger, or related. Call/text (651) 263-0140.

FREE

GLASSWARE, JUICE, and **WINE GLASSES.** Call (507) 852-3499.

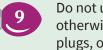
7 - COMBO SMOKE & CARBON MONOXIDE ALARMS. Still in boxes. Kidde 900-0102A. Purchased 2 years ago. Text only (480) 490-3875.

CURIO CABINET. 6 1/2' X 2 1/2', glass doors on top, wood on bottom, dark walnut color. You haul. Call (507) 383-9029.



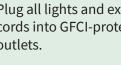






Use only lights and products certified by a reputable





GIVE THE PERFECT GIFT THIS HOLIDAY SEASON

Do you have someone on your list and you still just aren't quite sure what to buy them? We have a great solution for you! Give them a gift certificate for electricity! Freeborn Mower Electric Cooperative (FMEC) Gift Certificates are available in any amount you choose. #1977700 The recipient must be an active member of FMEC. To purchase, please visit our office during business hours with the name and address of the recipient. Gift Certificates will be applied directly to their account.

CLASSIFIED MARKETPLACE **RULES**

Classified Marketplace ads are printed in our monthly *County Lines* newsletter FREE OF CHARGE to our current members.

- Ad deadline is the 15th of the month prior to the issue in which it will be printed. Ads received after the 15th of the month will be printed a month later. Example: An ad received on or before June 15th will appear in the July issue. If it is received on June 16th or later, it will appear in the August issue.
- No business ads will be accepted. Ads must be submitted in writing or electronically, not by phone call.
- Ads will not be repeated.
- One ad/item per member, per month.

You will find a downloadable form on our website: www.fmec.coop. Select MY **COOPERATIVE.** Click on **NEWSLETTER** under NEWS & INFO tab.

You may also email ads to michelle.rayman@fmec.coop or go to the website, use the instructions above, and click on the **NEWSLETTER** tab to electronically submit an ad.



People, Power, Possibilities,

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President: Jim Krueger, President & CEO Telephone: (507) 373-6421



WIN A \$25 BILL CREDIT

To reward our faithful newsletter readers, we've randomly selected and hidden three (3) member account numbers and placed them in the newsletter, each two times. Hidden account numbers are spelled out numerically. (Ex: #123456)

If you spot your full account number, contact the cooperative by the 15th of the current month to claim your \$25 bill credit.

FREEBORN MOWER ELECTRIC COOPERATIVE

PO Box 611 3366 Bridge Avenue Albert Lea MN 56007

(507) 373-6421 or (800) 734-6421 www.fmec.coop info@fmec.coop



Office Hours: Monday - Friday, 7:00 a.m. - 3:30 p.m.

Board Meetings: Typically the last Tuesday of each month.

Freeborn Mower Electric Cooperative is an equal opportunity provider and employer.

YOU'RE INVITED HOLIDAY OPEN HOUSE

THURSDAY, DECEMBER 12, 2024 | 8-11 A.M.

Freeborn Mower Electric Cooperative Lobby Area 3366 Bridge Avenue, Albert Lea

HOLIDAY TREATS AND REFRESHMENTS

Join us for holiday treats, apple cider, and coffee.

HOLIDAY SWEATER CONTEST

Wear your most festive sweater for a chance to enter and win a prize basket. Whether you thrifted your sweater, bought it at a local store, or loaned it from a relative; we want to see it!

LET'S COOK



SWEET AND SOUR MEATBALLS **Submitted By: Sarah Stadheim**

- 1lb. ground beef
- ¹/₂ C. bread crumbs
- 1 egg
- ¹/₄ C. milk
- Salt/pepper to taste Sauce:
- 1 C. water

Directions:

Combine and shape into tiny meatballs, place on cookie sheet and broil until browned. Cook all ingredients for sauce until very hot. Stir until well blended. Place meatballs in casserole dish add sauce over all. Freeze. Thaw and bake at 350 degrees for 45 minutes.

Members may submit one short recipe per month by email to michelle.rayman@fmec.coop or by mail at FMEC Newsletter, PO Box 611, Albert Lea, MN 56007. The member whose recipe is published will receive a \$10 electric bill credit.

- 1 C. ketchup 1 Tsp. salt
- 1 Tbsp. Worcestershire sauce 1/2 C. brown sugar
- 1/4 Tsp. cayenne pepper
- 1/4 C. vinegar