

Step Write Up



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WELCOME!

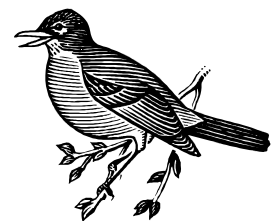
3/19/09

I saw a robin yesterday...a welcome sign of spring. Seems like this winter was longer and stronger than usual. Now comes some freedom. The big utility bills and the snow plow charges can go away along with the winter jackets.

We also welcome several new customers and a whole bunch of new employees. A very slow last quarter of 2008 was much like this long and costly winter. And like the robin, it was good to see an average of 4,000 “crew hours” per week in February, or an average crew size of 100 recovering people between Neenah and Milwaukee. Thanks to our staff who have been stretched during this first quarter of 2009.

Let me push the image of “winter to spring” to one more level. Those new to recovery, and that’s most of our crew, are moving from the darkness of addiction to the hope of a new life. Take a breath and look around. The snow is melting. The days are longer and the sun is higher in the sky. Welcome.

Hugh Holly
CEO



With a Little Help From Our Friends

Step industries' network of community support and resources is continuing to grow. A sincere note of appreciation goes out to the individuals, businesses and agencies that support the vocational services that Step can offer to people in recovery from addiction.

Our community friends in the area include the Mooring House, Casa Clare, Nova and Terra House, Nexus House, Ryan House, the Emergency Shelter of the Fox Valley, Advocap, Probation and Parole, COTS, Winnebago County Drug Court, the Huber programs of Winnebago, Calumet and Winnebago counties, Blandine House, ARC of Fond du Lac, Serenity Inn, Meta House and Focus Family Services.

All participate in our growing network. Thank you so much for referring your clients to work at Step. It truly is a pleasure working with all of you.

Sam Wisneski

HR/Quality/Safety Manager

Statement of Purpose

Step Industries provides transitional employment to people recovering from addiction to alcohol and other drugs. These opportunities are intended to relieve the stress of unemployment, promote self sufficiency, and help prepare the recovering person for further vocational growth.

Although we are a nonprofit corporation, we are primarily supported through the sale of our services. Thus customer satisfaction is essential to our ongoing success.

We offer a safe, supportive work experience. We choose to work together in an environment of respect, cooperation, and trust.

Container Gardening Tips by Maxine Nobbe

With the onset of spring comes the desire to plant gardens to enjoy throughout the summer and fall. Not all of us live where we can have a garden, but most apartment dwellers can still enjoy flowers and vegetables in containers on patios, decks, and even indoors.

The biggest challenge for container gardening with vegetables is finding vegetables and varieties suitable for container growing. Some vegetables that work best are tomatoes, eggplants and peppers. These are often easier to grow in containers than the garden because container planting alleviates the worry of soil-borne diseases due to lack of crop rotation.

Several varieties of cherry tomatoes, including Tumbler and Sweet 100, are bred to be particularly attractive cascading over a hanging basket. Bush varieties of cucumber and squash can also yield well in containers. Read the information carefully on the plants you buy, or ask for help at a greenhouse.

Herb gardens are the most likely to be kept indoors year round on sunny windowsills. The most important thing to remember is to rotate these containers so that each

side of the plant has a turn facing the window. To help herbs have the strongest flavor possible, pinch off any flower buds as soon as they form.

When it comes to flowers, annuals (which complete their life cycles in a single growing season) are the most common types used for containers. Watch sun/shade needs.

Perennial container gardens will last several years with proper care. Flowering perennials tend to bloom over a period of a few weeks, rather than all season long the way annuals do, so picking a selection with successive bloom periods will ensure color all season.

Repot perennial container gardens every year or so to trim up the root systems and renew the garden with fresh soil-less potting mix. It's mostly sphagnum peat moss which is lightweight and well draining, yet water retentive. There are also moisture control potting mixes that can be purchased which help with hot sunny locations.

Containers can be very creative: old boots, pots & pans, wheelbarrows, and anything that can hold soil can be used. Be sure to poke holes for drainage or put stones/ gravel or packing peanuts in the bottom. Have fun!

Happy Birthday!

Neenah

Toni J.	4/03	Erick H.	4/24
Steven M.	4/28	Mathew W.	5/24
Tracy B.	5/03	Kris C.	5/09
Joshua M.	5/11	Mike H.	5/14
Cheryl F.	5/18	Colin S.	5/19
Haley H.	5/18	Tom C.	5/22
Tim H.	5/23	Nathan B.	5/31

Milwaukee

Mary M.	4/01	Yolanda R.	4/13
Gregory T.	4/15	Samantha G.	5/13
Melloneice W.	5/18		



Happy Anniversary!

If you see any of these people, give them a big hug and ask them how they did it!

Neenah

Dan H.	4/05/98	Mike M.	4/25/08
Niles K.	5/01/08	Tori S.	5/03/08
Connie K.	5/07/08	Tory F.	5/15/07

Milwaukee

Moniquca H.	4/09/07
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Words of Wisdom

- Growing old is inevitable...growing UP is optional.
- Silence is often misinterpreted but never misquoted
- Laugh everyday, it's like inner jogging
- The most important things in your house are the people
- God grant me the serenity to accept the people I cannot change...the courage to change the one I can...and the wisdom to know it's me.

Brown Bagging It...Food for Thought by April T. & Steph E.

Have you been wondering lately where all of your money goes and why it seems like you're broke by pay day? We used to have this problem until we took a "personal financial inventory." We were surprised to see that it was going to coffee/food vendors and fast food restaurants. Not only were we broke, but we always felt tired and were even gaining weight! Then we got smart and began to *pack a lunch—save a bunch!*

Brown bagging it to work every day can get challenging when trying to be creative, make healthy choices, and add some spice to the daily work lunch. Here are some choices that can be made the night before:

- Wraps made with whole wheat tortillas, containing either lean cold cuts or low fat cream cheese topped with veggie slices. Even classic PB and J (peanut butter and jelly) is healthier in a wheat wrap.
- Single portion-sized cups of unsweetened apple sauce or fruit without added sugar.
- Trail mix made with cereals, nuts, pretzels, dried fruit or raisins, and a few chocolate chips.
- Low fat cheese spread on whole wheat crackers.
- Individual serving-sized packages of low fat yogurt, cottage cheese, or yogurt smoothies.
- Baby carrots, celery sticks or apple slices with dips made from yogurt or low fat sour cream.
- Mini burritos made with rice and black beans or refried beans in a tortilla with tomato salsa. These can be nuked.
- Baked chips or pretzels are a better choice than high-fat potato chips or cheese snacks.
- Drinks made from water with a splash of cranberry, peach, grape or other fruit juice are healthier than sodas.
- Whole grain bagels topped with cream cheese-vegetable spread.
- Air popped popcorn flavored with a sprinkle of parmesan cheese.
- Low fat cheese cubes and seedless grapes make a delicious side dish for sandwiches or wraps.
- Cold strips of grilled chicken with honey mustard dip.
- Dried cranberries or cherries are a sweet alternative to raisins.
- Quesadilla slices made with cheese & chicken or vegetables

Thoughts: buying a larger bag or portion of items and packing them individually in smaller containers/bags can save \$. Using coupons and buying when on sale can save even more. Re-usable, washable containers will help save the environment.

Financials:

Lunch: Fast food burger value meals: approx. \$4-6. Subway \$5 foot long plus chips @ .99, soda @ 1.69 = \$7.68.

Say you eat out 3 times a week @ \$6 a time. That's \$18/wk, \$72/month, \$864/year, \$4320/5 years, \$8640/10 years.

4 times a week @ \$6 a time would be \$24/wk, \$96/month, \$1152/year, \$5760/5 years, \$11,520/10 years.

And that's only lunch!

Brown Bag Lunch: \$0.97 per sandwich plus extras

Bread: \$1.39—12 sandwiches = \$0.12 per sandwich

Packaged deli meat: \$3.59 (5 servings) = \$0.72 each

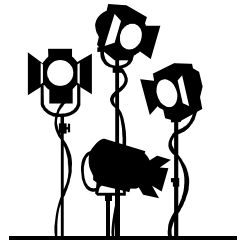
Sliced cheese: \$2.99—24 slices = \$0.13 each

Optional:

Pre-packaged chips @ \$2.99 pkg. of 8 = \$0.38 package., yogurt @ \$0.50 ea. (10 for \$5)

Soda @ \$4.29 12/pack = \$0.38 can, water is free

Employee Spotlight: Steph E. Neenah Plant



My name is Steph and I am an addict. Somehow when I say this, it feels “normal” to me. I’ve been trying to work a program for about three years. I have had several relapses, and been in and out of several treatment programs, which has been hard.

I’m not going to go into great detail about my past using, but I came from a long line of addicts and alcoholics. I always swore that I’d be different—that I wasn’t like that. Deep down I knew that I had a problem with alcohol—which lasted for over 25 years.

My father passed away in 1999 from pancreatic cancer (related to his drinking) and my mother died three years later from alcoholic cirrhosis. I started drinking and using to numb the pain. It became a fast downward spiral.

In October of 2006 something made me want to get

help. My first attempts were half-hearted. I guess I just didn’t want it bad enough. Needless to say, things with my home life, family, & job continued to get worse.

To make a long story short, I went to in-patient treatment three times at NOVA, Terra, and a half-way house in Minneapolis. I have realized recently that all the changes in my life were meant to happen as they did. I never lost knowledge during the struggles—just needed to gain more!

I feel that some would view the changes negatively, but I think that they are a gift from my Higher Power and meant to give me a new fresh start on my recovery.

Step and My Recovery by April T.

When I was advised to apply at Step Industries, my very first thought was, “Great, I have to work with ‘those people.’ They are all addicts and I have nothing in common with them.” I thought once I got into recovery, someone somewhere must want me to be the CEO of their company right away (criminal history and all). “I’m clean now, right, isn’t that how it works?” I had no clue.

I have been employed by Step Industries since October, 2007. It has been one of the best choices I could have made in my recovery. Working close with people in recovery is not only a support system for me, but it can also be my release. I could never express myself as freely and openly as I can with my coworkers and bosses like I can at Step. I recently relapsed and was able to be open and honest without judgment, and I had all of the support I needed when I needed it most. I got back on track and back to work.

Working at Step has also given me more skills and confidence that I will need when it’s my turn to move on. I have been working as a Key Person for just under six months and I have learned so much from my Team Leader. I am able to complete production paperwork, organize teams, and much more.

My Team Leader has worked closely with me and taught me to read our job files in detail. Now I can take the file and start and finish a job with minimal supervision, productively and efficiently. All of these things have built my confidence and given me many new skills to add when I create a resume or fill out an application. I actually feel as though I can be an asset to another company.

I have been able to build a work history and prove to my loved ones that I can keep a job and be consistent and reliable. Most important of all, I proved to MYSELF that I can be consistent and reliable. I can actually ask Human Resources for a letter of recommendation or put them down as a reference, and I know it will work in my favor.

In the past I could never have used a previous employer as a reference. I would have been in fear of them telling a potential employer— well, to put it bluntly— the truth. I don’t have that fear today. Thank you Step Industries and everyone who has supported me through my recovery.

STEP WRITE UP

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