



Volume 14 Issue 2

April 2008

Stepping Up to a Healthier You ... Editor's Note

You will find a common thread running through the submissions to this edition of the newsletter. It is our hope that you will find both information and inspiration from our employees to help in your journey to optimal health and happiness.

The First Choice

Recovery is the first, best and most obvious “healthy choice” any addict can make on a day-to-day basis. Our ability to make other choices goes straight downhill fast without being clean and sober. Life becomes a bad pinball machine as we bounce from one negative consequence to another. And we need help in making that choice. Without help we are “powerless” and we eventually make the wrong choice again...to get drunk or high.

I made a choice on a very fundamental level before I could get to any of that recovery stuff. I had one of those life moments....crystal clear... when I could feel my spirit, feel my will to live. I realized that I wanted to live, to breathe, to go

forward! Sober about a month, and very confused about everything else, came that spark. I had been dead and now I was alive. And then came the connection that if I wanted to live I needed to be in recovery. Life = abstinence = recovery = do what I gotta do. Then I was willing to work the steps, go to the meetings, make the phone calls and stay out of unhealthy places and relationships. I started to do these things for myself...for my life. Peace

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Hugh Holly
CEO

Food Facts: Did you know?

Concerning Carrots:

Don't store your carrots and apples near each other—the carrots turn bitter!

Carrots are second to beets in sugar content.

Carrots get sweeter as they cook.

Limp carrots can be brought back to life by soaking them in ice water.

Each normal sized carrot is 25 calories.

Concerning Fresh Herbs:

Fresh herbs will keep in the refrigerator for up to a week. Put them in a damp paper towel and then in a resealable bag with the air pressed out.

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.

Dan Sippy's Story...It Can Be Done!

Our Operations Manager at Step in Milwaukee is Dan Sippy. Over the past year Dan has made significant health improvements through diet and exercise. The big change started about a year ago when Dan could hardly bend over to tie his shoes because his stomach was so big. Breakfast was usually three donuts and a coffee. Any other meal or snack was exclusively fast food. The best ice cream place in town was cleverly located next to Taco Bell; what more could you want?

Once Dan recognized the need to change, he reached out for some help and found plenty of it available. He started working out at a gym with a personal trainer who could help develop an exercise program to fit Dan's needs. "Accountability was an important factor in sticking to my new commitment," Dan said. "People at work also became very helpful and that was great. Michelle Devine Giese (Step Industries Vice President) got me hooked on ground turkey and now I love the stuff. Team Leader Rosie Nett also shared some of her healthy choices in cooking."

Dan's physical transformation has been impressive, but the thinking behind the change has spilled over into many other areas of his life. "An important part of a person's recovery program is finding a balance and work-

ing to keep things there. We all have areas where we could stand some improvement and I think people in recovery need to challenge themselves about whatever their personal issues might be," he said.

Dan is continuing to enjoy the benefits of his life style changes. "I have a lot more energy; that sluggish, tired feeling is gone. As soon as I started to make healthy choices my confidence and self concept began improving." Dan continues to challenge himself with different fitness goals. By mixing up his gym routine, he continues to progress toward his personal health objectives.

Sam W.

Quality & Safety Representative



Happy Birthday!

Milwaukee

Wendell M. 4/02 Augustine W. 4/15

Neenah

Marcia W. 4/04 Kevin D. 5/08
Daniel D. 4/05 Lisa S. 5/10
Ashley H. 4/07 Otis W. 5/13
Kevin G. 4/09 Cheryl F. 5/18
Michael B. 4/13 Lissa B. 5/18
Josh R. 4/22 Colin S. 5/19
Michael S. 4/22 Brad B. 5/19
Ryan B. 4/26 Linda Z. 5/20
Craig W. 4/26 Freddie Q. 5/21
Steven M. 4/28 Tamara N. 5/30
Heidi W. 4/29



Happy Anniversary!

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

Milwaukee

Moniqua H. 4/09/07 Anita W. 04/09/07

Neenah

Ryan L. 4/01/07 Josh M. 4/29/06
Danielle L. 4/02/07 Judy R. 5/04/06
Dan H. 4/05/98 Freddie Q. 5/21/05
Joshua Z. 4/05/07 Mark M. 5/25/07
Aliza B. 4/20/07

Mexican Turkey Burgers

1/2 cup salsa, divided
1/4 cup shredded reduced-fat cheddar cheese
3 teaspoons paprika
1 teaspoon dried oregano
1 teaspoon ground cumin
3/4 teaspoon sugar
3/4 teaspoon garlic powder
1/2 teaspoon dried thyme
1/4 teaspoon salt
1/4 teaspoon cayenne pepper
1 # extra-lean ground turkey
1/4 cup reduced-fat sour cream
4 hamburger buns, split
1/4 cup torn curly endive
1 medium tomato chopped

Combine 1/4 cup salsa with the cheese, paprika, oregano, cumin, sugar, garlic powder, thyme, salt and cayenne. Crumble turkey over mixture and mix well. Shape into four burgers.

Coat the rack with cooking spray if grilling. Grill covered over med. heat or broil 4 in. from heat for 5-7 min. on each side.

In a small bowl, combine sour cream & salsa. Top burgers with endive, tomato and sour cream mixture.
312 calories each burger. 7 g. fat.

Learning to Balance

By Lisa S. and April T.

Balance for most of us is a hard concept, especially in the first year of recovery. It is also crucial to learn how to balance every-day stress to maintain sobriety. For a long time, many of us spent our time and energy on protecting and feeding our disease. Now, clean and sober, we need to find ways to replace that time with healthy choices.

Staying sober also means nourishing our mind and body. Do you spend as much time focusing on eating healthy, exercising, getting enough sleep, getting to meetings and feeding your recovery as you did feeding your addiction? A checklist can be a good tool to use weekly to see where you are at.

A weekly schedule can also be helpful to manage your time and visually see where you are at on a day to day basis. This can also organize your week, making it not so overwhelming. Time for yourself is a must. Have you heard of H.A.L.T. (hungry, angry, lonely, tired)? These are dangerous triggers and add stress to our lives.

Meetings, working the steps, and keeping a healthy balance in your life can reduce stress. It will even help us feel good about ourselves again. Here are some other helpful tools for reducing stress:

1. **Become aware of your stressors and your emotional and physical reactions:**

- Notice your stress, don't ignore it. Don't gloss over problems.
- Determine what events distress you. What are you telling yourself about the meaning of these events?
- Determine how your body responds to the stress. Do you become nervous or physically upset? If so, in what specific ways?

2. **Recognize what you can change:**

- Accept what you cannot change.
- Change your stressors by avoiding or eliminating them completely.
- Shorten your exposure to stress (take a break, leave physical premises).
- Can you devote the time and energy necessary to make a change (goal setting, time management techniques)?

3. **Reduce the intensity of your emotional reactions to stress:**

- Stress is triggered by your perception. Are you viewing your stressors in exaggerated terms and/or taking a difficult situation and making it a disaster? Are you expecting to please everyone? Are you overreacting and viewing things as absolutely critical and urgent? Do you feel you must always prevail in every situation?
- Try to see the stress as something you can cope with rather than something that overpowers you.
- Try to temper your excess emotions. Put the situation in perspective. Do not labor on the negative aspects and the 'what if's.'
- Change your perception.

4. **Learn to moderate your physical reactions to stress:**

- Slow, deep breathing will bring your heart rate and respiration back to normal.
- Relaxation techniques can reduce muscle tension; walk away, close your eyes, breathe deep, find solitude.

5. **Build your physical reserves:**

- Exercise for cardiovascular fitness 3 to 4 times a week. Moderate prolonged rhythmic exercise is best such as walking, swimming, cycling, or jogging.
- Eat well-balanced, nutritious meals.
- Maintain your ideal weight.
- Avoid nicotine, excessive caffeine & other stimulants.
- Get enough sleep. Be as consistent with your sleep schedule as possible.

6. **Maintain your emotional reserves:**

- Develop some mutually supportive friendships/relationships.
- Pursue realistic goals which are meaningful to you, rather than goals others have for you that you do not share.
- Expect some frustrations, failures and sorrows.
- Always be kind and gentle with yourself—be a friend to yourself.

Small Changes Can Make a Big Difference

When I was using, I did not really care what I ate. My daily diet usually consisted of at least one trip to McDonalds, KFC or Taco Bell, or a visit from the pizza delivery guy. I did not eat many fruits or vegetables and, what the heck is a whole grain, and why would I want to eat it?

As my mind and body started to get a little healthier I started to take a look at what I was putting in my body for fuel. I started to notice a difference in how I felt after eating fries and a burger verses a salad and grilled chicken sandwich. I noticed how much more energy I had for the rest of the day after eating yogurt, fruit and granola for breakfast versus French toast and pork sausage.

I started to make small changes in my diet. I started to eat more chicken than beef or pork. I started trying the turkey version of things, such as bacon and sausage (some of these were not good, some were very good). I almost always use ground turkey in place of ground beef. Friends and family have commented on how good the ground turkey tastes. I also started buying the low fat or low calorie versions of sour cream, mayo, butter and yogurt. I drink skim milk instead of two percent. These small changes started to make a big difference and gave me the motivation to get exercising more. The better I ate the more energy I had.

Now there are days when I eat food that I know is not the healthiest for me; like when I go to the Milwaukee Plant and they have those yummy chicken wings. Those wings sure are good. I try to balance those times with eating more fruit and vegetables for breakfast and dinner and make sure those days do not happen too often.

Michelle Devine Giese
Vice President

Cost Saving Ideas When Trying to Eat Healthier

- ◇ Plan what to eat for the week. Include snacks and desserts so you don't have to purchase from a vending machine or gas station (those are both usually more expensive than the grocery store).
- ◇ Make a list before going grocery shopping and buy only what is on the list. Don't forget to include staples such as bread and milk to avoid extra trips to the store where you may be tempted to over-buy.
- ◇ Buy only the fresh produce that will get used in a week. Aging produce loses vitamins and it can get expensive to throw out old food.
- ◇ Use the freezer for stocking up on healthy meats when they are on sale.
- ◇ Buy food that can be used for more than one meal. An example, buying a small whole chicken that can be baked or put in a crock pot and used for the first meal (avoid eating the skin, it is extra calories and fat). The meat cleaned off the bone can be used on top of a salad or made into chicken salad for sandwiches or some homemade chicken soup. Buying whole chickens is less expensive than buying the "cut up" or boneless/skinless package.
- ◇ Buy bigger bags and make "snack bags". An example: buy a large box of baked crackers or bag of carrots and put them in separate containers or sandwich bags in snack size amounts. This can make snacking convenient and also can help control the amount eaten.
- ◇ Pack a lunch. Bringing a lunch to work can help avoid trips to the vending machine or a run to the fast food chain.



What *HAPPENED* to Me? By Susan K.

One might say, “Where in the world is Susan K.?” Just ask a few of the women at Step Ind. and they may tell you that, if you stay up real late at night, or get up very early in the morning, you should get a glimpse of me working the night shift at Casa Clare. That’s where my heart calls home for 40 hours a week. My position as House Manager allows me to give back some of the gifts I’ve been blessed with since the day I surrendered my will and entered the wonderful world of recovery.

I’ve gone through pretty much of the same things all of you have; jails, institutions, and coming near to death (more than once). My ‘using’ life was so dark that when I look back, it’s like a foggy black and white movie. I was lost and always afraid.

When I hit my bottom, I asked the Highest of Powers for help, and help I received. Just like that. I decided to *listen* to that Power and follow the new path before me. It entailed lots of meetings and service work, too. Submitting to authority was sometimes VERY hard, but it had to be done. I needed to grow spiritually and my church showed me that Jesus was my friend and God loved me no matter what. Miracles started to happen; the promises were becoming reality. My gratitude was so overwhelming at times that I was awestruck.

Almost 2 years clean, I met ‘Ellie’ at a meeting. She suggested I apply at New Vision, a division of Step Ind. I applied and qualified for the position. We’d gut out product and build some of the products from scratch. We were “lab techs.” That was sheer fun for me.

My first ‘key’ job was under Ken Pagel. We built thousands of samples, from scratch to finish, for all these different countries in an international study. Ken was very encouraging and I learned so much, about the product and about myself. I could do this!

When second shift came along I thought I’d try something different for awhile (they told us it would last 4-6 weeks-HA!) I was on 2nd Shift for a LONG while (3 ½ years!), and was a key person for Clint almost every day of my 2nd shift stint. He was there whenever we needed stuff and worked right along with us. Clint likes rate. (Hee hee)

In November of ’06 I went back to days, first to help in the office, and then stayed on as a key person. It was like night vs. day. So much was going on at once! And lead-

ing us all was Sam. One of my goals in life is to have at least half the serenity that Sam has. For me, he’s a walking example of “Let It Go.”

Last spring I was approached by Jamie, the former president of Step Ind., who was now the director of the Mooring Programs. Jamie asked if I’d be interested in a House Manager position at Casa Clare. My heart melted; I was going to continue working with recovering people! It was another gift, another promise becoming reality. I punched out from Step Ind. for the last time in June of ’07. It was bittersweet.

Once at Casa Clare, there was training to be done and more growing to do. This is a whole new facet to my recovery. I choose to continue this growth. This position has so many roles. Among them I can be a caretaker, housekeeper, manager, secretary, and friend. But mostly I can be me, something I never thought I could be while I was using.

The gifts of sobriety keep coming and I don’t see an end in sight, not today anyway. Sure, there are bumps in the road, but even great highways have a few potholes. Just keep driving forward and if there’s any real damage, then fix it ASAP (isn’t that step 10)?

I love and protect my sobriety. I am a very grateful alcoholic. Without the trials in my life I would have never experienced the miracles. I believe that every single person in recovery is a miracle. This is one powerful disease. But I am living proof that there IS LIFE after active addiction. If I’m gonna have a disease, I’ll take this one.

Sure, my job has its challenges, but I love it. I’m in a place where I am always reminded of what I am and where I came from. If what I do here can contribute to saving just ONE from the perils of this disease, I know my Higher Power will smile. Life is good. God is good.

--dedicated to Dr. Bruce

Employee Spotlight: Annie M. Neenah Plant

My story is no different than anyone else's, but it took me a while to realize it. That's because I was one who found it to be so complicated. The 12 step tools did not apply to me...well I will admit I was having problems. I found everything to be a good excuse to continue using. This went on for 13 years while I blamed my family, friends, and life.

I've been to many treatments and I got to know the program very well. I thought this was enough to prove everyone wrong, so I went back to old playmates and playgrounds as well as old toys. I blamed it on the program, my father, and my friends—the dealers. If life wasn't so hard, I would have a chance.

Well, it took me on one heck of a journey; in and out of jail, being shot at, and losing my kids. I can go on and on about all I lost, pointing the finger at someone else and finding many excuses. I didn't realize that I'd lost me...the will to live as well as self respect and my hopes and dreams. I had to find myself. I had to get honest, get involved and let go of the past. I had to learn to accept things I could not change (life).

I found that you have to let things ride themselves out - good or bad. If you aren't afraid of meeting that new person inside, you will gain self respect, self worth, and hope. Problems will get lighter by the pound. Since I tend to complicate everything, I had to find balance in my everyday living. That meant CHANGE! It meant changing my way of thinking about life and my reasons for getting high. It meant accepting both the program's and my P.O.'s rules. All of this was so important now.

I had to learn to live life, and it has been one tough road.

There's a long way to go, but as long as I don't use, I will be able to see more bright days. As long as I get honest, talk about it, and don't take on too much, I see progress. I believe in my Higher Power because I need someone to carry me through the storms. I lost my father. He was my best friend.

Being able to adjust to new surroundings was hard and challenging. But I had a purpose when I moved here and that was to change my life in recovery. Only through the grace of God did I find myself—spiritually, mentally, emotionally and physically. He gave me peace from within and softened up my heart so I could receive the truth of who and what I am becoming.

There are a lot of promises we will receive if we just go for it. You will see! Recovery is a gift to enjoy life. I'm so grateful for Step Industries because it gave me a chance to prove to myself that I can gain stability and responsibility. I know that I am no different than anyone. We all have a journey and there's nothing so bad out there to make an excuse to use.

TALK ABOUT IT, GET HONEST, AND DON'T BE AFRAID!

Thanks,
Annie



Baked Mostaccioli

8 ounces uncooked mostaccioli
1/2 # lean ground turkey
1 small onion
1 can (14-1/2 oz.) diced tomatoes, undrained
1 can (6 oz.) tomato paste
1/3 cup water
1 teaspoon dried oregano
1/2 teaspoon salt
1/8 teaspoon pepper
2 cups (16 oz) fat-free cottage cheese
1 teaspoon dried marjoram
1-1/2 cups (6 oz.) shredded part-skim mozzarella cheese
1/4 cup grated Parmesan cheese

Cook mostaccioli. Meanwhile, in a large saucepan, cook turkey and onion over medium heat until pink is gone. Drain if necessary. Stir in tomatoes, tomato paste, water, oregano, salt and pepper. Bring to a boil, reduce heat, cover and simmer 15 minutes. Combine cottage cheese & marjoram, set aside. Spread 1/2 cup meat sauce into an 11 x 7x2 in. baking dish coated with cooking spray. Layer with half the mostaccioli, meat sauce, & mozzarella. Top with cottage cheese and layer remaining ingredients again. Sprinkle with parmesan cheese. Bake uncovered at 350° for 30-40 min. until bubbly.
1 serving = 278 calories and 7 g fat (3 g saturated)
Serves 6

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Helping People...Helping Business

Helping Business: Outsourcing Makes \$ense

Sometimes the word “outsourcing” can have a bad connotation. Some people think of outsourcing as companies giving work to other countries that may lead to inferior products or long lead times. Some people think that it can mean fewer jobs within an organization or less control over product. We like to think of outsourcing as our business helping another business. Outsourcing can have so many positive affects on an organization. By a company outsourcing a project or part of a project, it leaves that company with the ability to concentrate on their core business or streamlining part of their business.

We are doing “kitting” in our Neenah facility. We receive parts from numerous vendors, inventory and pick combinations of parts, creating kits. When the customer needs kits they notify us of which ones and how many they need; we pick the kits and ship only what they need. Outsourcing the

kitting process enables their workers to concentrate on stamping, creating, modifying, welding, and meeting their core business needs. We help make their work force more efficient so they can process more, sell more, and grow.

Outsourcing can also assist when a company is at production capacity. Step will perform select projects onsite. Sending the job to Step alleviates space and production issues at the customer’s plant, allowing them to meet all of their production needs.

When businesses are looking at ways to grow, gain new business, and get back to their core business, outsourcing can be a cost effective alternative.

Michelle Devine Giese, Vice President

Cheryl Fritz, Sales Representative