



Volume 14 Issue 4

August 2008

Teamwork

“Teamwork is the ability to work together toward a common vision. The ability to direct individual accomplishment toward organizational objectives. It is the fuel that allows common people to attain uncommon results.”

The Sales Team: Step Industries has recently expanded the sales team to include Tom Schatz and David Miller.

Tom has been with Step since 1993. He has dedicated 15 years to Step and has performed almost every job within the building. His latest adventure is assisting the sales department. His job duties include calling and researching potential new customers, maintaining sales reports and organizing public speaking events. His tenure at Step makes him a valuable asset to the team and his knowledge is priceless.

David has been with Step since June, 2007. Before coming to Step David was employed at Exodus Transitional Facility in Kewaskum as an AODA Counselor and Grant Writer. He also has years of experience in sales in the printing industry. David

will be wearing two hats at Step; he will be exploring grant opportunities as well as taking over sales responsibility for current accounts. His past experience in both sales and grant writing will be an asset in his new position as Sales Representative and Grant Writer.

I will continue to develop the customer base of our assembly and packaging business as well as develop and research new business opportunities. Our department vision is to grow the business by diversifying our customer base with the services we offer. Expanding the team has made this vision possible.

Cheryl Fritz
Business Development Manager

The Importance of Name Recognition

I've been working at Step Industries for over 10 years now. People ask me where I work, and 99 percent of the time, they have never heard of Step Industries. Personally, it would be nice to not have to go through the entire explanation of what I do and what our company does when asked that question. I'd trade all of that though, to have companies that are looking to outsource know about Step.

We have been working hard to change that by doing more marketing. We ordered shirts with our logos on them, and cases of bottled water with our logo and mission to hand out at an upcoming golf outing. We are trying to get more involved in the community on different levels. Several of us are joining business groups in the areas to help with networking. We are going to have a booth and do some support work at Oktoberfest as another way that we can put our name in front of lots of people. These are some small things we are trying to do locally. We are also trying to do things on a more regional scale. We've attended several trade shows recently, along with updating our website and joining other packaging websites on the internet. Step has been in business for 25 years in the Fox Valley, yet few know about us. For Step's continued existence, that needs to change. These small things are another part of a determined effort for the continued growth of Step Industries.

Dan Haak

Neenah Operations Manager

Teamwork

What do you do to encourage Teamwork?

Stay positive Mark M.

Make sure everyone knows how to do their job, share experience and show by example Judy R.

Not to stand around and to help others when they get behind Tabitha T.

Reinforce people's strengths and encourage them Lisa S.

Do my job well Mike B.

Be a good example Bob K.

Help where I can Luis M.

By showing enthusiasm and confidence Sam W.

ELE—Everybody love everybody Josh Z.

Encourage people to keep working and have fun Lisa S. (Lil)

Make sure that the left hand knows what the right is doing Gary W.

Help those who get behind and keep things moving Annie M.

Incorporate ideas from others so people feel like they are contributing Lynn S.

Encourage by praise for jobs well done Tonya A.

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.

Team for Life

I have been a member of various teams and organizations; dance, drill team and pompon squads, a sorority in college, and self-help groups after getting into recovery. I think the best team I have been a part of is the one to which I was born. The team I will be a part of for the rest of my life. As the youngest of eight children I had a team of babysitters, teachers, nurses, chauffeurs, entertainers, antagonists, stylists and friends for life. Over the years as they grew older and moved out of the house there was a sense of loss with each one leaving. I did not really appreciate my siblings or realize what I had until I was in a car accident and went to treatment.

While in the emergency room siblings from miles around quickly came and stayed in the waiting room until I was released. I remember my brother calling to check on me when I was waiting for x-rays. My sister took me home with her after I was released and to treatment the next day. While in treatment I had many visitors for family night and on Sunday's, letters, cards and phone calls. Never did I realized how blessed I was to have this great team supporting me.

Every so often I am reminded of what a great family I have. A few years ago my father became very ill and my parents needed lots of help. My family pulled together to make sure they got what they needed. Every weekend at least one of us was there to stay and help out. Those in a closer proximity checked on them during the week, ran errands, took them to appointments and cooked meals. Never did I hear a complaint from anyone about "pitching in". When one person could not be there someone else stepped up. We called each other, communicated about the issues as they would arise, made each other ware of concerns or needs. Someone always was there to listen or help.

I feel very lucky to have so many siblings, so many people who hold a special bond with me. I am so lucky to be part of such a great team, for life.

Michelle Devine Giese
Vice President/COO

Happy Birthday!

Milwaukee

Derrick B. 8/08

Neenah

Roger C.	8/01	Dave G.	9/08
Amanda V.	8/01	Chris G.	9/12
Maggie M.	8/10	Veronica O.	9/18
Robert K.	8/22	Dan H.	9/21
Andrea M.	8/27	Ken P.	9/21
Tom S.	9/02	Katherine V.	9/23
Adam R.	9/02		



Happy Anniversary!

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

Neenah

Clint H.	8/05/97	Carrie O.	9/03/07
Julie K.	8/13/07	Tim B.	9/09/06
Gary W.	8/15/07	Lisa S.	9/14/07
Tyler B.	8/26/07	David M.	9/15/06
Michael S.	8/27/07	Andrea M.	9/16/06
Anthony S.	8/29/07	Michelle B.	9/28/04
Charlie S.	9/01/07		

Outstanding Employees

Ken Pagel Semi-retired Team Leader

We appreciate Ken taking some time out of his summer to come to work and fix our sealers. Thanks for helping us out, Ken!

Roger C.

Roger is one of our warehouse fork truck drivers. A good attitude is an important part of everything we do, and Roger is a good example of how to stay positive and make the most of each day.

Thanks for the good example you set, Roger!

The J.J. Keller Foundation awarded a grant to Step Industries for the purchase of a new server, printers, and laptops for staff. Pictured left to right are Mary Harp-Jirschele, executive director of the foundation; Michelle Devine Giese, our VP/COO; and Dave Miller, our sales representative.

Wow! What a great gift!



Movin' On

Step Industries helped me to grow stronger each day. It helped me to accomplish goals set for me and gave me hope. I spent half my life practicing alcoholism until after 1/29/07. My body had had enough. I went into the ICU when my body shut down and filled with fluid. I was a skeleton with skin.

They pumped everything possible into my body to bring me back to health. I was in the hospital for a month, but still left in a fragile state. I went into Ministry Behavioral Health, a 28-day program. There I learned what alcoholism was and the fog lifted. I was an alcoholic and I knew I needed to fight for my life.

After 29 days, I went to Casa Clare, still nursing myself back to health. Many people didn't think I'd make it. After two months, I needed to get out and do something more, so I applied at Step. I needed some independence and self-worth to become independent even though my health wasn't up to par.

Step gave me a chance, which surprised me! My key people took good care of me and each day I became a little stronger. I

went home after a good day's work and felt tired and proud. (Except once I fell asleep on the job!)

I became strong enough to work at our plant on Hwy O under Craig. I didn't think I could handle it at first. I became a Key Person and gained so much from my time at Step. I gained self-worth and confidence. Not everything goes as planned, but I live and learn. I am able to work in chaos and I am able to handle boxes bigger than me!

After being there a year, it was time to take a chance and grow outside of the comfort of my recovery coworkers. It scared me—like I was the only alcoholic within the Plexus walls. Soon I used the self-confidence I had gained at Step and met each day with determination and self-worth. I also smile when the people at Plexus look at me when I pick up a wood end pallet and walk off with it!

Thank you,

Lin Z.

Newsworthy Notes

Leighton Suzanne Kelly is the new granddaughter of Mary Riehl, Office Manager at Step. She was born on July 20 and was 7.14 pounds.

Congratulations Riehl & Kelly families!

Teamwork

Teamwork (*verb*) A tight knit team is a group of competent individuals who care deeply about each other. They are fiercely committed to their mission, and are highly motivated to combining their energy and expertise to achieve a common objective.

This is the textbook definition of teamwork. Teamwork in the workplace requires a lot of care, sensitivity, and patience for it to pay off in the long run. This applies to productivity at Step, as well as in our personal recovery. Incorporating teamwork into both areas of our lives provides personal growth, as well as moving on to greater opportunities in life.

Teamwork in the workplace does take a deep personal commitment and belief in ourselves and others around us. Being considerate of our co-workers and giving compliments can make ourselves and others feel good. Positive reinforcement tends to produce better results than negative attitudes and comments.

Working together as a team not only gets the job done effectively and efficiently, but it boosts self-confidence at the end of the day. When everyone on the team gives 100%, no one feels like they are doing more work than the next. Step gives us the opportunity to focus on ourselves and find our strengths. Some of us are learning new skills and haven't had a steady work history. As we work as a team here at Step Industries, we are also learning to work as a team in recovery. We don't always like to admit it but people need people. We can't do any of this alone, and it will pay off in the end.

Lisa S. and April T.

Dave Miller, Sales Representative



I never believed that alcoholism would rear its ugly head in my life. I was wrong. I knew that the alcoholic gene was present in my family history. However, given that insight, I thought that by being aware of that fact and taking the necessary steps to avoid falling into the alcoholic trap, I could avoid it. I was wrong. It had never occurred to me that along life's journey one runs into the many obstacles that one has no control over. For example, death and taxes. I found out the hard way that if you don't mentally prepare for these obstacles, especially if you have a predisposition to alcoholism, your life can take a dramatic turn, as mine did.

Up until my thirties everything was going well in my life. As I was growing up I realized that I was in a rather dysfunctional family of which alcoholism was a major factor. I had to find some outlet or "escape" to avoid becoming entrenched in the family lifestyle. It was early on that I discovered that God had blessed me with the interest in and the ability to play the game of basketball. I practiced every day for many hours, and not only did I become good at it, I found out that it became an excellent escape not only from my family, but also from the pressures of partying my life away with my friends. I was fortunate enough to have several scholarship offers to play basketball in college, and, of course I accepted the offer that was farthest away from my family.

After graduating from college I moved back to Wisconsin and after several years of trying to find out what I wanted to do with the rest of my life, I got involved in the printing and publishing business. I became co-owner of a publishing business in Madison and things were going well in my life. I met all of the criteria of having a wonderful life with a beautiful family, nice home and good business. Life was simply grand, as they say, and then in the space of less than one year—the bottom dropped out. I lost my father to a stroke, my mother to cancer, and a daughter to a rare genetic disease. My life for that year consisted of dealing with doctors, taking care of those around me who were dying, and planning funerals. Being an only child, I had to deal with this all myself, and I was

in a lot of pain. Consequently, I turned to the one thing I vowed I would never turn to...alcohol.

I found out that alcohol became my best friend. It was always there for me, didn't die on me, and always seemed to kill the pain. However, the funny thing about alcohol is that for awhile it does kill the pain, but it also begins to kill you. I tried to mask my pain also by becoming a workaholic. I joined every civic group and community organization known to man. I tried to work and drink my way out of my pain. Most people can cope with deaths in their immediate family without turning to alcohol, however, I chose not to. Consequently, I remained in my state of feeling sorry for myself for several years. During the course of those years I lost everything including my family, my business, all my material possessions, and most importantly... myself.

I went through many programs and treatment centers always staying sober for a period of time and then relapsing. I did manage to stay sober for a period of five years during which time I became a transitional facility manager and ultimately an AODA counselor. However, I began to drift into the workaholic mode again, stopped going to meetings, and relapsed once again. However, this time finally enough was enough! I embraced two principles that stayed with me all these years but I never really put into practice. Those principles are KEEP IT SIMPLE and ONE DAY AT A TIME! I found that when I combine those two basic principles with not taking myself too seriously, I can stay sober. Most importantly, Step Industries has allowed me to maintain putting those principles into practice on a daily basis, and the overall atmosphere here lends itself to maintaining a sober lifestyle. For that I will be eternally grateful. I have been sober for almost two years and have my family back, my career back, and most importantly, myself back. I can thank Step Industries for all that, and also those two simple and basic principles that help guide my daily life.

Part of The Deal

Here's the deal...not everyone makes it. I have not seen the numbers in awhile, but it's pretty safe to say that a majority of alcoholics and drug addicts don't find long-term recovery. Narcotics Anonymous has a simple way of putting it... "jails, institutions or death" for those who continue down the path. You will read such a story on the back page of our newsletter. We generally seek to keep the newsletter upbeat and include success stories as often as possible. But we also need to hear about the down side, the painful side. We learn from such stories. What happened to Kevin is a stark reminder. It helps those of us who want to stay clean and sober today. This hits close to home. It's part of the deal.

Hugh Holly
CEO

STEP WRITE UP

Step Industries, Inc.
1010 Strohmeyer Dr.
Neenah, WI 54956

Phone: 920-722-2345

Fax: 920-722-0629

Email: maxine@stepindustries.com

www.stepindustries.com



Helping People...Helping Business

In Memory of Kevin L. Milwaukee Plant

On June 18, 2008 Kevin L. was stabbed to death in a drug deal gone bad. The news at Step Industries, Milwaukee was received in a gamut of ways: sadness, disbelief, anger, frustration. The reality eventually set in and people felt more comfortable about sharing their feelings. I was fortunate to visit not long after and shared my grief as well. Kevin died using drugs, but what we remembered was Kevin in recovery; that's how we knew him best.

Kevin enjoyed being clean. You could see and feel that when he came to work in the morning. He loved to share in huddle. When he shared the room got silent. People wanted to hear what he had to say, and he said it so eloquently. He was never afraid to share; he knew that secrets kept us sick. An then of course it was his laughter that everyone missed. When Kevin laughed it was contagious. You did not have to know what was so funny, you just wanted to laugh because he was laughing.

Others shared memories of Kevin that day. The crew remembered that he was a good worker and a motivator. He loved when someone new started and he could show them the ins and outs of the bag sealer. He took pride in

knowing his job and getting rate. Someone said, "Kevin was an emotional person." Truer words were never spoken. That created memories for me. As his immediate supervisor, I recalled having many conversations with him that were quite emotional. Anyone who says big men don't cry didn't know Kevin. At a farewell lunch for a crew member, Kevin shared his feelings about this person. Tears and honest feelings about each of them and what their friendship meant to them were expressed openly. There was not a person in the room that day that wasn't moved by the real and genuine emotion of two friends.

No one knows for certain what happens after death. Our hope is that Kevin's struggle with his addiction is over. One thing is for certain; Kevin touched many lives and hearts when he was clean. These memories are what we choose to remember of our friend and co-worker. Kevin, you are missed.

Rosie Nett

Team Leader