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Dare to Dream by Michelle Devine Giese

Earlier this week I had the privilege to spend some time with a former employee who I had asked to come speak with a consultant who was visiting our Milwaukee plant. I asked him because he was, and continues to be, a “success story”. He’d moved on to one of our employment partners a few years ago. He has stayed clean (about 3 years now) and continues to work his recovery program even though he now owns a house, is going to school, and is engaged to be married. He said he never dreamed he could have all of that. He talked about our evaluation process; how we helped him think in terms of setting short-term and long-term goals. He made a great comment about how he now needs to set new goals because he has met so many of his current long-term ones. How great is that? Then it hit me that goals are obtainable dreams.

When I think back to so many of the evaluations I have been a part of and all the goals that have been set by people, I realized they come in all shapes, sizes, seriousness and attainability. Some people’s goals or dreams are other people’s reality, or even things they take for granted. Some people have a goal to still be employed 8 weeks from now (that is the next evaluation usually). Some want to get their children back, some want to find a new job that has benefits, and some wish to be clean and sober.

I remember one of my big goals, when I had about 30

days clean, was to be clean for a year. That was “it” in my eyes. I figured if I could get a year clean I could do anything. Then I reached that goal and had to set a new one. That is when I had to start looking at my behaviors and actions and the reasons for my poor choices (that usually were an excuse for me to use). Now, looking at my actions and choices has become part of my regular routine. My goal now is to make good choices on a daily basis and when I don’t, to learn from them and not make the same mistake again.

Another one of my goals was to get my drivers license back. I hated not having a driver’s license. I swore when I got it back I was never going to take it for granted, and I haven’t. Sometimes when I see a police car my heart still skips a beat and I check my mirrors repeatedly. But then I remember I have my license and I am sober. Old habits die hard.

I think it is important to have goals and dreams. I feel good when I reach them and challenge myself to set new ones. I think it is important to make those goals obtainable (with a little work) otherwise I can get discouraged and give up. I still have some daydreams that may never come true, such as winning the lottery (I don’t usually buy tickets so that will be hard to do), owning a huge, fancy motor home and traveling wherever I want, whenever I want (in luxury). But those dreams are fun as long as I keep them in perspective.

Dressing Anonymous

1/2 # ground gizzards & hearts (no liver)

1/2 # ground pork

1/2 # ground beef

1 1/2 loaves of bakery bread, cubed

1 1/2 cups water

2 - 3 Tbs. Chicken bouillon

1/2 cup celery

1/2 cup onion

Salt & pepper

Fry beef, pork, gizzards & hearts. Drain and set aside. Mix water & bouillon & pour over bread. Season meat and mix with bread, onions, and celery. Grease casserole dish & fill with dressing.

Cover & bake at 350° for 40—45 minutes, or till celery is tender. Cover can be removed last 15 minutes if desired.

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 entirely 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.

Impossible Pies from Kent P.

Impossible Pumpkin Pie

1 cup canned pumpkin

1/2 cup Bisquick

1/2 cup sugar

1 cup evaporated milk

1 Tbs. Margarine, butter or spread, softened

1 1/2 tsp. Pumpkin pie spice

1 tsp. Vanilla

2 eggs

Heat oven to 350°. Grease 9 inch pie plate. Stir all ingredients until blended. Pour into pie plate. Bake 35 to 40 minutes or until knife inserted in center comes out clean. Cover and refrigerate any remaining pie.

Makes 6 to 8 servings. 1 serving is 220 calories

Impossible Cheeseburger Pie

1 pound ground beef

Large onion, chopped (1 cup)

1 cup shredded Cheddar cheese (4 oz.)

1/2 cup Bisquick

1 cup milk

2 eggs

Heat oven to 400°. Grease 9 inch pie plate. Cook beef and

onion until beef is brown; drain. Spread in pie plate; sprinkle with salt and cheese. Stir remaining ingredients until blended. Pour into pie plate. Bake about 25 minutes or until knife inserted in center comes out clean. Cool 5 minutes. Makes 6 servings. 1 serving is 330 calories.



Impossible Southwestern Pie

1 1/2 cups frozen whole kernel corn

8 med. Green onions, chopped

1 can (15 oz) black beans, rinsed and drained

1/3 cup shredded Cheddar

1/2 cup Bisquick

1/2 cup milk

1/2 cup thick and chunky salsa

2 eggs

Additional thick and chunky salsa

Heat oven to 400°. Grease 9 inch pie plate. Layer corn, onions, beans in pie plate. Sprinkle with cheese. Stir baking mix, milk, 1/2 cup salsa and the eggs until blended. Pour into pie plate. Bake 35 to 40 minutes or until knife inserted in center comes out clean. Cool 5 minutes. Serve with salsa.

Happy Birthday!

Neenah

Hugh H.	11/09	Michelle G.	10/17
Mark S.	10/14	Dave S.	10/22
Sam W.	11/24	Allen B.	10/27
Jeremy B.	10/03	Gregory C.	10/01
Jaime C.	11/19	Danielle L.	10/29
Renee M.	10/20	Michael M.	11/13
Travis N.	10/08		

Milwaukee

Paula W.	10/06	Jeannie W.	11/03
Debra U.	10/07		



Happy Anniversary!

Neenah

Hugh H.	10/19/73	Michelle G.	10/16/95
Ken P.	11/24/91	Kent P.	11/18/05
Craig S.	10/03/96	Deborah B.	10/31/06
Tony B.	10/30/03	Victoria B.	11/01/04
Kevin D.	11/07/06	Jim D.	10/08/04
Eric H.	11/23/03	Kenneth J.	11/22/06
Annie M.	11/13/06	Ronald M.	11/03/06
William P.	11/16/05	Luis Q.	11/13/04
Colin S.	11/18/05		

Milwaukee

Derrick B.	11/13/06	Peter W.	11/22/05
Raymond H.	10/24/06		

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

Words of Wisdom

Dear God, I have a problem, it's me.
 Growing old is inevitable...growing UP is optional.
 There is no key to happiness. The door is always open.
 Do the math...count your blessings.
 Blessed are the flexible for they shall not be bent out of shape.
 He who dies with the most toys is still dead.

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.

The Impossible Dream

We asked our employees to share:

1. Their most impossible dream

2. What dreams have already come true

Mike M. 1. To finally be able to say that my family can trust me—no more broken promises. 2. Sober for 5 months, lost guilt & shame, acquired more brain cells & thinking capacity.

Dave M. 1. For my son to reach his full potential in life. 2. To be reunited with my family.

Andrea M. 1. To raise my son to be the best he can be and to have more than I did. 2. Starting school, being one year clean and being a mother.

Victoria B. 1. Rich. 2. Clean/sober & have kids back.

Jimmy D. 1. _ 2. Relationship with family gained while staying sober.

Renee W. 1. To work for Vibe (magazine) 2. Recovery, friends, relationship with mom.

Angie J. 1. To be a rapper and movie star. 2. Getting kids back.

Sherry P. 1. Getting through rehab and made it. 2. Getting kids back.

Emory W. 1. To not be confused! 2. Found other half.

Jojo H. 1. To win lottery. 2. Being a grandmother.

Margie C. 1. To live to 65. 2. Drug free.

Mary D. 1. To be a radiologist. 2. Being a mother.

Tanya G. 1. Living the life of the rich and famous and being happy with it. 2. Being sober and being there for daughter.

Jaime C. 1. Picnic with Mary on the forklift (HAHA!) 2. Sobriety and the ability to keep that.

John K. 1. Going back to teach school. 2. Sobriety and going back to UW-Oshkosh.

Tony B. 1. Owning a north woods hunting place. 2. Staying sober for the longest time of my life.

Josh Z. 1. To have 20 kids. 2. Sobriety.

David S. 1. Win the lottery. 2. I've been blessed with pretty good health.

Tom S. 1. To be a rock star. 2. That I have a great car.

Al N. 1. N/A 2. To quit drinking.

Anne M. 1. Wake up a millionaire. 2. To establish a stable, clean sobriety.

Chuck G. 1. Get rich quick. 2. Sober for one more day, and have someone who cares.

Chris R. 1. Win the lottery. 2. Have been happy.

Mike B. 1. Win the lottery. 2. Staying out of prison.

Dave M. 1. To stay sober and be there for my son. 2. Being with my son more and spending quality time with him.

Deb B. 1. To be a millionaire. 2. Was married and it was a good one with 4 kids that are all healthy.

Greg C. 1. Retirement. 2. My own apartment.

Wil P. 1. To become a multi-millionaire in a year. 2. I'm sober.

Judy R. 1. To win the lottery. 2. Better health & sobriety.

Lissa B. 1. To sing at the Metropolitan Opera. 2. Sobriety and own apartment.

Angie S. 1. Staying sober 2. Drivers License, own home, stable family.

Chuck E. 1. To get along with family all the time. 2. Being able to remember yesterday.

T.B. 1. To be free from guilt and shame forever. 2. Got a job and am free.

Ruth R. 1. Be the first woman on Mars. 2. Being at peace with myself.

Anon. 1. To get my own house and manage my bills. 2. I got my daughter and I'm raising her.

Lynn S. 1. Get married again. 2. Clean/sober.

A.W. 1. I don't believe any of my dreams are impossible. All things are possible for those who believe. 2. Getting clean and sober.

Anon. 1. To rule the world of my own. 2. I am sober and out of prison.

The Impossible Dream continued from page 4

Anon. 1. To get my own business. 2. I was able to get off drugs.

Anon. 1. Want to go to school for doing hair. 2. Being clean and getting my life together and be the mother to my kids.

Anon. 1. World peace. 2. Sobriety, loving myself, trust of family, owning car, reunion with my children.

Debra U. 1. To have my own house. 2. To work and be positive that I can do anything if I put my mind to it.

Sharon L. 1. To become a big time movie stunt woman. 2. None.

Anon. 1. Becoming a crane operator. 2. Having my children with me.

Otis W. 1. To have my own construction company with part of it being a place where underprivileged young people can learn carpentry and better themselves. 2. I was able to clear up my own credit and get financing for my car without any help from anyone else.



One Dream at a Time

The concept of “taking it one day at a time” is immensely important in the life of a recovering addict. I can handle not using for today...the thought of not using for the rest of my life, although a comfortable thought today, was once way too much to consider. Keep it simple. Take life in small pieces. Reduce your plan to “do the next right thing” if 24 hours even seems too much. This is all good stuff.

So why do I invite our new employees, during an orientation session, to dream a little...to think about and then explain in a few words...what their vision is for a life in recovery? Because I think it is also helpful to have a dream, a picture, a vision of a happy and successful life...something to gaze at while we work it out in small pieces. Call it hope or

the way we manifest our dreams...but it can sure strike a cord in people who have not had much hope in a long time.

What’s great about this exercise are the simple, heartfelt answers. They talk about staying clean and sober, about family, about having peace of mind, about being free. Some add detail about jobs and homes and money and other stuff...but most of the responses are about sobriety, peace of mind and being with loved ones. It is a privilege to share in this experience. Let’s keep the faith...hold onto our vision...one day at a time.

Hugh Holly
CEO

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Helping People...Helping Business

Cars and Recovery

I have realized that besides being an addict and alcoholic I am also a caraholic. It started 5 years ago when I finally had enough money to purchase my first new car. I bought a new 2002 Nissan Maxima. From the very first day, it was my “baby”. I kept it clean, inside and out. I did my own maintenance – oil and filter changes, rotating the tires, fluid changes for the cooling and transmission systems etc.

Then I began to modify it. Engine mods, new wheels and tires, new suspension, sound system, aftermarket parts etc. I also became interested in detailing my new vehicle, learning about and buying all types of polishes, cleaners, waxes, towels, buffers and polishers. I spend a good amount of time maintaining and trying to perfect this vehicle. (if you want more “detail” (pun intended) don’t hesitate to see me) In fact, I started detailing other cars in my spare time.

Then just a few weeks ago, it hit me.....I wasn’t spending nearly as much time “maintaining” and “polishing” my recovery. The fact that I realized this is a sign of growth because in the past I wouldn’t have been able to identify “problem” areas in my recovery. And in the big picture, my recovery is *much* more important than my car. So I have increased the “maintenance” of my recovery.....reading more, attending different meetings, meditating more often, practicing the 10th Step daily and sharing my recovery with other addicts.

So, as mentioned above, if you want more “detail” about my recovery or would care to share any of *your* recovery “maintenance” tips, don’t hesitate to see me!

Tom Schatz
Human Resources Rep