



# ROTARY CLUB OF APPLETON

## GUSTO

Service Above Self

### September 30th, 2014 Upcoming Programs

#### October 7<sup>th</sup>, 2014

##### **Michiels-Fox Banquets**

Makini Kenya Initiative  
Thought of the Day: Jeff  
Werner

#### October 14<sup>th</sup>

##### **Michiels-Fox Banquets**

SAMP-Aziz Memon Pakistan  
Thought of the Day: Barb  
Merry

### Officers 2014-2015

#### **President**

Deborah Wetter

#### **President-Elect**

Sridhar

#### **Past President**

Peter Kelly

#### **Secretary**

Jennifer Stephany

#### **Treasurer**

Chad Hershner

#### **Directors**

Rosie Cannizzo  
Michelle Devine-Giese  
Ruth Ann Heeter  
Gary Hermsen  
Dennis Hietpas  
Egide Nimubona  
Shana Shallue  
Marta Weldon

#### **Sergeant-At-Arms**

Jon Kester

#### **Rotarians of the Year**

Tony Gonzalez/  
Kathy Dreyer

#### **Admin. Assistant**

Meghan Warner  
Phone 205-5255  
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#### **Membership – 175**

Downtown Gusto  
Meghan Warner, Editor  
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Appleton, WI 54912  
[www.appletonrotary.org](http://www.appletonrotary.org)  
Meets Tuesday Noon

### BUILDING A WINNING CULTURE-DAVE SKOGEN

Dave Skogen is Chairman of the Board of Skogen's Festival Foods, a family owned company originally founded as Skogen's IGA by his father and mother in 1946 in Onalaska, WI. Dave has been involved with the company since he was 4 years old and continues to be the driving force in leading the company. There are currently 18 stores and they employ more than 5000 associates. Dave believes is building a winning culture. In doing so a company's mission statement should tell you: How do you plan to win at that business. There are 2 parts of building that winning culture. There is Management and Leadership. Management is what we do and leadership is who we are and the ability to inspire. He believes we are all in the same profession, to enrich and serve the lives of others. When Festival Foods is looking to hire a new associate they look for character, it is a must have. This goes above and beyond hiring someone with experience and friendship. He also said that Festival follows the 4 E's: Energy, Energize others, Execute and Edge and also they look for passion. Dave went on to tell us that we all have "stuff". On each performance review the manager asked, "How am I doing as your boss?" "What would you change about me?" He has learned on his own performance review that he is not a good listener. He uses these results in his everyday life such as work, home and church. Another great piece of advice Dave mentioned was holding people accountable for excellence. Celebrate these actions and applaud those employees. Work is such a big part of our lives not to be celebrated. Also, make sure to communicate to your employees. Leadership is influencing and inspiring and you need to put others needs in front of your own. To become a better leader we need to practice behaviors until they become habit and we need to push people to become better...people need friction. He ended with this: Are you ready to change something? You got stuff, everyone's got stuff. Bring it every day and get out of your comfort zone and do not worry about the friction. Hold people accountable and make people better than they came.

#### **The Guy in the Glass** by Dale Wimbrow, (c) 1934

When you get what you want in your struggle for pelf,  
And the world makes you King for a day,  
Then go to the mirror and look at yourself,  
And see what that guy has to say.  
For it isn't your Father, or Mother, or Wife,  
Who judgment upon you must pass.  
The feller whose verdict counts most in your life  
Is the guy staring back from the glass?  
He's the feller to please, never mind all the rest,  
For he's with you clear up to the end,  
And you've passed your most dangerous, difficult test  
If the guy in the glass is your friend.  
You may be like Jack Horner and "chisel" a plum,  
And think you're a wonderful guy,  
But the man in the glass says you're only a bum  
If you can't look him straight in the eye.  
You can fool the whole world down the pathway of years,  
And get pats on the back as you pass,  
But your final reward will be heartaches and tears  
If you've cheated the guy in the glass.

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## **ANNOUNCEMENTS**

- The Theme committee would like to announce that the Nobel Conference is October 6<sup>th</sup> and you will return October 8<sup>th</sup>. It is being held at Gustavus Adolphus College in St. Peter, Minnesota. The cost for transportation, lodging and meals is \$300. If you would like more information you can contact John Mielke, Karen Laws, Harry Spiegelberg or Tom Williams.
- Please mark your calendars for **April 17<sup>th</sup>** for the Rotary Shines Annual Fundraiser!
- The Community Service Committee has finalized our grant application materials and deadline for this year. The application and instructions are attached, and the deadline this year will be October 10.

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## **7 DAY NOTICE**

The following individual has been proposed for membership in Rotary. She has passed all committees and unless an objection in writing is submitted to the secretary within 7 days, this member will be admitted to the Rotary Club of Appleton.

**Bill Mullarkey** of W1266 Appleland Way, Kaukauna, WI 54130 has been proposed into membership by Roger Van Vreede. He would enter under the classification of Audio Visual Integrator.

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## **GUESTS, VISITORS AND MAKE-UPS**

**Guests today were** Mary Beth Leopold with Gail Enke, Debbie VandenBogart with Deborah Wetter, Heather Reetz with Gail Popp, John Ulness with Steve Taylor and Dan Mitchell with Frank Rippl

**There were No Visiting Rotarians**

**No Make-ups this week**

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## **NEXT WEEKS MEETING- OCTOBER 14TH- AZIZ MEMON FROM PAKISTON (MICHIELS)**

Next week, When you pack medical supplies for the Sharing Around (the World) Medical Project, do you ever wonder where they are being sent or what is being done with them? Over the years, several shipments have been sent to Pakistan. On October 14, Aziz Memon from the Rotary Club of Karachi, Pakistan will share with you how these medical supplies are being used and how they have made a difference to the people in Karachi.