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Photo from Lakeside Packaging

Lakeside Packaging Plus employees are shown working at its Neenah facility.

Lakeside Packaging marks 60 years of making it work

By Kathy Walsh Nufer
NEWS CONTRIBUTOR

As Lakeside Packaging Plus Inc. celebrates its 60th year in business, staff and board members remind themselves of their original mission to meet the vocational needs of people with disabilities, and their efforts to stay relevant six decades later.

While multiple facilities like Lakeside have closed, LPP also weathered its share of struggles but thrives, according to new chief executive Rob Servais. “We are blessed,” he said.

Board member Lynn Ruedinger agreed.

“LPP is still here, surviving, thriving and willing to change with the times, and provide whatever every person with disabilities needs,” she said. “It is adjusting and growing. You have to be dedicated to this mission to have that resilience.”

Yet, it appears Lakeside’s presence in Oshkosh and Neenah has been a well-kept secret for years.

“I was interviewed on WOSH Radio, and the host had never heard of Lakeside Packaging Plus, but he was intrigued,” Servais

SEE 60 years ON PAGE 10

Expansion plan faces rising costs

Police Department project \$1.4 million over budget

By Bethanie Gengler
NEENAH NEWS

The Neenah Police Department is modifying its design plans for a training center and garage addition after rising costs and inflation pushed the project to about \$1.4 million over budget.

The proposed 18,550-square-foot addition includes a firing range, armory, conference room, defense and arrest tactics room, virtual 3-D training room, fitness center and additional garage space to store police vehicles.

The cost of the project had been estimated at \$5.5 million.

Andrew Mayo of FGM Architects said at a Public Services and Safety Committee meeting last month that the \$5.5 million estimate was from 2020 and based on a 7-10% inflation rate. In the past six months, that inflation cost has risen to 20%, he said.

Tim Kippenhan of Miron Construction said that in the past 10 years the inflation rate has been about 3-5% per year and only in the past year did the rate increase by more than 20%.

The new estimated cost of the department additions is about \$6.9 million. Police Chief Aaron Olson said the department cannot proceed with the build at this time with the increased costs.

Over the past month, the department worked with the architect to alter the design to stay within the budget. The ga-

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Layoffs coming Neenah Foundry will cut workforce this fall

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Family conversations can spark honest feelings

By Kaitlyn Scoville
NEENAH NEWS

Allison utilized Al Anon from 2008 to when the pandemic hit after her husband’s drinking became problematic. Her husband, Bryan, has been sober since 2009.

“I was pretty desperate,” Allison said. “The first meeting I went to I thought, ‘No way. These people are old; they won’t understand.’ But before joining, Al Anon requests attending a handful of meetings before deciding if it’s the right fit. By the fourth and fifth meeting, it clicked.”

Now they have two kids – 18 and 19 – with whom they are completely open about the risks of addiction and dangerous substances.

Early in Allison’s children’s childhoods, she would talk with them about why she and Bryan didn’t drink and why they

should consider what they’re experimenting with when they get to that age.

“There’s no question they knew (about substance use) in grade school. By high school we talked about it all the time,” Allison said.

When her son was 17, he turned to heavy drinking; Allison and Bryan knew immediately something was off. In the same year, however, he began his recovery journey.

“There was no question in his mind that he was in trouble, even though he wouldn’t admit it to us. He felt so good that he just wanted to keep recreating that,” Allison said. “You watch it – it’s not that you just ignore it – and hope that it doesn’t hit you. When it does, it’s not a surprise. And I think that’s how it happened for our son.”

Her son would tell Allison he was scared. He wanted help but didn’t want to commit to it, though she knew that was

SEE Be Courageous ON PAGE 9



Pexels photo

Honest conversations between parents and children are a way to deal with issues before they become problems.

Neenah News

Local news for you

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Corrections

It is the policy of the Neenah News to correct all errors of fact. For correction information, call 920-486-1616.

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Neenah Foundry announces layoffs

Neenah News

Neenah Foundry has announced layoffs affecting 115 employees at its Aylward Street manufacturing facilities and corporate headquarters on Brooks Avenue in a July 29 notice to the state Department of Workforce Development.

“These layoffs are the result of a previously announced divestiture of certain heavy truck part sales and manufacturing by the company,” the notice read, referring to the July 2021 sale of its heavy truck business to Grede, an iron components producer based in Southfield, Mich.

The anticipated layoff is scheduled to begin Sept. 27 and be completed by early October. Employees impacted include production workers who are members of the United Steelworkers union, its affiliated Local 121B and non-union employees.

Among the layoffs are 104 production workers, four production supervisors and seven corporate staff members.

Neenah Foundry is providing notice to the bargaining unit employees with



Neenah News

Neenah Foundry announced that it will be laying off 115 employees from its Neenah operations this fall.

the lowest seniority under a collective bargaining agreement that requires the layoffs be based on seniority pending any

retirements and voluntary resignations.

The company said the remaining employees who may be affected by the layoff are non-union workers who do not have any bidding or transfer rights.

Owned by Charlotte Pipe and Foundry Co., in a recent acquisition, Neenah Foundry employs 950 in the city, according to statistics from the Fox Cities Regional Partnership.

Correction

JULY 29, PAGE 1: The woman in the photo accompanying the Habitat for Humanity story was misidentified. She is J. J. Keller graphic designer Carrie Redig.

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Fundraiser set in home crash fatality

Neenah News

The community is rallying to support a family who lost their young child when a semitrailer crashed into their Town of Vinland home on Green Valley Road north of Oshkosh last week.

Eight-month-old Martin Stechner III was killed July 25 around 6 p.m. when a truck traveling on Interstate 41 veered off the highway, drove through the fence line, crossed the frontage road and crashed into the home of Jasmine Mendoza and Martin Stechner.

The driver was identified as a 63-year-old Little Chute man who sustained minor injuries. Damage to the home was extensive.

The cause of the accident remains under investigation, while the Sheriff's Department reported Wednesday that the driver had fainted due to an illness.

Solutions Recovery has organized a fundraiser for Mendoza, Stechner and their three daughters. All proceeds will support the family. Donations can be made at sri-wi.org under the donate tab or by mail to Solutions Recovery, Attn: Mendoza/Stechner Fund, 621 Evans St., Oshkosh, WI, 54901.



Submitted photo

A fundraiser has been organized for the family of 8-month-old Martin Stechner III, who was killed on July 25 when a semi crashed into the family's home.

The family released a statement through their attorney asking for privacy during this time.

Area unemployment rate rises in June

The unemployment rate in June decreased in all 12 of Wisconsin's metro areas, including Oshkosh-Neenah, compared with June 2021, but rose by 0.7% between May and June, according to the U.S. Bureau of Labor Statistics.

The Oshkosh-Neenah Metropolitan Statistical Area (MSE) had a June jobless rate of 3.2% compared with 4% a year ago, while the city of Oshkosh's unemployment was at

3.6% compared with 4.6% in June 2021.

The state Department of Workforce Development released the June estimates of unemployment and employment statistics for metropolitan areas, major cities and counties last week. Preliminary June rates declined in all 72 Wisconsin counties over the year and decreased or stayed the same in three of 72 Wisconsin counties over the month.



Kimberly Point lighthouse

Aug. 7 is National Lighthouse Day. The Kimberly Point lighthouse was constructed in 1945 through a donation from James C. Kimberly. Construction was originally delayed due to World War II. The lighthouse was extended in 1954 to 49 feet tall.



Photo from Neenah Historical Society

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Wellness Plus is a coalition of local healthcare professionals, wellness advocates, and communities in Winnebago County working to ensure access to scientifically-proven wellness programs.



CHARLOTTE PIPE AND FOUNDRY COMPANY

PLANT MANAGER

Charlotte Pipe and Foundry recently purchased Neenah Enterprises (NEI) with foundry locations in Neenah, WI, Lincoln, NE and Medley, FL. NEI is seeking a plant manager for its Wisconsin facility. The successful applicant will report directly to the CEO of NEI. This position will include responsibility for the following areas:

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About Neenah Enterprises Inc., a subsidiary of Charlotte Pipe and Foundry Company – Neenah Enterprises has been a leader in the construction castings industry for 150 years. The company's product lines include cast iron manhole covers, grates and industrial castings.

About Charlotte Pipe and Foundry – The company was founded in 1901 and is privately held. Charlotte Pipe is a leader in the cast iron soil pipe and fittings and plastic pipe and fitting industries, as well as the production of gray iron commercial castings.

Please submit your resume to: **Greg Simmons, SVP, Charlotte Pipe and Foundry Company**
(704) 348-5410
gsimmons@charlottepipe.com



Judge witnessed a better way for mental health cases

Keberlein helps improve commitment hearings

By Bethanie Gengler
NEENAH NEWS

Winnebago County Judge Bryan Keberlein said an incident that occurred while he was judicial court commissioner helped change the process of how county mental health cases are handled at the circuit court level.

Keberlein shared a memory of a day he spent in court observing mental health hearings. He witnessed two patients being transported by squad car from ThedaCare Regional Medical Center in Neenah to the Winnebago County Courthouse in Oshkosh. One of them was having a breakdown.

"They were handcuffed and belly shackled and they were just sobbing," he said. "It was obviously the low point in their life and they were having the worst day of their life. It kind of struck me, at that point, that this is not a beneficial system for that person, and while it might build in efficiencies for the court, or the attorneys, or the clerks, the person that really needs the assistance is the person sitting there having a mental health crisis."

Keberlein is referring to a Chapter 51 proceeding within Wisconsin statutes used to involuntarily commit a person for mental health or drug and alcohol treatment. To qualify for a Chapter 51 hold, the person must have a treatable mental illness and must be considered dangerous to themselves or others.

The process starts when a person is involuntarily detained at a mental health facility for 72 hours. The facility makes a



Submitted photo

Bryan Keberlein was elected in April as Winnebago County Circuit Court judge for Branch 3.

recommendation for the level of care required. Not everyone is held for the full 72 hours and they may be released before the hold is up.

If the mental health facility decides to detain a person for 72 hours or longer, a probable-cause hearing must be held. The person may be released either after signing an agreement in the hospital, signing a 90-day settlement agreement in court or is bound over for a commitment hearing. A judge can order a person committed for up to six months.

Keberlein said on that day, the person was only in the courthouse for about five minutes while signing a 90-day agreement. He said they spent more time riding in a squad car than they did resolving the case.

He realized there was something wrong with a process that required people going through a mental crisis to be detained and

taken to court unnecessarily.

"The individual goes from the hospital to the court and back, shackled, and in the back of a squad, and I thought: There's no way that's good for mental health," he said. "Probably nobody wants to be transported in the back of a squad, especially when they're having the worst day of their life."

In order to start the legal process, emergency detention documents must be sent to corporation counsel. Keberlein said Winnebago County's process was delayed, which meant people were unable to immediately obtain an attorney and patients were needlessly being transported to the courthouse to meet with attorneys.

"What I was looking at was trying to get attorneys on board to try to get the cases resolved in advance of people having to make that trip," he said. "That they'd only

have to be brought to the courthouse in the circumstances where we're actually going to have a case or actually going to have a court hearing, and trying to keep them in the hospital where they're getting the treatment or the assistance they need rather than adding additional traumas and embarrassments to them."

During his time as court commissioner, Keberlein organized a task force and issued a directive that the emergency detention documents must be sent to corporation counsel immediately. He said the sheriff's department was previously transporting between 20 and 25 mental health patients to the courthouse per month. After the directive was issued, transports dropped to about five a month.

"The big win is the significant amount of people not being pulled out of the hospital, not being shackled and belly belted and transported in squad cars, and the other upside would be the significant savings of transport costs for the sheriff's department," he said.

Keberlein, of Neenah, was elected to a six-year term as Branch 3 circuit court judge earlier this year, replacing Barbara Key, who did not seek re-election. He spent eight years as a court commissioner and eight as a state public defender. In his judicial position, Keberlein said he will continually look for ways to improve the court process.

"Those types of things are in the system," he said. "Sometimes we just have to look for them, and you don't always know when that idea or that thought is going to happen, and for me it just happened to be when I was in court, looking at somebody, and realizing this is just not a humane way to do this."

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For more information or for references to start the conversation visit <https://breakwaterwi.org/be-courageous/>



Homicide charges advance in Ridgeway death

By Bethanie Gengler
NEENAH NEWS

One man was in court last week and a woman is headed to sentencing over the death of Roger Ridgeway of Fox Crossing who was found stabbed near Gord's Pub in Neenah last year.

On April 17, 2021, just before midnight, an officer investigating a trespassing complaint was approached by a man who notified him that someone was lying in the grass in a parking lot south of Gord's.

The officer found a man later identified as Ridgeway, 22, lying face down with five stab wounds and bruising to the left side of his face and body. Ridgeway's wallet and ID were not located.

A cellphone with a case was found near his body and it contained a credit card issued to Mandel Roy, 26, of Minnesota. Two wooden pieces of a tire knocker – a rod used to check tire pressure – were also left near the body.

Ridgeway was "beyond lifesaving measures" and pronounced dead at the scene.

Using surveillance video from nearby businesses and residences, investigators were able to piece together a timeline of what occurred.

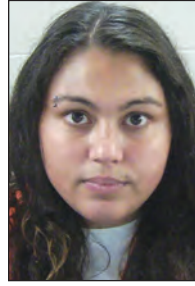
Records indicate that earlier in the evening, Ridgeway's mother was at Gord's Pub and called police around 8:30 p.m. to report that someone at the bar struck her in the face. Her boyfriend picked her up and took her to her Neenah home. Shortly after, Ridgeway showed up and overheard his mom yelling about the dispute at the bar. He then left the residence.

At around 10:30 p.m. surveillance video shows Ridgeway parking at Plexus near the tavern. Documents say Ridgeway entered Gord's and inquired about the dispute. The bartender told police that after they told Ridgeway what happened, he put a \$10 bill on the bar, exited the building to smoke a cigarette and never returned.

Just after 11 p.m. Ridgeway was seen on surveillance video walking from Gord's with a group of people including Roy, who was carrying a tire knocker, when a fight ensued. Audio from the recording includes yelling and multiple loud smacks,



Roy



Colwell

according to the police report. Charles Hoofman, 53, of Neenah, was also identified on video close to the fight but investigators were unsure if he was involved.

A camera recorded audio of a female voice yelling "let's go" and "(expletive) him." Two subjects were recorded running around the block and entering Eagle Nation Cycles. Surveillance from Eagle Nation showed Roy and Teran Colwell, 30, of Minnesota, entering Eagle Nation. Colwell was seen carrying a knife and Ridgeway's wallet, which was never located.

Two days later, officers in Shawano County investigating a suspicious vehicle complaint questioned Roy and Colwell, who both provided fake names. Roy was arrested and charged with resisting an officer and possessing drug paraphernalia. Officers allowed Colwell to leave.

A bench warrant was issued for Colwell and she was arrested in late May of last year. She was charged with resisting an of-

ficer in Shawano County and felony murder in Winnebago County.

In July, Colwell's homicide charge was amended and she pled no contest to one felony count of substantial battery as a party to a crime and one count of harboring or aiding a felon. She will be sentenced Sept. 30 and faces up to seven years in prison.

Roy was transported to Winnebago County and charged in the death of Ridgeway. He's due back in court Sept. 12. While incarcerated, Roy has racked up two misdemeanor counts of criminal damage to property for breaking jail windows, one count of disorderly conduct for refusing to comply with corrections officers who tased him and one count of battery for beating an inmate who called him a racial slur.

In May 2021, police executed a search warrant at Hoofman's Neenah home in an attempt to find the knife used in the stabbing. The knife was not located but police found a firearm. Hoofman has a previous felony drug charge out of Arkansas and he's prohibited from possessing a gun. He was charged as a felon in possession of a firearm. He has not been charged in Ridgeway's death.

Salmonella illnesses traced to shelled peas sold at farmers markets

Neenah News

A recent outbreak of salmonella has left six people ill – three hospitalized – in the area from shelled peas sold at local farmers markets.

The state Department of Agriculture, Trade and Consumer Protection (DATCP) cited the snap peas with the same strain of the infection stemmed from Green Barn

Farm Market in Ripon and at markets in Green Bay, Madison, Fond du Lac and from Green Valley Acres Farm stand in Neenah.

"Anyone who purchased shelled (loose) peas from Green Barn Farm Market or Green Valley Acres Farm since July 1 is advised to not eat them and to throw them away, even if the peas have been frozen," the

DATCP said in a statement.

"If you ate any shelled (loose) peas purchased from Green Barn Farm Market or Green Valley Acres Farm since July 1 and are experiencing symptoms of salmonellosis, contact a doctor right away and let them know you may have been in contact with Salmonella."

Signs and symptoms include diarrhea, ab-

dominal pain, fever, and vomiting that lasts for several days. Salmonella is commonly caused by bacteria that are spread by eating or drinking contaminated food or water, or by direct or indirect contact with fecal matter from infected people or animals.

While the investigation is ongoing, the outbreak can be tracked at dhs.wisconsin.gov/outbreaks.

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- The Shari Lewis Legacy Show | Sept. 17
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- Jason Petty's Hank Williams Celebration | Sept. 30

October

- Mark Twain Revisited with Parker Drew | Oct. 1
Presented by Selective Shows, LLC
- Zach Rushing with Dustin Sims & Jesse Peyton | Oct. 7
Presented by UTR
- Girls Night: The Musical | Oct. 9
Presented by Entertainment Events
- MANIA: The ABBA Tribute | Oct. 11-12
- Sundae + Mr. Goessl | Oct. 21
Dreamland Album Release
- The Lettermen | Oct. 22
Presented by Brennan Seehafer Productions
- The Four Phantoms In Concert | Oct. 27-28
★ Gala World Premiere | Oct. 29

November

- An Evening with George Winston | Nov. 5
Presented by ACG
- B2wins | Nov. 12

December

- Christmas with John Berry | Dec. 2
Presented by ACG
- For Kids from 1 to 92! | Dec. 8 & 9
Presented by ROCK | LLC
- Ted Vigil: A Rocky Mountain Christmas | Dec. 16
- The Night Before The Night Before | Dec. 23

January

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February

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Students with gun images on shirts win appeal

Court reverses ruling that had backed administrators

By Bethanie Gengler
NEENAH NEWS

The 7th Circuit Court of Appeals ruled in June that a Wisconsin District Court judge applied the wrong legal standard when ruling in favor of administrators at Shattuck Middle School and Kettle Moraine High School who barred students from wearing shirts printed with images of guns.

In February 2020 a seventh-grader at Shattuck Middle School in Neenah wore a T-shirt with a gun manufacturer logo and an image of a revolver. Around the same time, a student at Kettle Moraine High School in Wales wore a T-shirt to school with a gun-rights group logo and an image of a handgun. Both were barred from wearing the shirts at school.

Court documents indicate the students were told that any clothing depicting firearms is prohibited. Both schools' dress codes do not include a ban on clothing with images of firearms but prohibit clothing deemed inappropriate or disruptive.

The two students sued their school administrators in separate lawsuits, alleg-

ing violations of their First Amendment rights to free speech. They sought to enjoin the administrators from enforcing dress code prohibitions on clothing depicting firearms.

The District Court consolidated the cases into *N.J. v. Sonnabend*. At issue is whether it's constitutional for school administrators to prohibit students from wearing shirts with images depicting guns.

The students argued through their attorney that their shirts were not disruptive and therefore constitutionally could not be prohibited under the legal standard of *Tinker v. Des Moines Independent Community School District*.

In the *Tinker* case, the Supreme Court ruled it was unconstitutional for administrators to suspend five students for wearing black armbands as a sign of protest against the Vietnam War. The case set the precedent that students do not lose their First Amendment rights in school and in order to censor free speech the conduct must "materially and substantially interfere with the requirements of appropriate discipline in the operation of the school."

In May 2021, Judge William Griesbach for the Eastern District of Wisconsin ruled in favor of the school administra-

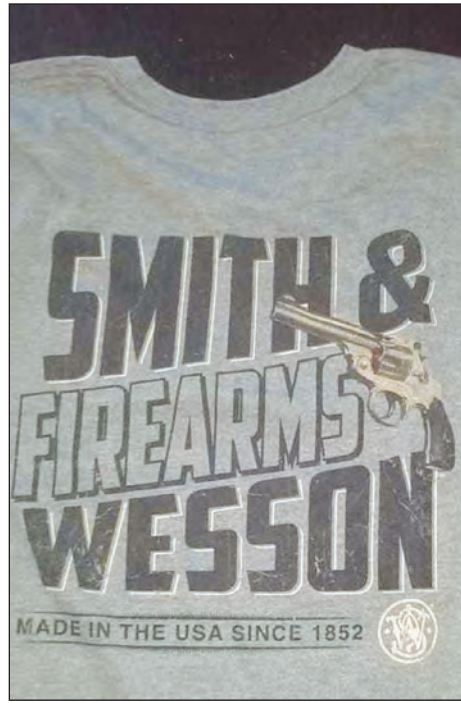


Photo from John Monroe Law
A T-shirt worn by a middle school student with a gun manufacturer logo and image of a revolver was banned by administrators in 2020.

tors and dismissed the case. Griesbach declined to apply the *Tinker* standard and instead applied the standard for speech restrictions in a nonpublic forum.

In his ruling, Griesbach cited increased sensitivity about school violence after school shooting incidents in Oshkosh and Waukesha in 2019. Griesbach concluded that restricting students' ability to express their views about firearms furthers the goals of reducing student aggression.

The students appealed the ruling. The appeals court wrote in June that Gries-

bach applied the wrong legal standard when dismissing the students' case. The court also ruled that because the Shattuck student is now in high school and no longer attends the middle school his case was moot and they dismissed it. The Kettle Moraine student's case was remanded to Griesbach to be re-evaluated under the *Tinker* standard.

Last week, attorneys for Kettle Moraine submitted a motion to dismiss the case, stating that the student graduated in June and an injunction would have no practical effect on the student.

The student's attorney, John Monroe, said he plans to file a brief in opposition to the motion to dismiss. Griesbach will issue a decision after that.

Monroe said there have been two other cases in Wisconsin regarding school censorship of clothing depicting guns that were resolved in favor of the students.

"This case, and cases like this, will continue to be brought as schools ban depictions of firearms on clothing," he said.

The 7th Circuit's decision in *N.J. v. Sonnabend* is significant because it affirms that schools must apply the *Tinker* standard before imposing gun-imagery restrictions on clothing.

Neenah Joint School District communications director Jim Strick said the district will continue to regularly review and update its dress code policies.

"Providing a safe environment for all students is of primary importance for the Neenah Joint School District," he said. "When something disrupts the learning environment, the district will take action."

Police projects

FROM PAGE 1

rage space addition will be eliminated, the building will be reconfigured and the training room will have less space.

Those changes put the project at about

\$282,000 over budget. Kippenhan said that once a bid is accepted, inflation will no longer be a factor because the prices will be locked in.

The committee voted to recommend the Common Council approve the new design for the police department addition with a budget of \$5,781,987.

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Be Courageous

FROM PAGE 1

what he wanted.

"I'm no stranger to alcoholism. I looked and everything pointed back to getting yourself supported," she said. "He's so educated on everything now that even if he goes back and relapses, it'll never be the same – it'll never be as good."

Alex, on the other hand, has younger kids – 14, 10, 4 and 8 months. After noticing his oldest, Carter, was struggling emotionally a few years ago, he decided to take him out of school for an extended lunch.

"It wasn't that he was struggling but he was having a few days where he seemed a little bit more emotional than normal," Alex said. "So at his age I felt he needed to know more about my story and what I had been through for him to understand why I wasn't with his mom and why we had him at a young age."

Alex began drinking during his freshman year of high school and it escalated through graduation.

"I had always wanted to get into filmmaking but I wasn't actively pursuing that dream because I cared more about being the cool kid, fitting in and doing drugs, having the parties," Alex said. "I couldn't really stop after my senior year of high school."

He eventually turned his life around at 22, but it "hasn't been a perfect 10 years of sobriety," he explained.

But with his lived experiences, Alex was able to open up to Carter and create a further connection, to allow an open, trustworthy space to talk about anything.

"I felt like he needed this heart-to-heart; he had said a thing or two that made me realize he was yearning for it. I felt if I could share some of that with him,

About the series

Through a partnership between the Neenah News and Breakwater, this six-part series aims to help reduce the reluctance of having difficult conversations and asking tough questions in the household surrounding alcohol and substance use.

Youth want you to ask questions; they need you to help them make decisions. For youth, people in your life – coach, teacher, youth leader, friend – are there to talk about the things you have questions about. Be courageous; start the conversation.

For more information, visit tinyurl.com/bdf2bp8u

he would understand that I've struggled too, because we as parents sometimes forget that too," Alex said. "Your kids have a tendency to put you on a pedestal whether you're a great parent or not."

After calling into Carter's school, they drove a few miles away to the lakeside and just talked; Alex didn't realize this was the age he would open up to him about it. It just came naturally.

"By the end of that conversation we had hugged, we were probably in tears. He needed to hear some of the things I've been through to know that I'm not perfect," Alex said. "Fast forward three years later and we've had a few more conversations that have piggybacked on that initial one. We've connected a lot more and I feel he is so emotionally intelligent. I feel like they've helped him in a small way."

And just over the past year or so, Alex has begun talking to Carter about the specific risks of substance use. These conversations have been important as he's

listened to rap and hip-hop music with Carter – to which he's also developed a liking – and which at times has vulgar or sensitive lyrics.

One of Carter's favorite hip-hop artists passed away not long ago to a drug overdose, and he had asked Alex shortly thereafter to watch a documentary about his life.

"At first in my head I thought, 'No way, that's not OK.' But at the same time, I'm a little intrigued by it too and one day he's going to see it without me," Alex said. "So what if I watch it with him and, if they show these graphic things of drug use, help him understand by stopping the (film) and having that conversation?"

"Long story short, it went over really well. I talked about when he saw the rapper in that, he was really struggling and not fully seeing or accepting it."

While Alex hasn't started having these conversations with his younger three children, he said that even before digging deeper into more sensitive subjects, parents can begin by "giving the kids the time and attention they need."

For him, the best place to connect with his kids is in the car.

"It's those 10 to 15 minutes we can just talk. And I feel like specifically when you're driving, sometimes because you're not looking right at each other you're a bit more relaxed."

"More importantly at the end of the day, I start with, 'How was your day?' Then I try to ask them what happened or the best and worst parts. I want to set the stage for them to know they can open up and share their feelings with me. It's so important to do your best as a parent to listen."

Allison, with her kids, finds teachable moments to talk with them.

"Teenagers do dumb stuff, and drugs now are pretty dangerous and risky," she



Pexels photo

Having conversations with their children can be a parent's or guardian's best weapon against substance use.

said. "Help them connect the dots instead of lecturing them about the evils (of substance use)."

Over the next several years, Alex said, Carter will happen upon a time where he's asked to do something, or a friend will try to push him to do something whether it's with drugs, alcohol or something unsafe.

"I hope he'll come to me and talk about it before trying it," Alex said. "If you have some of those conversations to make them feel safe, then that might be the thing that helps deter them away from (addictive substances)."

"... If you're a kid, your parents – in their heart – ultimately want to take the time to listen and be there for you but I think sometimes it's hard for kids to speak up, especially if they feel like their parents won't validate their feelings. Speaking up and getting honest isn't always easy. I hope kids are willing to do that, whether it's with a parent or someone they're close to."



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FROM PAGE 1

said. "For me, helping people understand what we do is a passion of mine. At Lakeside we want to be a beacon. More than anything, we want people to know about our mission and the people we support."

The company was founded in 1962 by a band of dedicated parents and nonprofit agencies who saw a need to provide meaningful job training programs and day services for adults with disabilities.

"At the time, when students with disabilities completed their schooling, there was very little available for them to do," Servais said. "Some would turn 18 with no vocational options. They needed training and job opportunities to provide hope."

In those days these facilities were known as sheltered workshops. Today they are called CRPs (community rehabilitation providers). Wisconsin currently has about 60 CRPs, most of them in larger cities.

Over the years, Lakeside specialized in light assembly and packaging, subcontracting the work by bidding on production jobs from local businesses and industry. Many businesses also looked to Lakeside as a supplement for their own labor forces when needed.

For Lakeside associates, the jobs offered vocational training and development, plus an income. Those unable to do production work participated in adult day services promoting life and vocational skills, along with

Lakeside Packaging Plus

Nonprofit business provides projects, employment and activities designed to enrich the lives of associates with diverse abilities at Neenah and Oshkosh facilities, plus community training sites.

Clientele: Serves nearly 225 associates and works with 65 partner businesses

Options: Day programs, community employment and prevocational services

Eligibility: Diagnosis of a developmental disability or mental illness, and must be 16 or older

Locations: 1040 Breezewood Lane, Neenah, and 100 Fernau Ave., Oshkosh

Website: lakesidepackagingplus.com

basic academics.

Whether assembling safety kits for J. J. Keller or getting job-coaching support for clerking at the local Pick 'n Save, Lakeside helps associates develop and use their varied skills to reach their potential.

Servais cited several challenges in recent years, including closures.

"Multiple facilities decided to end services because of poor reimbursement rates that did not cover expenses," he said.

Staff recruitment in the current job market has been difficult.

"With inflation and increases to competitive wages, hiring staff can be a challenge," Servais said.

COVID-19 had a great impact on Lakeside's business operations, he added. "Since COVID, we are serving 80 to 100 fewer associates than we were previously."

Another challenge is legislative uncertainty around efforts to eliminate or phase out the Special Minimum Wage provision (section 14C) of the federal Fair Labor Standards Act. Ending that provision would put more limits on the CRPs' use of below minimum wage pay for people with disabilities.

In recent years, many self-advocates and

family members have found their voice through grassroots organizing around proposed changes in state and federal rules, and regulations that could impact Lakeside.

They contact their legislators to share real-life stories and perspective, hoping to protect the "full array" of services, including center-based work.

Their overriding concern is that facility-based vocational services might be eliminated as a work "choice."

Nicole Stollar of Neenah likes having a choice. She works three days a week at Lakeside assembling cutlery packets for Hoffmaster Group Inc.

"I wrap a napkin around the cutlery and put a plastic ring on it," she explained.

After work she proudly reports her count for the day to her mom Teri.

"I like my job, my friends and my supervisor," Nicole said.

She also volunteers at Bethesda Thrift Shop in Neenah and has a side job selling jewelry she makes at the local farmers market. Teri Stollar thinks this combination is a good fit for her daughter.

"She is comfortable and happy, sees a lot of her friends at work, and for her, Lakeside is a safe haven," she said. "I don't have to worry about her, and I feel happy that she's happy."

Ruedinger, a former special education teacher whose brother Terry has been a Lakeside associate for 37 years, said Lakeside provides Terry with "whatever he needs to become as independent as possible. He is

happy, safe, meeting a purpose and has a full quality of life. It's not just a job. There is a real sense of camaraderie – a sense of belonging that gives his life meaning."

As the disability landscape changes, and the emphasis on placing more people in competitive jobs in the community grows, Lakeside adapts.

Ruedinger noted that today, LPP can provide the gamut of services for differently abled individuals to succeed.

"Offering a full array of services is really key to us staying relevant," said Tom Mentel, Neenah coordinator of adult services. "That includes adult services and community-integrated employment, and adult day services that are both center based and community based, from in-house music and craft activities, to museum trips, bowling and swimming. We have so many programs that we have started."

Three new options for associates to explore are Building Full Lives Program, Group Supported Employment and the Summer Program for Youth.

"We are in a unique and exciting time at Lakeside," Servais said. "As we forge forward, we want to ensure we remain true and centered on our key elements of what makes us special — mission, vision and core values. Lakeside will continue to be proactive with community-based programs alongside our in-house programs, but we will always try to center our decisions on what's best for those we serve."

Lakeside timeline

1962: Work Adjustment Services Inc. founded by parents of children with disabilities and nonprofit agencies with a mission to provide more meaningful employment programs to promote self-sufficiency for adults with special needs, as well as day services. Duane Kelso is first executive director.

1971: Terry Laske named executive director

1976: Current facilities completed in Oshkosh and Neenah

1982: Neenah facility adds 15,000 square feet to original building

1984: Oshkosh facility adds 27,500 square feet

1999: Dave Brotski becomes executive director

2000: Name changed to Lakeside Packaging Inc.

2012: Margaret Winn becomes executive director

2022: Rob Servais becomes executive director

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Clams and Shellfish



Seashells you find on the beach were once homes to small, soft-bodied creatures called **mollusks**. Hard shells protect the soft bodies inside. When the mollusk dies, its shell washes up on shore.

Mammoth Mollusk

The giant clam can weigh 440 pounds (200kg) or more! When healthy, they can live up to 100 years.

Long ago, people thought giant clams could eat people. The truth is that a clam moves its shell way too slowly to trap a person inside. **Circle every other letter to see what giant clams eat.**

A P D D L O R A K N W K B T J O Y N P L

Mollusks and Their Shells

Do the math to label each of these shells.

- 3 + 3 + 4 = Clam
- 15 + 6 + 7 = Triton
- 17 + 2 + 3 = Oyster
- 11 + 11 + 7 = Whelk
- 15 + 5 + 7 = Periwinkle
- 3 + 6 + 6 = Cowrie
- 9 + 2 + 2 = Cone
- 14 + 1 + 6 = Nautilus

Standards Link: Life Science: Animals have unique structures that aid in survival.

Mollusks with shells keep them their whole lives. But not all mollusks have shells. Unscramble the letters to discover a familiar mollusk that doesn't have a shell.

U S T O P C O



How to Build a Shell

A few days after baby mollusks hatch from tiny eggs, they start building their shells, layer after layer.

They mix salt and minerals from the sea with other ingredients from their own bodies to build their shells.

When a mollusk grows, it needs a bigger shell. That's no problem! A mollusk adds to its shell every day.

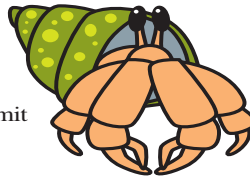
Scientists can tell the age of a mollusk by counting a shell's rings!



Standards Link: Reading Comprehension: Follow written directions.

Finders Keepers

When a mollusk dies, its soft body disappears but its shell remains. Sometimes other animals, like hermit crabs, move in. Other empty shells wash up on the beach.



Pretty Irritating

When a bit of sand gets inside an oyster shell, it scratches and bothers the oyster. To protect itself, the oyster covers the sand with the minerals it uses to make its shell. Over time, it forms something that humans use for jewelry. Unscramble the letters to find out what it is.

L E P R A

Extra! Extra!

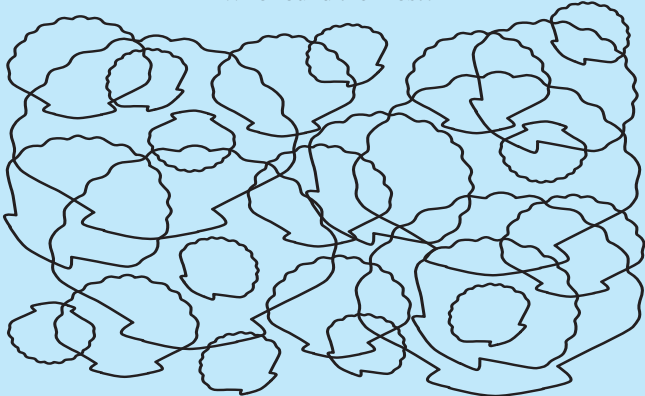
Even and Odd

Look through the newspaper and circle all even numbers in red. Circle the odd numbers in blue. Make a graph to show how many of each you found.

Standards Link: Math: Identify even and odd numbers.

Kid Scoop Puzzler

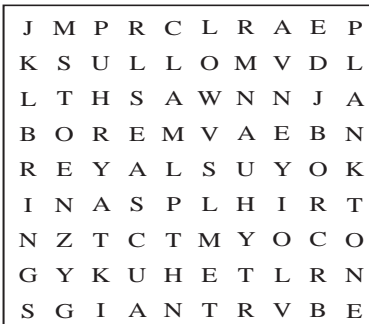
How many clam shells can you find? Have a friend try, too. Who found the most?



Double Double Word Search

- PLANKTON
- MOLLUSK
- PEARL
- SHELL
- CLAM
- SHORE
- BEACH
- RINGS
- LAYER
- TRAP
- GIANT
- SEA
- OYSTER
- CONE
- SAND

Find the words in the puzzle. How many of them can you find on this page?



Standards Link: Letter sequencing. Recognize identical words. Skim and scan reading. Recall spelling patterns.

Kid Scoop Together

How Many Seashell Facts Do You Know?

Read each statement and choose. Then check your answer by doing the math. A true statement will have a math problem that adds up to an **even number**. If the math problem adds up to an **odd number**, that statement is false.

- Seashells were the first money! A small white shell called a cowrie was once used as money worldwide.

TRUE FALSE
6 + 10 + 4 =

- The ancient Greeks used crushed seashells to clean their teeth.

TRUE FALSE
9 + 9 + 4 =

- A giant clam can kill people.

TRUE FALSE
7 + 3 + 9 =

- A shell's color is determined by the food the animal eats and things in the water where it lives.

TRUE FALSE
6 + 10 + 4 =

- Conch shells have been used as trumpets by people for thousands of years.

TRUE FALSE
8 + 8 + 8 =

- The official name of a shell collector is a "conchologist."

TRUE FALSE
14 + 2 + 2 =

- Clams have no eyes, ears, or noses, so they cannot see, hear, or smell.

TRUE FALSE
16 + 7 + 3 =

- The giant clam can live more than 100 years.

TRUE FALSE
13 + 13 + 2 =

- Giant clams can snap their shells closed very quickly.

TRUE FALSE
11 + 1 + 1 =

Standards Link: Math: Calculate sums and differences up to 30.

Write On!

Shell Story

While walking on the beach, you find an unusual seashell. Write a paragraph describing it and whether you will keep it or throw it back into the ocean.

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