




# News Briefs


March 2008

Combining the *Importance* of business with the *Complexity* of family


## New Members

Founded in 1972, **Doneff Companies, LLC** of Manitowoc, a property developer and **DONEFF COMPANIES** manager throughout Wisconsin,  is operated by Anton Doneff Sr., founder. Anton's sister, Sarah Nelson Doneff, began working with him about a year ago.


The Doneff Companies build homes for Doneff-owned subdivisions as well as apartments featuring luxury suites, senior housing, and affordable family housing. The family's properties reach across the state of Wisconsin.

**Bahcall Rubber Co. Inc.**, of Kaukauna, was founded in 1897  **dennis BAHCALL RUBBER CO., INC.** by Isadore Bahcall. The company fabricates hose and conveyor belting. Dennis and Naomi Bahcall, third generation family, serve as chair and secretary of the corporation. Fourth generation family members in the business include Mike and Lee. Randy Olson is the non-family president.

Bahcall Rubber has been providing value-added service to customers for over 70 years as Goodyear's oldest industrial rubber distributor in the world.

**J. Stadler Machine, Inc.**, of Oshkosh, was founded in 1986 by Jimmy Stadler. Jimmy's children, Dave, Richard, and Lindsey, are currently involved in the management of the business. 

J. Stadler Machine is a machining job shop specializing in computer controlled manufacturing. They have the capability to do one-piece prototypes, production runs of thousands of pieces, or any amount in between. They also do repair work of shafts, bearing journals, and bushings.

**Fox World Travel**, formed in 1960 by Harold Juedes, is independently owned and operated by David Juedes, 2nd generation and his son Chip. Headquartered in Oshkosh with 14 statewide locations, Fox World Travel ranks as the 17th largest travel agency in the 

United States. Fox World Travel is a full-service travel agency dedicated to providing corporate, leisure, and meeting management services. As an American Express® Representative, Fox World Travel is able to provide exclusive services to American Express® Card members.

## Sponsor Update

After four years as the Forum's associate sponsor, **The Business News** has agreed to become a full sponsor of the **THE BUSINESS NEWS** Forum. Publisher Jerry Mader founded the business journal in 2003 and became an associate sponsor of the Forum shortly thereafter. Since then, he and his managing editor, Larry Desch, have grown the business to include three regional papers serving our northeast Wisconsin region, northcentral, and west-central Wisconsin.

## The Next Generation: Its 8 Biggest Challenges

March 5, 2008, 8:00 am—noon  
Breakfast, networking, & registration at 7:30 am  
**Bridgewood Resort Hotel**, Neenah

**Greg McCann**, McCann & Associates

**B**ring your next generation family members! Greg McCann will speak directly to all generations when he helps us focus on the challenges facing the next generation of family business leaders, define and discuss the value of a life plan, and talk about the important relationship between values and success.

Greg provides examples, guidelines, and practical tools to help each family effectively address the challenges. Heather Holly-Pinnow and Susan Schierstedt previewed this program last year in Madison. They found the presentation and content to be valuable for all generations.

This workshop is a valuable educational experience for



everyone from high school family members through current senior leaders. The Forum's program description is available on the web site for those who wish to bring their students and need a written excuse for attending the workshop in place of regular classes.

## 12th Annual Dinner—A Family's Heritage

Sunday, May 4, 2008, 5:00—8:30 pm  
**Herbert Kohler**, Chairman/CEO/President  
The American Club, Kohler

Our annual dinner will be a gala event with the opportunity to hear **Herbert V. Kohler** talk about the challenges and successes his family has faced while building and operating the Kohler family of businesses: golf courses and resorts, engines, generators, rental services, furniture, and kitchen and bath group. As part of this weekend, we are offering our members opportunities to golf on two of the best **golf** courses in Wisconsin, to participate in a **culinary and wine tasting** event, opportunities for fine **shopping**, and a **tour** of the Kohler plant.



During the dinner, we will recognize members and sponsors for exemplary contributions to the Forum and participate in a **Silent Auction** to benefit the Forum's scholarship endowment fund.

Special room rates and activities are scheduled for those who wish to stay in Kohler on Saturday and/or Sunday evenings. Any remaining rooms in our reserved block will be released by April 2. If you intend to stay overnight with your family, be sure to contact The American Club right away and indicate you are with the Forum. See the Programs/Registrations area of our web site to make dinner reservations and for details of the optional events.

## Silent Auction

Since the start of our scholarship endowment fund in 2005, we have been able to provide two annual, \$1,000 scholarships through the generous support of our members as we have been building our endowed fund. The Forum's scholarship is open to all UW Oshkosh majors who meet the criteria.

In the meantime, we have been receiving funds to build the endowment. Thanks to member and sponsor contributions, the endowment fund is approximately 50% funded. With your help at this Silent Auction on May 4 at The American Club, we hope to meet, or exceed, our goal.

We need you to **make a donation** for the auction. Our goal is to have a donation from every member and sponsor. If you haven't made a donation to the Silent Auction yet, please contact Donna Nelson, [nelsond@uwosh.edu](mailto:nelsond@uwosh.edu), or Diane Roundy, [diane.roundy@schencksolutions.com](mailto:diane.roundy@schencksolutions.com), to get a form and make your donation pledge.

Then, we need you to **register for and attend the an-**

**nual dinner, and bid up the prices** for the donated items.

Not only does the auction benefit the scholarship fund, but it is fun to have friendly competition with our members and sponsors through the bidding.

## Mentoring & Coaching the Successor

On January 22, Vince Gallucci and Kim Bassett-Heitzmann, as coach and coachee, respectively, presented this workshop focusing on the roles of mentor and coach. Their presentation included their process, rationale for their process, and examples of activities that were of value in Kim's development process.

After about eleven years of preparing for leadership, Kim was introduced as president of Bassett Mechanical in December, 2007. Members were particularly interested to hear Kim and her dad, Bill, describe the process and its outcome from their perspectives.

Members and sponsors who missed this workshop are encouraged to visit the web site and download the audio. Information regarding this access is available through Donna or Sue.

## Green Bay Chapter

Twenty members and sponsors attended the February 15 Chapter meeting at Schenck Business Solutions in Green Bay. In roundtable discussions, each breakfast group of participants focused on one of the three topics for the day: compensation, succession, and policies. Following the roundtable discussions, the groups summarized their discussions for the benefit of the entire group and then planned for the April meeting.

### Next Meeting

April 18, 2008  
7:30—10 am  
Schenck Business Solutions, Green Bay

The group decided to keep the breakfast roundtable format with targeted table discussions and to add a member spotlight item. Participants commented that this format allowed enough time to explore a topic in some length and learn from one another.

Members are encouraged to reserve this date on their calendars and commit to participating. Registration is available on the web site.

Family business owners who would like to learn more about participating in the Forum may attend one Forum event, including a Chapter meeting, as our guests. For more information about attending as a guest, contact Donna at [nelsond@uwosh.edu](mailto:nelsond@uwosh.edu), or call her at 920.424.1541.

## Peer Groups

### Generation Now

This group will meet **March 19, April 16, and May 21**. This group is full at this time. Upcoming topics include “information technology for me.”

### POPs

The group has meetings scheduled for March 18, April 15, and May 20. As this group’s membership has grown considerably in the past few months, it is evaluating whether additional new members can be added for these last three meetings of the year. Interested people should contact Sue.

### Non-Family Executive

The next meeting will be March 25 at Reeve Union, UW Oshkosh. The topic of discussion will be the role of non-family executives in the family business succession process.

Non-family executives interested in participating in this discussion should contact Sue.

### Couples

On January 31st, the couples group met at Johnathan’s Italian Bistro in Fond du Lac for dinner and discussion. The evening was coordinated by David Gneiser of Fond du Lac Bumper Exchange. Johnathan’s is owned by John O. Shaline, a Forum member.

Gail Ann Winkler and Merry Whipple are planning the next dinner meeting.

### Senior Executives

On February 20, an organizational meeting of the Senior Executives group was held at McCarty Law in Appleton. Under the able facilitation of **Bill Bassett**, the participants learned a little about each others businesses, established topics of interest/issues to pursue at future meetings, set some ground rules, drafted structure and guidelines items, and set a next meeting date.

Currently group members are identifying the top 5 topics that they would like to address in upcoming meetings.

The group will meet on April 17, 2008, at 7:30 am at McCarty Law.

All senior executives of member businesses who are interested in knowing more about this peer group, or who would like to participate, are asked to contact Sue.

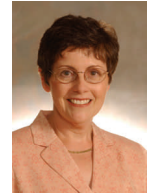
## Forum Scholarship

We are very pleased to announce that by this year’s deadline for applications, February 22, we had received more than double the applications compared to last year. With increasing costs for education, students are very appreciative of scholarships. Thank you to all who contribute to this fund. The recipient of this scholarship will be introduced at the May 4 annual dinner.



## Director’s Column

Susan Schierstedt



**Call for volunteers!** The Forum has two standing committees—the Program Committee and the Recruitment & Retention (R&R). If you value the Forum; have learned and applied information as a result of your Forum participation; and/or have told others about this fantastically valuable organization, we need you to volunteer to serve on the R&R Committee.

This committee meets as needed to accomplish its goals and is charged with

- ✓ identifying potential family businesses and sponsors and participates in recruiting efforts.
- ✓ developing an annual plan for recruitment and retention.
- ✓ developing appropriate image and marketing pieces, publicity and other tools required for successful recruitment.
- ✓ assisting in the retention and renewal of family businesses and sponsors.

Contact Sue if this is something you are willing to do for the Forum.

<b>Program Calendar</b> <b>Wisconsin Family Business Forum</b>		
<b>2008</b>		
<b>Date</b>	<b>Event</b>	<b>Presenter(s)</b>
Mar 5 8-noon; 7:30am breakfast	<i>The Next Generation—            the 8 Biggest            Challenges</i>	Greg McCann McCann & Associates
May 4 5:00- 8:30pm	<i>12th Annual Dinner &amp;            Silent Auction</i>	Herbert Kohler Kohler Company
TBA	<i>Timber Rattlers Game</i>	Program Committee
TBA	<i>Facilitation Training</i>	Dale Feinauer
Sep 16	<i>Vision &amp; Mission            for Family Business            Success</i>	Howdy Holmes Chelsea Milling Co.
<b>UW-Madison Family Business Center</b>		
<b>2008</b>		
Mar 3 pm or Mar 4 am	<i>Social Intelligence in            the Family Business</i>	Greg McCann McCann & Associates
April 22	<i>Family Business Gov-            ernance: Boards—How            They’ve Worked...and            Sometimes Haven’t</i>	Don Jonovic, Patrick Peyton & Deborah Jacob

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**The Forum thanks the following sponsors for contributing significant value to keep the Forum at the forefront of family business programs, worldwide:**



**First National Bank — Fox Valley** has a competitive advantage of developing strong, close customer relationships, especially in the niche of family-owned businesses. Established in 1887, First National Bank—Fox Valley provides financial services to the people and businesses of the Fox Valley with locations in Appleton, Menasha, Neenah, and Oshkosh.



**Pathmakers, Inc.** has been serving family businesses since 1995. This partnership of four focuses on the incorporation of people, process, and plan into family businesses of all sizes. Their mission is to help leaders fully understand their personal impact on those around them in order to have the courage and faith to challenge their people and their organization for enduring success.

Retained Earnings  
Company



**Retained Earnings Company** has been providing business owners and their employees with solutions to their insurance and investment needs for over 25 years. The Retained Earnings team brings expertise in the areas of financial, estate and business succession planning, 401k's, employee benefits, investments, life, health, disability, and long-term care insurances.



**Schenck Business Solutions** is a full-service regional accounting and consulting firm with nearly 600 employees, serving businesses and individual clients through its 11 Wisconsin locations. As one of the largest Wisconsin-based CPA firms in the state, Schenck Business Solutions provides a full range of services including tax, business consulting, information technology, retirement planning, and human resource solutions for today's business, government and personal challenges.



**The Business Bank** was formed in 1999 to provide banking services to locally owned and operated businesses. The focus on business banking provides the highest level of service in the market. The Business Bank's low client to employee ratio enables unmatched, personalized, responsive, and efficient service.

THE BUSINESS NEWS

**The Business News** is a local business newspaper serving a 10-county area of northeast Wisconsin. It focuses coverage on the Northeast Wisconsin area that matters most to you and your customers.



**University of Wisconsin Oshkosh College of Business** provides undergraduate and graduate education with a wide array of outreach services to benefit economic development in northeast Wisconsin. A key strength of the College is providing professional expertise through personal contact among students, faculty, and members of the community.



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*Wisconsin Family Business Forum*  
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*UW Oshkosh, 800 Algoma Blvd., Oshkosh, WI 54901*  
*Editor: Susan Schierstedt, Executive Director*  
*Phone: (920) 424-2257 Fax: (920) 424-7413*  
*E-mail: schierss@uwosh.edu*  
*Website: wbf.uwosh.edu*