



News Briefs

September 2016

From the Executive Director

Have you been thinking about joining us for one of our workshops or wondering what membership in the Wisconsin Family Business Forum is all about? Then please accept our invitation to us at our workshop on September 22nd followed by a member social (see program announcement below). This is a great time to consider membership in the Forum, as our program schedule is packed with best practices, national speakers, hot topics and active peer group meetings.

One thing you might notice in this month's newsletter is the addition of a WFBF Spotlight. Each edition, we will feature one or two members, sponsors or staff members for you to 'get to know." We are kicking off this section with our newest additions to the Forum Fellows. Enjoy!

We look forward to seeing you at a program soon!

New Members

Team Winnebagoland



Team Winnebagoland, located in Oshkosh, WI is a motorcycle, snowmobile, watercraft, ATV dealer and service center specializing in knowledge and customer service. The company was founded by Cyril Van Zeeland in 1975. The company is currently owned and managed by Cyril's son, Lee Van Zeeland and Lee's three children Tom, Nick and Rachel.

Quick Links

[Join the Wisconsin Family Business Forum](#)

[Upcoming Events](#)

Mission

To foster healthy family businesses through learning, sharing, and creating effective solutions regarding the critical issues and problems confronting family businesses.

Mark Your Calendar!

September 22, 2016

Program Kick-Off

Understanding and Managing Conflict in Family Enterprise

October 11, 2016

Mitigating the Cyber Threat to Wisconsin Businesses

Wisconsin Family Business Forum

835 High Avenue
Sage Hall, Suite 1614
Oshkosh, WI 54901

Team Winnebagoland has seen tremendous growth over the years and currently employs more than 30 employees. The family members are looking forward to participating in the Family Business Certificate program this fall and are eager to get involved in several peer groups. To learn more, visit their website at: [Team Winnebagoland](#)

wfbf.uwosh.edu
WFBF@uwosh.edu

Sheboygan Paint Company



The Sheboygan Paint Company was founded in 1921 to produce varnish for the wooden chair manufacturing industry. The company, located in Sheboygan, Wisconsin has remained family owned and has grown steadily over the years. Growth has been achieved through the development and adaptation of new coatings technologies. A second manufacturing plant in Cedartown, Georgia was built in 1984. Growth has also come through merger and acquisition. In 2003, Sentry Paint was acquired to improve Sheboygan Paint's service to the East coast.

The company is led by CEO and third generation family member/owner Brock Brownrigg. Brock has a son, daughter and a step-son actively working in the business. He has hired a non-family CEO to bridge the transition between his leadership and the next generation. To learn more, visit their website at: [Sheboygan Paint](#)

WFBF 2016-2017 Program Schedule

The WFBF 2016-2017 Programs are scheduled. Mark your calendar to attend these sessions based on program topics voted on last Fall via our Member Survey.

Date	Topic
July 20, 2016	Wisconsin Timber Rattlers
August 17, 2016	Facilitation Training
September 22, 2016	Understanding and Managing Conflict in Family Business Enterprise
October 11, 2016	Mitigating the Cyber Threat to Wisconsin Businesses
November 2, 2016	Why Would I Want a Board? Real World Considerations on a Path to Effective Governance
December 21,	The Six Most Dangerous Retention

2016	Mistakes Most Companies are Making
January 18, 2017	Untangling the Web: Mapping Family & Business Dynamics
February 16, 2017	Types of People & Managing Them
March 21, 2017	Values & Culture in the Family Business
April 2017	TBD
May 1, 2017	21st WFBF Annual Celebration

For more information, visit our website: [WFBF](#)

Family Business Education Certificate



Our FBE 2016 - 2017 class is FULL. However, if you are interested in attending future classes, please contact Nancy Jo Dietzen - wfbf@uwosh.edu

For more details: [FBE](#)

Upcoming Programs

Join the WFBF on September 22nd as we Kick-Off our 2016-2017 Program Year with Doug Baumuel followed by an Evening Social Hour

Understanding and Managing Conflict in Family Business Enterprise

Presenter: Doug Baumuel, Continuity LLC



Thursday, September 22, 2017

Registration/Networking: 1:30pm

Program: 2:00pm - 5:00pm

Social: 5:00pm - 7:00pm

Butte des Morts Country Club,
3600 W Prospect Avenue
Appleton, WI 54914

Conflict eventually challenges all families and becomes even more likely and often far more destructive when shared wealth or management of a family business is involved. Doug Baumel, founder of Continuity Family Business Consulting and co-author of *Deconstructing Conflict: Understanding Family Business, Shared Wealth and Power*, will lead an afternoon presentation and training on family business conflict. Doug will present his personal story of conflict in his second generation industrial products manufacturing business, and how he took the lessons learned from that experience to develop a new understanding of this type of conflict and a unique and effective method for its management.

To Register: [September Program](#)

Previous Program Highlights

DOL Overtime Rules: Beyond Compliance

On Wednesday, June 15th, Bruce Deadman & Jim Kalny - Labor & Employment Attorneys at Davis & Kuelthau, s.c. spoke to WFBF participants on the new rules on overtime pay which become effective on December 1, 2016. The implications are vast and many employees and employers will be impacted.

For Members of the Forum, go to our [website](#) - Members Only Section - to access podcasts of our past programs.



WFBF Summer Picnic - On Wednesday, July 20th, the WFBF held their summer picnic at the Wisconsin Timber Rattlers game. We helped cheer the T-Rats on to a 14-6 win over the Fort Wayne Tin Cups!

From the Expert - Sponsors Corner

Planning in a New Interest Rate Environment

Many investors came of age in an era of prolonged low interest rates, and the post-recession period in

recent years has brought rates to particularly low levels. The Federal Reserve's (Fed) recent action to raise short-term rates signals a change in long-standing policy, with implications for both investment and financial planning. Wealthier families use a variety of gifting techniques (both charitable and for family gifts) to accomplish their goals. These techniques depend on the interplay between interest rates and long-term investment returns. In this update, we'll discuss the near-term interest rate and long-term investment outlook and their often- overlooked effect on financial planning decisions.

To read the rest of Wells Fargo's column: [CLICK HERE](#)

Peer Groups Update

Being part of a peer group can be an important part of learning, development, problem solving and networking. The groups are kept to about a dozen members. By building bonds of trust, the groups enable learning beyond that possible in the large group programs.

Remember - participation in peer groups is **included** in your **annual membership**. For more information on these groups visit the [PEER GROUP](#) page on our website. If you would like to participate in one of these groups, please contact Meridith Jaeger at wfbfdirector@uwosh.edu.

WFBF Scholarship



Do you know a Junior or Senior student attending UW Oshkosh and has an interest or a connection to a family business? Tell them to start watching their email for details on the WFBF Scholarship.

UW Oshkosh has moved to a "one-stop" shop for all scholarships available to UW Oshkosh students. The application process takes place from August 29th thru October 15th. Scholarships are awarded in Fall 2017. For more details click here: [WFBF Scholarship](#)

WFBF Spotlight

DALE FEINAUER - 2016 Forum Fellow

Company: UW Oshkosh College of Business

Title: Professor of Management and Human Resources, Director MBA Programs, EMBA Faculty Director, WFBF Faculty Liaison, Mostly Dale



Years of Service: 33

Dale Feinauer

Hometown: Cincinnati

Currently reside in: Utica Township/Omro

Family Members: Darcy, Adam/Tiffany/Hunter/Zoey, Joe/Kallie, Jacob/Nicole, Evan/Sara, Bailey/Kevin, Wyatt/Yvonne

Pets: 2 dogs 3 cats

Favorite Sport: THE Ohio State University Football

Favorite Food: Skyline Chili

Least favorite Food: Butter milk

Hobbies/Interests: The land - nurturing it

How do you recharge: Teaching

Number of Years in the WFBF: Sponsor since WFBF inception

Why did you join the WFBF: Importance of family business in the US economy. AND - it got me my wife.

If you could give one piece of advice to another family business, what would it be: Talk

Other interesting information: Have conducted training programs on 5 continents

STEVE WEINERT - 2016 Forum Fellow

Company: Crafts Inc

Title: President

Years of Service: 28

Hometown: Manitowoc

Currently reside in: Manitowoc

Family Members: Wife, Alison; sons Tom, Winston and Victor

Favorite Sport: Spectator - Football, Participant - Sporting Clays

Favorite Food: Steak

Least favorite food: Salmon



**Steve
Weinert**

Hobbies/Interests: Ham Radio, Saxophone, Motorcycling, Shooting, Travel, Reading, Writing, Cooking

How do you recharge: I spend time at my Washington Island retreat

Number of Years in the WFBF: 6

Why did you join the WFBF: Started by taking the FBE, joined the full WFBF on seeing the quality of participants and program

If you could give one piece of advice to another family business, what would it be: Know & be true to your values, and strive to use the Golden Rule & the philosophical Golden Mean in your actions & decisions. Once you add good technical tools and techniques, Business isn't much harder than that.

Like us, Follow us, Join us!

Are you on social media? We are! Be sure to keep up with what's happening at the Forum.

"Like" us on Facebook

"Follow" us on Twitter @WiFamilyBiz

"Join" our group on LinkedIn



Our Sponsors:

