

StepUP[®] News

AUGSBURG COLLEGE

Winter 2007-2008

Growing Gifts

by Patrice Salmeri • StepUP program director

As the StepUP Program moves into its second decade we are blessed with a growing student population. This September we opened the school year with 64 students in what has now become our new home, Oren Gateway Center. This new building is crucial to the continued growth and vitality of our program. Both our offices and the residence hall are located in the new Center. The residence hall can house 105 students which we hope to expand to in the next several years.

Our students continue to come from all around the country and are some of the brightest, most creative young people I have met. We have seen an influx of Minnesota students due to the majority of recovery high schools being located in the state.

A larger student population requires more staff to meet the needs of the ever changing, complex lives of these students. We have a new administrative assistant, Ericka Otterson, who comes to us with 10 years of student affairs experience. Her creativity, foresight, and relational skill greatly benefit the students, parents, and all those we reach out to both at Augsburg and the greater community. She is indeed an asset to the StepUP program as well as Augsburg College.

Dave Hadden continues as our assistant director, bringing to the table his many gifts and talents. He continues to be the visionary of the team consistently propelling us into new ventures. Dave has over 30 years experience in the addiction field.

In addition, Eileen Mitchell, MA LADC, has joined us full time this year.

She is one of four full-time licensed alcohol and drug counselors in our program. Eileen has started a new program called Recovery Enhancement. We are fortunate to be able to retain Eileen, a very gifted counselor.

We continue to work with the Hazelden Graduate School of Addiction Studies to host interns each semester. This fall's intern is Joy Halstead. She has added a great dimension to the StepUP team. She brings with her years of experience working with youth in various capacities.

We have been fortunate to receive a grant from the State of Minnesota, Department of Higher Education and have been able to hire Jamie Hedin, our intern from last year, to meet the objectives of the grant and reach out to the State of Minnesota secondary and post-secondary institutions. Jamie brings with her a youthfulness and fresh eyes. She has the ability to relate to the students and constituents in an innovative way. In addition to Jamie, we will consult with Mike Kaul, an experienced leadership trainer in the Twin Cities, as well as Jennifer Zotalis, an academic skills expert. Jennifer served with us as our academic skills coordinator in 2006.

The commitment of the College to this program has been outstanding. The StepUP Program is viewed as one of the premier recovery programs on a college campus. To this date we are the largest collegiate residential recovery program in the world. What an honor.

Are there growing pains? Absolutely. Are there growing gifts? Without a doubt!



StepUP Participants



StepUP Program Leadership Team



StepUP Staff

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What is Servant-Leadership?

Servant-Leadership is a practical philosophy that supports people who choose to serve first, and then lead, as a way of expanding service to individuals and institutions. Servant-leaders may or may not hold formal leadership positions. Servant-leadership encourages collaboration, trust, foresight, listening, and the ethical use of power and empowerment.

“The servant-leader is servant first... It begins with the natural feeling that one wants to serve, to serve first. Then conscious choice brings one to aspire to lead. He or she is sharply different from the person who is leader first, perhaps because of the need to assuage an unusual power drive or to acquire material possessions. For such it will be a later choice to serve—after leadership is established. The leader-first and the servant-first are two extreme types. Between them there are shadings and blends that are part of the infinite variety of human nature.

“The difference manifests itself in the care taken by the servant-first to make sure that other people’s highest priority needs are being served. The best test, and difficult to administer, is: do those served grow as persons; do they, while being served, become healthier, wiser, freer, more autonomous, more likely themselves to become servants? And, what is the effect on the least privileged in society; will they benefit, or, at least, will they not be further deprived?”

Qualities of Servant-Leadership

1. Listening

Traditionally, leaders have been valued for their communication and decision-making skills. Servant-leaders must reinforce these important skills by making a deep commitment to listening intently to others. Servant-leaders seek to identify and clarify the will of a group. They seek to listen receptively to what is being and said (and not said). Listening also encompasses getting in touch with one’s inner voice, and

seeking to understand what one’s body, spirit, and mind are communicating.

2. Empathy

Servant-leaders strive to understand and empathize with others. People need to be accepted and recognized for their special and unique spirit. One must assume the good intentions of coworkers and not reject them as people, even when forced to reject their behavior or performance.

3. Healing

Learning to heal is a powerful force for transformation and integration. One of the great strengths of servant-leadership is the potential for healing one’s self and others. In *The Servant as Leader*, Greenleaf writes, “There is something subtle communicated to one who is being served and led if, implicit in the compact between the servant-leader and led is the understanding that the search for wholeness is something that they have.”

4. Awareness

General awareness, and especially self-awareness, strengthens the servant-leader. Making a commitment to foster awareness can be scary—one never knows what one may discover! As Greenleaf observed, “Awareness is not a giver of solace—it’s just the opposite. Servant-leaders are not seekers of solace. They have their own inner security.”

5. Persuasion

Servant-leaders rely on persuasion, rather than positional authority in making decisions. Servant-leaders seek to convince others, rather than coerce compliance. This particular element offers one of the clearest distinctions between the traditional authoritarian model and that of servant-leadership. The servant-leader is effective at building consensus within groups.

6. Conceptualization

Servant-leaders seek to nurture their abilities to “dream great dreams.” The ability to look at a problem (or an organization) from a conceptualizing perspective means that one must think beyond day-to-day realities. Servant-leaders must seek a delicate balance between conceptualization and day-to-day focus.

7. Foresight

Foresight is a characteristic that enables servant-leaders to understand lessons from the past, the realities of the present, and the likely consequence of a decision in the future. It is deeply rooted in the intuitive mind.

8. Stewardship

Robert Greenleaf’s view of all institutions was one in which CEOs, staff, directors, and trustees all play significant roles in holding their institutions in trust for the great good of society.

9. Commitment to the Growth of People

Servant-leaders believe that people have an intrinsic value beyond their tangible contributions as workers. As such, servant-leaders are deeply committed to personal, professional, and spiritual growth of each and every individual within the organization.

10. Building Community

Servant-leaders are aware that the shift from local communities to large institutions as the primary shaper of human lives has changed our perceptions and caused a sense of loss. Servant-leaders seek to identify a means for building community among those who work within a given institution.

Taken from The Servant As Leader published by Robert Greenleaf in 1970.

StepUP Awarded Grant

By Jamie Hedin, Recovery Coordinator

There has been an enormous amount of excitement this fall within the StepUP Program. From increasing the number of students we have in the program, to gaining a new place to call home in Oren Gateway Center, to a multitude of personal triumphs among the StepUP community members, we have all been surrounded by the enthusiasm these events bring. Another source of the excitement comes from a grant award the StepUP Program has received from the State of Minnesota, Department of Higher Education.

The grant has two main objectives. The first is to provide educational opportunities for chemically dependent students in recovery. The second is to work with other public and private colleges in Minnesota to assist them in replicating the StepUP Program. For each of these objectives there are specific tasks we are in the midst of tackling in order to accomplish them.

For the first objective of providing educational opportunities for chemically dependent students in recovery, we are going to develop an internal student leadership model, develop a college selection assistance program, and organize an Augsburg College Faculty and Staff Recovery Coalition.

- The first task of developing an internal student leadership model consists of developing a curriculum that includes training modules for Servant-Leadership, Process Addiction and Recovery, Self Care and Illness Management, and Recovery Norms and Standards.
- The second task of developing a college selection assistance program consists of administering a needs assessment survey to Recovery High Schools in Minnesota and holding workshops for students based on the findings from the survey.
- The third task of organizing an Augsburg College Faculty and Staff Recovery Coalition consists of forming relationships and a community among Augsburg College employees that can serve as a link between recovering students and recovering staff and faculty members.

To accomplish the second objective of working with Minnesota colleges to assist them with replicating the StepUP Program, we are planning to develop a Minnesota college Coalition Partnership, develop an external Senior Leadership Institute, and provide college readiness programming.

- The task of developing a public and private college Coalition Partnership consists of recruitment, surveying, and meeting with partners to discuss plans for replication. We will also be holding a state-level conference to present postsecondary education recovery strategies and support for the needs of recovering students.
- For the task of developing an external senior leadership institute, we will be expanding on the accomplishments of the student leadership model from the first objective and providing interested parties with workshops and curriculum revolving around leadership concepts.
- The task of providing college readiness programming will be a direct result of the aggregated data from the survey of the recovery high schools in Minnesota.

We are gearing up for a busy year that promises to be engaged and motivating. Be on the lookout for workshops, conferences, and presentations that will provide awareness, education, and advocacy for adolescents and recovery.

Recovery Enhancement Groups Come to StepUP

By Eileen Mitchell, Chemical Dependency Counselor

Recovery Enhancement Groups are being piloted this semester as an addition to StepUP programming. This semester we have three groups that meet once a week for an eight-week period. The purpose of these groups is twofold. They are a means of teaching relapse prevention through recovery enhancement in a progressive, established curriculum, and they allow our new StepUP students the opportunity to get to know each other on a deeper level.

Recovery enhancement means developing a lifestyle that is so reinforcing that sabotaging it by engaging in chemical use becomes completely undesirable. Recovery is compared to climbing a down escalator. Unless you are actively climbing, you are going down. We climb gradually and in a designated sequence by learning new coping skills and universal principles as we face life's problems, resulting in a gradual change of inner values.

Besides relapse prevention education,

the Recovery Enhancement program includes sessions on such topics as self-esteem, stress management, and writing a personal mission statement. Although many of these topics were introduced earlier in the students' recoveries, they can take on new meaning and significance as these young men and women face "real life" problems and deal with situations that require the application of new skills.

Voices for Recovery

By Ericka Otterson, Administrative Assistant

September 2007 marked the 18th annual National Alcohol and Drug Addiction Recovery Month. Recovery Month celebrates and recognizes the efforts of people who are in recovery from chemical dependency and those affected by addiction. The theme of the month was “Join the Voices for Recovery: Saving Lives, Saving Dollars.” This year, the month-long celebration intended to raise awareness about the financial and human cost of chemical dependency and to understand the benefits that treatment can have on those who enter recovery, their families, and the community.

On a national level, the Department of Health and Human Services Substance Abuse and Mental Health Services Administration (SAMHSA) unveiled the results of the 2006 Survey on Drug Use and Health at a press conference on September 6, 2007, in Washington, D.C. This survey is administered annually and is used by the government to determine how many people are abusing illegal drugs, pharmaceuticals, alcohol, and tobacco.

Several recovery month community events were held throughout Minnesota. Augsburg College and the StepUP Program were active participants in two key events. On September 21, 2007, the Minnesota Twins took on the

Chicago White Sox with 2,500 fellow supporters of recovery. Before the game, StepUP students and staff enjoyed hotdogs and music in the Recovery Works Party Tent outside the Metrodome.

The StepUP Program collaborated with Recovery Works and other community organizations to host a Spirituality Breakfast on September 6, 2007. Keynote speakers included Dana O., a current StepUP student; Dick Rice, director of spiritual development at The Retreat; and John MacDougall, director of spiritual guidance at Hazelden. Rice and MacDougall spoke of recovery and healing and of embracing our imperfections. The message spoken about recovery encouraged us to reclaim our past, damaged and broken as it may be, as our past is the key to another’s future.

Rice told the story of “The Cracked Pot” ... Each of us has our own unique flaws. We are all cracked pots. In God’s great economy, nothing goes to waste. Don’t be afraid of your flaws. Acknowledge them, and you, too, can be the cause of beauty. Know that in our weakness we find our strength. “The Cracked Pot” reminds us that even our shortcomings and struggles have purpose and function.

A Letter from the Intern

By Joy Halstead

My name is Joy Halstead and I am the Hazelden graduate student intern for the fall 2007 semester. During Hazelden’s one-year master’s program in chemical dependency counseling, full-time students participate in both classes and clinical placements. Each student receives at least three internship sites during their Hazelden experience. With my experiences and background in education and working with young adults I had hoped to be placed at the StepUP Program at Augsburg College. While on a semester break I received the call from one of my professors that I would be placed at the StepUP Program, and I was very excited.

My experience at StepUP has been outstanding. Each day has brought many new opportunities of learning and growth which continue to guide me toward future vocational goals. Since arriving in September I have been grateful for the warm welcome I received from staff and students, and the experiences I’ve encountered. Overall I am incredibly thankful to be part of this integral and innovative community and program of support, empowerment, and holistic recovery for college students at Augsburg College.

A StepUP Parent's Perspective

By Harold and Maureen T.

In the spring of our daughter's senior year in high school, our lives were changed forever when we learned that she would not be graduating with all of the friends she had grown up with. We were devastated, but not totally surprised, as we knew something was wrong and that she needed help. She had become addicted to drugs and alcohol.

In the following weeks and months, she went into rehab, began attending daily AA and NA meetings, and worked hard to complete her graduation requirements. During this period, she impressed teachers and school officials with her hard work and sense of purpose. We naively thought the situation was under control, that "we were in control," only to discover that she had relapsed.

When she told us she wanted help, we wasted no time in contacting Hazelden and within a relatively short time, our daughter was in the youth facility. During our Parents' Week at Hazelden, we tried to learn how not to enable, how to "let go," how to deal with "acting out" and the need to take care of ourselves. Long-term planning was replaced with "one day at a time" and as the month of treatment quickly evaporated, our focus was then on after care.

Following months in after-care, our daughter was anxious to move on with her life and we became aware that some of her friends were planning to attend Augsburg College as part of the StepUP Program. The more we learned about Augsburg College and the StepUP Program, the more hopeful we became.

The StepUP program has allowed our daughter to attend college and experience college life. She has learned to deal with the stresses of projects, papers, and exams and has developed a safe and solid network of faculty, staff, and friends. She has worked hard in class, and she has worked hard on her recovery. In StepUP she has found role models and friends among her fellow StepUP participants and among the

StepUP faculty. Some have been both. We don't think this could have happened anywhere else.

With help and support from StepUP, she has reached out to help others, doing local community service and performing hurricane relief work in Mississippi. Because of her success at Augsburg, she has studied in France and has attended conferences on establishing "safe-houses" for people in recovery in Atlanta. There was a time when she didn't smile very much; now she smiles all the time and there is a gleam in her eyes.

We are grateful for the StepUP Program and for all that it provides, because it has created an environment that has allowed our daughter to blossom and grow. We are tremendously

proud of our daughter for her hard work in the classroom and her dedication to her recovery. As a result of this program, our daughter has learned a great deal about herself, restoring and increasing her self-confidence and self-respect. We are very proud of her accomplishments and we are equally excited to hear of her dreams and plans for the future.

It has been often said that someone with an addiction impacts at least four other people. We believe that StepUP not only helps the student, but it also helps the family. As parents, we will be forever grateful to the StepUP program for allowing our daughter to grow and recover and for helping our family to heal.

StepUP's 11th Annual Gala

One Step. One Story. One Journey.

THURSDAY, FEBRUARY 28, 2008

6-9:30 P.M.

COMMONS, CHRISTENSEN CENTER

Keynote Remarks by:

Peter Bisanz

Bisanz is a director, producer, and one of the World Economic Forum's Young Global Leaders. This group includes visionary people aged 40 and younger who dedicate a part of their time and energy to work towards a better future.

Questions? Contact the StepUP Office at 612-330-1405.

Please consider sponsoring a table as a
Corporate Partner. \$2,500 for a table of eight.

Limited number of individual tickets available at \$100.

Tickets available mid-January.
Reservations available immediately.

A Celebration of Four Years

By Curtiss S.

This October, I celebrated four years of sobriety, something that I never thought would be possible.

As I looked back over the past four years, as most alcoholics celebrating milestones are prone to do, I found myself flooded with a deep sense of satisfaction and gratitude.

Since I have been sober, I have achieved many things and have been blessed with countless opportunities. I've always loved writing; today, I am the head editor of Augsburg's school newspaper and the student supervisor of Augsburg's Writing Lab. I have presented papers at intercollegiate conferences and sat on literature review boards. I have received competitive award scholarships in both of my major concentrations, English and philosophy. I am a hop, skip, and a jump away from law school next fall and am confident that I will be

able to succeed there.

All of these achievements, however, are secondary. I am sober today; were it not for this, none of these other successes would have been possible.

While it's certainly fun to actually do well in school (something that, as a pothead high schooler, I was pretty unfamiliar with), the greatest gifts I've received over the course of my three years here are friendships. The men and women I have met in StepUP are the most eclectic, caring, and fun group of people I have ever known.

It has been a year and a half since I graduated from StepUP, but the impact the program has had on my life remains strong.

Now that I am an alumnus of the program, I am finding the adage 'you never really leave StepUP' to be true. It's nice to know that there's an office I can

walk into any time during the day that houses some friendly and familiar faces.

I doubt whether or not I would have been able to have the sort of success I've had at college had it not been for the StepUP Program. As an alumnus, I take seriously the responsibility I have to offer support to the newcomers of the program. Whether it's sponsorship or simply offering a ride to a meeting, I feel it's important to give back to a program that's given so much to me.

I still remember the fear I felt several years ago before coming to Augsburg. I had been out of school for over a year and was apprehensive to jump back in. Today, I am nothing but confident as I make plans to continue my education in the study of law. I owe much of this confidence to my peers and the staff of StepUP.

Needed Student Resources and Scholarship Assistance

By David Hadden MA, LADC • StepUP assistant director

By the time this article arrives at your mailbox, the year will be coming to an end and StepUP will be in the middle of its 11th formal year. At the end of the semester, we will be awarding small scholarships to worthy students with financial need, who are working a strong recovery program, and who have applied themselves academically. As we grow, our students will continue to have needs. As you are getting ready to set your priorities for the end of the year and you anticipate balancing your taxes, your priorities, and your estate, please keep StepUP in your awareness.

Present needs:

- A few gently-used laptop computers for students who do not have computers. Pentium 2 or above with software.
- Financial resources for students who need health insurance to pay for mental health services and medications.

- Additional scholarship resources for single parents in the program who are working to gain self-sufficiency through enrollment in Augsburg College and involvement with the StepUP Program.
- Scholarship resources to enrich diversity and provide access to the StepUP community.
- Frequent Flier Miles for students who have financial need and live at a distance.

Last school year, 2006-2007, we tracked 99 students who were in StepUP and who had graduated from StepUP, yet remained at the College. There were 56 students served within StepUP and an additional 43 enrolled in Augsburg during the year. Of those 43 students who had limited contact with StepUP, 28 had an average GPA of 3.12. For students who did not have contact with StepUP, 15 had a GPA of 2.68. Of the 56 students served by StepUP, 50 students

were able to remain abstinent from alcohol and other drugs through the course of the year, for a 91.08% abstinence rate. It was a good year!

Our recent growth and move to Oren Gateway Center will eventually double the size of our available housing from past years and has been a blessing to the community. Presently, StepUP is the largest community of recovering young adults on a college campus within the United States. If you are interested in supporting students in any of the areas above, please contact Patrice Salmeri at salmeri@augsborg.edu or 612-330-1166.

You may also be of greater service to the program and the larger long-term vision for StepUP through contacting Jeremy Wells, vice president for institutional advancement, at wells@augsborg.edu, or 612-330-1575.

The Strength to Join

By Sam S.

I faced my deepest fear walking into the StepUP office with eight days of sobriety. The College already forced me into meeting with Patrice twice, but I refused to be honest with her. It was the third time I had been there, but it was the first time I walked in willing to change.

Kathy's warm presence as I entered the office gave a feeling like I was meant to be there. I met with Patrice, and she told me what I could do to leave the calamity of using behind.

When I enrolled at Augsburg, recovery was the last thing on my mind. I had never heard of StepUP, and I certainly didn't have any ambitions of being sober. But the presence of people recovering from the same disease I suffer from was too powerful for me to hide from.

I eluded the sober community until my second year when I volunteered to

wait outside of Best Buy in the miserable cold for Play Station 3. The first 20 people in line were Augsburg students, and I was the only one not in recovery. They seemed of another world thoroughly enjoying their three nights off of school as I was tortured by the cold, hating every minute.

Their enthusiasm for life baffled me. I could not understand how people enjoyed life without using. They never talked about sobriety or called me out for using, which I thought I kept secret only to find out later they all knew. The presence of addicts and alcoholics enjoying life without using planted a seed in my mind that weighed heavily on it for three months until I found the strength to join as an affiliate last January.

Sobriety is the most challenging and rewarding life choice an alcoholic can make. Without meeting a chemical

dependency counselor every week and having the support of fellow students, I could never have found sobriety on a college campus.

Willingly walking into the StepUP office is the best decision I have ever made. I have been sober every day since I joined nine months ago, and for the first time, I am comfortable living in my own skin.

Because of StepUP my GPA has skyrocketed, my relationship with my family is the strongest it has ever been, and I made lifelong friends in this community who helped me out of the sickness just like someone did for them.

You Have Made a Very Good Choice.

By Sarah Griesse, Dean of Students

In the 2001 movie, *I am Sam*, Sean Penn plays the role of a mentally-challenged father raising his daughter Lucy with the help of an extraordinary group of friends. As the movie begins with music and the opening credits, you see a close-up.

In a tight shot that covers the panoramic screen, you see a small, white, porcelain container of sugar. Sugar packets that are white, pink, and yellow. A hand meticulously picks up one packet at a time to rearrange them in like colors – the white with the white, the pink with the pink, and so on.

This precision is shown at least three different times, never seeing the person or anything but the top of the table.

After the opening credits roll by, the camera pans out. You find a server, Sam, played by Sean Penn, at a Starbucks coffee shop. He moves from table to table saying hello to all of the customers. He knows their names and remembers what everyone orders.

He says in a loud voice, "Hello, Mister Johnson. That's the latte with a vanilla shot. You made a very good choice." "Hello, Mrs. Underwood. That's the mocha Cappuccino. You made

a very good choice."

Meandering through the tables, the character "Sam" reinforces each person's choice telling them that, in essence, he appreciates them and that they have a place in his coffee shop.

I am ... Sarah Griesse, the dean of students, and like Sam, I am meticulous about people and places and where they should be ... and YOU belong HERE. Welcome to StepUP and the Augsburg community. You have made a very good choice.

TAKING STEPS TOWARD FUTURE CAREERS

We, the staff of the StepUP Program, are proud of the academic achievements of the students within our community. We also share their enthusiasm for the future as they explore various career paths. If you have or know of employment and/or internship opportunities that we can share with our students, please let us know.

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News (marriages, births, deaths, anniversaries, etc.): _____
