



BOOTSTRAP

Published for Members of the Lennox Leadership Development Organization

UPCOMING EVENTS

July 11th, 2008

2008 Fundraiser
East Parking Lot
(Rain Location:
Auditorium)

11:30 a.m. – 1:00 p.m.

Sponsored by the
Fundraising Committee
Contact Donnie Hall
(x4432) for more
information



The fundraiser will
include:

Company-paid lunch
for ALL Lennox
Employees

Games

Unit Auction

Raffle

Gift Matching
Donations Table



Lunch Served from
Noon-1:00 p.m.
In the
Coil Steel Area

Lunch Includes:

Burgers

Brats

Chips

Soda

July 2008 Special Fundraising Edition

Online at <http://mtnsrv07/lldo> or <http://nma1.us/chapters/lennox>

President's Message

The year 2008 will be remembered for many things, not the least of which will be the natural disasters from which many people are still recovering. The outpouring of support and generosity demonstrated throughout Iowa, our community, and workplace has been outstanding. With that in mind the timing may not be perfect to ask everyone to dig down deep and give again through our fundraiser; however the need is clear.

The House of Compassion (HOC) provides a tremendous service for the Marshalltown community. The hot evening meal and overnight shelter that most of us take for granted has been provided for those in need by the HOC every day for well over a decade. Through volunteer help the HOC leverages an annual budget of about \$100,000 to provide over \$250,000 in services. Part of their mission is in jeopardy if they cannot raise funds for needed kitchen renovations.

The work of the HOC fits well with one of the core NMA beliefs that "individuals and organizations have a community and civic responsibility". It is now our turn to step up and help the HOC continue their mission through financial support to complete those needed renovations to their kitchen. A small contribution from many hands will make this fundraiser a success.

Don't forget that the opportunity to contribute will go beyond our one-day event. There are daily needs to serve meals, supervise an overnight stay, and contribute cash to their general fund or items to their supply closet. You have my thanks in advance for making our fundraiser and the continuation of the HOC works a success!

Shane Jacobson

President – Lennox Leadership Development Organization



2008
LLDO Fundraiser
to Benefit
The House of Compassion
Community Kitchen

The House of Compassion is committed to helping prevent homelessness as well as assisting those who are homeless so people can prosper and become contributing citizens in the community.



LENNOX
**OFFICERS &
COMMITTEE
CHAIRS**

President:

Shane Jacobson
X4413

Vice President:

Michelle Burgess
X4251

Secretary:

Bruce Martin
X4576

Treasurer:

Crystal Prusha
X4555

Programs:

Joe Weiser
X4006

Community Services:

Sandy Holubar
X4270

Professional

Development:

Dave Heddens
X4328

Public Relations:

Sam Drella
X4308

Certified Manager:

Bruce Martin
X4576

Directors:

Deb Kerr
X4528

Kim Barnes

X4007

Report Values House of Compassion Help at \$263,000 Last Year

By RYAN BRINKS, TIMES-REPUBLICAN

(Reprinted from the *Times-Republican*, featured in the April 2008 "Bootstrap")

While the House of Compassion in downtown Marshalltown struggled for months last year with a shortage of monitors for its overnight shelter, financially the multi-faceted organization fared comparably to prior years, according to its recently released annual report.

"The House of Compassion continues to be one of the most efficient homelessness prevention organizations in the country. With only one full-time employee, approximately 350 volunteers per month, and a budget of [\$106,000], the services provided and subsequent value of the services is exceptional," the board of directors wrote in the report.

Based on an estimated value for services — for example, a \$40 shelter stay, \$5 meal, \$6 in household supplies, \$15 in school supplies and a \$30 Christmas package as well as prescription drugs, gas card, bus passes, clothes and furniture — the organization provided needy community members with \$263,613 worth of help through donations and volunteered time.

"I was surprised with how much value the House of Compassion provides the community. It was a number far bigger than I would have guessed," said Clyde Eisenbeis, board member along with Colin Adams, Deb Gould, Floyd Harthun, Ross Iverson, David Jacobson, Ann Jones, Ron Patton and Carole Permar.

It also assists clients in finding jobs, housing and medical and dental care, all from support that is shifting away from local churches, grants and state assistance and toward individual and business contributions.

The house served an average of 6.5 shelter clients every night, who stayed on average 7.7 nights, and 51.8 meals per day.

"The House of Compassion Board is most grateful for the volunteer support and financial support provided by the community," the board also wrote.

After the shelter volunteer shortage was made public, Eisenbeis said local residents rose to meet the need late in the year.

"As fall came we had a bunch of people come out of the woodwork to volunteer," he said. "It's interesting how it works, but once people saw a need we got plenty of volunteers."

The organization has, however, ceased assisting clients in securing rent and utilities and has decreased prescription help as inflation costs have risen out of proportion with income. Its kitchen also needs an \$80,000 renovation.

In the report, the board asked for more monthly or January giving to help with cash flow, church budgeting of operating and Keystone Endowment funding and more supply closet donations.

COMPANY NEWS

June 10

LII Human Resources Implements Talent Acquisition Center of Excellence

For Lennox International (LII) to maintain and strengthen its leadership position as an industry innovator, it is essential we continue to acquire the best and brightest new talent. I am pleased to announce we are establishing the LII Talent Acquisition Center of Excellence (COE).

To lead this important effort, I have appointed Greg Hollen to serve as Director, Talent Resources, reporting to me. Since joining Lennox in 2005, Greg has led the recruiting function for the Residential, Commercial and PD&R Dallas-based organizations.

Working closely with the business unit HR teams, the COE will lead the recruiting process in the U.S. An immediate area of focus will be to strengthen our college recruiting programs. The COE will also be responsible for JobSource, our new employee job posting program. Through improved processes and enhanced reporting capability, the COE will closely monitor and seek to improve the timeliness, cost and quality of our hiring decisions.

Please support Greg Hollen and his COE team as they begin to transform our recruiting process.

Daniel M. Sessa
Chief Human Resources
Officer

Fun & Games

Raffle—Gale Sayers Jersey and LOTS More!

- * Grand Prize—Gale Sayers Jersey!
- * Open to ALL Lennox Employees
- * One Ticket: \$3 / Two Tickets: \$5
- * Tickets can be purchased in Human Resources beginning Monday, June 30th, at 8:00 a.m.
- * Ticket sales will end Friday, July 11th, at 11:00 a.m.

Games—Great Prizes for Winners!

- * Basketball Shoot-Out
- * Extreme Putting Challenge
- * Football Throw

Silent Unit Auction

- * **Bidding Begins: Tuesday, July 8th at Noon**
- * **Bidding Ends: Thursday, July 10th at 12:15 p.m.**
- * Multiple Units Available—Several G61s, G51s, and many more!
- * Money raised goes directly to the House of Compassion.
- * Winners will be announced on Friday, July 11th during Lunch.
- * Units will be available for viewing and bidding in the Auditorium from Tuesday, July 8th, through Thursday, July 10th.
- * Bidding will be available from 7:00 a.m. to 4:30 p.m. Tuesday, Wednesday & Thursday. Bids will not be accepted before 7:00 a.m. or after 4:30 p.m.
- * Standard Purchase rules apply. Units will have a full warranty, but will not be eligible for the Lennox Employee/Retiree Rebate.
- * Please contact a Preferred Lennox Dealer to determine which unit will be the best for you.
- * Units are to be used by the winning employee or eligible family member as listed in the Lennox Employee/Retiree Rebate Program. Resale of units is strictly prohibited and will void the warranty.

PASSION FOR COMPASSION...

"How far you go in life depends on your being tender with the young, compassionate with the aged, sympathetic with the striving and tolerant of the weak and strong. Because someday in life you will have been all of these."

—GEORGE WASHINGTON
CARVER

"If you want others to be happy, practice compassion. If you want to be happy, practice compassion."

—THE DALAI LAMA

"I would rather feel compassion than know the meaning of it."

—THOMAS AQUINAS

"The life I touch for good or ill will touch another life, and that in turn another, until who knows where the trembling stops or in what far place my touch will be felt."

—FREDERICK BUECHNER

"Never doubt that a small group of thoughtful, committed citizens can change the world. Indeed, it is the only thing that ever has."

—MARGARET MEAD

"No one has ever become poor by giving."

—ANNE FRANK

"We make a living by what we get, but we make a life by what we give."

—WINSTON CHURCHILL

"We cannot hold a torch to light another's path without brightening our own."

—BEN SWEETLAND

WWW.WISDOMQUOTES.COM

Gift Matching—Double Your Donation!



The House of Compassion contains a community kitchen that serves meals to people in need. Anyone can get a free meal every evening, every day of the year.

The Community Kitchen is in need of repairs and renovations in order to provide continued support to community members needing help.

Lennox LDO is helping to raise funds to renovate the community kitchen in the House of Compassion—your donations will help make this happen!

Through the Gift Matching Program, your donations will be matched by Lennox, doubling the amount of funds that can be offered to help make the renovation possible!



Other Services the House of Compassion Offers:

- ★ A supply closet that provided household goods to approximately 460 households per month in 2006. This includes items such as toothpaste, shampoo, and diapers...items that cannot be obtained with food stamps.
- ★ Staff assistance in finding a job and permanent housing. The staff also helps with securing rent and utility help, securing medical, dental and eyeglasses, as well as obtaining needed drug prescriptions.



★ A year-round homeless shelter. The typical length of stay is three weeks. This is meant to be a temporary shelter until the guests can find housing of their own.

Your donations will directly affect and improve the lives of your fellow community members!



Please contact Sam Drella, ext. 4308, for details on the Gift Matching Program, or to obtain a gift matching form. Minimum donation of \$100 per employee required to be eligible for Gift Matching.

Information taken from: <http://www.lanceanduna.com>

**IT HAPPENED ON
THE 4TH OF JULY**

**1636—THE CITY OF
PROVIDENCE, RHODE
ISLAND, FORMS.**

**1776—THE UNITED
STATES DECLARATION OF
INDEPENDENCE IS
ADOPTED BY THE SECOND
CONTINENTAL CONGRESS,
DECLARING FREEDOM
FROM BRITISH RULE.**

**1802—AT WEST POINT,
NY, THE UNITED STATES
MILITARY ACADEMY
OPENS.**

**1803—THE LOUISIANA
PURCHASE IS ANNOUNCED
TO THE AMERICAN
PEOPLE.**

**1817—CONSTRUCTION OF
THE ERIE CANAL BEGINS.**

**1827—SLAVERY IS
ABOLISHED IN NEW YORK
STATE.**

**1838—THE IOWA
TERRITORY IS ORGANIZED.**

**1865—LEWIS CARROLL'S
ALICE'S ADVENTURES IN
WONDERLAND IS
PUBLISHED.**

**1894—THE REPUBLIC OF
HAWAII IS PROCLAIMED BY
SANFORD B. DOLE.**

**1939—LOU GHERIG
ANNOUNCES HIS
RETIREMENT FROM MAJOR
LEAGUE BASEBALL.**

**1946—THE PHILIPPINES
IS GRANTED FULL
INDEPENDENCE FROM THE
UNITED STATES.**

**1997—NASA'S
PATHFINDER PROBE
LANDS ON THE SURFACE
OF MARS.**

**2004—THE
CORNERSTONE OF THE
FREEDOM TOWER IS LAID
ON THE SITE OF THE
WORLD TRADE CENTER IN
NEW YORK CITY.**

- WWW.WIKIPEDIA.ORG

Recollections...

The Minutes below are from the August 1989 issue of "The Bootstrap."

SUNDAY NIGHT PICNIC AT GARDNER

Another Sunday Night at Gardner Cottage was held on the Quakerdale campus in New Providence July 23, 1989. Attending from the management club were Don, Edie and Brett Hodges, Della Morgan, Toby and Sharon Brimmer, Blaine and Gin Bernard and Terry Frederickson.

This activity was the annual covered dish picnic. Following dinner, a group of the young men from Gardner performed a skit for the management club members and then the group played softball.

-LMC-

TIMES DO CHANGE

Workers never had it so good! At least compared to what might have been their lot in a typical London office in 1852. The following (unedited) set of office rules was recovered from the ruins of a demolished London office building.

1. Godliness, cleanliness, and punctuality are the necessities of a good business.
2. This firm has reduced the hours of work, and the clerical staff will now only have to be present between the hours of 7:00 a.m. and 6:00 p.m. on weekdays.
3. Daily prayers will now be held in the main office each morning. The clerical staff will be present.
4. Clothing must be of a sober nature. The clerical staff will not disport themselves in raiment of bright colors, nor will they wear hose, unless in good repair.
5. Overshoes and topcoats may not be worn in the office, but neck scarves and headgear may be worn in inclement weather.
6. A stove is provided for the benefit of the clerical staff. Coal and wood must be kept in the locker; it is recommended that each member of the clerical staff bring four pounds of coal each day during cold weather.
7. No member of the clerical staff may leave the room without permission from the supervisor. The calls of nature are permitted, but the clerical staff may use the garden below the second gate. This area must be in good order.
8. No talking is allowed during business hours.
9. The craving for tobacco, wine, or spirits is a human weakness, and such is forbidden to all members of the clerical staff.
10. Now that the hours of business are drastically reduced, the partaking of food is allowed between 11:30 a.m. and noon, but work will not on any account cease.
11. Members of the clerical staff will provide their own pens -- a new sharpener is available on application to the supervisor.
12. The supervisor will nominate a senior clerk to be responsible for the cleanliness of the main office and the private office. All boys and juniors will report to him forty minutes before prayers and will remain after closing hours for similar work. Brushes, brooms, scrubbers, and soap are provided by the owners.
13. The owners recognize the generosity of the New Labor Laws, but will expect a great rise in the output of work to compensate for these near-Utopian conditions.

Since those early days working hours have been shortened, wages have been increased, and working conditions have been improved. Does your workplace seem so bad in comparison to this?

- The Dartnell Corporation

Upcoming Event: July 28th – August 8th

House of Compassion/LLDO School Supply Drive

Together with the House of Compassion, in 2007 we helped brighten the first day of school for over 800 students. They're asking for our help again in gathering school supplies for children in grades K-12.

LET'S DO EVEN MORE THIS YEAR!

ALWAYS NEEDED:

- ✂ Single Spiral Notebooks (wide line)
- ✂ Kleenex Tissues
- ✂ Wide Line Loose Leaf Notebook Paper
- ✂ Folders
- ✂ Scissors (elementary pointed or blunt tip)



ALSO APPRECIATED:

- ✂ Colored Pencils
- ✂ Erasable Blue or Black Pens
- ✂ Erasers
- ✂ School Glue or Glue Sticks
- ✂ Water Based Markers



* Donation Boxes will be placed by the Company Store & the Cafeteria, Monday, July 28th — Friday, August 8th.

* Please place your new, donated school supplies in the box.

THANK YOU!



Mission Statement

The mission of the NMA is to provide management and leadership development opportunities and related chapter activities which meet the needs of members and contribute to the effectiveness of sponsoring organizations.

NMA Statement of Principles

NMA is dedicated to managerial excellence, personal and professional growth, and leadership development. The following principles identify NMA's core beliefs and provide the basis for the Association's Mission Statement.

- We believe in the highest standards of personal and organizational integrity and respect for the individual.
- We believe in lifelong learning, continuous improvement, and the development of a workforce capable of sustaining a competitive posture in the global economy.
- We believe management is a creative, dynamic, and essential process enabling people to achieve personal and organizational objectives.
- We believe that managerial responsibility is shared among all individuals at all levels of the organization and that leadership is critical to management success.
- We believe that individuals and organizations have a community and civic responsibility.

NMA Code of Ethics

- I will recognize that all individuals inherently desire to practice their occupations to the best of their ability.
- I will assume that all individuals want to do their best.
- I will maintain a broad and balanced outlook and will recognize value in the ideas and opinions of others.
- I will be guided in all my activities by truth, accuracy, fair dealing and good taste.
- I will keep informed on the latest developments in techniques, equipment, and processes. I will recommend or initiate methods to increase productivity and efficiency.
- I will support efforts to strengthen the management profession through training and education.
- I will help my associates reach personal and professional fulfillment.
- I will earn and carefully guard my reputation for good moral character and good citizenship.
- I will promote the principles of our American Enterprise System to others, by highlighting its accomplishments and displaying confidence in its future.
- I will recognize that leadership is a call to service.