

# DRIVEN

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# A LETTER FROM MORNÉ VAN RENSBURG, IT SERVICE ANALYST

Shortly after I started working at Nussbaum, I was given a tour of the various departments. I vividly remember walking across the shop floor and seeing the bays filled with floods of red. Then we reached the furthest bay, where I saw a trailer with the Nussbaum name and red swoosh. Looking in a different direction, I saw another with a message of "Faith and Family." Coming from a country where promoting faith is seen as somewhat foolish, I couldn't help but be in awe.

Fast forward a few months, and I am feeling settled in; invested in our culture and what we stand for. I was driving down across the Missouri line when I saw the red giant. Behind it was a different trailer I hadn't seen yet—"Forgiveness brings freedom." I remember feeling a sense of pride in being part of a company that is so single-minded and purpose-driven to positively impact those we encounter.

Of course, I'm not writing to talk about just these trailers, but specifically, our most recent campaign—"There is hope in troubled times." In recent weeks, I have thought much about hope and how we find it in difficult times. Overall, I've been left with a question that several people have raised: what if hope is nowhere to be found in my situation?

In asking myself the question, I keep returning to Jesus's words, "In the world you will have trouble. But take heart; I have overcome the world." When we are amid hopelessness, it isn't exactly comforting to hear "you will have trials." But for those who hold faith, we can find hope in knowing that Christ is near to the brokenhearted.

We live in a time when hope is more needed than ever. With that in mind, I would like to leave you with two considerations. First, where do you find your hope in times of trouble? Second, as employee-owners, we have the opportunity to invest hope in our relationships. How can we stay purpose-driven and show hope to those we come in contact with?

Kind regards,

**MORNÉ VAN RENSBURG**  
IT SERVICE ANALYST



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*It's a  
Meaningful  
Life*







*The Aranda Family*

## THE PEOPLE WHO SHAPED HIM, THE PASSION THAT DRIVES HIM, THE FAMILY WHO LOVES HIM.

Stepping outside, Chris Aranda hears the dull roar of a distant combine. It's a beautiful fall evening in central Illinois, the kind with dusky lavender clouds and the familiar smell of harvest. In the distance, Chris can see the terminal of Nussbaum Transportation, where he serves as Vice-President of Sales & Business Analytics. Living here is the best of both worlds: out in the country but still close to work.

As porch lights come on and fireflies begin their nightly dance, Chris is enjoying family time. Most evenings, it's splashing in the pool with his daughters and riding dirtbikes with his boys. A cool evening breeze kicks up, so Chris puts an arm around his wife Brittney as they stroll through her flower garden. The flowers are asleep for the day but will unfurl again tomorrow.

As the sun fades and stars begin to twinkle, Chris humbly thanks God for the privilege of being a husband and father. It's his favorite position in the whole world and one he doesn't take lightly.

### **The Ties that Bind**

Chris's story begins in the quiet town of Cissna Park, Illinois (the occasional frog or a swarm of June bugs was about as noisy as it got). Born in Chicago, Chris and his mother moved several times before settling in Cissna when he was four. They moved in with Chris's aunt and uncle, who adopted three boys soon after their arrival. For Chris, it was like gaining three new brothers!





A young Chris, wondering what he is getting himself into.



Chris sharing updates at the Road Captain Summit.



100% Vested!

Chris helped to form the Nussbaum Benevolence Committee at the beginning of 2023. Pictured here is the committee (plus a few extras) at a Midwest Food Bank event.



This unlikely merging of families created a tight-knit, fun-loving childhood. The house was rarely quiet, and the four boys were often ushered outdoors to burn off energy. They rode four-wheelers, slept under the stars on the trampoline, and invented numerous games of their own. Chris remembers getting in trouble for mowing a football field in their yard: “I think it was my first time on the mower,” he says with a chuckle. “I killed the grass so my brothers and I could play.”

On the weekends, Chris and his mom attended family get-togethers in nearby Hoopston, Illinois. Hispanic culture prioritizes family time, dancing, and laughter; their family was no exception! Relatives often rented a civic center, so there was plenty of room for potluck dinners, entertainment, and too many aunts, uncles, cousins, and grandmas to count. You never knew if you were dancing with your first, second, or third cousin—and nobody cared. “It was just one big family,” Chris remembers fondly. “That’s probably what I appreciate most about my childhood—it felt very intentional to be with multiple generations.”

For a young boy growing up without a father, role models were very important. Chris is incredibly grateful to his Uncle Walt and his Sunday school teacher, Todd Kaeb, for filling this role in his life. He remembers Uncle Walt as a patient and jovial father figure who always modeled steady leadership in their family. Walt was a farmer and carpenter, so Chris got regular lessons during planting and harvest season. Today, as a father and homeowner, Chris regrets not paying closer attention to his uncle’s handyman skills!

Todd Kaeb also played a significant role in Chris’s formation. Todd possessed a salient passion for people, both in Sunday school and in his work as an inventor, salesman, and entrepreneur. Chris remembers watching him work a crowd: moving from group to group, checking in and saying a kind word here or there. He wasn’t disruptive or distracting—he was just there for people. And Chris decided that’s how he wanted to be someday.

### **Entering the Workforce**

Like most teenagers in the corn belt, Chris spent his summers doing manual labor. After a few years of walking beans, he began pouring concrete slabs for

silos at Illinois Grain & Seed (one of Todd’s ventures). This lasted through high school, after which Chris attended Parkland College and worked for KSI Conveyors, another Todd Kaeb enterprise. Traveling across the country to install equipment, Chris got his first taste of the trucking world, albeit in a slightly smaller truck. After eight months in this role, he transferred to the sales department.

### **A Move in the Right Direction**

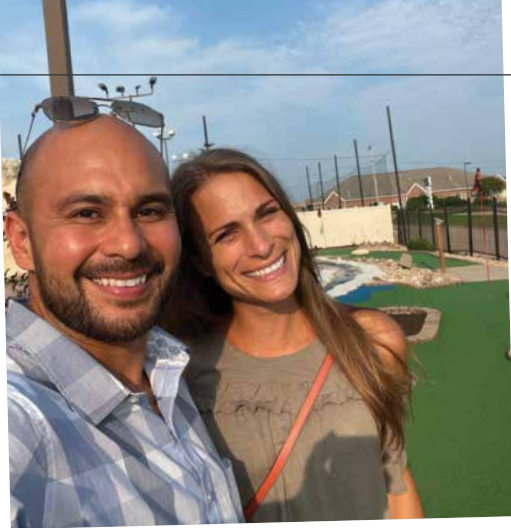
As it turned out, Chris discovered a passion for selling. It was challenging, fast-paced, and people-focused. Four years in with KSI, he wasn’t even contemplating a switch, let alone the transportation industry. But God works in mysterious ways—in this case, through a conversation with Phil Sauder—a close friend and Nussbaum’s insurance rep. “You know,” Phil remarked one day, “if my kid was ready to enter the workforce and I had to give him two companies to choose from, Nussbaum would be number one.” Chris was intrigued. What was this Nussbaum he spoke of?

After a little digging, Chris decided to visit this “number one” company. As he pulled into the parking lot for the interview, he noticed a union group picketing out front (at the time, Nussbaum was using a non-union group to construct their new offices). “What am I getting myself into?” he wondered. But upon entering the office, Chris was greeted by childhood friend Nate Anderson, and it wasn’t long before the pieces clicked into place. Following a tour and some discussions with the executive team, Chris became Jeremy Stickling’s first official hire in 2013.

Though passionate about sales, Chris needed to learn the transportation industry first. His early roles included Driver Manager, Logistics Coordinator (now known as Fleet Planner), and pricing. Chris admits he wasn’t the most skilled DM, but his drivers taught him a lot, and he still keeps in touch with a few of them to this day. At any rate, learning the ins and outs of Nussbaum’s operation prepared him for the eventual transition to truckload sales.

### **Selling at Nussbaum: Then and Now**

Chris officially joined the sales team in 2015, which then consisted of CEO Brent Nussbaum, CFO Bill Wettstein, and Operations Director Doug Bradle. Over



*Chris and Brittney*

time, Chris took on more sales responsibilities and began growing a new team. Today, the Sales, Pricing, & Business Analytics department is a thriving center for Nussbaum's strategy and business development. Its eight team members are passionate about excelling in their jobs, which energizes Chris as their leader and fuels Nussbaum's continued growth.

Chris's role has evolved significantly over the past nine years. At first, it covered everything—all aspects of the sales process, down to the nuts and bolts. Today, he spends his time on the people side, building and maintaining relationships with his employees, customers, and across departments at Nussbaum. This is key as the sales team works with external shippers and internal stakeholders to grow the business with profitable freight. Chris's goal is that everyone be heard, share their buy-in and concerns, and ultimately conduct a smooth operation.

Nussbaum uses the term "three-legged stool" to describe the interdependent relationship between our sales, pricing, and operations teams. Each plays a critical role in supporting our customers and our business:

- **Sales:** focused on customer relationships and developing new business.
- **Pricing/Business Analytics:** prices new freight based on customer bids, market conditions, etc. Focused on Nussbaum's profitability.
- **Operations:** services customer freight on a daily basis. Focused on performance metrics, driver care, and building a strong freight network.

### **A Family of His Own**

Chris loves his job, but he isn't all business—he's a family man through and through. It all started when he met Brittney Wagenbach from California at

a church function in 2011. Their interaction touched his heart—so much so that he prayed for her all that next year. They met again on a mission trip to Jamaica in 2012, and this time, the feelings were undeniable—and mutual. He found out later that she had been praying for him that year too! Over the next 17 months, their relationship continued to blossom as they spent time with mutual friend groups and sought advice from parents, pastors, and mentors. In November 2013 (just a few months after starting with Nussbaum), Chris proposed and she said... yes!

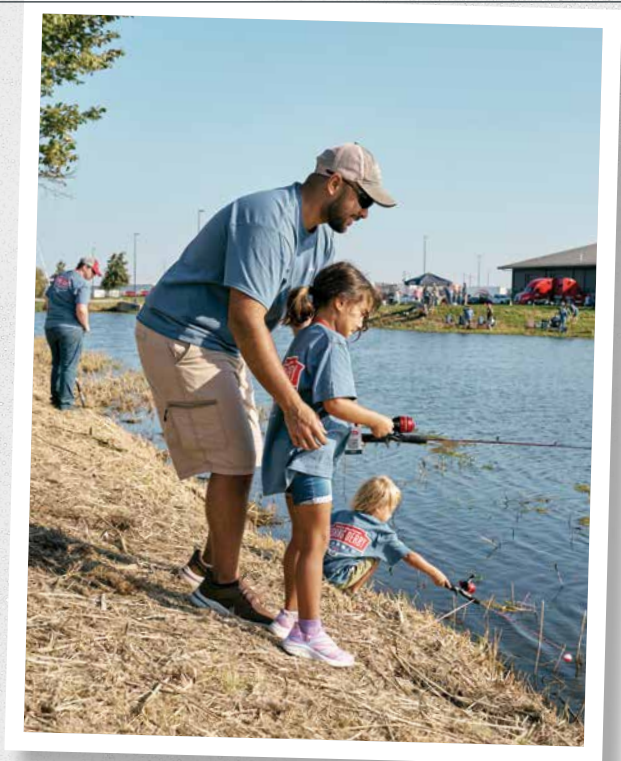
### **Raise Them Well**

One decade later, Chris is still in awe of his wife. "I'm convinced Brittney can do anything," he says. "The joke is, if something breaks around the house, I call Brittney. She has so many qualities that I love." They are truly best friends, working together to raise their family well. Their four children—Jaden, Scarlett, Titus, and Zeke—are life's greatest blessings. The Aranda family motto is "Love your brothers and sisters, treat people well, and make faith important to you."

What does Chris hope to teach his kids? A lot, but three lessons in particular: be brave with your fears, focus on relationships, and come to know God's love. Chris does his best to model these qualities, but he also muses that in the process of raising kids, they've taught *him* a thing or two.

"It's one of the coolest things about the ups and downs of parenting," he explains. "These memorable moments where I gain a deeper understanding of how God might view His children. Parenting brings many emotions, and it teaches us how many different emotions God has toward us. You picture Him sometimes—and it's an unfair picture—as a stern









dad, but He's not. Because I'm not. We're not. He is a joyful, loving Father. Parenting shows me how even in tough times, there is plenty to laugh about, and love covers a lot! I think we forget that sometimes."

### Outside the Office

If Chris isn't wrangling sales or children, you'll find him unwinding at the gym, playing basketball with coworkers, or riding a mountain bike. Granted, Illinois has no mountains, but simply going off-road is a thrill unto itself. Chris enjoys the adrenaline and feeling of complete focus—you can't think about anything except where those wheels are going next. With a job that requires constant critical thinking, it's nice to take a break.

Chris and Brittney love traveling, especially to tropical climates. They recently made it to Hawaii and enjoyed hiking through jungles and waterfalls. The pinnacle of the trip was a helicopter tour, which Chris says is one of the coolest things he's ever done. They hope to visit Spain someday, but with four kids, they're content to haul their camper around the Midwest for now.

Getting out into nature is a must, in some shape or form. The Arandas camp a few times per year or at least enjoy the hiking trails if they don't want to stay overnight. At home, you'll find them tending Brittney's flower farm or splashing in the pool—a nightly activity in the summer. They also love hosting guests—between relatives and friends, the Aranda home can turn into a hotel through the spring, summer, and fall months.

### A Passion for People

As you may have surmised, Chris is passionate about building strong relationships. His heart is for people in and out of his circle to reach their full potential. That's one of the best things about Nussbaum, in Chris's opinion—the emphasis on people development. He himself was a beneficiary; Nussbaum's seminars on *Crucial Conversations* and *The Seven Habits of Highly Effective People* transformed his approach to conflict and tough conversations.

"My life today is filled with decisions, listening, and lunches," says Chris. "And that's everybody from young adults to work relationships to the older generation at our church who can teach us so much. I've been so impacted by people who stepped into my life and cared, people who drew me in and let me stand on their shoulders. I want to continue that in others' lives, especially my kids. So I ask myself, how do I be that person for someone else? How can I keep growing so I have wisdom and sound advice to share?"

### The Adventure Awaits

As the last rays of sunlight disappear, Chris & Brittney attempt to get the kids out of the pool and ready for bed. Midwest evenings are hard to beat, but they're ready to turn in and get some rest. Tomorrow is another workday—an opportunity to serve and pour into someone's life. For Chris, 'giving is the real joy of living'—leaving people better off than you found them.

"I started out really selfish in life," reflects Chris. "But my family and working at Nussbaum have encouraged me to be giving. What a winding road it's been, but I'm excited to be on the journey!"



**4**

CHILDREN

**10**

YEARS OF  
MARRIAGE

**4**

ROLES AT  
NUSSBAUM

**11**

YEARS AT  
NUSSBAUM

**CHRIS** **BY THE  
NUMBERS**



# Should I Stay or Should I Go?

## WINTER DRIVING TIPS

BY JEFF JACKSON, PERFORMANCE SUPERVISOR

As I begin writing this article, I must confess that I waited until the last minute. Why? Because it's July, and winter is the furthest thing from my mind.

These hot summery days of barbecues, ball games, and boating are by far my favorite season. But it won't last. Fall is creeping up on us, closely followed by Old Man Winter. Many drivers dread winter, and for good reason—below freezing temps, slippery roads, and many unforeseen conditions add stress to an already challenging job. But never fear! There are things we can do to prepare and mitigate these challenges.

From a safety standpoint, last winter (2023-24) was one of our best on record—ZERO jackknives and winter-related crashes! For a fleet of 500+ trucks, this is almost unheard of. I believe we owe this in part to a program implemented in 2023, specifically for new drivers who've never spent a winter on the road. Basically, we took them all through our Certified RED Winter Driving session. For this article, we wanted to revisit the topic and share some helpful tips for navigating winter weather in a big rig.

### Preparedness

Before you ever start driving, make sure to pack:

- Extra food and water. At least some of these should be nonperishable items such as canned soups, tuna pouches and crackers, etc. Your

options here are endless!

- Extra clothing, winter outerwear, and bedding.
- A few candles in glass jars will not only provide a light source, but a little extra heat if the truck has no power. Don't forget a small lighter!

No one wants to be stuck in the middle of nowhere, but it is possible. In severe winter weather, it could take hours to days for help to arrive, so keeping the above items (as well as a few good books to prevent boredom) is a cheap insurance policy.

### Pre-Trip Inspection

Before pulling out, ensure your equipment is in top condition:

- Check brakes, tires, lights, and fluids to avoid breakdowns.
- Make sure to stock extra wiper blades, spray de-icer, ice melt, and other items provided by Nussbaum.
- Check tread depth on tires to ensure adequate traction. If nearing the end of their tread life, contact the shop for new tires.
- All trailers from #6966 and up have disc brakes, except for #7668 - #7738, which have drum brakes. Make sure no brakes are frozen and that you know how to break them loose. Please contact the shop or the performance team with any questions.

*Photo by Brenda Davis*







## Weather Monitoring

Stay informed about weather forecasts along your route. Be prepared for sudden weather changes and plan accordingly to avoid hazardous conditions. Using apps like Drive Weather, Windy, and Wind Compass can save you headaches down the road. Monitor real-time road conditions using available resources and communication channels. Stay informed about closures, detours, and hazards.

## Use Proper Techniques

- Slow down and increase following distance! Reduced visibility and slippery roads demand a slower pace. Remember, more following distance = more room to brake and stop.
- Practice controlled braking to avoid skidding. Use gentle/gradual pressure on the brake pedal.
- Be as smooth as possible in steering, braking, and accelerating. Avoid sudden movements and observe your surroundings to anticipate what will happen next.
- Keep your lights on. Even on sunny days, headlights make it easier to see your truck.
- Do not use cruise control and avoid passing.
- We cannot stress spacing enough! If you think you have enough room, add more.

## Chains/Socks

Understand when and how to use these important tools! As a rule of thumb, use socks in parking lots and chains on the road. They provide extra traction and enhance your ability to navigate snow and ice. If you need help with this, please contact the performance team or watch the training videos on your **Tablet > LiNK app > Info Center.**

## Parking

Even in cold conditions, your tires warm up as you drive. Thus, when you park on snow or ice, it melts the surface to form a divot. That melted snow/ice then refreezes, making it more difficult for you to pull out. When parking, back up and pull forward several times to help pack the surface. Then wait about 15 minutes and pull far enough forward or backward that the axles are sitting in a different spot.

## Help! I'm Stuck!

We get it. It's cold, wet, and miserable outside. Calling a tow truck is definitely the easier option.

But we are all employee-owners, and calling for an unnecessary tow is expensive. Very expensive. It's never fun, but we ask that you grab a shovel, don your outerwear, and try to address the situation *before* resorting to a tow.

Shoveling snow from around the tires is a good start. It's hard (if not impossible) to put chains on a stuck truck, but socks are an option. If the problem is simply a slick surface, try sprinkling ice melt, kitty litter, or sand in the path of the drive tires. You can also try flipping the differential lock button (power divider) for more traction (just make sure to turn it off afterwards!) In addition, use "creep mode" to avoid spinning tires. Always have a crowbar or tool handy to break up the ice.

While you may face situations where a tow-truck is your only option, we encourage you to try the above steps first! It may look overwhelming, but even a few simple steps can go a long way!

## Know When to Stop

Winter driving can be exhausting! Fatigue compromises your reaction time and decision making, so remember to take regular breaks and keep alert. Be in regular communication with your operations manager and notify them of any potential issues or delays. If the weather is too severe, don't hesitate to pull over and wait it out. Your safety and that of the motoring public should always take top priority!

Winter driving requires heightened awareness and preparedness. It's impossible to cover every topic and circumstance in one article, but these tips will help you navigate challenging conditions safely and efficiently. Last winter showed us that it's possible, so let's do our best to repeat it and have a great winter driving season!



*Jeff faithfully coaches our drivers to improve their techniques. In his off hours, you'll find him boating with family and friends, golfing, and rooting for the St. Louis Cardinals.*

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*An Update*  
**FROM ACROSS THE ROAD**





BY JAMES GRIER, DIRECTOR OF FLEET SERVICE

Over the past few years, we've made several changes to accommodate our growing shop team. We opened a satellite location in Channahon, built additional bays onto the Hudson shop, and added a new administrative office space. Now, having outgrown our facilities once again, we've expanded our square footage with a brand-new facility across the street!

In addition to giving our staff more room, this expansion will help us serve drivers more effectively in two ways:

### TRACTOR READINESS

Our current challenge is balancing two workloads with the same group of technicians: "waiter" work (active drivers' equipment) and "unassigned" work (new trucks or those in-between occupants). Historically, this resulted in either outsourcing some of the work or restricting what we could take on. However, our new facility will have a dedicated space and team focused solely on unassigned tractor

work. This will help us maintain equal focus on both as workloads ebb and flow throughout the year.

We've also added a paint booth. The goal with this set-up is to reduce downtime caused by a lack of painted parts and create faster turnaround for accident repairs. With this, we plan to bring in a body technician, which is our only initial hire for the new shop.

### TRAILER AVAILABILITY

In addition to unassigned trucks, the new facility features a red tag trailer shop. This team will focus on increasing our pool of available trailers at the yard, helping reduce downtime for our drivers. In addition, we are bringing heavy trailer repairs in-house that are currently being outsourced to a third party. This change will allow us to perform larger, more in-depth repairs, growing our skillset to provide better service to our drivers.

Unless you are getting a new truck, most drivers will have minimal

interaction with the new shop simply because its focus is *unassigned* equipment. All active truck and trailer repairs will continue at the current Hudson shop.

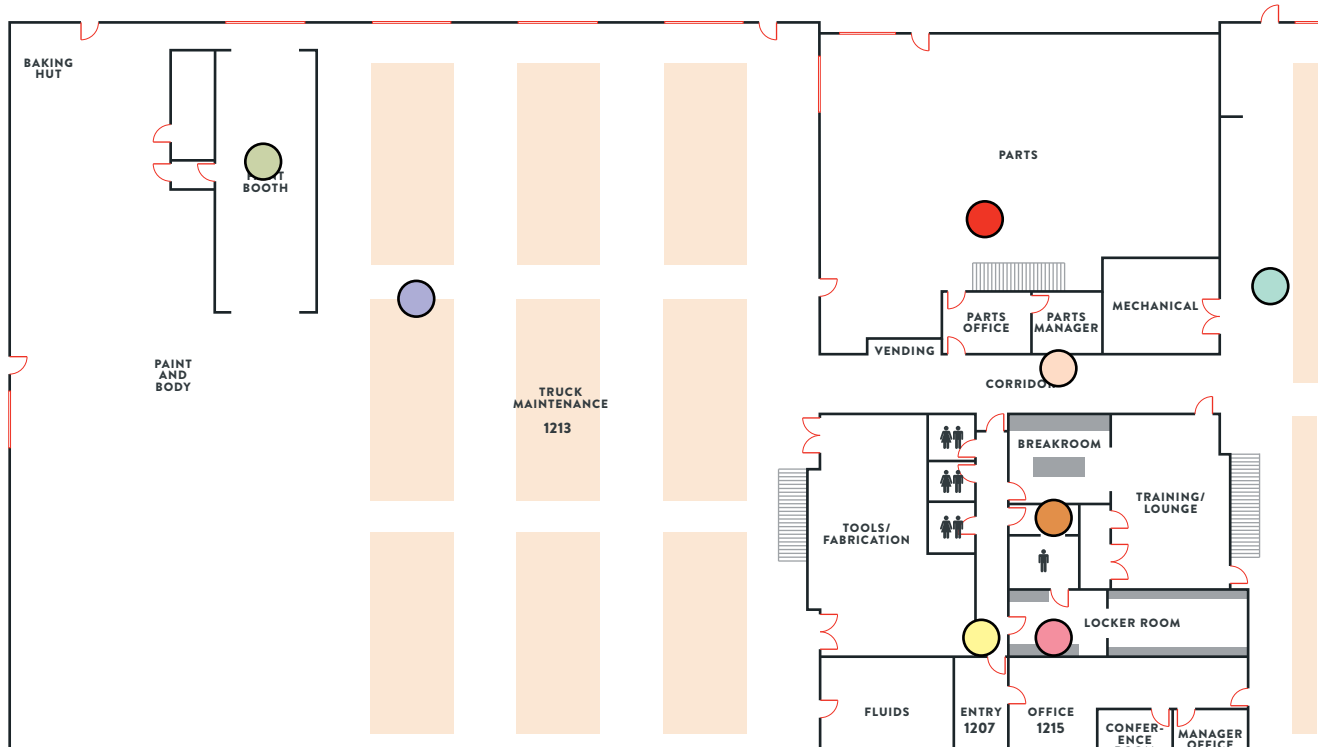
As Nussbaum grows, our need for additional maintenance staff will also increase. This new facility enables us to support significantly more drivers, and as our driver roster increases, so will our shop family. For now, the only addition is a Body Shop Technician to help bring those repairs in-house. //



*If he's not working with the shop team to keep our equipment operational, you'll find James enjoying outdoor activities: swimming, hiking at Matthiesen State Park, or camping (favorite place: Eureka Sportsman's Club).*



## HUDSON SHOP EAST



## GETTING AROUND THE NEW SHOP: THE DETAILS

- **SHOP ENTRYWAY** This is where drivers check-in for swapping into a new truck, as well as buyers purchasing our sale equipment. From here, you can enter the office (right) or continue forward to access restrooms, the locker room, and tech lounge.
- **SHOP OFFICE** Admin space for the Unassigned Truck Shop and Redtag Trailer Shop. We won't staff this area initially; the Hudson shop will handle administrative needs until we grow in tech count. Driver interactions at this shop will be minimal.
- **TECH LOUNGE & TRAINING ROOM** A space for various OEMs to come onsite and provide training on our equipment. It includes a TV and plentiful seating. In addition, techs and office staff can utilize this space for breaks and enjoy lunch together.
- **REDTAG TRAILER SHOP** The addition of this space increases our trailer capacity from three bays to eight.
- **PARTS DEPARTMENT** Located in the passageway between the truck and trailer shops, the parts department will be staffed by TCI. Technicians will come to this window to request parts for their repair jobs.
- **LOCKER ROOM** All techs can access their shop uniforms and locker rooms here.
- **PAINT BOOTH** This is a full-size booth, allowing us to bring back nearly 100% of third-party tractor repairs. It is also a heated paint booth, so we can bake our trucks as well.
- **UNASSIGNED TRUCK SHOP** This shop consists of 12 truck bays for repairs, a body shop area with room for four trucks, and a paint booth. We also have a pit that allows us to perform two oil services or inspections simultaneously.

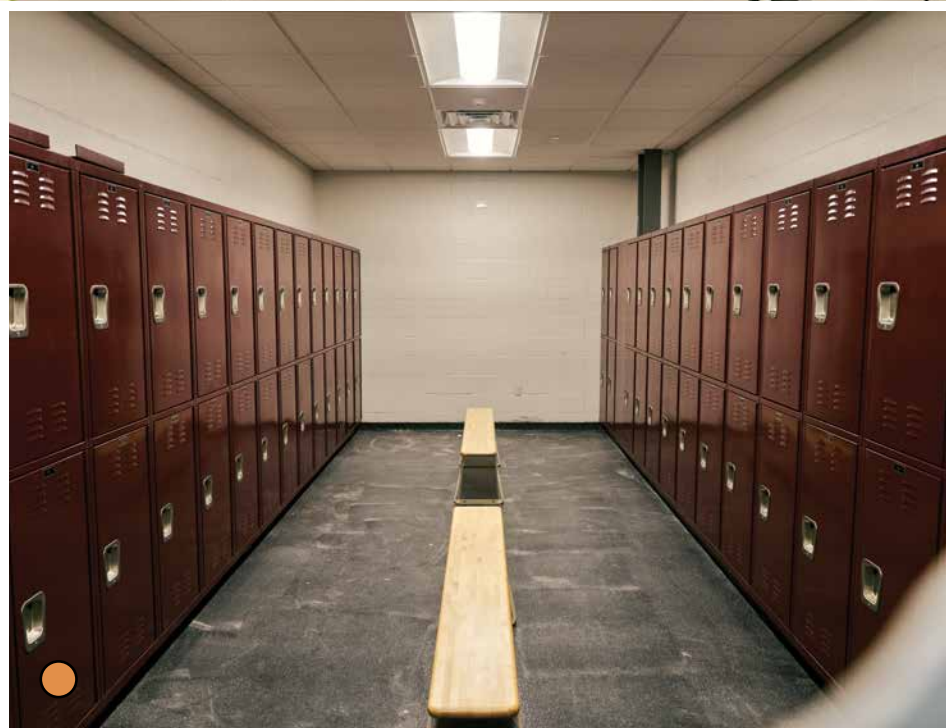
HUDSON SHOP EAST















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BY BILLIE JOE NUSSBAUM,  
AFTER HOURS OPERATIONS

What does being “Purpose Driven” mean to me?

It’s such a common phrase in our day-to-day lives here at Nussbaum that most of us don’t consider its real meaning. I know I don’t. I mean honestly, who has time to ponder such things these days? Well, I think the fact that we don’t is precisely *why* it’s so important that we make time to do so!

Life is constantly changing. We live in a time of chaos, busyness, overwhelm, social media, and comparison. And it leads us all to take things for granted. To me, being Purpose Driven means to really live intentionally—to think about others every day, to slow down, and to appreciate life in all the chaos.

We decide every day to either live purposefully or to let life push us around.

I’m a single mom with two teens at home and a plethora of creatures that rely on me (\*ahem\*—us—my kids are a pretty big help with that!) to care for them. It’s easy to fall into survival mode, just trying to get through every day. And yes, there are days when it does win over... we’re running around to sports and things, taking care of animals and chores, just trying to make it through. By the next morning, I can’t recall anything significant about the previous day.





Despite that busyness, I make dinner most nights of the week (depending on Cam's soccer schedule and Jackson's basketball practices). We all sit together and eat dinner, chatting about our days and just what's going on in their lives more than anything else. We often have guests—either Cam's boyfriend or one of her best friends. There are always mouths to feed (creatures included!). We often linger at the table to finish conversations and just enjoy time together. It's my favorite thing and something we've made routine within the past couple of years.

I hear people complain about having teenagers, but I personally love this season of life. They are honestly my favorite people in the whole world. At the end of the day, they're humans—just figuring out life in their own way, wanting and needing to be heard, understood, and loved unconditionally. I think it helps that we don't take life too seriously at our house. Sure, we have chores and responsibilities, and we all make our mistakes. But most of the time, we're laughing. And I think, at the end of the day, that's what matters most.

Being Purpose Driven is slowing down and taking time to connect with those that you love. It's figuring out what people need most from you and trying to

meet those needs whenever possible. Whether it be your kids, spouse, neighbors, coworkers, drivers, etc., most people need connection and conversation. It's easy to get "too busy" for that. But when you look back at your life, will you really feel that whatever task you were trying to complete was more important than those people? Will you even remember what was so pressing? Probably not.

Slow down. Love your creatures. Love your people.



*Billie recently moved from the shop office to after-hours operations where she provides weekend and evening coverage for our drivers. When she's not chatting with them on the phone, you can find her at home hanging out with her kids and ducks, tending to her "yarden," experimenting with new recipes, or reading in her hammock chair. Her greatest joys in life are being a mom, feeding people, and good old-fashioned slumber parties with her high school girlfriends.*

*Slow Down*

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# THERE IS HOPE IN TROUBLED TIMES

BY JIM REVELLE, CHAPLAIN



At the end of World War II, an American submarine returned to the continental United States. As it entered the harbor in Newport News, VA, something went terribly wrong and it began to sink! The Coast Guard was immediately dispatched to save the crew, and before long, divers had descended to the wreck. As they swam around the submerged craft, they heard an eerie pounding. One inventive sailor had picked up a hammer and begun tapping a message in Morse Code. From inside the sunken submarine, he spelled out these words: ***"Is there hope?"***

This question is asked by thousands of people every day. When you receive a questionable diagnosis in the doctor's office - ***is there hope?*** When you stand by the hospital bed of a sick loved one - ***is there hope?*** When you've spent many months in marriage counseling and gotten nowhere - ***is there hope?*** As you stand at the gravesite of a friend or family member - ***is there hope?*** When your financial condition plummets, leaving you on the brink of ruin - ***is there hope?*** As you observe a politically splintered nation - ***is there hope?***

## WHAT EVERY HUMAN NEEDS

There are three essential things that a human being needs to survive: food, water and oxygen. Without food, a person will starve in four to six weeks. Without water, a person can survive for approximately three days before bodily systems shut down. Without oxygen, it takes only seven minutes before brain damage is irreversible. But

how long can you live without hope?

Fyodor Dostoevsky once said that "Totally without hope, one cannot live. To live without hope is to cease to live. Hell is hopelessness. It is no accident that above the entrance to Dante's hell is the inscription, 'Leave behind all hope those who enter here.'"

In the Spring of 2024, Nussbaum Transportation unveiled its newest "Haul of Faith" trailer campaign. The message **"There is Hope in Troubled Times"** now travels US highways on the side of the trailers. We pray that these simple words are a beacon into someone's despair and darkness.

In the next few pages, I will answer three questions: 1) Why do we need hope? 2) What is hope? and 3) What is the basis for confident hope?

## 1. WHY DO WE NEED HOPE?

Dr. Harold Wolfe, professor at the Cornell University School of Medicine, did a study on how hope affects the human body. By observing 25,000 POWs (prisoners-of-war) over an extended period, he found that one group experienced minimal to no side effects from their experience. Despite the brutality, confinement, and inhumane abuse, this group suffered significantly fewer impacts than the other POWs. They had no PTSD. They had fewer illnesses. They did not have flashbacks.

The common denominator? They possessed an extraordinarily high level of hope. In his concluding study, Dr. Wolfe wrote, ***"When a man***

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**has hope, he's capable of bearing incredible burdens and cruel punishment. But when hope is gone, people fall apart – emotionally, physically, and spiritually.”**

## 2. WHAT IS HOPE?

There are two kinds of hope: **worldly** or **temporal** hope, and the hope **described in the Bible**.

When we use the word 'hope' in daily conversation, it's often just wishful thinking for a particular outcome. *I hope I get that job. I hope my child returns safely. I hope my child makes the sports team. I hope I don't get sick*, etc. This kind of hope is subjective; it holds a degree of uncertainty and doubt. It can also be misdirected by selfish motives and personal bias.

The word 'hope' in Scripture has a very different meaning! Christian hope is a Holy Spirit-given virtue; a confident expectation that God *will* fulfill His promises. It enables us to joyfully anticipate our future in Jesus Christ. And it's based on what God *has* done in the past and what He *will* do in the future. This kind of hope is crucial to our faith.

## 3. WHAT IS THE BASIS FOR THIS CONFIDENT HOPE?

Let me share two verses that will help us answer this question. You can memorize them very easily, so put them in your toolbox and ponder them.

The first is the shortest verse in the Bible, John 11:35. It simply says, **“Jesus wept.”**

The second verse is Acts 13:30. Paul was persuading his audience that Jesus from Nazareth is the Messiah promised long ago in the Scriptures. He told them that although Jesus was brutally executed, He did not stay in the grave, **“But God raised Him from the dead!”**

## THE SHORTEST VERSE IN THE BIBLE AND HOPE

“Jesus wept” comes from the story of Lazarus' resurrection in John 11. Jesus' favorite place to stay when he walked the earth was a

small village near Jerusalem called Bethany. Here was the home of siblings Mary, Martha, and Lazarus – three of our Lord's close personal friends. He regularly stayed at this “Airbnb” just outside the Holy City.

One day, Jesus was far from Bethany and received news that his good friend Lazarus was ill. When he arrived a few days later, it was too late. Lazarus was in the tomb - and already decaying. As Jesus approached the familiar house, friends and relatives consoled the two sisters in their loss. Mary and Martha were crushed in grief. The crowd was weeping. And here comes Jesus into the middle of all this pain, and He wept too!

Think about this for a moment. Here is the One we believe to be God, the One who wrote Himself into the human story. This God who became flesh - what is He doing? He is in the middle of the pain. He is weeping. Here is a God who sheds tears.

So, how does this bring us hope? When our hearts break, we may feel isolated and alone. We may feel there is no future because all is lost. But did you know that **“God comes near to the brokenhearted?” (Psalm 34:18).**

Life may feel like a tomb, like everything is decaying around you. But we have a God who dwells in the middle of this. He does not leave us alone. He has drawn near to you.

## THE RESURRECTION AND HOPE

The idea that Jesus Christ rose is quite an assertion. If you have doubts or questions about this, I suggest reading “Cold Case Christianity” or “God's Crime Scene” by J. Warner Wallace. As an atheist and cold case detective, he researched the evidence of Jesus' death and resurrection in the Gospels. Based on his findings, he came to the startling conclusion that this story was true! He became a Christ follower.

A similar story is that of Lee Strobel, a former atheist beat reporter for *The Chicago Tribune*. Following his wife's conversion, Strobel used his investigative journalism skills to examine the Bible's claims about Jesus' death and resurrection. Like Wallace, Strobel found the



evidence compelling:

*"In short, I didn't become a Christian because God promised I would have an even happier life than I had as an atheist. He never promised any such thing. Indeed, following him would inevitably bring divine demotions in the eyes of the world. Rather, I became a Christian because the evidence was so compelling that Jesus really is the one-and-only Son of God who proved his divinity by rising from the dead. That meant following him was the most rational and logical step I could possibly take."*

So, what does the resurrection of Jesus mean for you and me? It gives us hope in the present and hope for the future. It assures us that nothing is too dead for Him to revive. It also assures us that better days are coming. Because Christ is risen, we know that His death on the cross accomplished its saving purpose as a once-for-all sacrifice for our sin. And through faith in Him, we can be "born again" and know that one day, just like Jesus, we too will be resurrected! Not to another earthly life, but to an *eternal inheritance*.

Does this mean we are exempt from problems and troubles on this earth? Jesus debunked that thought by saying, **"In this world, you will have trouble, but take heart for I have overcome the world" (John 16:33)**. The Apostle Peter echoes this idea by writing of our "living hope" in his first letter:

*"Praise be to the God and Father of our Lord Jesus Christ! In his great mercy he has given us new birth **into a living hope through the resurrection of Jesus Christ from the dead**, and*

*into an inheritance that can never perish, spoil or fade....In all this you greatly rejoice, though now for a little while you may have had to suffer grief in all kinds of trials. These have come so that the proven genuineness of your faith—of greater worth than gold, which perishes even though refined by fire—may result in praise, glory and honor when Jesus Christ is revealed."* – 1 Peter 1:3-6

So, we have a living hope that becomes an anchor for our soul! (See Hebrews 6:19).

## NEVER FORGET:

**Jesus wept.** This gives us hope that Jesus draws near in our sorrows, losses and grief. He is touched by your situation right now!

**But God raised Him from the dead.** This gives us hope that He is alive and at work in our lives today. And better days are coming through Jesus, who is the Resurrection and the Life. His return is near.



*Jim serves as Nussbaum's chaplain. When he's not lending a listening ear at work, you can find him spending time with his family, reading a good book, or cheering on the Chicago Cubs (which he hopes you won't hold against him).*

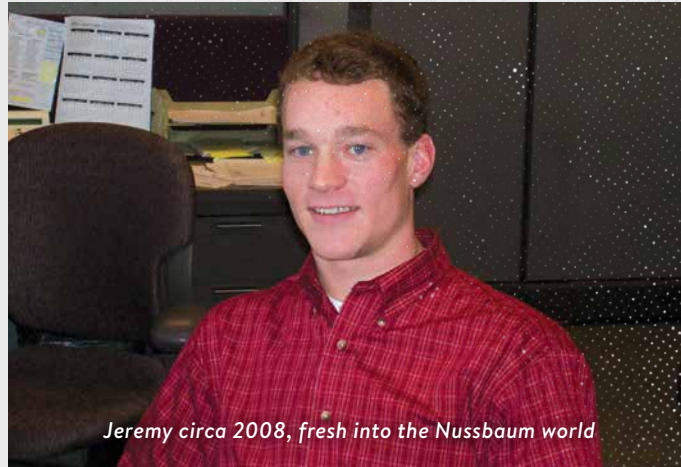
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AN INTERVIEW WITH

# JEREMY STICKLING, CAO







Jeremy circa 2008, fresh into the Nussbaum world

BY JOSEPH ANDERSON, DIRECTOR OF RECRUITING

**Joseph: We'll start with an easy one: when did you start with Nussbaum, and how did that come about?**

Jeremy: It was June of 2007. I had just finished my junior year of college and had one year left, so I made the logical decision to quit school and come work as an accounting assistant for Bill Wettstein. I was 21.

**So how did it come about?**

Well, I don't know how Lloyd Stoller got me in his sights, but he did. Lloyd was with my parents at some social event, and he asked them, "Do you mind if I call Jeremy?" And my dad actually said, "Yes, please don't. He has a year of school left." Lloyd responded to that by calling me the next week.

The line I use is, my mom found me a job. And that's actually the story of every job I've had in my life.

In all seriousness though, this part is fascinating to me. You talk about timing. I tell people, I would never advise someone to quit college with a year left and go to work. But this was 2007. I was a finance major. I would have graduated in 2008 with a finance major. 2008 was the major financial system meltdown—when banks were going under. So, you talk about the hand of God. I don't believe that was a coincidence. It would have been pretty hard to find a job with a finance degree in 2008. And it's worked out pretty well.

**Early on in your Nussbaum career, did you ever imagine we'd grow to where we are today?**

Oh boy. Early on in my Nussbaum career, I

don't know if I thought beyond, "I'm not very good at this accounting thing, and it's 4:02 pm with 28 minutes to go in the day, and I hope Bill gives me next week." *\*laughs\** So no. I don't think I ever envisioned us being this big.

**What is one of your favorite things about the company we are today?**

That our impact goes far beyond our size. As we travel for conferences and interface with other businesses, you can tell that we have an amazing reputation. People respect Nussbaum. And it's a pleasure to be part of that.

**So, this is a topic change. You were able to get married, somehow! *\*laughs\** Tell us about your wife and kids.**

They're amazing because they accept me as a husband and a father. Janae and I got married in 2008. There are people at Nussbaum who will tell you that this was when I became a productive employee. Post-marriage, you start growing up a little bit. This November, we'll have been married for 16 years.

**And you've got a few young'uns.**

Yep, so we've got four kids. Three boys and a girl. Ages 12, 9, 6, and almost 2.

**What's something you've learned from having kids?**

They embarrass you in public. *\*laughs\** But for a serious answer, I've learned my time is not my own anymore, and that's a really good thing. Because when my time is my own, I can get selfish. It's hard to get selfish with kids.



Jeremy and Janae

**Makes sense. So, your better half in all of this—what’s something you appreciate about Janae?**

She’s beautiful. And she’s to the point now, 16 years in, that she knows me well. Sometimes, I come home from work and want to unload something; other times, I just don’t want to talk. She finds that balance. She’s a big supporter who helps me process things and doesn’t try to advise me. She just listens. Even if I’m wrong, she knows I have too much ego, so she just listens. That’s very valuable.

**What is your one mile run time these days?**

*\*laughs\** I love this question. Well, if my treadmill’s accurate, it’s 5:20.

**Oh, sorry. I meant like a real mile. Okay, we’ll move on.**

*\*laughs\** I see. I see. I was trying to be humble, but you still rammed me. Come on. Ask me my two-mile time.

**What’s your two-mile time, Jeremy?**

11:53, Joe.

**Wow, that’s actually impressive. How about a recent book that you read? You read a lot.**

I do like to read books. Sometimes I’m more voracious than other times. It goes in fits and starts. The last one I read was *Atomic Habits*. But maybe I’ll go back to the very first book that kind of got me into it. This was around ’08-ish - it was *How to Win Friends and Influence People*. A friend recommended it, and the title

felt very sleazy to me. But the book itself is not. It made me stop and rethink principles about how I interact with people.

**Okay. Showers—**

*\*interrupting\** I take them.

**Man.**

Daily, at least. Sometimes twice a day.

**I was going to say, why don’t you take them?**

*\*laughs\**

**Okay, on average, how many hours of sleep do you get at night?**

Probably 6 or 6.5.

**So, you don’t need a ton.**

How much would you like, ask me that.

**How much would you like?**

8+.

**Do you have a set time that you normally get up, and then do you have a routine?**

I do not have a morning routine.

**Hmm. Interesting.**

I am a very poor morning person. So, I maximize sleep, hit snooze twice, and am usually rushing in the morning. You’re hitting on a personal weakness that I really wish I did differently. So thanks for bringing up that raw wound there, I really appreciate it.



**So you probably don't have a typical breakfast then?**

I do not eat any breakfast. You know that whole intermittent fasting thing people do nowadays that's really popular? I've done that for years. I've been ahead of everybody on that.

**Do you want a pat on the back?**

I do.

**Okay. What's one thing you wish younger Jeremy would've known?**

When you work in HR, you work with people who maybe aren't nailing it in life. And I guess as a young man, I thought, 'Work hard, put your head down, and if you're failing, it must be because you're a dope.' And I would disagree with that quite strongly now. People have some tough circumstances.

Now of course, people don't exactly see me as a kind, sweet, understanding person, if I'm being honest. That's not exactly my reputation. But I'd say my mindset is now more 'What are they dealing with?' versus 'How ridiculous, they should be like me.' I could be better yet in this area, but there was way too much of that as a young man.

**Rooting for people. Yep. I've seen you live that out. That's good. So, of all the people at Nussbaum, who would you most fear in a leg wrestling match? I feel like those tie together.**

*\*laughs\** Well, I feel like you should ask, what two people would you fear? Because nobody could take me one-on-one.

**What two people?**

I'd probably be most fearful doing a leg-wrestling match with Brent Nussbaum.

**Figures.**

It's like, I shouldn't be doing this. So, he's probably the one I would fear the most. Anyone else? Bring it on!

**Since you do hide them so well, tell us one of your strengths.**

Making fun of myself? No, I don't want to use that one. I'm in a position where I get to work on new things without a script. And I really enjoy that. Starting from nothing and coming up with something.

**Invention?**

Yeah, to use the *Working Genius* lingo, Invention. I really enjoy that stuff. Sometimes I'm off the mark. And since we're talking about

strengths, you should ask me about my biggest weakness.

**Oh, that's my next one!**

My biggest weakness is, when I see a little old lady, I have to help her across the street. I just can't help myself. Sometimes I'm too nice.

**Oh my. You care too much.**

I'm being facetious because sometimes people say, "Oh you're in HR? What's your interview advice?" My advice is, if people ask you for a weakness, please give a real one. When I hear somebody say, 'I care too much' or, 'I'm too passionate,' what that means is you get stuck on something that you think is right and can't get over it. That's what that means to me. That being said, my weakness really is being too passionate. No, I'm kidding.

I don't do a good job of stopping to be personal. I will walk past people to get to work. And I'm known for being competitive, too. So that means sometimes I don't let things go as quickly as I should.

**Mmm. Okay, well now you have to be really concise. Try to describe yourself in one word.**

One word? I'll use what my parents have said. Focused. My dad always says I'm focused. And my little brother is NOT. So the difference is always somewhat striking. *\*laughs\**

**We won't say your brother's name.**

Janae's one word for me would be dense. Thick.

**She's pretty astute. I'm kidding. Okay, what's something that most people don't know about you?**

Oh, I like this one. I *\*legit\** have Native American ancestry. The Blackfeet Indians? Out in Montana?

***\*laughs\** I think it's Blackfoot. I don't think you say Blackfeet.**

You know what, this is my ancestry we're talking about.

**We'll have to check this. I don't think you pluralize it.**

When there are multiple of them together, you call them Blackfeet. You don't call them Blackfoots, do you?

**The Blackfoot. What do you think you say if you see multiple moose? You don't say meese. Anyway, so they're your relatives?**



ABCs with Wellington



The infamous 'Uncle Jer'

So we used to be in the Dakotas, and the Lakota Sioux pushed us out, so we ended up in Montana. So Glacier National Park is my ancestral homeland. And if you read—

**What's the percentage?**

—If you read about Louis and Clark, they feared the Blackfeet because they would take your hair. I actually think that's really cool. The other thing is, my great-grandpa was a teamster in Chicago back in the 1920s. So that's trucking in my roots right there. He hauled some cargo loads where they wouldn't tell him what was in the back of the truck, but when it was unloaded, there were guys with what they call "Chicago pianos"—which are submachine guns. He lived a fascinating life.

**That is pretty crazy! What is the most impressive home project that you've completed by yourself?**

Well, I built my house. How's that?

**How real is that?**

Well, I was a laborer for my dad, who built my house.

**So what's something you did by yourself?**

I have repaired washers and dryers on my own probably 5 or 6 times.

**Obviously not repairing them very well.**

In some cases, yes. Actually, one of my favorite repairs was the washing machine. I had to tear it down almost to the little spindle. I fixed it, but it was kind of off-center so when you ran the washer, it made lots of loud noises.

I've repaired the microwave a couple of times. I repaired my oven. My favorite repair was changing out the motor on my X-Mark zero-turn riding mower.

**Okay! Those are some solid options. If you could hire any U.S. President, who would it be, and what position would you give them?**

I would hire Donald Trump and Joe Biden and put them both in HR. Because they're both really good at defending lawsuits. That's a joke. That's a dangerous joke to use right now. If I hired a president, I would hire Ronald Reagan, and we'd put him in marketing because he was an amazing marketer. Brilliant at it.

**Okay, that's really neat! If you were to live in another state, which would you choose?**

I feel like Iowa is my default because that's where my wife's from, and evidently the sun shines brighter over there. It's actually a pretty good state.

**That's fair. What's a top five embarrassing moment in your life?**

I've publicly shared some of my embarrassing moments already in the *Driven* Magazine. The time I was fired and all those cars that I wrecked. That's all pretty embarrassing. So beyond that, here's one more: when I was a younger professional at a conference, I sat down at a lunch table next to people from some pretty good-sized companies. I thought, this will be interesting to talk to them. So I sat down and opened my mouth to start a conversation. And have you ever had one of those tickles in your throat?



**Your voice cracked?**

It didn't crack. I started coughing uncontrollably. I was, you know, leaking from every facial orifice. And by the time you're done with the coughing fit, you can't talk. You've got no voice left. And you're trying to make a start and nothing's coming. And this plays out over about 18 seconds. And they're sitting there looking at me, waiting for me. No one really knows what to do. Finally, after about second 27 ticked by, the guy goes "That's tough, man."

We never had a meaningful conversation.

**I would literally pay money to see that. That is hilarious. Wow. When did people start calling you 'Big Dog' and how do you feel about it?**

Um, I feel like it happened over the last few months, and it's long overdue.

**Overdue? I thought you were going to say overplayed. But you like it?**

Clearly. Clearly. If you publish that please make it appear sarcastic.

**Do you have any other nicknames?**

Well, if I go back to high school, everyone called me Stick. The teachers called me Stick. Everyone called me Stick. And then I've gone through a few since then. I remember Kent and Brad Wiegand used to work here, and they called me "Jer Cat." They would always meow after they said it. We've cycled through a few... Uncle Jer is one that's taken hold because of the soup day promotion. J. Stick sometimes. Stickle Stack and Big Dog.

**What is your favorite thing to do with your family?**

Spend the evening at home with them doing whatever the season allows. The other night, I helped Brynn with some piano music. (This is the part where I try to make myself sound like an incredible dad, so I really hope this comes through). But those really are the moments I like the most. Brynn was working on her own song on the piano and wanted me to put the notes on music, so I did that with her.

**Was this before or after her Leviticus reading?**

*\*laughs\** Go ask her about some random Old Testament fact. We'll have to come back to that. But being outside, playing catch with Kelton, racing Morgan on bikes up and down the driveway, and sitting on the porch with Janae. Those are the best times. God is first, and if we're doing it right, He's in everything. I feel like right now, we're a little more internally

focused because of the phase of life we're in. We feel like we're in the prime time of parenthood, so any night that maximizes that is my favorite thing.

**If you do go somewhere, does your family have a favorite vacation destination?**

Ugh, this is a sore topic right now. Janae would not want me to talk about this, so I will. We're actually on hotel avoidance because back in February, we went to a VRBO, and it was probably the nicest place I've ever booked. The only problem was, it had bedbugs. It's nice to have that be in the past.

**So right now, vacation is just not a topic of conversation.**

Right. But the two places we like to go? We love Florida. Park it somewhere close to a beach. We are not fast-moving or sight-seeing vacationers. And then we love Door County, Wisconsin. I'll probably still talk Janae into that this summer. We have our rhythm, our cadence there; it's a relaxed pace for us, and I've been there probably 20 times in my lifetime.

**If you could have a conversation with one historical person, who would it be?**

I read a lot of history. And to be honest, not once have I thought, 'I'd really like to go talk to that person.'

**So, you do a lot of public speaking now. Do you get nervous for that?**

Not near as much as I used to. And it's weird because sometimes I'm really comfortable, and other times, I'm not in the mode and it doesn't go as well. I would say once it starts and I hit the, 'Hey we're having fun, this is going well' phase—

**Once you get your first laugh.**

—then I enjoy it. Yep, when I get my first laugh.

**It'll happen one day.**

*\*chuckles\** I always go for laughs. And then when I'm done, I'm like, 'that was kind of fun, and I don't care if I never do it again.'

**That's interesting. You went from not being able to order pizza over the phone because you'd get so nervous!**

It's true! If you'd talk to my old high school friends, they would make fun of me because I was quiet and shy. I remember times in high school where my mom would be like, "We're going to order pizza tonight—Jeremy, do you



Kelton installs footing forms in 2016



Brake job with Brynn



Morgan wins tic tac toe

mind calling?" And I would be too intimidated to call and order pizza. That's a fact. So, I always think that's proof that no matter where somebody's skillset is today, you can build skill.

**There's hope. So, if you could go forward in time, what's something you would tell your 50-year old self?**

Um, you should have taken care of your knees.

***\*laughs\** That was actually a pretty good answer. I thought that would stump you. If you could pick one thing that you feel passionate about, what would you say? Other than your family or your faith.**

Being at a company where the vision of positive impact is real. I've been privileged to be a part of things where I've seen how money could have driven a decision, and it did not. And work as a ministry is something I strongly believe in. Brent has taught me that. And I was a slow learner.

If you're in business for your resume or your career or money, it's not that those things don't matter. But I'm talking about what is first. Work is what you're going to do the most in the waking hours of your life. Spend it somewhere where the purpose is bigger than making money.

**That's a good answer. We do spend a ton of time at work. So, you're somewhat successful. *\*pauses\** What career advice would you give a young person?**

Wink at the CEO and give him shiny apples. *\*laughs\** No, no, no. What advice would I give? Don't lock yourself into one type of job or line of work. Be open-minded to where your skillset can work because it might not be the position you're thinking of. I mean, I started in accounting and ended up in HR.

**So you're saying, for someone going through high school or college, don't be too honed in or focused on one specific job?**

It's okay to show interest in other areas. Ask about areas that feel like they're outside of yours. I guess the other advice I would give is—and this is more to the young people—if you're looking for a job that's perfect for you, stop it. There's no such thing as a perfect job. For every job you're in, 80% of it is what you make of it, I'm convinced.

If your mindset is, 'Oh, I'll find this perfect job that fits me perfectly and everything will be okay,' I believe you'll constantly be searching.





**That's good. That's good career advice. How about advice for successful relationships?**

Hmm. My favorite marriage advice—and not that I've arrived at any sort of destination here—but, learn to embrace who your spouse is. The things that are part of their make-up, even the things that might annoy you. The example I give is, my wife is very particular and very clean, and sometimes I don't want to bathe the kids at 11:45 after we get back from somewhere. But you know what? I really like clean, good-smelling kids.

**And probably everything else in your house!**

And everything else in my house! Or when we have company, we make them take their shoes off. Which, I used to say, 'Welcome to my home. Please remove your shoes. You are now on holy ground.' That was my original view of it. Now it's like, there's nothing wrong with this! I like this standard. So just embracing who she is. That's applied to marriage, but I think you can apply that to other things.

**That hits home. So, speaking of sources of good advice, do you have a favorite book of the Bible? And if so, why is it your favorite?**

I feel like different phases in life can make this a different answer. I love Genesis because I think it tells us a very cohesive story of where we came from, what's important, and why. And I love the Gospel of John because you get long commentaries that are the words of Jesus in that book.

**Very good. This next question is where I was going to ask if Brynn still reads Leviticus at night.**

*\*laughs\** So, Brynn's a voracious reader. She's nine. She could read when she was 2. She was doing chapter books at age 4. Now, I feel

like I can say this because Morgan, he's 6, and he just got the 'M' down on his first name. It's just amazing how different they are.

But Janae's family line has some really smart people, and Brynn has that. She reads anything she can get her hands on. And I've caught her—so for Sunday school, you get through a certain year, and they give you a Bible—I've caught her having fallen asleep with her head on her Bible. And if you're talking about some random Old Testament story and get it wrong, she will fact-check you. And she's almost always right.

**That's awesome. Okay, a few last questions to wind down. What is the quality you most respect in others?**

Humility.

**How do you gauge true humility?**

When somebody has something not go their way, and they handle it gracefully. And, when they don't remember something that they could.

**Okay, that's good. What do you hope people will remember you for?**

Making the person next to me look better. To be the reason for the success or growth of someone else. We grew up with music in our house—my dad is a beautiful singer, he sang in some amateur quartets—and he would always say, if you're a good singer, people can't pick you out of a group. But you're making the person next to you sound better. And I think that's a good life principle. //



*Joe (mostly known as "the guy Saige married") very much enjoys the Recruiting Department at Nussbaum. When he's not at work, Joe loves nothing more than spending time with his wife, Saige, and their 9-month-old son, Teddy.*

MILESTONE ANNIVERSARIES FOR Q3 AND Q4

**BRIAN CANNON** • OPERATIONS  
20 YEARS JULY '24

**TIANNE OVERMYER** • HR  
20 YEARS AUGUST '24

**ERNEST PLUMMER** • DRIVER  
10 YEARS JULY '24

**DEREK CONNERS** • DRIVER  
10 YEARS AUGUST '24

**ROSS CRAGO** • DRIVER  
10 YEARS AUGUST '24

**JOHN FINCH** • DRIVER  
10 YEARS SEPTEMBER '24

**CHRIS CHANEY** • OPERATIONS  
10 YEARS OCTOBER '24

**ROBERT AYERS** • DRIVER  
10 YEARS OCTOBER '24

**DALTON HODEL** • SHOP  
10 YEARS OCTOBER '24

**DOYLE CHESTER** • DRIVER  
10 YEARS NOVEMBER '24

**GREG TALLEY** • SHOP  
10 YEARS NOVEMBER '24

**NEIL BARBOUR** • DRIVER  
10 YEARS DECEMBER '24

**ERIK LEWIS** • DRIVER  
10 YEARS DECEMBER '24

**CLARK REED** • DRIVER  
10 YEARS DECEMBER '24

**ROBERT JONES** • DRIVER  
10 YEARS DECEMBER '24

**CHARLES GOCHANOUR** • DRIVER  
5 YEARS JULY '24

**ALAN WILLIAMS** • DRIVER  
5 YEARS JULY '24

**WILLIAM BREEDEN** • DRIVER  
5 YEARS JULY '24

**BRUCE CALDWELL** • DRIVER  
5 YEARS JULY '24

**ZACK HILDEBRAND** • SALES  
5 YEARS JULY '24

**EDDIE LABAR** • DRIVER  
5 YEARS AUGUST '24

**SAM SCHOONHOVEN** • DRIVER  
5 YEARS AUGUST '24

**RANDOLPH SMITH** • DRIVER  
5 YEARS AUGUST '24

**JUSTIN WORDEN** • SHOP  
5 YEARS AUGUST '24

**MICHAEL JAKUL** • DRIVER  
5 YEARS AUGUST '24

**LEVI FEHR** • SHOP  
5 YEARS SEPTEMBER '24

**TYLER ZIGTERMAN** • DRIVER  
5 YEARS SEPTEMBER '24

**JOHN MARCY** • DRIVER  
5 YEARS SEPTEMBER '24

**TAMMY CLOUGH** • DRIVER  
5 YEARS OCTOBER '24

**NATHAN GUILDE** • DRIVER  
5 YEARS OCTOBER '24

**LOLA THOMAS-ALBRIGHT** • DRIVER  
5 YEARS OCTOBER '24

**JEREMY HERRING** • DRIVER  
5 YEARS OCTOBER '24

**KENNETH TOLAND** • DRIVER  
5 YEARS NOVEMBER '24

**JON HOHULIN** • SHOP  
5 YEARS DECEMBER '24



ULINE EXCEPTIONAL  
PERFORMANCE AWARD

# Nussbaum Transportation

2023

BEST FLEETS TO DRIVE  
FOR—HALL OF FAME

# Nussbaum Transportation

2024

HDT TOP GREEN FLEET

# Nussbaum Transportation

2024

TRANSTEX  
SUSTAINABILITY AWARD

# Nussbaum Transportation

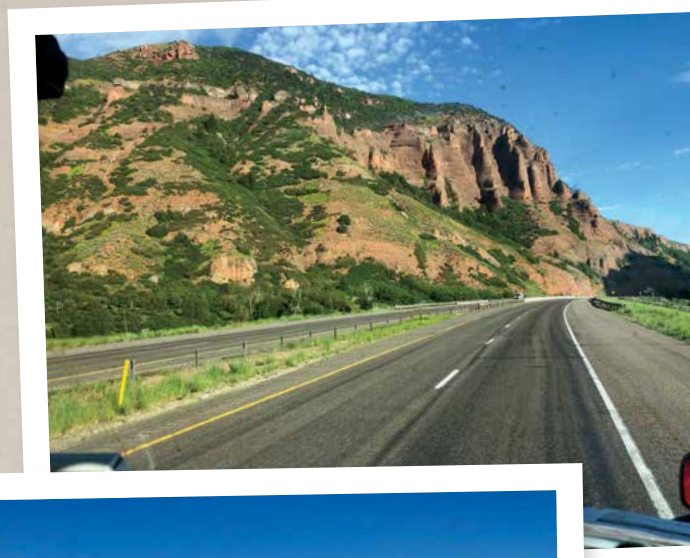
2024



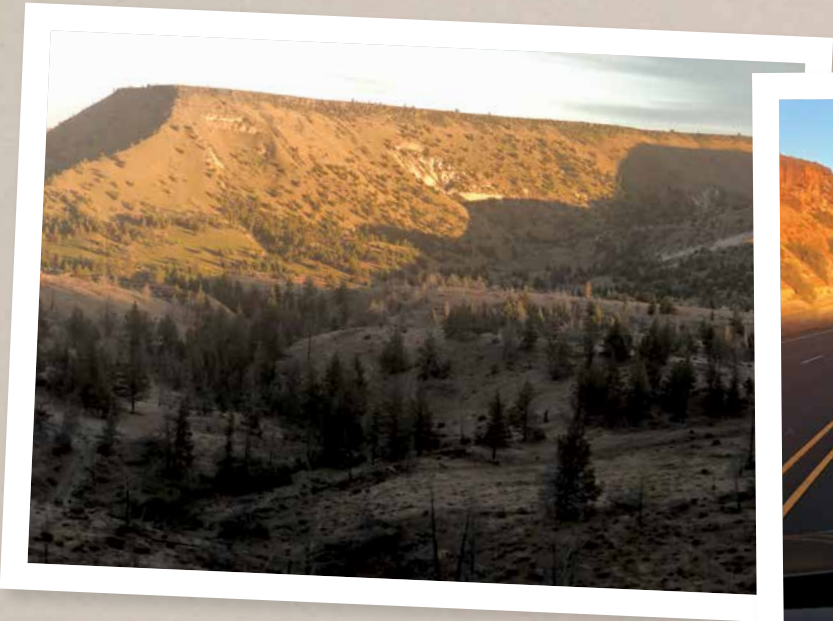
# *#OutAndAbout*

WITH DAVE GAGNON AND HARLEY WILKINSON

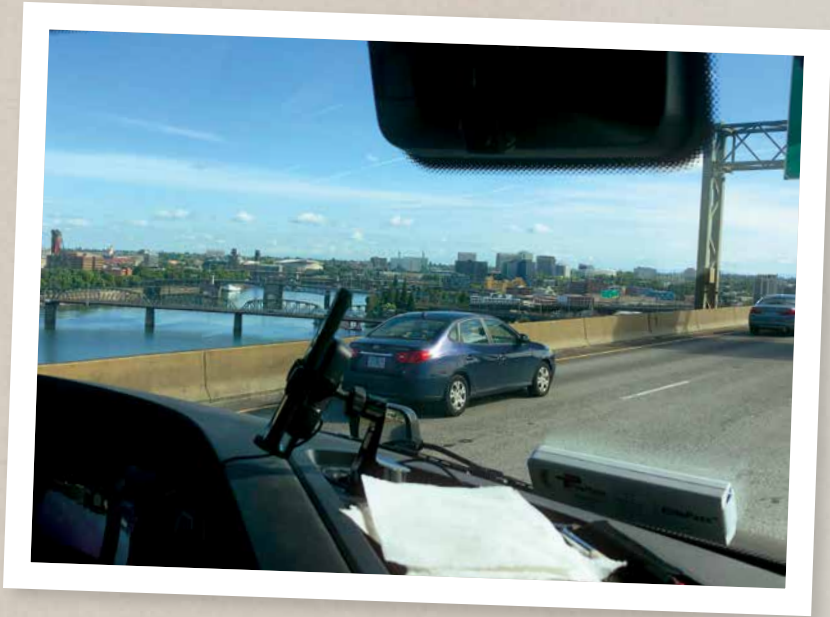
















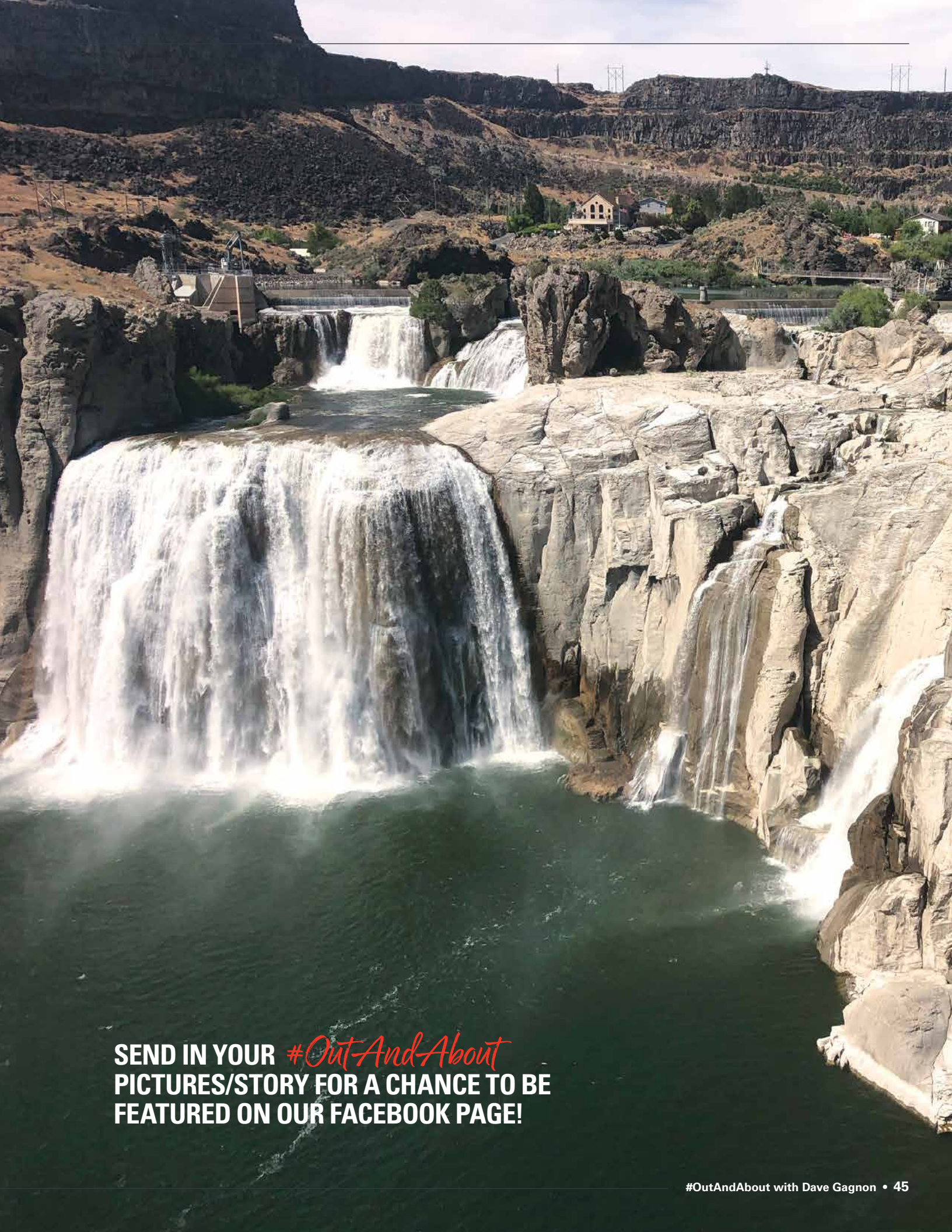
We had another wonderful 34-hour reset in Twin Falls, Idaho, and even captured a few roadside photos on the way out to Portland, Oregon. My trainee was impressed with the drive between Prineville, Oregon and Vale, Oregon along Highway 20 and the falls in Twin Falls, Idaho.

We ran low on our 70-hour cycle between Jerome, Idaho and Twin Falls, Idaho. Using Trip Advisor, I discovered that visiting the Perrine Bridge and Shoshone Falls Park were some of the top things to do in the area and pretty close by. Getting out to explore on 34-hour breaks is highly recommended!

Regards,  
Dave Gagnon







**SEND IN YOUR *#OutAndAbout*  
PICTURES/STORY FOR A CHANCE TO BE  
FEATURED ON OUR FACEBOOK PAGE!**





ENDORSED BY  
**THE NUSSBAUM  
WELLNESS COMMITTEE**



# HEALTHY SNACKIN'

RECIPES CURATED BY  
MICHAELA MOGGED, SAFETY  
& CLAIMS ADVISOR





# PEANUT BUTTER ENERGY BITES

RECIPE FROM **AMBITIOUS KITCHEN**

## INGREDIENTS

1/2 cup natural drippy peanut butter  
1/4 cup honey (or date or coconut syrup)  
1 teaspoon vanilla extract  
1/3 cup protein powder of choice  
1/3 cup flaxseed meal  
1/2 cup rolled oats  
1/2 teaspoon cinnamon  
1 tablespoon chia seeds  
1 tablespoon mini chocolate chips  
1/4 cup unsweetened shredded coconut (optional)

## DIRECTIONS

1. In the bowl of a food processor, add in the peanut butter, honey, vanilla, protein powder, flaxseed meal, oats, cinnamon and chia seeds. Pulse together until well combined.
2. Add in chocolate chips (and coconut if using) and pulse a few more times.
3. Use a medium cookie scoop or your hands to grab dough and roll into 10 balls, place in an airtight container.
4. Store in the fridge for up to 1 week, or the freezer for up to 2 months. Enjoy!

**Notes:** *To make without a food processor: add wet ingredients to a medium bowl, mix to combine. Add in dry ingredients and mix together until combined. Use your hands to mix and work with the dough.*

*"If you love peanut butter, this one is for you! These peanut butter energy bites are a great way to get extra protein throughout your day or enjoy for a dessert at night."*

*↳ Michaela*



# SWEET POTATO BANANA MUFFINS

RECIPE FROM *THE LEAN GREEN BEAN*

## INGREDIENTS

1/2 cup cooked,  
mashed sweet potato  
(approximately 1 medium)  
1/2 cup mashed banana  
(approximately 1 medium)  
1/4 cup nut butter  
2 eggs  
Cinnamon, to taste  
Dark chocolate chips,  
optional

## DIRECTIONS

1. Smash the sweet potato and banana together in a small bowl.
2. Add the peanut butter, eggs and cinnamon and mix well.
3. Stir in any additional mix-ins and spoon into greased mini muffin tins.
4. Bake at 375° for 18 minutes.

**Notes:** *These muffins are not very sweet. There's no added sugar except from the chocolate chips, so make sure you use really ripe bananas. These muffins won't rise like a normal muffin. Make sure to fill the entire muffin cup full. Also, if you are a chocolate chip fan like me, add in dark (or milk) chocolate chips. You won't regret it!*

*"These sweet potato banana muffins help bring in a healthier start to your morning or snack on the road. What I enjoy about these muffins is the simple ingredients!"*

*↳ Michaela*



# FROYO FRUIT CUPS

RECIPE FROM TASTY

## INGREDIENTS

1 1/2 cups vanilla greek yogurt  
Raspberries  
Blueberries

## DIRECTIONS

1. Arrange 12 cupcake liners in a muffin tin.
2. Using a spoon, dollop two tablespoons of yogurt into the bottom of each liner.
3. Top with blueberries and raspberries.
4. Freeze for at least two hours.
5. Remove cupcake liners before serving.
6. Enjoy!

*Notes: Highly recommend using a silicone muffin mold instead of a metal pan, it makes the Froyo Fruit Cups way easier to get out of the mold.*

*"Froyo fruit cups are great for an easy breakfast/snack. I make these in a mini muffin pan for my family. They think it is a nice, "sweet treat" but little do they know it's healthy for them."*

*↳ Michaela*



*Outside of work, Michaela enjoys spending time with her husband and two children, doing anything fitness-related, and making new recipes. Her favorite summer routine at the moment is tending the garden with her daughter and harvesting all of the yummy produce!*





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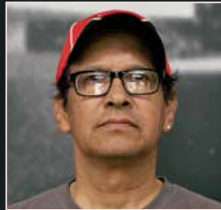




*Becoming Certified RED is a momentous accomplishment. We celebrate each driver for taking on the challenge to complete extra assignments, hands-on training sessions, and further their knowledge of the business.*



BRIAN  
GILBERT



DAN  
SALDINO



DARRELL  
MOON



DAVID  
BLAND



DONOVAN  
RUST



JACKIE  
DERRICK



JACOB  
HEITZ



JARED  
CHLARSON



JIM  
SCHROEDER



KEN  
BUGLER



LEO  
SAMUEL



MIMI  
BARTHEL



PARIS  
MONAE



RAY  
BEEMAN



RICK  
ANDERSON



STEPHEN  
LAMBERT



TERESA  
GRIFFIN



TRAIG  
ZEIGLER



WES  
SUTTON



JACQUES  
AUGUSTE

*Congratulations!*





Brent Nussbaum shares a laugh with Brian Gilbert during his ceremony.



Dan Saldino receives congratulations from Bill Wettstein.



David Bland celebrates his achievement with his wife.



Darrell Moon celebrates his Certified RED achievement with his wife.



Jackie Derrick



Donovan Rust achieves Certified RED.



Jackie Derrick



Jacob Heitz with his family.



Jim Schroeder



Ty Langen getting some ribbing from Ken Bugler during his presentation.



Leo Samuel shares his story.



Mimi Barthel





Jared Chlarson *except the*



Smiles from the audience.



Mimi Barthel



Ken Bugler



Paris Monae and her fiancé.



Stephen Lambert



Ray Beeman



Brent Nussbaum helping out with a different kind of transportation.



Traig Zeigler



Jacques Auguste



Wes Sutton



Paris Monae and DM Lindsey Staff.





Brendon Nussbaum congratulates Darrell Moon.



David Bland brings out a few chuckles during his ceremony.



Donovan Rust and his new diamond.



Jackie Derrick celebrating her achievement with her son.



Jacob Heitz



Jared Chlarson and family.



Jacob Heitz



Dan Saldino receives his new ring.



Jim Schroeder



Ken Bugler



Leo Samuel



Mimi Barthel's ring fits right in!





Brian Gilbert showing off his new bling.



Ray Beeman



Rick Anderson



Paris Monae



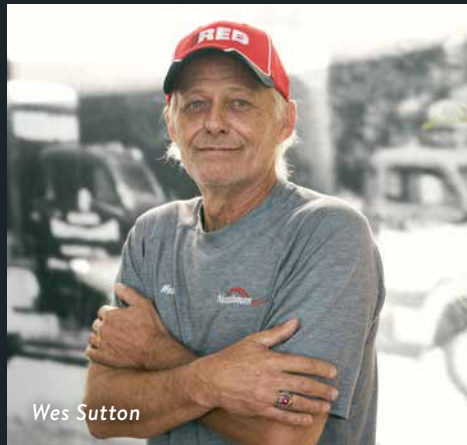
Teresa Griffin



Jeff Jackson is recognized for his (appreciated) pushiness.



Stephen Lambert



Wes Sutton



Jacques Auguste



Rick Anderson



Traig Zeigler and his wife.



Teresa Griffin's faithful companion

---

**CERTIFIED** **RED**  
**—500K—**

**BOBBY JOY**

**DAVID LANPHER**

**DOUG WISEMAN**

**HUGH SANDS**

**JOHNNY ATWELL**

**SEAN BRISTOL**





Bobby Joy



David Lanpher



Doug Wiseman



Hugh Sands



Johnny Atwell



Sean Bristol





BY JESSI BLUNIER,  
GRAPHIC DESIGN SPECIALIST

# MEANT TO BEE





Like every good husband, Mike Stumreiter wants to please his wife. So when Sheri, his wife of 24 years, asked if he could run to the store for a missing ingredient in one of her recipes, he replied, "Yes dear," and headed out the door.

Paw Paw, Illinois, isn't a large town, and the grocery offerings are slim. Mike headed to their little convenience store (where everything is marked up simply because it can be) and found what his wife was looking for—honey. Mike knew it would be expensive, but he wasn't expecting an \$8 price tag for such a small bottle! (Spoiler: his wife used the entire bottle on that honey chicken recipe).

Being a thinker, this incident got Mike's wheels spinning. How in the WORLD could something so simple cost so much? Over the next few weeks, Mike buried his head in Google articles and YouTube videos, learning about those little buzzing creatures that produce liquid gold. As he looked around his yard, filled with "probably every flower ever made for the Native American Midwest," Mike felt the dawning of a new era for the Stumreiter household. They would become beekeepers.

### **A TANGLED BEGINNING**

When Mike and Sheri first started house hunting, they envisioned a place to slow down and escape the noisy city. Paw Paw seemed to check the boxes, so when a garden-happy homeowner listed her house for sale, they jumped on the offer. Never mind that she had never missed a garden, rock, or flower sale. They would clear the overgrown yard and make it a perfect paradise for their family.

Well, the yard never got totally cleared. Mike tried chopping, mowing, digging up - whatever it took to eliminate the excessive foliage. But it always seemed to grow back, and with a vengeance. The wildflower garden was there to stay. Zooming forward again to that fateful honey chicken recipe, Mike had an epiphany. They had flowers that wouldn't leave, so why not add bees? It would be simple enough, right?

### **RIGHT?**

RIGHT? Well, it depends on who you ask.



Mike chuckles now as he reflects on the past five years of learning by trial and error. They started slow, just wanting enough honey for their family—maybe a little extra for relatives and friends. After some initial research, they joined an online beekeeping class based in Pennsylvania, conveniently held during the winter. Upon graduating, armed with certificates and greater "bee know-how," they decided to buy a second package of bees to add to their setup (because, as they learned in class, you need at least two hives to start out).

You may be thinking, "A *package* of bees?? Is that like a herd of cows or a brood of hens?" No, it's just what it sounds like. Bees are shipped USPS just like all your other mail, in a 3lb package. Each one contains a queen bee, kept separate from the other bees until they arrive at their destination. And typically, the post office is more prompt with these deliveries than regular mail.

### **GROWING PAINS**

Mike's operation has grown to twelve hives, but it didn't start that way. It began with two hives in the backyard (all those wildflowers, you know?). In the first year, they harvested 97 pounds of honey! Mike thought, "Wow, I don't need 97 pounds! There's no way I'm going to eat that." So, after a little word-of-mouth marketing at this place called "Nussbaum," he sold out before Thanksgiving! (The honey harvest took place in August).

"We didn't want a business, but we kind

of fell into the business scheme,” Mike says ruefully. His wife decided they should pick an easily identifiable name, so they settled on “Stumreiter’s Goodies.” Mike laughs, thinking of everything they sell now: “Mind you, I just wanted to do honey and bees—my wife is the one that went off the deep end with everything you see on our Facebook page. Bee balm, wax, soap—she’s gone crazy with it. I tend to the bees, get stung, harvest/spin/process the honey, bottle it, and I’m out. The rest is all her.”

As business picked up, the Stumreiters launched “honey yard sales” in their hometown. Ironically, this is how their operation expanded further—a local farmer stopped to ask if they’d be interested in pollinating his farmland on the outskirts of town. He owned a pollination acreage and wanted to maintain the wildflowers, so having bees would help. They shook on the deal, and Mike added six hives to the farmer’s land, doubling the Stumreiter’s total.

With each passing year, the honey harvests have grown exponentially. As a result, the Stumreiters have slowly gotten into local markets to sell their products. A key event is Paw Paw’s annual Labor Day celebration, complete with drag races, tractor pulls, and everything

small town shindigs are famous for. It’s always a boom for Stumreiter’s Goodies.

Mike says the secret to sweet honey is their location. A neighbor across the street (who loves gardening and plants a lot of annuals) has told the Stumreiters that her flowers have never been as full or bright as they have since the bees arrived. So, the honey isn’t *only* coming from wildflowers—it’s coming from her various potted plants, flowers, and shrubs that aren’t necessarily native to Illinois.

### DAILY LIFE AS A BEEKEEPER

For Mike, beekeeping is relaxing. It’s a way to unwind and destress after a long day. His daily routine includes checking on the queen bee (e.g., are her eggs laid? Are there cap-overs?) Bees are quite self-sufficient, so you pretty much let them “bee” and just check for abnormalities. For example, Mike is always looking for signs of swarming (when the queen stops laying eggs and decides the hive is no longer her home). You can lose half or all of your bee population, just like that!

Checking twelve hives can take all weekend, especially with the added step of driving to the pollination acreage. Mike often gets lost in the



*Cleaning out hives that have passed over the previous winter.*



*Bees cleaning up a frame with honey on it.*



process—sometimes, it seems like only an hour has passed, but Sheri will come looking for him because it's been four hours!

Mike is very curious about bees. His initial motivation—honey—has morphed into a curiosity about these unique insects. There is so much to learn about bees! Consider the winter physiology aspect—why can't some bees survive the cold months? Their habits and lifestyle intrigue him. And troubleshooting problems that arise is invigorating!

Mike builds and repairs each hive himself. Each box holds about 50 pounds of honey, spun into various frames. Once the frames are full, Mike lifts each one down for harvest. The virgin wax is scraped to become balms, while the honey is drained from the honeycombs using centrifugal force. Finally, Mike returns the empty honeycombs to the hives to be filled again next year.

The Stumreiters are very conscious of cleanliness as they process the honey at home. "I don't want anyone saying, 'There's hair in my honey.' When we harvest, everything is bleached down and sanitized; we put plastic down; we wear hair nets and rubber gloves." In other words, they have a system down. Mike's dream

is to eventually build a shed or garage separate from the house to hold their products, but in the meantime, they've got their kitchen. Honey doesn't like the cold, so they usually shut off the air conditioning and finish the process as quickly as possible (often at night). Everything is sticky by the end, but the golden bottles are worth it!

### THE SAME MINDSET

You may question the similarities, but Mike muses that beekeeping is just like trucking. "We have a saying at our monthly beekeeping meeting: 'Ask ten beekeepers a question, and you can get 12 different answers.' So, it really is like trucking. A lot of it is opinion. If I ask one driver what he thinks of I-39, he'll say it's great. Another driver will think it's horrible." And, Mike says, there are some things you just have to learn through experience (just like trucking!).

In both occupations, patience is key. *Impatience* in either never ends well. Trainers often tell student drivers to be more patient—"don't rush things," "take your time," or "you're only fighting yourself if you get mad at the guy who cuts you off." It's the same with beekeeping: if you start to rush or move impatiently, you'll get stung! You **must** learn to slow down.



Both occupations also place a high priority on attention to detail. You must know what you're looking for! If you don't, you're going to miss things, and other things will happen in response. Be attentive and aware, not complacent.

Mike's end game is to be a full-time beekeeper

when he retires from trucking. By then, he's hoping to have figured out his processes—and have more time to enjoy it all. In the meantime, you can follow **@StumreiterGoodies** on Facebook for all sorts of goodies available now!

### WANT SOME HONEY OF YOUR OWN?

Stumreiter's Goodies | Raw Urban Honey & Beeswax Products | Paw Paw, IL  
Contact the Stumreiter's at (815) 503-2863 or [stumreitergoodies@gmail.com](mailto:stumreitergoodies@gmail.com).  
You can also find them on Facebook at [@StumreiterGoodies](https://www.facebook.com/StumreiterGoodies).

# BEE FACTS

1. A beginner beekeeper is called a *sideliner*. The next title is *master beekeeper*, achieved through years of experience.
2. Bees are shipped through the post office.
3. You don't have to be certified to be a beekeeper (though a beekeeping class will certainly help you!)
4. Male bees (known as "drones") are much larger than female bees, known as "workers."
5. Bees cluster around the queen to keep her at 90 degrees—even when the outside temps reach sub-zero.
6. The queen determines the sex of each bee based on the size of the honeycomb cell she lays the larva in. Drone bees are much larger than worker bees.
7. In addition, the queen has the ability to make bees of different physiologies. Depending on whether it's summer or winter, she will change their physiology accordingly.
8. A bee's lifespan is very short—worker and drone bees live for about 30 days. The queen will live for 3-5 years (though Mike mourns that he hasn't had a queen live much past two years).
9. The queen lays approximately 3,000 eggs a day, non-stop.
10. Eggs are the size of a half piece of rice.
11. The white wax atop the honeycomb is called "virgin beeswax." It is washed, rinsed, drained, and processed to make lip balms. It must be removed to reach the honey in the honeycombs.
12. One of Mike's favorite resources for learning about bees is David Burns' YouTube Channel, **@beek**.





*When Jessi isn't brainstorming ideas for the next Driven magazine, you'll find her reading a good book (recently has taken up reading-while-pond-walking), flower gardening, and spending time with her husband.*









# Slick

BY BRIAN PHILLIPS,  
SENIOR SOFTWARE DEVELOPER

It's the icy period in January, and my drive to work takes a little longer as I navigate the slippery streets. It's only been six months on the new IT job, and I'm still learning things every day.

How do I configure that YAML pipeline? Is BatchCruncher related to Cookie Monster? How many days in a row *is* Food Day? But at the moment, what does that flashing alert on my phone mean? There's a problem with a report! But that's strange because everything seems to be up and running. With the help of my team, we discovered that our metrics for smooth driving had gone beyond normal limits. This *could* indicate a bug in the system. But in this case, it simply reflected the extra caution of our safety-focused drivers on those icy roads. No bugs to fix after all. Slick!

We sometimes use words like "slick" and "smooth" when things are easy or trouble-free, and "friction" when things are hard. But just like those icy roads, slick and smooth can actually make things much harder. At least, if we ever need to make a turn or come to a stop. That's when we remember—a little friction can be a good friend.

In Proverbs, the writer prays for just enough to satisfy him. Not so little that he steals, and not so much that he forgets his need for God. He's looking for that middle ground between friction and frozen—the place where he has proper *traction*.

I often start the morning with a prayer that the Lord will order my day so I'm neither slipping nor tripping. As I pull into this amazing place each morning, I know that the day at Nussbaum will have challenges ahead to keep me on my toes and an awesome team to support me through them. That keeps me purpose-driven. And that's pretty slick.



*Brian is "living the dream" on the software team. When he's not on the clock for the world's greatest company, he enjoys family time, playing sports, and nurturing the dream of someday writing a children's adventure book.*

WE ASKED, YOU ANSWERED:

*What's the most interesting or unusual freight you've hauled?*

“

**“I HAULED A LOAD OF STUFFED ANIMALS FOR GOODWILL.”**

BEN TINSLEY

“

6 pallets of Gillette razor blades. I asked the company why not a full trailer, and was told it would have been a multi-million dollar load.”

JONATHAN BAHN

“

One piece of tubing for CNH in Lebanon, Indiana, to CNH sales in Amarillo, Texas.”

GARY WOOLARD

“

**CATALYTIC CONVERTERS. THE CUSTOMER FOLLOWED ME FROM THE PICK-UP TO THE DELIVERY IN A VAN. STOPPED WHEN I STOPPED, SLEPT WHERE I SLEPT.”**

RICHARD GARCIA

“

Sailboat fuel!”

JASON CLIFF

“

**BOWLING BALLS FROM UTAH TO IDAHO.”**

CHRIS LARSEN

“

I hauled a big stuffed monkey from San Francisco to New Jersey, and a load of paper money cotton thread from Charlotte, NC to the factory in Massachusetts. Guards were walking and driving around me with machine guns. No one stopped or messed with me, not even the state police—they just waved as we drove by the scales. There were four black vans—two in front and two behind.”

JOHN COVERT



““

One single lithium-ion battery on a pallet that probably weighed a total of 50 lbs. Was deemed Hazmat by the customer and the company. Easiest extra \$100 I've ever made.”

EDWARD WHITE

““

I delivered toilet paper and paper towels to a prison.”

DAN OECHSNER

““

**OFFICE SUPPLIES TO THE SPACE FORCE BASE IN DENVER, CO. HAD MY TRUCK INSPECTED INSIDE AND OUT BY A BOMB-SNIFFING DOG. PRETTY INTERESTING TO WATCH.”**

PHILLIP SMOGOLESKI

““

**“GOLF CARTS, FROM WYOMING TO MICHIGAN.”**

JOEL AUSTIN

““

Pine cones from Oregon to Kentucky.”

DOUGLAS LEWIS

““

I picked up one pallet of strawberries from Driscoll in Fontana, CA to A&P Bronx, NY. One pallet.”

JOHN COVERT

““

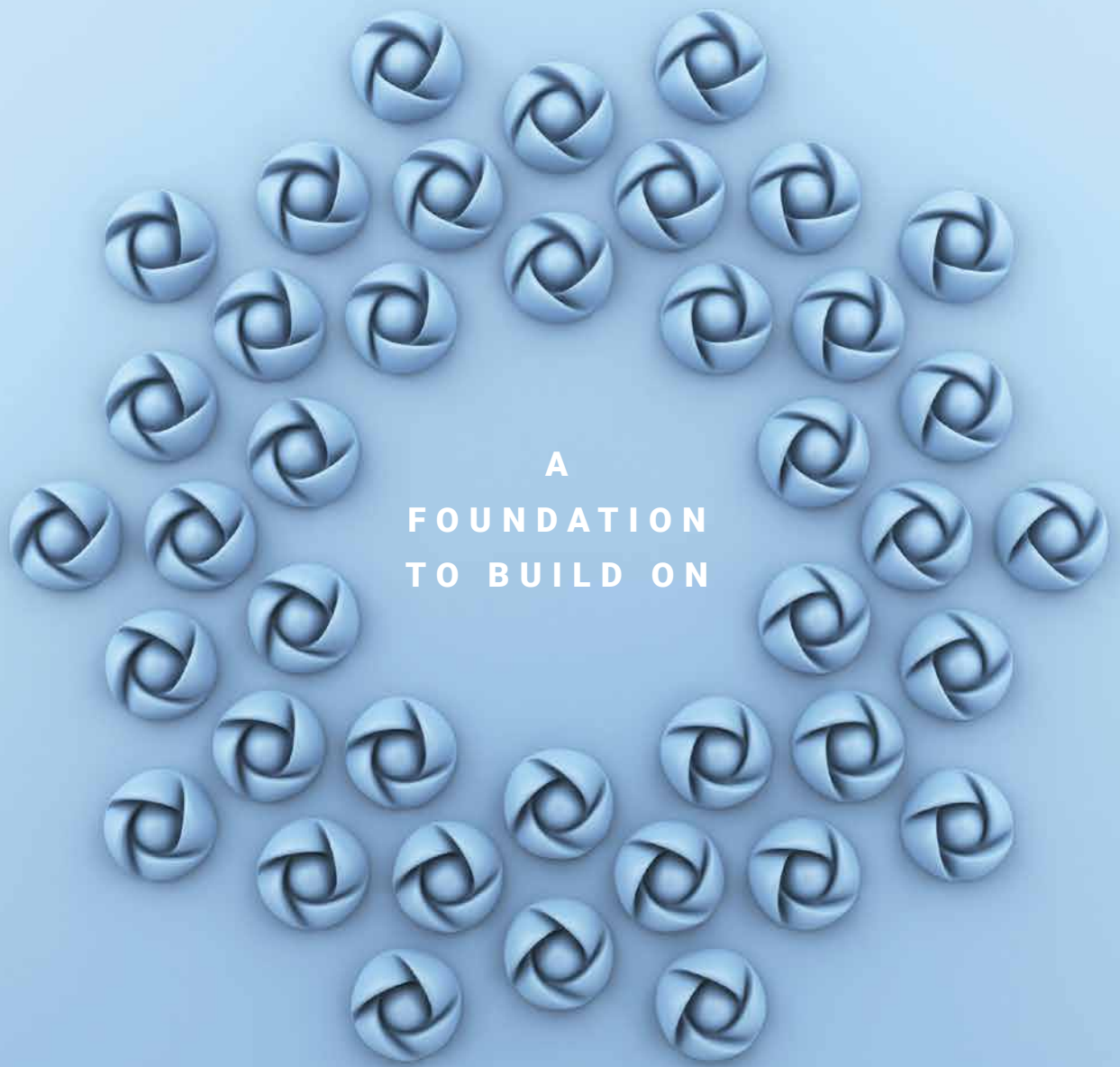
Pulling an auger cart to Colfax, WA. Quite the adventure with all the route detours on an oversized load.”

CURTIS WARNER

WE ASK, YOU ANSWER:

*What's your favorite thing to listen to while driving?*

Submit your response to [marketing@nussbaum.com](mailto:marketing@nussbaum.com) with the subject, “We Ask, You Answer” for a chance to be featured in the next issue of *Driven* and to win a *Drinkware* item of your choice!



A  
FOUNDATION  
TO BUILD ON

BY MAYA HODEL, FLEET PLANNER



---

*"As for you, always be sober-minded, endure suffering, do the work of an evangelist, fulfill your ministry. For I am already being poured out as a drink offering, and the time of my departure has come. I have fought the good fight, I have finished the race, I have kept the faith. Henceforth there is laid up for me a crown of righteousness, which the Lord, the righteous judge, will award to me on that day, and not only to me but also to all who have loved his appearing."* 2 Timothy 4: 5-8

My husband and I have been married four years now, and together for almost six. I wish I could tell you they've been the easiest, most blissful six years of my life, but that wouldn't be truthful. However, I *will* say that by God's grace, they've been full of personal and spiritual growth—to the point that we're not quite the same person the other married. We're the better for it, and we're still growing. I love this life that I get to share with my husband, and it keeps getting better!

### **A Personal Story**

Being married several years now, people often ask when we're going to have kids. I grew up wanting only two things in life—to be a wife

and a mom. I've felt it deeply as long as I can remember. On the other hand, if you asked my husband—especially when we first got married—he would've said he didn't see himself having kids. He'd tell you how much he loved me and how he didn't like the thought of sharing me. That he would miss the freedom to travel anytime we wanted or have impromptu date nights. Throughout our first two years of marriage, the topic of kids was rather sensitive—I wanted to discuss it nonstop, and he didn't want to at all. We hurt each other by not genuinely listening to the other's needs. But thankfully, after time in prayer and truly hearing each other's hearts and fears, we both had peace about it. Together, we agreed on a time to start trying to grow our family.

I'm sharing this personal story because it leads to my experience with The Moriah Foundation. Once Dalton and I agreed on a timeline, we began discussing who we wanted to be as parents. For example—childhood hurts that we didn't want our children to experience, or things we *loved* about our childhood and wanted to replicate. Dalton and I were raised differently and had contrasting views on what parenting should look like. We're both the oldest of four.

---

We're both driven, organized, decisive, and stubborn. And we were both afraid of what the other would be willing to compromise.

Ultimately, we assured one another that if we kept Christ first and each other second, the Lord would guide us through His word. He would help us be godly parents and raise our kids to know Him. As I prayed over our conversations, I concluded that I needed to get some counseling. We all have a past with mistakes and struggles, some of which can pass on through generations. I felt a check in my spirit to address this—specifically, breaking those generational curses or soul ties with people from my past who no longer have a place in my life. Essentially, I wanted a clean slate for our future family. That's when I contacted Casey Sauder, a counselor at The Moriah Foundation.

### Doing the Deep Work

Casey was easy to reach. My mom and sister had counseled with her, so we texted and found a time to meet. As we sat down together, Casey asked about my goals or desired outcomes for this process. At first, I wasn't sure. From the outside, I'm not the textbook definition of someone who needs counseling. I have a wonderful relationship with my husband, a supportive family, thriving friendships, and a steady job. So, counseling was meant for something else—"the deep work," as Casey put it. It was to help me understand myself better; to recognize my needs and begin to heal those deep-rooted hurts that might negatively affect my parenting style.

With Casey's help, I learned that I use repression as a coping mechanism. There are certain gaps in my childhood that I can't quite remember, and it's my mind's way of protecting itself. Even as a mentally healthy adult, I like to think of counseling as preventative maintenance or healthcare. Why wait to get sick when you can prevent the illness with routine checkups? In this case, counseling was my mental and spiritual checkup.

Without getting into details, Casey helped me navigate my deeply rooted hurts and

insecurities. She shared scripture, prayed over me, and helped me process my desire to be the best mother I could be. I'm so grateful to her and The Moriah Foundation for helping me experience freedom and peace in my soul. I want everyone to experience what I did, so I hope you'll keep reading as I share a few details about this wonderful organization.

### Getting to Know TMF

The Moriah Foundation is a non-profit ministry that integrates biblical truth with sound psychological principles. It has provided 27 years of excellence in counseling, training, and teaching on optimal living. After many years in private practice, founder Brent Hanson was inspired to add additional training and support for struggling individuals. He wanted to broaden his mission beyond the 45-minute counseling session, which eventually led to Moriah's lay counselor program, classes, and bi-monthly teachings.

When I asked Brent to explain TMF's mission, he summarized it in two taglines:

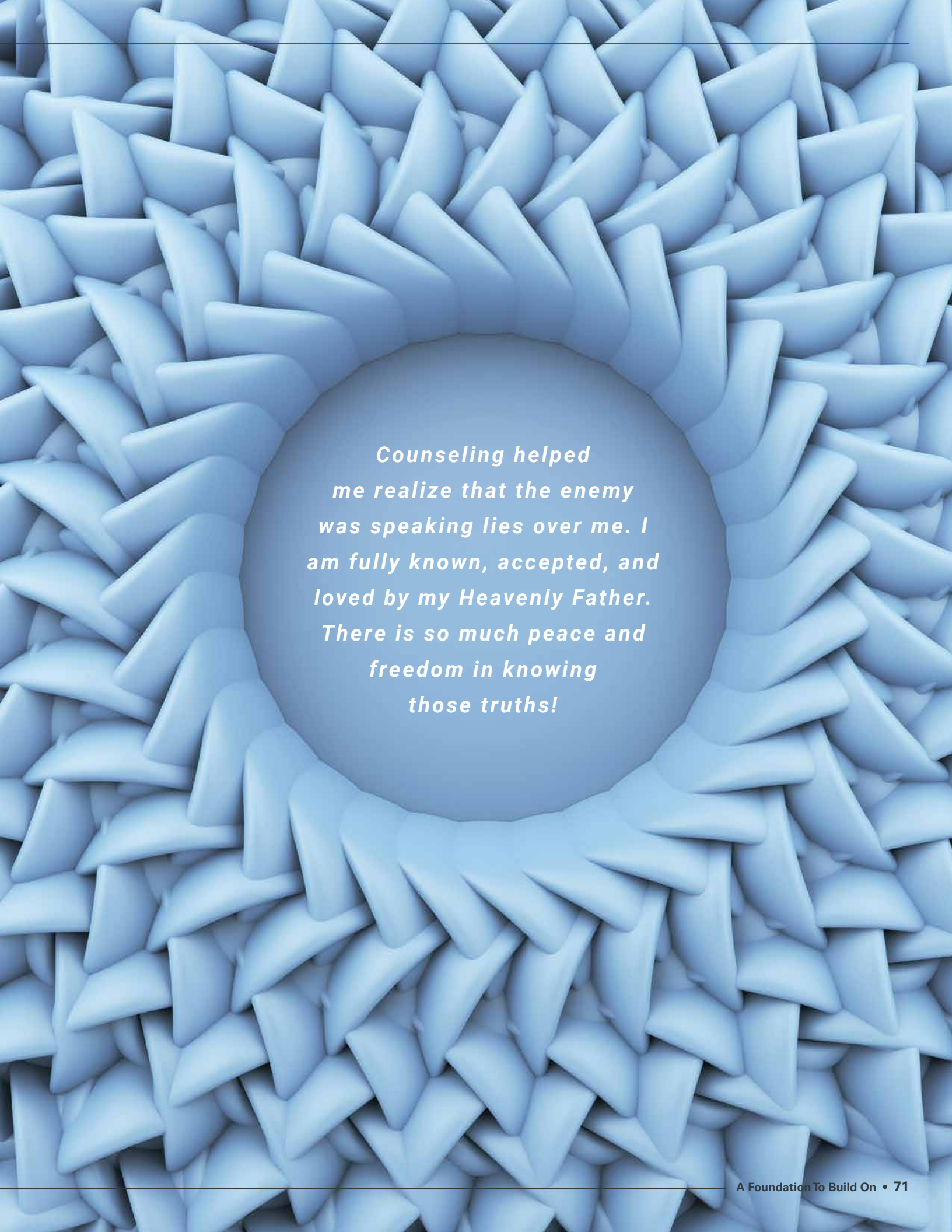
#### #1. Freeing Wounded Hearts to Live in the Love of God

"This is a twofold mission," says Brent. "We recognize that we all need our hearts freed from wounds, trauma, and past brokenness. This is critical to freely living in God's love. The wounds of our past affect and filter our lives and perspectives. They diminish our ability to live freely. They can keep us from reaching and living optimally in the story God has written for our lives." He adds, "We often learn to survive in the less optimal life, merely accepting it as a product of life's pain and frustration. So, even after we begin to live in greater freedom (with resolution and freedom from the past), we must learn to live in that freedom going forward. Thus, this new, optimal way of living must be *taught*."

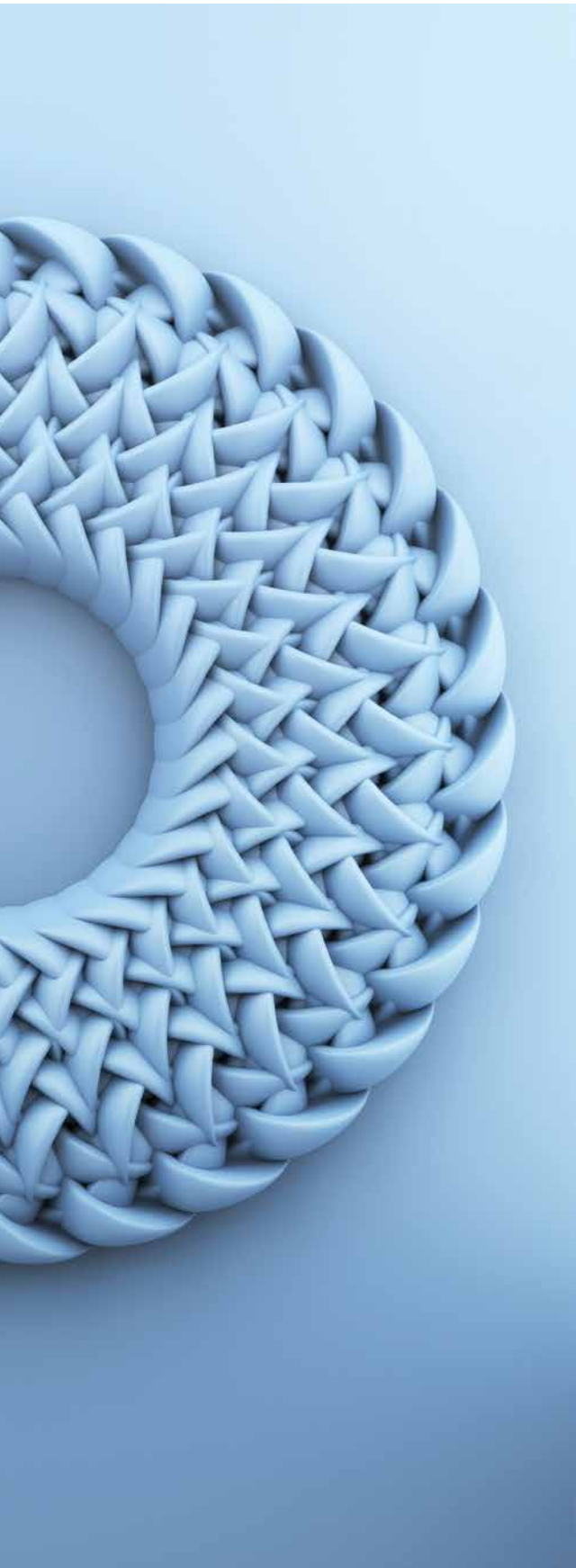
#### #2: Love. Grace. Freedom. Rest. EMPOWERMENT!

Brent explains, "This speaks more to the unfolding process of moving from a life of





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me realize that the enemy  
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There is so much peace and  
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those truths!*



hindrance to a life of freedom and beyond. Everyone needs love and grace from God and others, as well as healthy self-love, care, and being self-gracious." As the oldest of four with a nine and ten-year age gap between me and my two younger sisters, this resonated deeply. I was like a second mom to them and held my pre-teen self to extremely high standards. I didn't love myself or give myself grace. I often felt like a failure who couldn't measure up.

Brent continues, "From there, freedom brings new rest within our mind, emotions, and soul. Then, a release of God's empowerment gives us the strength to live that optimal life. It isn't that we don't need empowerment to get through every step of the process—we certainly do. However, once the love, grace, freedom, and rest begin flowing into our lives, we are empowered to positively impact our unique sphere of influence (spouse, children, work, friends, etc.). This is where we fulfill our created purpose and destiny, which all have eternal impact."

### **Freedom & Growth**

Counseling helped me realize that the enemy was speaking lies over me. "You aren't enough. You don't satisfy the people in your life." It helped me switch my paradigm and realize that the Lord says I am enough and that He is my living water and life source. I am His creation, and He never makes mistakes. I am fully known, accepted, and loved by my Heavenly Father. There is so much peace and freedom in knowing those truths!

TMF's website states, "The Moriah Foundation exists for people looking for more." I asked Brent to expound on that a bit and share some of TMF's goals:

"Everyone, at some point, has a revelation of yearning... this sense of 'there has to be more to life.' It can arise at different points in life—maybe there's a major life trauma, or maybe it's just a sense that there must be more to the spiritual life than standard religious fare. Many people think TMF is only for those with "real problems" or that it's just a counseling agency. But really, we're about freedom and growth, no matter the situation. We focus just as much on personal



growth and fulfillment as we do on helping those with severe trauma."

I found this to be true in TMF's recent class about forgiveness. We learned how forgiveness isn't about letting others off the hook, but rather how it helps us grow closer to the Lord. Brent Hanson actually suggested the "Forgiveness Brings Freedom" trailer wraps that Nussbaum hauls!

Brent also shared three of TMF's goals. They are simple yet incredibly important:

1. Keep the doors open so people can continue receiving help.
2. Continue in excellence, integrity, and empowerment to help people experience the transformation they deserve.
3. Stay faithful to God and the scriptural guidance He has provided.

### Finishing Well

Finally, I asked Brent if there was one thing from his journey he would like to share with everyone: "We desire the Lord's empowerment to persevere with excellence, and to increase our depth and breadth of impact until He returns. Finishing well is very important. We've been at this for 27 years and don't want to coast to the finish line. We want to cross it with strength and empowerment, bringing increased glory to Him for all He has done. And, greater freedom for those who come to The Moriah Foundation for help."

Dalton and I's story will continue, and I'm not sure what the Lord has next for us. But as we keep getting closer to Jesus, we keep getting closer to each other. God's timing is perfect, and I'm excited for all the plans He has for us. So for now, we'll wait in humble expectation of God's goodness.

I want to thank Brent Hanson and his heart for people. The Moriah Foundation wouldn't exist without his answering God's call. Whether you're living your dreams just as you imagined or find yourself in a place of sadness and desperation, The Moriah Foundation has something for you. There is MORE that God can do in our lives—He is calling you to Himself. I encourage you to try

it out and see how The Moriah Foundation can help you deepen your relationship with Him! //

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### TMF Services:

- Professional counseling for individuals and groups.
  - Optional prayer support is offered in conjunction with counseling.
- Support groups on a variety of topics as needs are discerned.
- Classes on personal growth.
- Community-at-large RENEWAL gatherings twice per month. Topics may be counseling-related, walking more deeply with God, etc.
- Lay counselor training.

The Moriah Foundation can be reached via phone at **309.451.8992** or email at [sheri@themoriahfoundation.com](mailto:sheri@themoriahfoundation.com).



*Outside of work, Maya loves spending time with her husband and their families, reading a fun fantasy series, or taking her dog to get a pup cup from Starbucks or DQ.*

## NOTES OF APPRECIATION *from the Public*



Feeling discouraged with the state of our nation, I saw your truck, 'There is Hope in Troubled Times.' Thank you! God is in control! Thank you for your message of hope."

*Heidi*



Just drove home from the supermarket this evening in St. John, Indiana, and saw one of your trucks proudly displaying the truth of Psalm 19:1. Thank you for boldly standing up and sharing God's Word with us. I beeped the horn, did a thumbs up to your driver, and yelled out 'Awesome!' I hope he didn't think I was doing something else—lol!"

*Amy*



I just wanted to thank you for your bold stand for Jesus. Your truck just drove by our window after a delivery and it truly blessed me. It was an encouragement to see."

*Dana*



I see this trailer [The Lord is Near To The Brokenhearted] parked in my local supermarket on a regular basis. I love Psalm 34. The trailer gets me every time as Psalm 34 also includes [8] 'Oh, taste and see that the Lord is good! Blessed is the man who takes refuge in him!' and, [22] 'The Lord redeems the life of his servants; none of those who take refuge in him will be condemned.' I started a non-profit for adults with disabilities, and it was a huge step of faith to leave the comforts of my other job to step out and do this. God has been and I know He will continue to be good and faithful."

*Alison*





I was talking with a friend in front of the local library, and your truck came up to us at the traffic roundabout. It had a beautiful picture of red mountains and 'The Heavens Declare the Glory of God' on it. My friend and I both thought it was such a beautiful picture and Bible verse! Thank you for your witness and I hope to see more in my area!"

*Evelyn*



Just passed one of your 'Forgiveness Brings Freedom' trucks. What a beautiful message and graphic to see flying down the highway. Thank you for bringing this message to our broken world!"

*Melissa*



I loved the message on the truck I saw on the highway this morning. I went on your website to see what you were about. Thanks for your boldness and courage to display your faith and truth on the trucks. Roll on!"

*Cheryl*



My husband and I were driving on 75-N and were amazed to see 'The Heavens Declare the Glory of God' on one of your trailers. Psalm 19 is one of my favorites, and to see it displayed so publicly was amazing. I looked up your company name and want to applaud you for so publicly bringing glory to God through your trailers, your website, and your company. May God bless you richly for how you are honoring Him and encouraging believers (and non-believers alike) to remember truth! Thank you."

*Tonya*



My husband and I were traveling to our granddaughter's wedding in October of 2023. As excited as I was about her wedding, the excitement was clouded with concern and apprehension. Twenty-eight years earlier, my granddaughter's father (my son) and mother divorced, and this wedding would be the first time since then that her mother's family and our family would all be together. How would we interact—would we interact? Would people be kind to each other? Would someone say something mean?

These thoughts were playing in my head when we came to stopped traffic on I-75 south. As we sat there in traffic, (I'm getting goosebumps as I type this!) a huge red truck pulled up beside our car with a picture of a family camping and the words, 'Celebrating Faith & Family'. I thought it was nice, but was unaffected by it until I saw the name on the truck—Nussbaum. Nussbaum is the married name of my granddaughter's mother! God was speaking to me through the message on the truck: celebrate this wedding bringing happiness to your granddaughter and bringing two families together through love. Fear not! All shall be well.

That message meant the world to me and brought me peace and Divine Love as we all celebrated together. Thank you!"

*Barbara*



I love seeing your trucks glorifying the Lord!!! I love the strength and boldness! Please don't stop."

*Kristin*



Sitting at a rest stop in Iowa and saw your 'Love, Above All' trailer. Googled Nussbaum—great idea and message!"

*Greg*



Hi! I saw the truck, 'The Lord is Near to the Brokenhearted' today and was so happy to see that verse on a huge truck! Wow! It made my day and I shared it with many! Then I looked up your company and was so impressed with the faith you have and how you share it. My husband and I work with broken marriages, mainly through addiction and betrayal and love to see the broken heart be healed, delivered, and restored by Jesus! God bless you and may God bless your company in a million ways! Many I shared this with today prayed for y'all! God is so good! I know your trucks speak to so many people at just the time that they need it!"

*Leigh Ann*



Just wanted to THANK YOU for not being afraid to show your love for Jesus. The world needs more people and businesses like you. Sitting at a stoplight in Shorewood, I noticed one of your trucks across the street with a huge scripture from Psalms across the side of the trailer. Thank you for giving me (and many others I'm sure) hope for our world that seems so far from Jesus."

*Nancy*



Thanks for your Christian words on your trucks. They are inspiring and true. Not much of that around anymore. God bless you and yours."

*Gordon*



So great to see your beautiful trailer with wonderful words (The Heavens Declare the Glory of God)."

*Bill*



A couple of days ago, my best friend and I saw your truck that displays Psalm 34:18—'The Lord is near to the Brokenhearted.' It couldn't have come at a more perfect time—my friend had recently lost her mother. I was in town visiting with her when we saw the truck. I had sent a sympathy card to her the previous week (which we thought the post office lost since it was over a week late), and in that card I had written that exact same verse. I saw the truck first, and since it was driving away, I quickly yelled to her to read it. She did and felt comforted. I explained to her that the verse on the truck was the same one I had written in the card we thought was lost.

When we got back home, her mail was on the counter, and there was my card with the same scripture verse. Your truck being at the right place and time, us being together, the card being delivered late, and me being there in person was all a perfectly orchestrated moment by God. He is real. He hears us and loves us. Thank you for being a part of that moment in our lives. It was truly special."

*Michelle*



On my way to work this morning, just hitting the on-ramp to take I-84 westbound, I saw a Nussbaum truck for the first time—'God is our refuge and strength.' As a believer, I was just so blessed! I work in a shipping office, and I have never heard of or seen Nussbaum trucks until today. In a world full of compromise, I am so thrilled to know there is a trucking company shouting our Lord God's name out loud! Thank you! Blessings on you all."

*Brenda*



“

I recently passed one of your trucks on I-40, east of Memphis, and was pleasantly surprised to see a man with his Bible open on the side of the trailer. Thank you for your courage and dedication to His Kingdom, especially in the day in which we live. I pray He richly blesses your company because of your faith.”

*Greg*

“

I just saw a truck of yours in the parking lot of my grocery store, and I just want to say thank you for the sign on the side that says, 'God is our Refuge and Strength.' It's the only way we're going to bring God back to this country is to not be ashamed of offending anyone.”

*Beth*

“

Thank you SO MUCH for your amazing trucks! We live in Defiance, Ohio, and one of your beautiful trucks turned by our vehicle. God bless you for honoring our precious Lord Jesus!”

*Barb*

“

We were discussing the state of the world and the hope we have in our faith in the midst of all the chaos, and then this happened: an 18-wheeler truck with an image of a line of people from all nations linked together. The words read, 'Forgiveness Brings Freedom!' It was an 'AHA!' moment. Thank you for sharing your faith, unapologetically. It is freedom for others to do the same.”

*Michelle and Rita*

“

I saw one of your semis on the way to work today. First the red and black caught my eye. Then I saw the scripture verse on the side! I just wanted to reach out to thank you for so boldly proclaiming your faith in such a way! Praise God! It was such a blessing to me.”

*Gwen*

“

We saw the 'Celebrating Faith & Family' trailer on our first family trip to Michigan. Thanks for sharing a snippet of faith with us. We love seeing others steadfast in faith, fighting the good fight.”

*Trisha*

“

I'm the safety coordinator for Secord Farms Transportation in Erie, Michigan. Our office is on the I-75 emergency route, and I-75 was shut down due to an accident. I had planned on doing a random drug pull today, but decided to wait due to the extra stress of the bad traffic. We were watching out the office window at the trucks lined up bumper to bumper and saw your chalkboard message, 'Love, Above All.' It caught our attention enough that we googled you and read about your company. Proud to share the road with you!”

*Karla*

“

Saw two of your trucks today—one on forgiveness, and the other on love. They made me feel so positive. If we all could follow that message, the world would be a better place.”

*Sally*



As I was on patrol along Interstate 75 in Boone County, Kentucky, I passed one of your trucks and was absolutely blown away. I love that a company has the boldness of a lion to put gospel on their truck, promoting the word of the Lord. I wanted to say thank you for the business model that you all represent. Please continue with your message—people notice!”

*Ryan, Sheriff Deputy*



I was heading to an appointment with my daughter to get the oil changed in her car, and we were driving past the hospital where I get my breast cancer treatments. I said, 'Ugh, I just hate looking over there and thinking about everything and what more I still have to go through.' I looked to my right, and there I was one of your trucks. I googled your company and when I saw your message, I knew that it was God speaking to me. It really meant a lot to me. I love what your company stands for. I call it a God-wink—He's letting me know that He is there with me through the dark times, thanks to you and your truck next to me today. Thank you so much! God bless.”

*Michelle*



Saw this on a truck: 'God is our Refuge and Strength.' Psalm 46:1. So true, and thank you for displaying this truth.”

*Chan*



All, I want to say thank you—you made my day. First time I ever saw one of your truck and trailers in Fort Wayne, Indiana. What caught my eye was the Bible verse on the trailer, and I had to look you up. Thank you again—glory to God our King!”

*Derrick*



Awesome! I should have taken a picture of the truck—I was emotionally moved by the positive, Godly message. I've been on vacation and saw your truck en-route—wow! I made a mental note to look up this company that would inspire so many with positivity. You folks are awesome! Thank you and God bless all of you!”

*Rebecca*



I've been having a week full of less-than-pleasant things. All three of my cars broke down. The AC went out in my daughter's car. Our refrigerator broke down and we had to throw out everything. In the midst of all of this, I've kept the faith and am thanking God I still have a car to get around in—yes, it's hot—but I can get around! Then today, I saw your 'Celebrating Faith & Family' truck in a parking lot. My soul was reminded that no matter what, God is God, and He knows all things. In the middle of any situation, He's not caught off guard. He's working it out for my good. So, I'll praise Him in the middle of this storm, because I know He sees the rest of the picture. My future is in His hands. Thank you for having these trucks out here, reminding us as a nation that all we need is to keep Jesus in our lives and trust Him!”

*Amelia*





**MORROW**

**Nussbaum.com**

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*Driven*, the magazine, aims to share the values of Nussbaum to inspire people inside and outside the company. Within these pages, you will read of Nussbaum's history, individuals impacting their world, and an organization that is not ashamed to lead with integrity and promote the values of Faith & Family.

**[Nussbaum.com/Driven](https://www.nussbaum.com/Driven)**

