



March 2023



Daylight Savings Begins 3/12 Move Clocks forward 1 hour

Employee Spotlight ~ Breanna Greenlaw ~ Genesis DSP

Breanna has been with Central State Community Services since May of 2022. Breanna was nominated by staff who says she is hard working and gives her all during her shifts.

The individuals love when she is working and light up with excitement when they see her walk in the door. She has great initiative and is always thinking of things that make the individuals daily lives better.

Breanna states that her favorite things about working with our company is getting the opportunity to make a difference every-day in peoples lives.

Her best workplace memory was actually on her night off when she and her family chose to pick up a resident and take him to the Polkas. They all had a lot of fun.

In the Fall her family grows pumpkins and they enjoy picking their own pumpkins, along with the tractor rides and bon fires.

Her favorite Fall food is Vegetarian Chili.

This summer she would like to go to Mackinaw Island as a reward for her daughter. Her family includes her husband and 7 year old daughter who are all active in a volunteer group called the "Community Club" where they serve their community.

She enjoys crafting and makes things like Graphics, shirts, chunky knit blankets, and sewing.

Long walks with her family also bring her joy.

Her favorite sport is Hockey and the family enjoys watching the "Red Wings" play.

Her favorite quote:

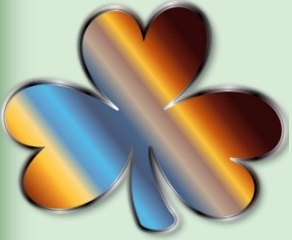
"The best time to plant a tree is 20 years ago. The second best time is now."

~ Chinese Proverb



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Irish Proverbs

A kind word never
broke anyone's mouth.

~ ~ ~

Who gossips with you
will gossip of you.

~ ~ ~

Anyone can sympathize
with the sufferings of
a friend, but it
requires a very fine
nature to sympathize
with a friend's success.

~ ~ ~



The chances of
finding me is 1 in
10,000

DO NOT RESENT GROWING OLD ~ SOME ARE DENIED THE PRIVILEGE

Fake Gold Tarnish Remover:

Ingredients Needed

- ◆ 1/2 tsp. of salt
- ◆ 1/2 tsp baking soda
- ◆ 1/2 cup of warm water
- ◆ A piece of aluminum foil



Mix all ingredients into a dish, add the aluminum. The chemical reaction removes the tarnish. Rinse and wipe with a soft cloth.

REMINDER TO SAFEGUARD OUR PETS FROM TICKS AND FLEAS

Ticks can be dangerous for any age of dog and indeed any breed (although long-haired breeds are probably more susceptible to picking them up) so it's important to know what to do if you spot one.

What should I do if I find a tick on me or my dog?

Resist the urge to just pull it straight off. This would be extremely painful for your dog. Ticks always need to be removed slowly and carefully, otherwise embedded mouth parts can be left behind.

Use fine tipped tweezers or disposable gloves to handle the tick. If you must use your fingers, shield them with paper towel. Infectious agents may be contracted through mucous membranes or breaks in the skin simply by handling infected ticks. This is especially important for people who de-tick pets because ticks infesting dogs and other domestic animals can carry multiple diseases capable of infecting humans.

Symptoms of Tick-Borne Diseases in Dogs

Many dogs with tick-borne disease are asymptomatic. However, common signs are non-specific and include:
 * **Fever** * **Loss of appetite** * **Painful or swollen joints**
 * **Lameness** * **Swollen lymph nodes** * **Bruising**
 * **Abnormal bleeding** * **Lethargy**



When left untreated, tick-borne diseases can cause damage to the kidneys, nervous system, immune system, vascular system, and heart. In particular, many tick-borne diseases cause problems within the blood, leading to serious bleeding and the inability for blood to clot properly. This, as well as other tick-related conditions, can be fatal.

Fact 1: It takes at least 36 hours for a tick to transmit Lyme disease.

In most cases, a tick must be attached for 36-48 hours or more before Lyme disease-causing bacteria can be transmitted.

It's important to check your dog regularly for ticks after outdoor playtime and walks. If you find a tick, swiftly remove it and watch your dog for symptoms.

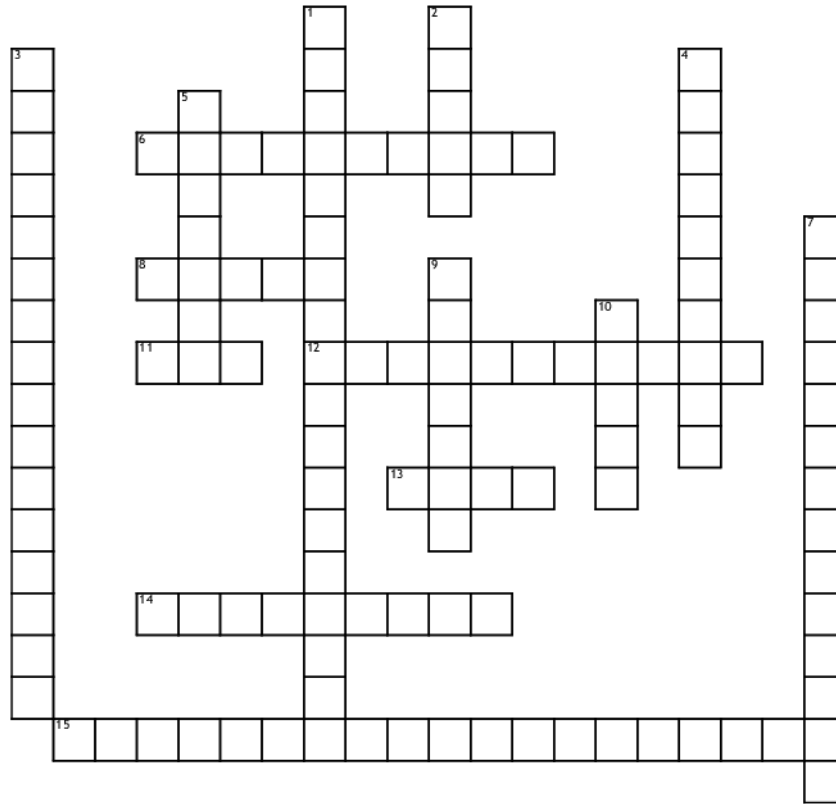
Fact 2: Babesiosis targets a dog's red blood cells and causes anemia.

Signs of babesiosis in dogs are typically severe, including pale gums, depression, dark-colored urine, fever and swollen lymph nodes.

Fact 3: The neurotoxin that causes tick paralysis is temperature sensitive.

If dogs are active or overheated, the disease will spread more quickly. Dogs recovering from tick paralysis should be kept in a cool, quiet environment.

March Crossword



Across

- 6. What sport is March madness?
- 8. What you feel when you don't wear green.
- 11. Common Irish hair color.
- 12. One week break from school
- 13. Whats in the pot at the end of the rainbow.
- 14. Also known as a Shamrock
- 15. Begins on March 13th

Down

- 1. What is March declared as?
- 2. Day with a lot of math jokes on the 14th
- 3. Holiday on the 17th
- 4. Has a pot of gold at the end of a rainbow.
- 5. Some Irish people play these.
- 7. This plant could bring you good luck
- 9. Where you find a pot of gold.
- 10. The color you wear on St. Patrick's day

March Anniversaries

March Birthdays

Annie Holmes	3/2/2009
Tameka Miller	3/2/2011
Nichole Skutt	3/2/2022
Alyssa Valenti	3/2/2018
Robin Prince	3/3/2007
Margaret Anderson	3/4/2022
Dorothy Adkins	3/5/2022
Taniya Jackson	3/7/2022
Phillip Parrish	3/7/2011
Mykiya Glover	3/8/2021
Jamie Webb	3/8/2021
Daisy Prim	3/17/2020
Bryanne Schlicker	3/17/2022
Chorben Chisholm	3/23/2021
Crystal Lesears	3/28/2022
Monica Hospodar	3/31/2021
Stacey McMillon-Mugute	3/31/2015

Haley Mateos	03/01
Rasean Coleman	03/02
Yalonda Ingram	03/09
Misty Snead	03/09
Fatima Evans-Miller	03/12
Brianna Starling	03/12
Bria Pixley	03/14
Jessica Bentley	03/15
Jesshiah Miller-Gaines	03/15
Marissa Abbe	03/16
Tanekwa Myatt	03/19
Chelsea Banghart	03/24
Julie Winters	03/24
Julie Gale	03/31



2023 DATES	ROUND	CITY, STATE	VENUE
March 14-15	First Four	Dayton, OH	UD Arena
March 16 & 18	First/Second Rounds	Birmingham, AL	Legacy Arena
March 16 & 18	First/Second Rounds	Des Moines, IA	Wells Fargo Arena
March 16 & 18	First/Second Rounds	Orlando, FL	Amway Center
March 16 & 18	First/Second Rounds	Sacramento, CA	Golden 1 Center
March 17 & 19	First/Second Rounds	Albany, NY	MVP Arena
March 17 & 19	First/Second Rounds	Columbus, OH	Nationwide Arena
March 17 & 19	First/Second Rounds	Denver, CO	Ball Arena
March 17 & 19	First/Second Rounds	Greensboro, NC	Greensboro Coliseum
March 23 & 25	West Regional	Las Vegas, NV	T-Mobile Arena
March 23 & 25	East Regional	New York, NY	Madison Square Garden
March 24 & 26	Midwest Regional	Kansas City, MO	T-Mobile Center
March 24 & 26	South Regional	Louisville, KY	KFC Yum! Center
April 1 & 3	Final Four	Houston, TX	NRG Stadium

MARCH MADNESS SCHEDULE



The **Providing Urgent Maternal Protections for Nursing Mothers Act (PUMP Act)**, effective Dec. 29, 2022, expanded workplace lactation accommodations for nursing employees to include exempt employees.

It is the policy of Central State to support the health and well-being of working mothers and their children. As part of this policy, in compliance with the Patient Protection and Affordable Care Act of 2010, Central State will provide eligible employees with:

Reasonable break periods to express milk during the first year following the birth of a child.

A private area, other than a restroom, where the employee may express milk and be shielded from view and free from intrusion.

Appropriate storage areas for pumps and other equipment as well as expressed milk.

Employee Responsibilities:

Notify your supervisor before taking your break.

Label your expressed milk. The label should identify it as expressed milk and include your name and the date it was expressed.

- Keep the breastfeeding area clean and tidy

If you have any questions regarding this policy, please call the Human Resources Office or email kconner@cscsmi.com.

https://www.shrm.org/ResourcesAndTools/tools-and-samples/need-to-know/Pages/Pregnancy-Discrimination-Accommodations.aspx?_ga=2.34708513.1813897480.1677072352-807965979.1617396266



Please take a minute...

Go to: <https://www.indeed.com/cmp/Central-State-Community-Services/reviews> **and rate us.**



Character Training March 2023

ENTHUSIASM means: *expressing interest and excitement in what I do.*

You display enthusiasm when. . .

You understand that your positive attitude can set an example for others and can help sustain the energy to overcome challenges.

You treat everyone in a fair and consistent manner, and don't allow personal feelings to impact decisions and actions.

You motivate others by helping them find what they do best and helping them learn from their mistakes.

You recognize how you do your job impacts others around you and do the very best you can even in challenging circumstances.

You take personal satisfaction in the quality of your work, no matter how mundane the task.

Five ways to build ENTHUSIASM

Know Your Purpose – Think before you act. When you make a decision, have sound reasons why the option you chose will help you meet the goal of the task.

Treat Every Job as an Important One – Even when the task is unexciting, remember **Do Your Best** – Cutting corners becomes tempting when deadlines and interruptions strain your daily routine. However, today's shortcuts become tomorrow's extra work.

Motivate Others – Praise others' contributions, and look for progress, even in small areas. Enthusiasm can be contagious when one person or a few individuals take the initiative. Know your direction so that you can help others find theirs.

Overcome Discouragement – Be constructive and not destructive. An enthusiastic person responds in a positive way to storms and disappointments, even when no silver lining is visible.

THINK ABOUT THIS...

We all have that one friend...the one who is the life of the party, who always has an abundance of energy, and is happy and smiling...all...the...time. They are who I tend to think of when I think about enthusiasm. But enthusiasm isn't just our inner cheerleader bursting at the seams. Enthusiasm is a decision—deciding that you will be interested and supportive of something you or others are doing. It is an intentional effort to be a positive and encouraging coworker, family member, or friend. Who is the life of the party/cheerleader in your work group?

A match can illuminate a dark place and start a fire in the cold. An enthusiastic person casts a vision for others and helps sustain the energy to overcome challenges. They are energy-givers rather than energy-drainers. When the initial excitement of a new project fades—and challenges arise—an enthusiastic person maintains a positive attitude and strong work ethic to make it to the finish line. The enthusiastic person's passion arises from ideals rather than circumstances.

Beef and Guinness Stew

Ingredients

- 2 tbsp olive oil
- 2.5 lb / 1.25 kg beef chuck , boneless short rib or any other slow cooking beef (no bone)
- 3/4 tsp each salt and black pepper
- 3 garlic cloves , minced
- 2 onions , chopped (brown, white or yellow)
- 6 oz / 180g bacon , speck or pancetta, diced
- 3 tbsp flour (all purpose/plain, Note 3 for GF)
- 440ml / 14.9 oz Guinness Beer (Note 1)
- 4 tbsp tomato paste
- 3 cups (750 ml) chicken stock/broth (or beef broth - Note 4)
- 3 carrots , peeled and cut into 1.25 cm / 1/2" thick pieces
- 2 large celery stalks , cut into 2cm / 1" pieces
- 2 bay leaves
- 3 sprigs thyme (or sub with 1 tsp dried thyme leaves)



Instructions

1. Cut the beef into 5cm/2" chunks. Pat dry then sprinkle with salt and pepper.
2. Heat oil in a heavy based pot over high heat. Add beef in batches and brown well all over. Remove onto plate. Repeat with remaining beef.
3. Lower heat to medium. If the pot is looking dry, add oil.
4. Cook garlic and onion for 3 minutes until softening, then add bacon.
5. Cook until bacon is browned, then stir through carrot and celery.
6. Add flour, and stir for 1 minute to cook off the flour.
7. Add Guinness, chicken broth/stock and tomato paste. Mix well (to ensure flour dissolves well), add bay leaves and thyme.
8. Return beef into the pot (including any juices). Liquid level should just cover - see video or photos.
9. Cover, lower heat so it is bubbling gently. Cook for 2 hours - the beef should be pretty tender by now. Remove lid then simmer for a further 30 - 45 minutes or until the beef falls apart at a touch, the sauce has reduced and thickened slightly.
10. Skim off fat on surface, if desired. Adjust salt and pepper to taste. Remove bay leaves and thyme.
11. Serve with creamy mashed potatoes!!

