

# Central State Community Services, Inc.

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April 2023

Dates of interest:

April 1 - April Fools Day

April 2 - Palm Sunday

April 7 - Good Friday /PayDay

April 9 - Easter

April 21 - PayDay

April 22 - Earth Day

April 28 - National Arbor Day

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Our Strategic Plan is located at:  
<https://www.cscsmi.com/about/>

## Employee Spotlight - Shawna Beaver

Please help me congratulate this month's chosen Spotlight, Ms. Shawna Beaver.

She is the House Supervisor at our Willow Home. She has been with Central State Community Services since August of 2019.

The Willow home is welcoming and warm. She takes great pride in picking out new styles and decorations for the residents with her eye for beauty and detail.

Her staff describes her as "hard working as she cares for her residents and staff". She is "respected for going above and beyond the call of duty."

She is "trusted and respected by her Superiors to make proper decisions while enduring staff changes and challenges." She is "organized and effective and never complains." She ensures that all individuals receive consistent care and a quality

of life."

Her best workplace memory was seeing the excitement in each individual's eyes when they heard they were going to their 1st Detroit Tigers game and all the stories later about their experience.

During fall she enjoys watching the leaves change colors and walking in the woods and enjoying nature. Pumpkin coffee, apple cider and donuts!!

Her next vacation she will be in Tahquamenon Falls.

She is celebrating 21 years this month with her "better half." She is blessed with a son, Skylar, a daughter, Mariah and 2 grandchildren, Jaidyn and Amara.

She enjoys collecting antiques, reading cozy mysteries and collecting Monster High Dolls .



Willow Home - House Supervisor

Her favorite motivational quote:

Life is short, time is fast, no replay, no rewind.

Enjoy every moment that comes.

## April Showers ~ Brings May flowers





### April events in Michigan

April 16 - Butterflies in Bloom, Dow Gardens Midland, Mi.

April 1-30 - MSU Science Festival, MSU-East Lansing

April 16, 23 - Gilmore Car Museum, Hickory Corners



April 1, 2, 8 - Ride the Bunny Train, Coopersville, Mi.

April 5 - Grand Slam Festival, Detroit Music Hall Amphitheater

April 15 - Festival of the Angry Bear, Marquette

April 15 - Celebrate Earth, Kalamazoo

### SUDOKU

	<b>1</b>						<b>7</b>	
	<b>9</b>		<b>3</b>		<b>2</b>		<b>8</b>	
	<b>2</b>			<b>7</b>			<b>6</b>	
	<b>7</b>			<b>1</b>			<b>3</b>	
<b>6</b>	<b>3</b>						<b>4</b>	<b>1</b>
<b>2</b>			<b>5</b>		<b>7</b>			<b>8</b>
<b>7</b>				<b>6</b>				<b>9</b>
		<b>3</b>	<b>4</b>		<b>9</b>	<b>6</b>		

## Easy Peasy ~ Lemon Pie Recipe

This simple recipe can be served as is in a graham crust or you can dress it up with the strawberry or peach glaze. Either way, a little Cool Whip or whipped cream on top is good.

Prep Time: 10 Mins    Additional Time: 2 hours    Servings: 8    Yield: 1 - 9 inch pie

### Ingredients

- \* 1 (8 ounce) package cream cheese, room temperature    \* 1/3 cup lemon juice
- \* 1 (14 ounce) can f sweetened condensed milk    \* 1/2 cup whipped cream for serving
- \* 1 (9 inch) prepared graham cracker crust

### Directions

Step 1 - Mix together the cream cheese, milk and lemon juice. Mix well and spread in graham crust. Chill until set, at least 2 hours, and top as desired.



5 Ingredient Lemon Pie  
In 10 Mins + Chill

## Hacks we wish we knew sooner

### Puppy Slow Feeder

My puppy was eating his food too fast, resulting in him vomiting it back up. Instead of buying a slow-feed bowl, I drilled holes into a 12 in. length of 2 in. PVC pipe and capped the ends. I fill the tube with puppy food, and he has to roll it around to get the food to fall out of the holes. My puppy gets all the food he needs without the mess that comes from eating too fast. Be sure the holes are large enough for the food to come out!

– Charlie May



### Remove Highlighter Stains

Ever wish you could remove highlighter marks from a book? Lemon juice fades highlighter enough to make it virtually undetectable. Cut a lemon in half and get some juice on a cotton swab. Run the swab over the highlighted text and watch the color fade.



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Subject: Non- Solicitation Policy	Approved by: Paula Barnes	Effective Date: 4/16/12
Reviewed/Revision Date: 4/22, 4/19, 10/18/16, 11/19/15, 5/13	Policy Number: 05-52	Reviewed/Revised by: Kari Conner

Buying items from or selling items to Individuals served is prohibited. For purposes of this policy, “solicitation” includes, but is not limited to, buy, selling, and/or bartering items or services, requesting contributions, and soliciting or seeking to obtain membership in or support for any organization. Solicitation performed through verbal, written, or electronic means is covered by the Non-Solicitation Policy.

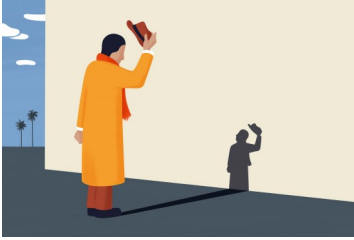
Employees are prohibited from soliciting other employees and persons served during your assigned working time. For this purpose, working time means time during which either you or the employees who are the object of the solicitation are expected to be actively engaged with assigned work.

Employees are to conduct personal business separate from work related business. Therefore, personal sales and purchases of any sort must not involve the work site or the people who Central State serves, including their families, friends or guardians.

To avoid inappropriate litter, clutter, and safety risks, you may not distribute literature or other item that are not work related in working areas at any time. Working areas do not include break/rest areas, lunchrooms, or parking lots. Electronic distribution of materials is prohibited during work time. Literature that violates the company’s Equal Employment Opportunity (EEO) and non-harassment policies (including threats of violence), or is knowingly and recklessly false, is never permitted. Non-employees are not permitted to distribute materials on company premises at any time.

If it is discovered that an employee has or is in the process of engaging in such transactions, that employee will be subject to discipline up to and including termination of their employment. Any employee who becomes aware of such transactions is required to report activity to their Program Coordinator immediately.

This policy is not intended to restrict the statutory rights of employees including, the right to discuss terms and conditions of employment.



## Character Training April 2023

**HUMILITY** means: *recognizing the people and factors that have shaped my life.*

### **You display humility when. . .**

You see yourself realistically.

You admit when you need help and remain open to being taught.

You have a realistic view of your own knowledge and abilities.

You are honest about what you do not know, as it will become obvious anyway.

You are more interested in "getting it right" than in maintaining your reputation.

You help cross-train coworkers so that team members can help one another.

You take responsibility for the little things that are not assigned to anyone.

You realize you are not indispensable.

### **Five ways to build HUMILITY**

**Get perspective** – Get in the habit of remembering those who invest in your life. Gain an understanding of your abilities and consider how you can benefit those who rely on you.

**Share the credit** – Humility acknowledges those who provided opportunities, improved your talents, helped you recover from mistakes and made your life more enjoyable.

**Build teamwork** – The greatest achievements often result when team members give their best effort, without worrying about who gets the credit. Do what you can to build your work team.

**Seek advice** – Admit when you need help. Look for those who can give good advice and listen to critics.

**Serve others** – To a humble person, there is only a need and the means to meet it. Reject the flattering notion that you are above necessary tasks.

### **THINK ABOUT THIS...**

A humble person is genuine, unwilling to manipulate or take advantage of others, not motivated by money or social status, and does not feel entitled to special treatment or privileges.

Do you find it hard to admit when you're wrong? Do you get defensive instead of listening when people criticize you?

Form a habit of knowing how others have contributed to your projects so that you can quickly give them credit.