

# May Flowers

## Employee Spotlight - Ciana Begley

May 2023

Ciana has been with CSCS since August of 2022.

She is said to be “An amazing employee who is passionate about her job!”

“She always walks in with a smile on her face. She brings a light with her that just warms the whole room.”

Ciana “makes efforts to help her residents and co-workers wherever needed.”

“She can always be counted on to bring a positive attitude and a gentle spirit to work.”

“Her patience is something everyone should strive for!”

“Her green thumb and artistic abilities have been noticed by all the residents and staff, and they appreciate all of her ideas.”

“She is so valued at the Custer Home that often staff requests to work the weekends because of how much she does, and for the fun and outgoing-ness she brings!”

Ciana says her favorite thing is “Interacting with the clients daily and seeing their progress.”

Her best workplace memory is taking two of the residents on bike rides!

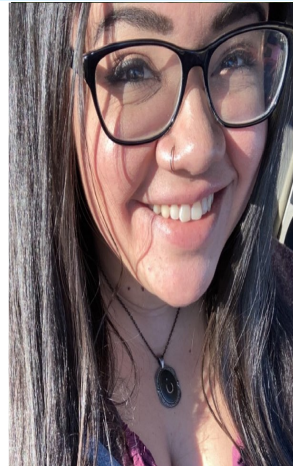
In the Fall, she enjoys Cider Mills & scary movies. Donuts and Pumpkin Pie.

She has a 2 yr old Daughter and a 2 yr old Beagle.

She loves to read and write or to be outside.

Her next vacation will be spent enjoying her family in Florida.

Her favorite sports are hockey and basketball.



**Ciana Begley**  
 Custer Home ~ DSP

Her favorite quote:

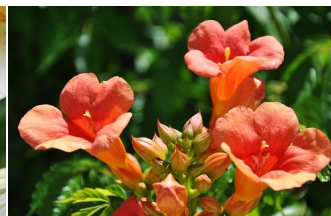
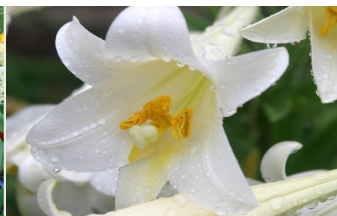
“You have overcome 100% of the things you thought you couldn’t. Those are pretty good odds !!”



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~~~~ May Flowers ~~~~



## Triumph over Failure



Take a look at any success story over the course of recorded history and you'll find that it wasn't developed overnight. It also most certainly wasn't without its moments of failures and losses.

Everyone just sees them in the spotlight and successful careers and what they have accomplished. We just tend to see the nice cars, fancy clothes and big beautiful houses.

But no one usually takes the time to look at what it took to get them there.

It's easy to pass over the days, months and years of failures. Eating Ramen noodles because it's cheap, selling their possessions to get by. Scrutinized, questioned and cut down by their so-called friends and family. Limited sleep because the fear of quitting kept them up. These uncomfortable things and difficult aspects of goal execution, is what molds and makes up truly great woman and men. It is due to these external pressures where the average is forged into the extraordinary.

It is said that a majority of the Hollywood "elites" are some of the unhappiest and miserable people you'll ever meet because they have lost their "why".

Much fame and money can be gained from fake smiles and cheap handshakes, but this can only be carried on for so long before it tears us to pieces. True and authentic happiness can only be developed from rising from the ashes.

Once you've lived through losing everything, any success, no matter how small, is a win.

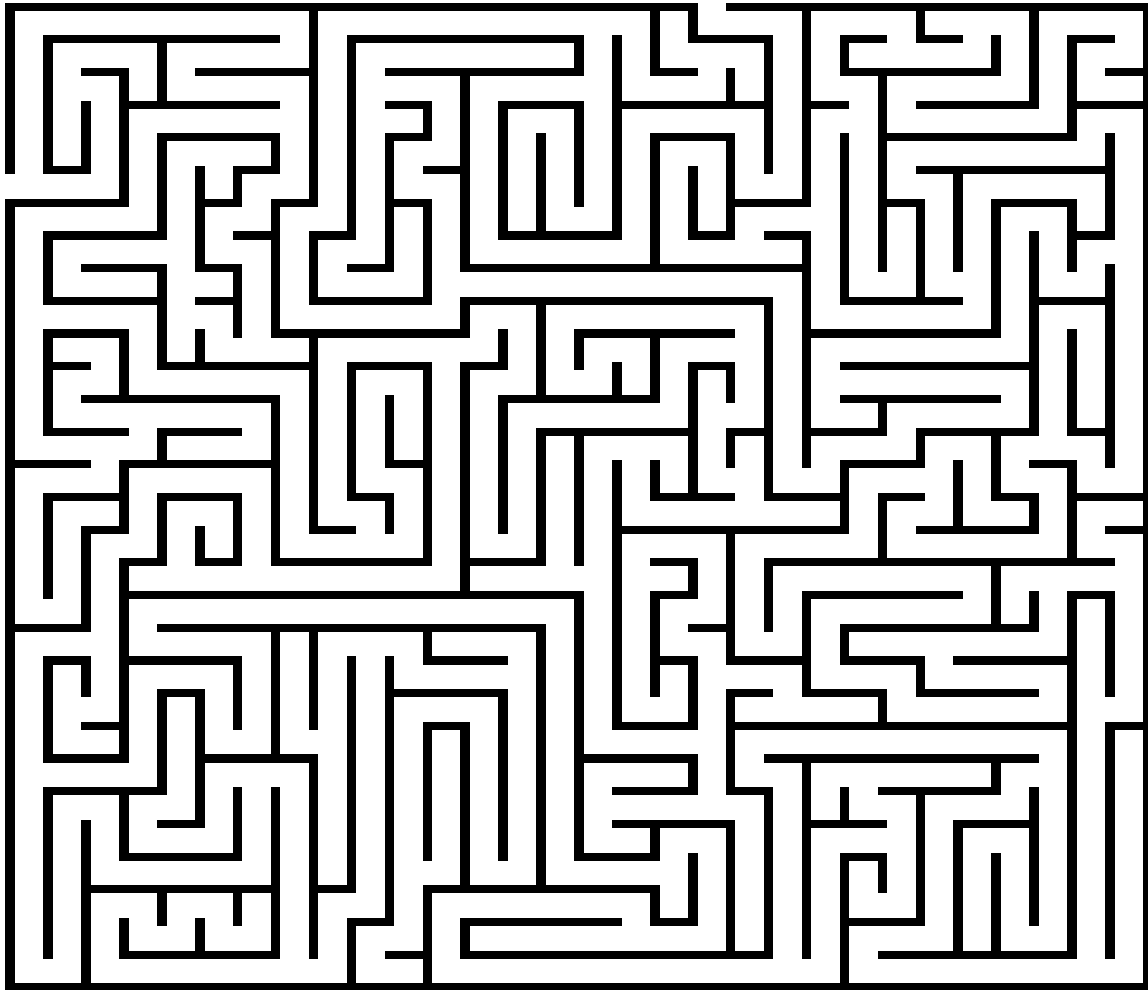
Due to many reasons in our past experiences such as our childhood or death or other relationships, some allow the fear of failure to engulf their lives. They look at it as the end, where failure will be an option because they can't swallow a big helping of Adversity. In the beginning, no one likes the taste of it. It will make your stomach and heart ache, you may get a little sick, but after a while, you'll learn to enjoy the growth. If we refuse, our passion will starve and die. Little by little our defeats will build on us like an impenetrable suit of armor. By living and working in a concreted state of being, you will easily annihilate every shred of fear and insecurity. Every time you are knocked down by self-induced failure you'll smile or grin because you know you stay on your knees for no one. Eventually you'll develop a refined taste for "Adversity." You will welcome it!!

**SUCCESSFUL  
PEOPLE  
FAILED MORE  
TIMES THAN  
THE PERSON WHO  
JUST WATCHES**

TODOLISTINABOOK.COM



~ ~ Maze for fun !! ~ ~



### Chocolate Peanut Butter Banana Popsicles (Vegan, gluten free)

Total Time: 10 minutes

Yield: 10-12 popsicles

- \* 4 medium bananas, sliced and frozen
- \* 1/4 cup + 2 tbsp natural, unsalted peanut butter
- \* 3 tbsp unsweetened cocoa powder
- \* 1 cup unsweetened almond milk
- \* 3 tbsp pure maple syrup
- \* 3 tbsp melted coconut oil

1. Add banana's and almond milk into a blender. Blend until smooth, scraping down the sides of the blender as necessary. Add peanut butter. Blend until smooth.
2. In a medium bowl, whisk together cocoa powder, maple syrup and coconut oil to make chocolate syrup. Whisk until smooth and shiny, like melted chocolate.
3. Pour chocolate syrup into the blender. Blend until smooth, scraping down the sides of the blender as needed.
4. Pour this mixture into a popsicle mold, leaving about 1/4 inch of space for the mixture to expand in the freezer. Freeze for 6-8 hours.



|                                     |                              |                                          |
|-------------------------------------|------------------------------|------------------------------------------|
| Subject: Employee Evaluation Policy | Approved by:<br>Paula Barnes | Effective Date:<br>1/2018                |
| Reviewed Revision Date:<br>4/22     | Policy Number:<br>05-58      | Reviewed/ Revised By:<br>Kari Conner, HR |

Evaluations are completed within the first 90 days of employment, then annually or as business needs dictate. An employee may specifically request that their supervisor assist in developing performance improvement at any time.

The performance improvement process/plan is a means for increasing the quality and value of work performance. Performance evaluations are also meant as a tool to assist in building good communication between an employee and their manager.

An employee's initiative, effort, attitude, job knowledge, and other factors will be addressed. Employees are expected to give input in determining their next year's goals and sign the evaluation sheet.

Evaluations do not replace day-to-day discussion between a manager and the employee.

A positive evaluation does not guarantee a pay raise or continued employment.

\* You will find this policy and other policies on the "H" drive as well as at [www.employeenavigator.com](http://www.employeenavigator.com)

### **Reducing Food Waste**

One-third of the planet's food goes to waste. Enough to feed two billion people. The US Department of Agriculture estimates 30-40% of this to be from this country. Each US resident wastes an average of 400 lbs. of food every single year.

Some food scraps can be used to make new foods. Repurposing food keeps it out of landfills which contributes to nearly a quarter of solid waste in US landfills, which makes us the third-largest source of human-related methane emissions in the country. Which contributes to soil and water pollution.

### **Regrow Plants From Scraps or Seeds**

Leafy greens and herbs are some of the easiest plants to regrow from scraps. When preparing fruits and veggies to eat, save the seeds from different varieties so that you can plant them in your garden or in containers. Google or Youtube the How To's if this peaks your interest.

Many people have had success using market-bought produce and kitchen scraps to grow new plants, like apricots, bok choy, garlic, red onion, pineapple, basil, melon, carrot tops, squash, mint, green onion, ginger, celery, potatoes, and more.

Some throw away food ideas ...

Egg Shells may be added directly to your garden to give the soil a calcium boost. Plus the sharp edges of the shell can deter snails and slugs.

Coffee grounds can add rich nitrogen to your plants and garden by spreading them like a mulch around them.

Banana Peels add nitrogen, potassium, phosphorus, calcium and magnesium to the soil, making this a potent fertilizer. You can place them directly around plants, dry them and grind them up, or cut them and bury them 1 to 2 inches below the soil.

Cooking water - After you boil or steam vegetable, don't dump the water down the drain; you can use it to water the plants in your home or garden. You are reusing the water and supplying your plants with the nourishment that is left behind in the water.



**ALERTNESS** means: *being aware of what is taking place around you so you can respond appropriately.* Alertness is considered an essential trait for the Executive Manager. This means it is the position's job to notice when things seem different, potentially threatening, or when something just needs improvement.

You display alertness when. . .

You anticipate potential challenges and determine beforehand how you will respond.

You pay attention to signals of danger or signals of opportunity rather than limiting your focus strictly to matters immediately at hand.

You communicate with others in your work group regarding potential hazards or problems.

You learn from life and your experiences and do not repeat mistakes.

You act immediately rather than procrastinate when you identify a problem.

### **Five ways to build ALERTNESS**

Anticipate obstacles – Determine what to do before pressure comes thereby lessening the chance of making impulsive decisions.

Connect signals with meaning – Every part of life is affected by the other parts of life. It is not enough to know what is taking place right here. Be aware of signs of danger and signs of opportunity.

Tell those affected – When you know of a situation that will involve others, communicate it!

Act immediately – Instead of ignoring problems or procrastinating, take responsibility to develop a constructive response.

Take time to analyze – It is not enough to merely witness an event, opportunity or trend. Alertness requires you to see applications and comprehend their implications.

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

Situational Awareness is a critical thinking skill that, like alertness, requires people to establish a normal baseline of activity or circumstance, and then be cognizant of all actions while recognizing abnormalities. This ability allows you to look at things holistically, predict future actions, and plan accordingly – remaining in control of your actions, rather than simply reacting to what is happening around you.

There is no better example of situational awareness than Oklahoma weather and the need to be mentally alert to changing weather and knowing what to do and where to go in the event of a weather **alert**.

# May 2023 Anniversaries

| Sun                           | Mon                                              | Tue                               | Wed                                                         | Thu                                                     | Fri                                                  | Sat |
|-------------------------------|--------------------------------------------------|-----------------------------------|-------------------------------------------------------------|---------------------------------------------------------|------------------------------------------------------|-----|
|                               | 1                                                | 2                                 | 3<br><i>Jessica<br/>McLellan<br/>Markeese<br/>Singleton</i> | 4<br><i>Jemetrius<br/>Kiff<br/>James<br/>Richardson</i> | 5<br><i>Cristiane<br/>Spencer</i>                    | 6   |
| 7                             | 8                                                | 9                                 | 10<br><i>Michael<br/>Miller</i>                             | 11<br><i>Christina<br/>Harris</i>                       | 12                                                   | 13  |
| 14<br><b>MOTHER'S<br/>DAY</b> | 15<br><i>Ronia<br/>Garner</i>                    | 16<br><i>Melissa<br/>Biddulph</i> | 17<br><i>Regina<br/>Wheaton</i>                             | 18                                                      | 19<br><i>Jimmy<br/>Williams</i>                      | 20  |
| 21                            | 22<br><i>Ellen<br/>Carter<br/>Ryan<br/>Clark</i> | 23                                | 24<br><i>Magdalene<br/>Davidson<br/>Miracle<br/>Emerson</i> | 25<br><i>Shatoya<br/>Thomas</i>                         | 26<br><i>Megan<br/>Baca<br/>Breanna<br/>Greenlaw</i> | 27  |
| 28                            | 29<br><i>Memorial<br/>Day</i>                    | 30                                | 31                                                          |                                                         |                                                      |     |

**MOTHERS DAY 5/14 ~ MEMORIAL DAY - 5/29/23 - PAID HOLIDAY**

# May 2023 Birthdays

| Sun                         | Mon                            | Tue                                                       | Wed                                                  | Thu                                                 | Fri                                              | Sat                             |
|-----------------------------|--------------------------------|-----------------------------------------------------------|------------------------------------------------------|-----------------------------------------------------|--------------------------------------------------|---------------------------------|
|                             | 1                              | 2<br><i>Debbie Scott</i><br><i>Coral Terry</i>            | 3<br><i>ShaHannah Johnson</i>                        | 4                                                   | 5<br><i>Michele Stinson</i><br><br><b>PAYDAY</b> | 6                               |
| 7                           | 8<br><i>Anita Johnson</i>      | 9                                                         | 10<br><i>Keryona Garland</i><br><i>Tiffany Jones</i> | 11<br><i>Dezhanae Bennet</i><br><i>Aries Carvin</i> | 12                                               | 13<br><i>Meosha Delph</i>       |
| 14<br><i>Michele Sliman</i> | 15<br><i>Contica Hightower</i> | 16                                                        | 17                                                   | 18                                                  | 19<br><br><b>PAYDAY</b>                          | 20<br><i>Malaizah McPherson</i> |
| 21<br><i>Dana Bertram</i>   | 22<br><i>Jamilla Cheatom</i>   | 23<br><i>Christianity Smith</i><br><i>Derrick Webster</i> | 24<br><i>Michelle Hoyt</i>                           | 25                                                  | 26                                               | 27<br><i>Destynee Banister</i>  |
| 28                          | 29<br><i>Memorial Day</i>      | 30                                                        | 31<br><i>Crystal Thorne</i><br><i>Dana Warner</i>    | 31 cont ...<br><i>D'Angelo Williams</i>             |                                                  |                                 |

**PAY DAYS 5/5/23 & 5/19/23**

Do you know someone who needs a job? Do they have a kind heart and a great work ethic? Please refer them to Central State Community Services and receive \$\$! If you have questions, please contact HR and/or payroll.