

Employee Spotlight- Karand Houston



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Ms. Karand Houston is the Home Supervisor at our Warner Home.

She has been with CSCS for 3 years.

She is said to be ...



“The most chill, understanding, nice and hardworking Manager”.

“Whenever there is a problem, Karand always fixes it!!”

“She always makes a way!”

“She is always on time with her job duties.”

“She is especially understanding with her Staff.”

“She is dedicated to her position, especially caring for the individuals within her home. Anything that is needed ~ she is on top of it.”

“She is kind, respectful and soft spoken when dealing with her peers.”

“She listens and is open to direction and guidance.”

Her best workplace memory is taking the Individuals to eat and dine in restaurants.

In the Fall she enjoys Apple Cider and Trails and Chili.

She will be going to Disneyland for her next vacation.

Her family is close knit. Very family and sibling oriented.

She enjoys listening to music.

Her favorite sport is Basketball.

Her favorite motivational quote is:

“ The win is coming, don't let the win worry you. “



**FREEDOM IS
 IN PERIL**

**DEFEND IT
 WITH ALL
 YOUR MIGHT**

Character Training

July 2023

COURAGE means: *overcoming fear by saying and doing what is right.*

You display courage when. . .

- You listen to other's ideas and opinions and demonstrate a willingness to learn.
- You require evidence before trusting statements and you get the facts before confronting what is wrong.
- You do not compromise what is right.
- You do not let others take the blame when it is not their fault.
- You let others give their perspectives and ask questions so that you can understand.

Five Ways to build COURAGE

1. **Earn credibility** – Hold yourself to the same standards you expect of others.
2. **Know the truth** – Courage comes from a clear definition of what is right and a clear view of reality.
3. **Stand for what is right** – Courage confronts wrong, even when it is not a popular thing to do.
4. **Support others** – Speak up for those you know are right and do not look for or expect anything in return.
5. **Speak with humility** – Communicate the facts, stand for justice, do what is right, and give others time to come around.

THINK ABOUT THIS.....

Courage is not a lack of fear. Courage is doing the right thing even in the face of fear. It doesn't take courage to do something you are fully confident to do or feel safe doing. Rather it is that risky step you take when you feel unsure of yourself, or even fearful that you will experience consequences. What do you think of when you think of the word courage? A lot of things come to mind – a soldier in a dangerous battle, a single mom trying to raise her child in a tough neighborhood, a person bravely fighting an addiction, a person taking on seemingly impossible odds in an effort to reach a goal – the list goes on and on.

What obstacles make it difficult to stand for truth?

How can you overcome them?



CENTRAL STATE COMMUNITY SERVICES, INC.

Subject: Employee Suspensions	Approved by: Paula Barnes	Effective Date: 4/30/12
Reviewed/Revision Date: 4/22, 4/19, 11/15, 11/14, 5/1/13	Policy Number: 05-50	Reviewed/Revised by: Kari Conner, HR

In the event that an employee is accused of abuse, serious neglect, violence, threatening behavior, violations of Central State policy that pose a risk to the individuals served or violations of the law, employees may be suspended pending investigation. The employee will be provided with a written Notice of Suspension.

The investigation may be conducted by Central State Community Services, Inc., Adult Foster Care Licensing, the Office of Recipient Rights or another governing or contracting agency. Employees must remain available to participate in the investigation. Reasonable availability and participation in all investigations is required and to the benefit of all employees.

The duration of suspension can rarely be determined with accuracy. Suspension will continue until the investigation is concluded. If the investigation does not result in a substantiated violation, the suspended employee will be reinstated to active employment with back pay (up to 30 calendar days).

Back pay for periods of suspension is always capped at 30 days. An employee's obligation to maintain their portion of any benefits continues. All benefits will be continued for 30 days and discontinued thereafter. In the event suspension continues beyond 30 days, the last day the employee will be eligible for back pay or continued benefits will be noted on the notice of suspension.

If violations are substantiated, employees may receive performance correction and may or may not be returned to work without back pay. If the investigation results in substantiated abuse, serious neglect, violence, threatening behavior, violations of Central State policy or violations of the law, the employee's employment may be terminated, without back pay.

If an employee is suspended and returns to work, eligible for back pay (meaning no violations were substantiated during the investigation), in the same pay period, the Home Supervisor should write in the hours that the employee would have worked on that time sheet. A Back Pay form and the Notice of Suspension must accompany the payroll sheet when it is sent to the office.

If an employee is suspended and returns to work eligible for back pay, after the close of the pay period, an extra time sheet (marked "corrected" at the top) must accompany the current time sheets, with the hours filled in that the employee was scheduled to work. The date on the extra time sheet must correspond with the actual time period involved.

Employees may also be suspended for two days without pay as part of a performance correction for sleeping on paid time, or for other violations according to policy.

* Please take a few minutes and locate this newsletter and our strategic plan on our website: www.cscsmi.com.



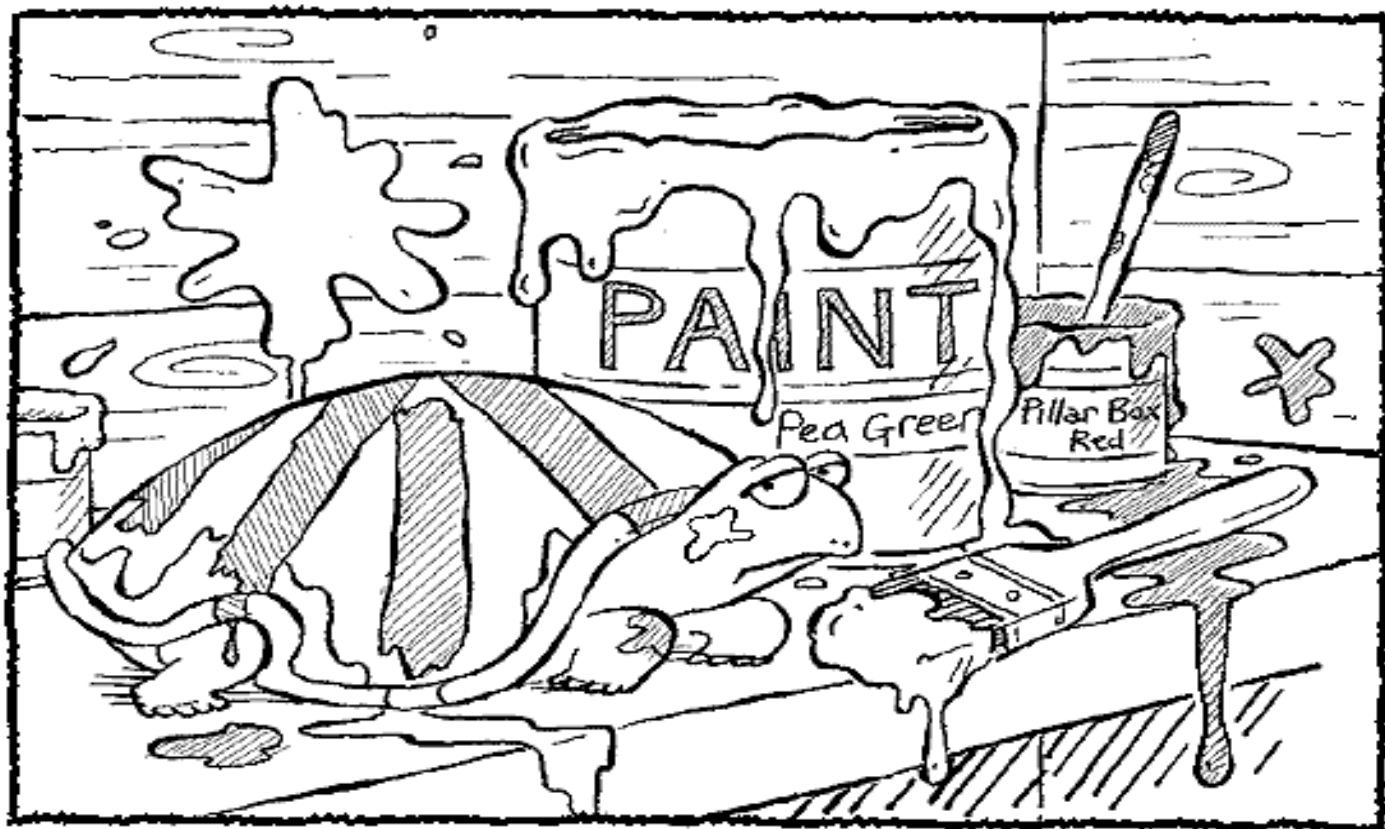
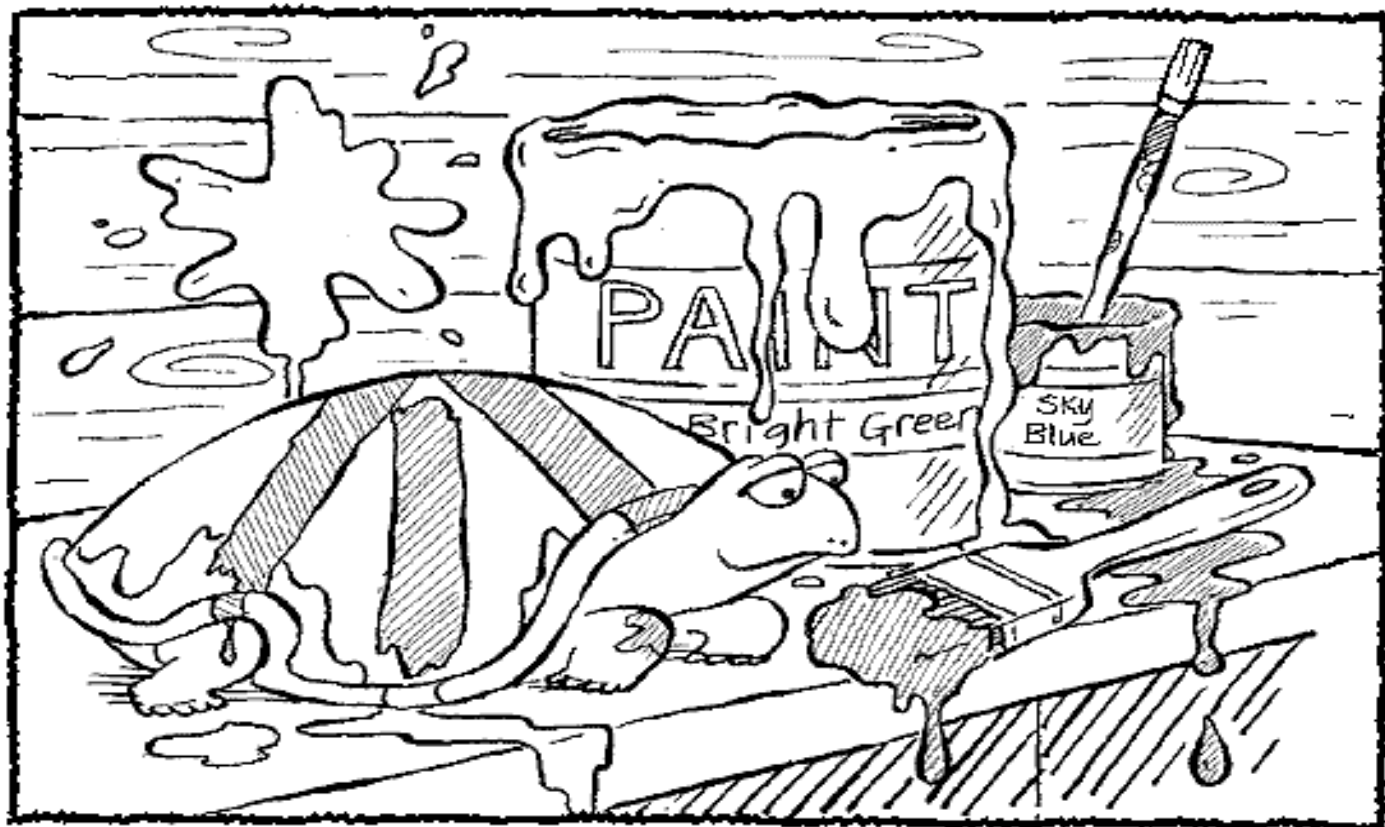
JULY 2023 - BIRTHDAYS

Sun	Mon	Tue	Wed	Thu	Fri	Sat
						1 Cynthia Cheeks
2 Myla Mason	3 Nicole Miller Markeese Singleton	4	5	6 Kelly Baumann Susan Robertson Janiyah Hawkins	7	8 Lisa Calhoun
9 Christina Spencer	10 Allison Foster	11 Nikeeda Toins	12 Quanay Brewer	13	14 Ryan Clark	15 Rataveon Miller
16 Dale McAlpine	17 Delicia Mageli William McKenzie	18	19	20	21 Novella Franklin	22 Traci Hascall
23	24	25	26 Kimberly Samons Karlee Jodway Victoria Hammie	27 Janae McMillian Alexis Christian Brittany Vega Regina Wheaton	28 Lisa Pennyman Mary Roe	29
30	31 Centoria Gipson					

JULY 2023- ANNIVERSARIES

Sun	Mon	Tue	Wed	Thu	Fri	Sat
PAY DAYS						1 Mark Moraniec (1)
2	3	4	5 Traci Hascall (3)	6 Anges Amakove (3)	7 Victor Benson (6)	8 Jehan (9) Shamid-Deen
9	10	11 Diana Howlett- Almqdashi (22)	12 Carl Gilbert (1)	13 Jatana Cripe (2)	14 Porsha Fluker (2)	15
16 Alexandria Dockery (2)	17	18	19 Coral Terry (1)	20	21 Bria Pixley 1)	22
23 John Pajak (10)	24	25	26 (14) Festus Uzibor	27	28	29
30	31					

Can you spot 20 differences between these pictures?



Easy Crockpot Chicken & Gravy

It's incredibly easy to make with just a few simple and cheap ingredients. Perfect for busy weeknight meals!

Servings: 6 people

Ingredients

- 2-3 large boneless chicken breasts (approximately 1.5 pounds)
- 2 packets chicken gravy mix
- 1 (10.5oz) can cream of chicken soup
- 1 1/2 cups water
- 1/2 cup sour cream
- pepper and garlic powder to taste
- mashed potatoes, rice or pasta for serving

Instructions

- Generously season your chicken breasts with black pepper and garlic powder.
- In your crockpot, whisk together the water, cream of chicken soup and both packets of chicken gravy mix.
- Add the seasoned chicken breasts and use a spoon to cover them well with the gravy mixture.
- Cover and cook on LOW for 6-8 hours or until the chicken shreds easily.
- Once cooked, use a couple of forks to shred the chicken into small pieces.
- Stir in the sour cream and allow it to warm for an additional 15 minutes.
- Serve over mashed potatoes, rice or pasta.



Caption describing picture or graphic.



Spinach Fruit Salad

Ingredients

- * 12 oz Spinach
- * 3/4 cup raisins
- * 1 green apple diced
- * 8-10 strawberries sliced
- * 3 oz. Sugared sliced almonds
- * Small red onion

Dressing

- * 1/2 cup sugar
- * 1/2 cup canola oil
- * 3 Tbsp lemon zest
- * 4 1/2 Tbsp lemon juice
- * 1 1/2 Tbsp mustard seeds

Combine all ingredients in blender and blend together
Serve *immediately*

Cleaning Tips and Hacks

Clean up Broken Glass with a Piece of Bread

It happens: We drop a glass and are stuck picking up the mess, and inevitably we tend to have tiny shards that are more challenging to pick up. Carefully pick up the bigger pieces or sweep them into dust pan and grab a piece of bread for the tiny shards. Just press it gently over the glass and the little fragments will stick to the soft dough.



Use Rubber Kitchen Gloves to Remove Pet Hair



Some fabrics, like silk or delicate blends, release pet hair easier if you use a dry glove. Sturdier material such as velvet sheds the hair better if the gloves are slightly wet.

You don't want dripping gloves, just a light misting or quick pass through a faucet stream. Also, don't forget to test an inconspicuous piece of fabric to see if the dampness leaves a mark before you get started.

Rub in a circular motion. Toss the ball of hair in the trash and repeat where needed.