



Employee Spotlight - Amy Savi

This highly motivated DSP has recently been promoted to a House Supervisor of our Morowske Home.

I have witnessed first hand through our work relationship that she is going to do great things for our residents and staff.

We are truly blessed to have her on our team.

She has been with CSCS since November 2022. She is said to be a "Team player who goes way over and beyond her DSP duties to ensure the home runs smooth. She comes in early and leaves late. She comes in on days off to help with phone calls and appointments. She asks questions and tries to learn something new all the time. she interacts with all the residents and takes them on outings as much as possible."

She is a proud Mother of 3 wonderful girls who enjoys Dr. Pepper and Football and Reese's. A great combination!

Her favorite color is Purple.

Her favorite scent is Fresh Baked Cookies.

Her favorite movie is "A walk to remember."

This fall she will hopefully be able to enjoy some local Haunted Houses and Cider Mills.

If she only had \$10.00 to pamper herself, she would buy Bath Bomb and Ice Cream!!

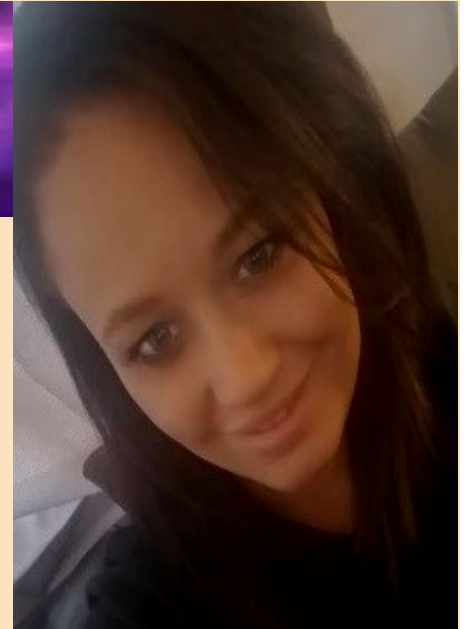
She feels valued when her co-workers and Supervisors recognize that she is doing her best.

Her favorite thing about CSCS is that the residents and staff have become like family and that CSCS as a whole ensures that the residents have what they need.

Her best workplace memory is when her residents told her that "They love how she cares for them!"

Her favorite motivational quote

"Be happy with what you have, while you work on what you want."



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~ Domestic Violence Awareness Month ~

Boys who witness domestic violence are **TWICE AS LIKELY** to abuse their own partners and children when they become adults.

MALES exposed to domestic violence as children are more likely to engage in domestic violence as adults.

FEMALES are more likely to be victims as adults.

Children who were exposed to violence in the home are 15x more likely to be physically and/or sexually assaulted than the national average.



What is domestic violence?
Domestic violence is a pattern of learned behavior in which one person uses physical, sexual, and emotional abuse to con-

trol another person.

Domestic violence is not a family matter. It is a crime, and it is in Michigan. The Michigan State Police Crime in Michigan publication tells us there were 91,004 reported victims and 105 reported murders related to domestic violence in 2017. Domestic violence is a misdemeanor punishable by up to 93 days in jail and/or a \$500 fine.

Under Michigan law, a person has a domestic relationship if any of the following apply:

Spouse or former spouse

Dating relationship or former

dating relationship

Child in common

Resident or former resident of the same household

What does domestic violence look like?

The following are some of the most common tactics used by abusers to control their partners but certainly not a complete list. If you or someone you know has their personal freedom restricted or is afraid of their partner, they may be a victim of domestic violence.

Credit to Mi. State Police



Physical Abuse

Pushed, shoved or kicked
Slapped or bitten
Strangled
Hit or punched
Locked out of your home
Denied help when ill, injured or pregnant
Weapon used against you
By physical force, not being allowed to leave
Objects thrown at you
Abandoned in a dangerous situation

Sexual Abuse

Forced to have sex or watch sexual acts
Forced to perform sexual acts or have sexual acts performed on you
Forced to dress more sexually than you wish
Forced to have sex after a physical assault, when you are ill or as a condition of the relationship

Emotional & Psychological Abuse

Threatened harm to you, your family or your pets
Beliefs, race, heritage, class, religion, or sexual orientation ridiculed
Manipulated with lies and contradictions
Being convinced you are to blame for the abuse
Stalked

Economic Abuse

Denied access to bank accounts, credit cards or vehicle
Partner controls all the finances
Prevented from getting or keeping a job or from going to school
Limits your access to health, prescription or dental insurance

What can you do to help someone who is being abused?

Educate yourself about domestic violence
Let go of any expectations you have that there is a "quick fix" to domestic violence or to the obstacles a woman faces. Understand that a woman's "inaction" may very well be her best safety strategy at any given time.
Believe her and let her know that you do
Listen to what she tells you and avoid making judgments

**** Validate her feelings**





FUN TIMES AT CSCS



Crazy Hair Day at Custer



Dress like your Boss day



Pajama Day



Summer Fun at the Park with Residents and Staff!!

Walk-A-Mile
in my shoes.
Lansing, Mi.
Capitol Bldg.

Lara House ~
Home
Supervisors
and residents.



Administration
Staff also at
Walk-A-Mile
Event.

9/13/2023





October Word Search



October
Harvest
Halloween
Pumpkin
Leaves

Rake
Scarecrow
Corn Maze
Hayride
Fall

Autumn
Orange
Red
Brown
Yellow

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~ ANNIVERSARIES ~

22 Years

Tonya Banks

19 Years

Jennifer Beatty

15 Years

Mary Fowler & Cora Jackson &

Anita Johnson

11 Years

DeVarion Reynolds

7 Years

Nora Connelly & Lula Jamison

6 Years

Nicole Miller

3 Years

Regina Baxter

2 Years

Dale McAlpine & Danielle Williams &

Jennifer Beatty & Sekeitha Ball

1 Year

Mikenzee Smith & Aries Carvin & Jesshiah
Miller-Gaines & Anita Simonton &
Tanasia Tate & Montrel Simpson

~ Birthdays ~

10/1- James Richardson
10/2- Malcom Carouthers & Alyssa Jackson
10/4- Magdalene Davidson
10/5- Lynda Fath
10/10- Kylie Wilson
10/13- Margaret Anderson
10/14- Sha'Quaisha Hales & Tashera Muskeyvalley
10/15- Brashyria Lawson & Andriy Leshchyshen
10/16- Tanyah James
10/17- Shannon Reed
10/18- Diana Howlett-Almqdashi
10/19- Britney Inman
10/20- Paula Barnes
10/21- Jasmyne English & Shatoya Thomas
10/25- Kelly Lambert & Jessica Sweet



October is
Breast Cancer
Awareness Month

The Best Protection
is Early Detection



DEPENDABILITY

O c t o b e r 2 0 2 3



DEPENDABILITY means: fulfilling commitments even in the face of difficulty. Dependability is considered an essential trait for the DSP Supervisor, Support Coordinator, Accounting Clerk, Accounting Manager, Human Resources Assistant, Human Resources Manager, Office Support Professional, and Director of Program Operations positions.

Dependability is about personal integrity. When your actions consistently match your words, others can depend on you.

You display dependability when. . .

- You understand that preserving the trust others have built in you is easier than repairing it.
- You never promise more than you can deliver, and you always attempt to deliver more than you promised.
- You fix mistakes when you find them instead of waiting until later. You make it right even when no one else has noticed the mistake.
- You have a good attitude even when an agreement requires more than you anticipated. Pitch in and help others!

Five Ways to build **DEPENDABILITY**

1. *Be careful what you promise* - Promising more than you can deliver only prevents people from believing you in the future. Recognize what your words mean to others, and keep your word, even if circumstances make it difficult.
2. *Clarify expectations* - Know your everyday responsibilities at work and identify the responsibilities that come with your role as a citizen, spouse, parent, neighbor, or friend.
3. *Get it done* - Having good intentions does not make you dependable.
4. *Correct mistakes* - Even if your job description does not include quality control, your credibility with coworkers and supervisors will depend on your commitment to excellence.
5. *Have a good attitude* - Few things create organizational drag like coworkers who whine when a job requires more than anticipated. When a situation changes or others make unexpected demands, do not make the problem worse by complaining.

THINK ABOUT THIS. . .

At the heart of dependability is genuine care and concern for other people, which leads to a commitment to say what we mean and then fulfill what we have said even though obstacles may hinder us.

The true test of dependability comes when plans change, and circumstances occur which are beyond our control. At these times dependable people do not give up because of difficulty. They, instead, ask how they can fulfill what was promised or expected - even with the new conditions.

How do your assumptions get you in trouble?

What questions can you ask in order to clarify issues and goals?

October Safety Topic

National Protect Your Hearing Month

Hearing protection is for everyone. There is no cure for hearing loss! The good news? You can prevent hearing loss by protecting your hearing.

Avoid loud noise whenever possible and turn down the volume on personal listening devices. If you can't avoid loud noise, use earplugs or earmuffs to protect your ears.

If you suspect you may already have hearing loss, take steps to keep it from getting worse. Get your hearing checked.

CDC supports

National Protect Your Hearing Month (#NPYHM). It is an annual event each October to provide an opportunity to raise awareness about hearing. People are encouraged to think about their own hearing, and to get their hearing checked if they think there might be a problem.

Early identification and intervention for hearing loss is important. Many people live with unidentified hearing loss, often failing to realize that they are missing certain sounds and words. Checking one's hearing would be the first step towards addressing the issue.

Do you use your music, your show, or a podcast to shut out the noise around you? Be cautious; hearing loss is real. A volume that lets you hear someone a few feet away is a safer way to go.

UNDERSTANDING HEARING LOSS

WHAT YOU NEED TO KNOW ABOUT HEARING LOSS:



3rd most common health problem in the United States



15% of adults over the age of 18 have trouble hearing

25% OF ADULTS



AGED 65-74
report disabling hearing loss

YOU MAY BE SUFFERING FROM HEARING LOSS IF YOU OFTEN:



Ask others to repeat themselves



Feel like people are mumbling



Avoid going to restaurants because of difficulty communicating in busy or noisy places



Hear random ringing or buzzing sounds

HERE ARE A FEW WAYS YOU CAN PREVENT HEARING LOSS:



Limit noise-exposure



Wear proper ear protection



Get screened routinely

NO MATTER YOUR AGE, IT'S NEVER TOO EARLY TO PROTECT YOUR HEARING. REACH OUT TO NORTHWEST PRIMARY CARE FOR MORE INFORMATION ABOUT HOW WE CAN HELP YOU HEAR CLEARLY AGAIN.