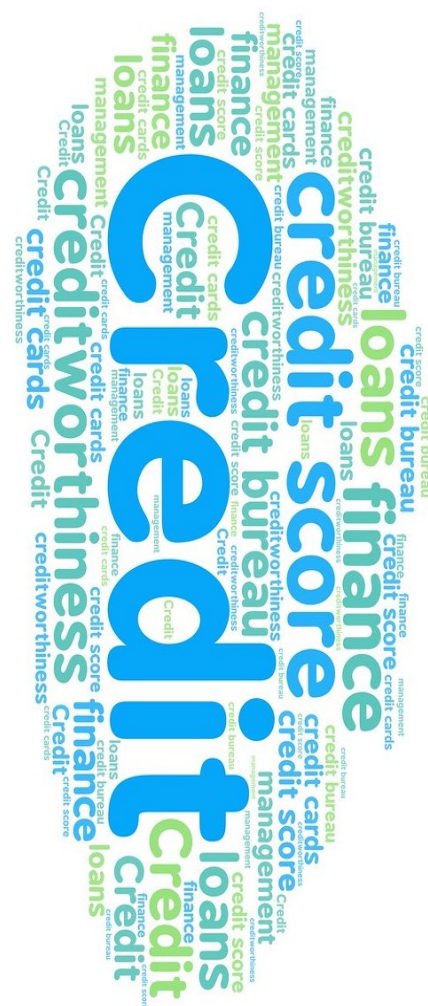


Welcome 2024

FRESH START

It's a new year; are you still paying off old debt? Owing money is stressful and with increasing interest rates, the growing balance can be overwhelming and seem impossible to pay off. You may need help to get your finances in order but be careful where you get help from. Many credit repair companies offer to help reduce or eliminate your debt for a fee but may not provide the service they promise. Credit repair companies also sometimes called "debt relief," "debt settlement," or "debt repair," often claim they can negotiate with your creditors to reduce the amount you owe. Dealing with credit repair companies can be risky. They may cause you to get deeper in debt than you were when you started. Most credit repair companies will ask you to stop paying your debts in order to get creditors to negotiate and to collect the funds required for a settlement. This can have a negative effect on your credit score and may result in the creditor or debt collector filing a lawsuit. And if you stop making payments on a credit card, late fees and interest will be added to the debt each month. If you exceed your credit limit, additional fees and charges may apply. This can cause your original debt to increase. Credit repair companies cannot remove negative information that's accurate and timely from your credit report. Only time and a plan to repay debt will fix your credit. You can improve your credit by showing over time that you can pay your debts on time. Anything a credit repair company can do legally; you can do for yourself at little or no cost. Here are a few tips when seeking debt relief:

- Don't pay upfront. It's illegal for a debt relief company to charge you a fee before they do anything to relieve your debt.
- Talk with your credit card company. Call the customer service number on the back of your credit card. Ask for a payment plan that you'll be able to afford.
- Contact a credit counseling organization. Reputable credit counseling organizations can advise you on managing your money and debts, help you develop a budget, and offer free educational materials and workshops. Contact your local financial institution for credit counselors in your area.
- Credit and debt. The Consumer Financial Protection Bureau and Federal Trade Commission offer free resources on building better credit and reducing debt. For more information on debt relief, to file a complaint, or check the complaint history of a business, call **Genesee County Consumer Protection** at 810-341-5923 or visit Consumer Protection at www.geneseecountymi.gov



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SPECIAL POINTS OF INTEREST

- Taco Comfort Food pg 4
- Employee Spotlight of Tiffany Gordon pg 5
- Sloan's new exhibit will be a-MAZE-ing; see how well you do with our maze on pg 8



Character Training - Jan 2024

POSITIVITY

YOU CAN
DO IT!

POSITIVITY means maintaining a good attitude, even when faced with difficulty. Positivity is considered an essential trait for the HR Director and Assistant, the Accounting Director and Account Clerks, the OSP, DSP, DSPS, SC and the Executive Director.

You display positivity when. . .

- You greet others with a cheerful smile.
- You acknowledge and attempt to master your own emotions.
- You look for things for which you can be grateful, even during unpleasant times.
- You are able to see the humor in life instead of letting it get you down.
- You set the mood by being polite and respectful of others.

Five ways to build POSITIVITY

1. **Adjust your Attitude** – Your attitude often follows your thoughts. Acknowledge that some situations won't immediately change or go away but that the unpleasant situation will likely "pass".
2. **Focus** – Acknowledge what you can reasonably change. Leave the rest to work itself out.
3. **Exercise** – Take better care of your body. Brain function is important to feeling good and thinking positively.
4. **Be Kind** – One of the best ways to feel good about yourself is to do something to help another person.
5. **Create a Positive Self-Fulfilling Prophecy.** Believe you are capable of doing and being the best version possible of yourself. Then, it's likely to happen.



THINK ABOUT THIS...

This past year, and for some time yet to come, the Covid pandemic has dominated our lives in a most un-positive way. It challenges even the most positive person. Take a moment and consider that in life, you can either be an energy-giver or an energy-drainer. Being a positive person can be challenging when it seems like bad things are happening. It is important to remember, however, that a positive attitude goes a long way toward encouraging others and improving your outlook on life. When you encourage someone else, you help fill their "emotional fuel tank" so they have more energy in reserve for hard times. Strive to be the type of coworker who looks on the bright side and tries to make the most of every situation you find yourself in.

10 WINTER SAFETY DRIVING TIPS

1.

NEVER DRINK AND DRIVE

If you're going to drink, have a plan to call for a ride or have a designated driver and give them your keys BEFORE you start drinking.



2.

UNDERSTAND HOW BLOOD ALCOHOL CONCENTRATION AFFECTS YOU

The BAC from one alcoholic drink varies from person to person. You can be within the legal limit and still be impaired. Know your limits!

3.

DON'T DRIVE DISTRACTED

Distracted driving is any activity that diverts attention from driving including talking or texting on your phone, etc.



4.

DRIVE SAFELY AS IT GETS DARKER

Daylight Savings Time ends every year on the first Sunday in November. This time change means it starts getting dark earlier.

5.

USE A ROAD TRIP CHECKLIST

Start every trip well-rested. Drive during daylight hours. Schedule breaks every two hours. Never drink and drive. Pull over if you get tired.



6.

DON'T DRIVE FATIGUE

Fatigue is a killer and drowsy driving puts everyone on the road at risk.



7.

PREPARE YOUR VEHICLE FOR WINTER

Check your tires, antifreeze levels, and battery health, etc., before driving in the wintry conditions.



8.

WHAT SHOULD YOU KEEP IN YOUR VEHICLE?

A properly inflated spare tire, wheel wrench, and a car jack.



9.

LOOK OUT FOR ROAD HAZARDS

Plan for changing weather and road conditions. Check conditions before you go. Take it slow in ice and snow.

10. KNOW WHAT TO DO IN A WINTER EMERGENCY

If you are stopped or stalled in wintry weather, stay with your car and don't overexert yourself. Put bright markers on the antenna or windows. To avoid carbon monoxide poisoning, don't run the car for long periods of time with windows up. Clear the exhaust pipe of any snow and only run if occasionally to keep warm.



EASY TACO SALAD

This is one of our family's favorite Taco Salad recipes that my mother learned around the 1990's.

- | | |
|---|-------------------------------|
| 1 lb Ground Hamburger | 2 Packets Taco Seasoning |
| 1 Head of lettuce Chopped | 3-4 Diced Roma Tomatoes |
| 1 can Black Beans drained & rinsed | 1 Can Sweet Corn (optional*) |
| 1 bottle of 1,000 Island Salad Dressing | 1 bag Shredded Mexican Cheese |
| 1 reg Bag Doritos | Sour Cream |

In a pan cook & drain the ground hamburger. Once drained add the seasoning packets & mix well.

In a large bowl add the chopped lettuce, diced tomatoes, black beans, corn*, and taco meat. Pour in 1 whole bottle of 1,000 Island and mix well.

Slightly open the bag of chips (can substitute for corn chips, but Doritos, even off brand, work best) and crush them well. Place 1/4 of the bag in a small bowl to the side.

If serving immediately add 1-2 cups shredded cheese & 3/4 of the bag of crushed Doritos and mix well. If serving later, add just before serving so the chips stay crunchy.

Serve with toppings such as Sour Cream, extra shredded cheese, and crushed Doritos.

“Real cooking is more about following your heart than following recipes.”
– Unknown

GROUND HAMBURGER TIP WHEN BUYING IN BULK

Buying in bulk is usually cheaper. I buy the large 10lb logs of hamburger to feed my large family of 11 and this is what I do with it.

I pre-cook and freeze my hamburger.

Buy some freezer bags.

In a large pot start cooking your hamburger. Once it's all cooked and drained, let it cool for about 20 minutes.

Place apx 1-2lbs of cooked hamburger into each bag. Seal well, and lay flat. Date your bags too. Now place them in the freezer.

When you are ready to use, microwave for about 2 minutes, add to a bowl and add seasonings and cook some more, or add directly to your meal, especially in a crock pot. Super easy clean up!

EASY TACO SOUP

The topic of Taco Soup has come up and so I thought I would share my family's recipe. Head on over to our Facebook page and share with us YOUR favorite Taco Soup recipe.

Into your Crock Pot will go....

- | | |
|------------------------------------|---------------------------------|
| 1-2 lbs of cooked ground hamburger | 2 packets of Fav Taco Seasoning |
| 2 Cans Black Beans drained | |
| 1-2 cans Ro-Tel or diced tomatoes | |
| 1 can Sweet corn *optional | |
| 1 can red kidney beans *optional | |

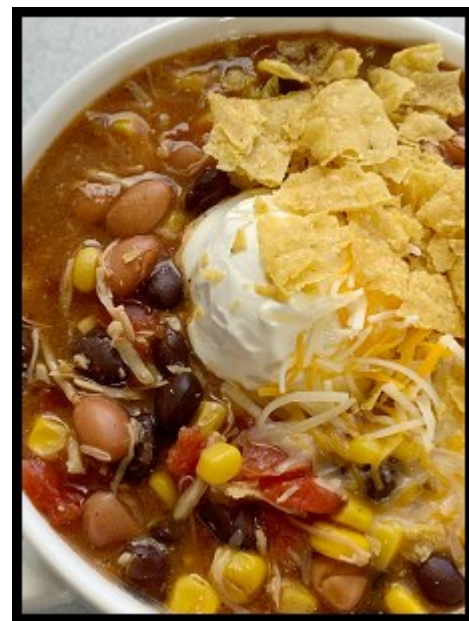
*Tomato sauce....I prefer my "soup" thicker, so I use less than what some others might. Add tomato sauce to your desired thickness of soup/chili.

Cook on high until thoroughly heated.

Have fun with the toppings!

Toppings/Sides

- Corn Chips -Sour Cream-Shredded Cheese -Diced Tomatoes -Shredded Lettuce -Diced Chilies -Chives
- Guacamole -Pico de gallo





Tiffany Gordon –Custer House

EMPLOYEE SPOTLIGHT

Tiffany Gordon is our employee spotlight for January 2024.

Tiffany Gordon has been with Central State Community Services since June of 2023. She is married & has a 9mo old baby boy & a 14yo son. She was a SAHM (stay at home mom) before coming to work for CSCS, and since June she has excelled! When she isn't picking up extra shifts you might find her relaxing in a bubble bath & a face

mask, with the vanilla scented candle wafting through the air; all the while eating one of her favorite candies, an Almond Hershey bar! YUM!

Once fully relaxed she'll be hanging out with her family possibly watching 'Best of Me', or they might be heading to the apple orchard for some family fun!

So far one of Tiffany's favorite memories in the last 7 months has been Spirit Week with her co-workers. She feels everyone she works with is supportive and helpful, and she loves coming into work knowing that every day she gets to help people.

Her coworkers have nothing but glowing reviews for Tiffany. These are some of the things they'd like to share. She covers shifts, comes in for emergencies, subs for other homes when staff was needed. Tiffany is a wonderful asset to Custer and the CSCS family. She gives each resident time and understanding through her caring nature and comes up with great ideas. She has worked hard and made Custer better. She is always willing to go above and beyond for her residents. She brings so much positivity and encouragement to both staff and clients. Tiffany makes everyone around her laugh, she is so funny. Even though she works crazy long days and hours she brings so much positivity to work. Jamie says she is "One lucky boss to have an employee like Tiffany."

It is clear, that both staff and residents alike are more than blessed to have Tiffany Gordon by their sides! Congratulations Tiffany on being January's Employee Spotlight. We look forward to many more days with you and we will keep an eye out for your advancements within.

FAVORITE MOTIVATIONAL QUOTE

Success is
walking from
failure
to failure with
no loss of
enthusiasm.
~ Winston
Churchill

CAPRICORN (DEC22-JAN19) HOROSCOPE 2024

It is time to take the lead in all areas of your life and inspire others through your growth and confidence. There will be opportunities to accumulate wealth through multiple sources and your personal life will undergo many changes. 2024 will also dissipate anything that has been adding to your stress and you will be able to complete work that has been stalled. Further, any disturbance due to past grudges and misunderstanding will clear this year.

Be open towards exploring new aspects of your personality and embracing growth in 2024. In fact, Saturn can make you step out of your comfort zone and try something new. You will explore new hobbies, follow a different approach to romance, or plan adventurous trips with your companion. Be mindful of your speech though, as it can adversely affect some of your relationships.

AQUARIUS (JAN 20-FEB 18) HOROSCOPE 2024

2024 will bring you great relief as Sade Sati (Saturn's 7.5 year period) steps into its second phase. You will be able to accomplish unfinished tasks and all that was pending in your relationships. The year will create favorable circumstances for you to attain growth and success – both in personal and professional life – as the strong influence of Jupiter and Saturn will positively affect your decision-making, career and relationships. There will be workload but it will only assist you in climbing the ladder of success.

You will experience maturity in your relationships, as Jupiter and Venus support your 2024 horoscope; and you will pay more attention to health and a disciplined daily routine under the influence of Rahu and Ketu. 2024 will also bring lots of blessings from elders and mentors as indicated by the strong presence of Jupiter in your horoscope. If you were struggling with any court case, you will come out of it now.

JANUARY BIRTHDAYS

- 1/5 Paul Freeman
- 1/8 Alexandria Dockery
- 1/9 Megan Baca
Alicia Parker
- 1/11 Melissa Allen
- 1/15 Alicia Gietzen
Nancy Syracuse
- 1/16 Natya Williams
- 1/17 Daisy Prim
- 1/18 Tara Buckley

-
- 1/20 Jessica Davis
 - 1/21 Clarissa Miller
 - 1/22 KeSean Harris
 - 1/23 Blake Pruitt
 - 1/24 Sharon Butler
Kellie Walker
 - 1/26 Marc Moraniec
 - 1/27 Mary Fowler
 - 1/28 DaMaria Jones
 - 1/31 Jarred Abbott
Samantha Lucian
Peri Sanderson



JANUARY WORK-AVERSARIES!

- 1 Year** Janae McMillen –1/1/23
Tashera Muskeyvalley –1/5/23
Tara Buckley—1/6/23
Dana Bertram—1/17/23
Quantasea Jones—1/19/23
Brianna Starling—1/23/23
- 2 Years** Anna Krajewski—1/31/22

Congratulations! What a huge accomplishment. We are so lucky that each of you have chosen to grow with us over the years. Thank you for your unwavering commitment to greatness - you all continue to inspire us with your skills, strengths, kindness, and love for others. There are NO WORDS to express the immense impact that each of you have had on this organization through your

- 3 Years** Shantel Wilson—1/21/21
- 5 Years** Brittany Vega—1/2/19
- 10 Years** Nancy Syracuse-1/3/14
- 11 Years** Alicia Baker—1/30/13
- 18 Years** Lynda Fath—1/30/06

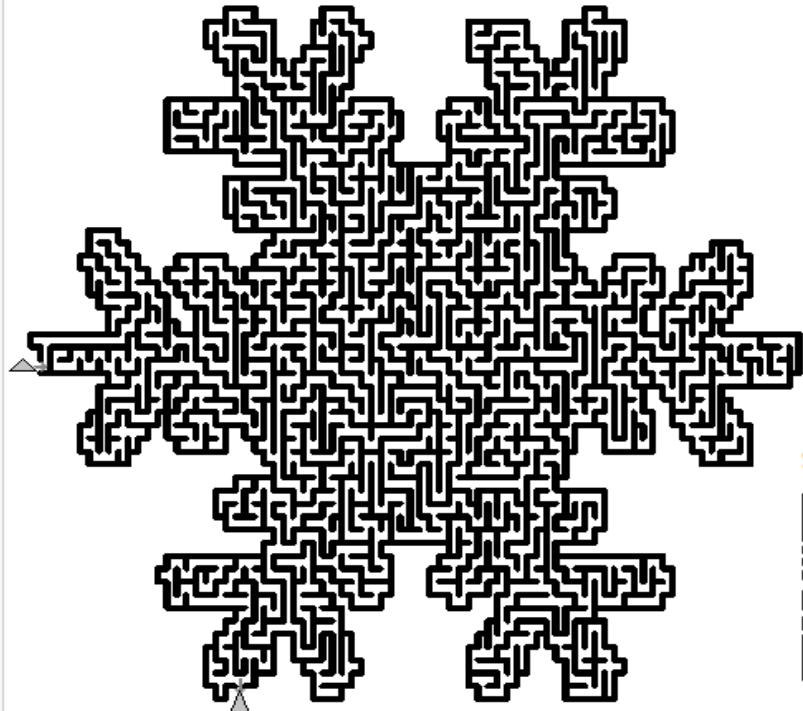
Happy Anniversary!



INTELLIGENCE PAGE

RIDDLE ME THIS & THAT

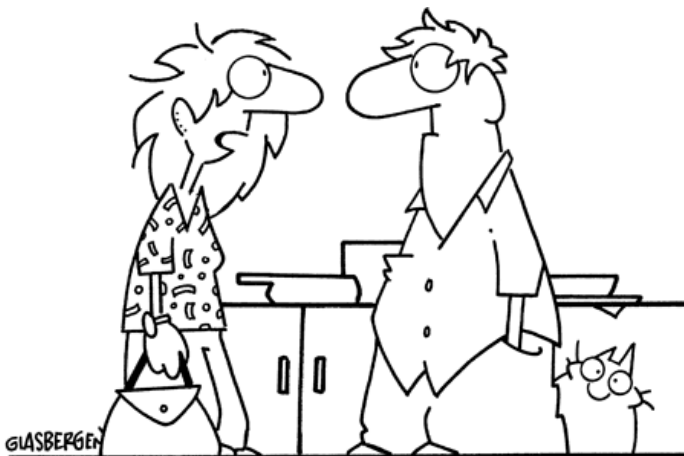
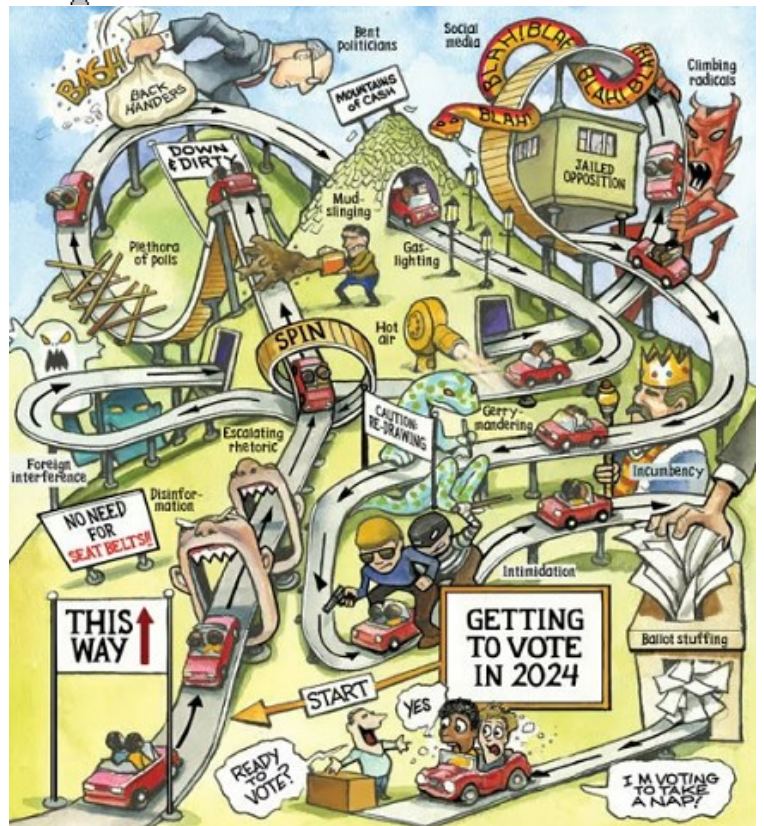
- **Q:** You can catch me easily, especially during the holidays, but you can never throw me. What am I? **A:** A cold.
- **Q:** What do you call it after all the gifts for Christmas have been opened? **A:** Christmess.
- **Q:** What do you call Santa when he's broke and has no money? **A:** St. Nickle-less.
- **Q:** In what year did Christmas Day and New Year's Day fall in the same year? **A:** Every year.
- **Q:** You are in a cold house in the winter. It is dark. You have one match. There is a candle and there is a wood burning stove. Which do you light first? **A:** The Match
- **Q:** One lady ordered a fast delivery pizza and her order came the next year. How is this possible? **A:** It was pre-ordered on NYE for delivery on New Years Day!



Scan for solution



			2	6		7		1
6	8			7				9
1	9				4	5		
8	2		1					4
		4	6		2	9		
	5				3		2	8
		9	3				7	4
	4			5			3	6
7		3		1	8			



"I was so tired at work, the other nurses had to revive me with C.P.R. — Coffee, Pepsi, and Redbull!"

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www.glasbergen.com

SUDOKU Answer Key

6	5	2	8	1	4	3	9	7
9	3	7	5	6	8	7	2	4
4	7	8	9	2	6	1	5	3
8	2	9	3	7	1	5	6	4
5	1	6	2	8	9	7	3	4
7	4	3	5	6	1	9	2	8
2	9	5	4	3	8	7	6	1
3	6	3	1	4	9	8	2	5
1	7	8	6	9	2	5	4	3