

**Employee Spotlight ~ Jamilla Banister**



**PUSHING FORWARD**  
~  
**STANDING ON FAITH**  
  
Ms. Jamilla's Favorite Motivational Quote

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This month's Employee Spotlight is the woman who holds us all together.

She is our **Program Manager**.

She has been loyal to CSCS for 10 Years. She has transitioned from a Home Supervisor to her current position.

**Her nominees say ....**

She has shown great wisdom and tremendous growth in her position.

She is highly respected by staff and residents. Including myself, the Author of this Newsletter.

She is determined to keep our homes and residents on a successful path.

She has a big workload yet she *always* finds the time to be available to all of her Staff & Residents.

She is a GREAT BOSS/LEADER, (pardon the all caps, just writing it as it was written!!)

She is a go~getter!! She gets the job done!

She is high spirited, high-willed and great at multi tasking.

She is intelligent, kind and very caring.

She has helped me grow within the company.

She will give you the shirt off her back if needed.

She is always aware of what is going on in her homes.

Her drive and energy amazes and inspires me!

She demonstrates exceptional resilience during difficult times.

Her passion is notable.

She is one of the hardest workers I have ever met.

Her loyalty, dedication and hard work is apparent every day.

She is real with you. No pretending or sugar coating. She will tell you like it has to be told while being professional.

She works very hard.

She is supportive.

She protects.

She is helpful.

She is focused.

I am honored to be part of her Team.

She is an excellent resource regarding CMH and Licensing Rules &

Regulations.

Jamilla continually seeks feedback and formal training to improve her leadership skills.

The one thing I admire the most, is how she cares for, and is a steadfast advocate for those we serve.

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Ms. Jamilla is a proud Mother of one son who is about to make her a Grandmother of a Grandson. "I am so excited!" she exclaims.

Her favorite food: **Tacos.**

Favorite Treat: **Albanese Gummy Bears**  
Favorite Sport & Player: **Basketball-Kobe Bryant**

When asked other than financial compensation, what makes you feel valued? **Thank you**

Her favorite color: **Purple**

Her favorite scent: **Pink Sugar Perfume**

If she had only \$10 to pamper herself, what would she buy?

**Candles**  
Your best workplace memories? **Individuals Halloween Parties**

Favorite thing about the company?

**The work we do & the individuals we serve**

# April is Stress Awareness Month

## 10 TIPS TO HELP YOU DE-STRESS

These days it seems everyone is living and breathing stress. Trying to undo the tension can just add more stress if you take the wrong approach. But there's no need to do that; there are many healthy, proven ways to get stress relief.

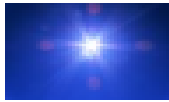
Here are some tried and true tips to get stress relief:

1. **Exercise.** Exercise is an easy way to manage stress that doesn't have to break the bank. For example, a 20-minute walk or jog around your block can yield up to 12 hours of improved mood. The main thing is to find a physical activity that you enjoy, whether it's dancing, bicycling, kayaking, yoga or fishing.
  2. **Socialize.** Spending time with friends and family who give you a sense of belonging, purpose, and fun may provide all the stress relief you need.
  3. **Laugh.** Laughter really is the best medicine. It is proven to lower tension, and at the same time, improves blood flow and the health of your heart. Stream a funny movie or hang out with that wannabe-comedian pal and forget about your worries for a while.
  4. **Take care of yourself.** When tension spikes, it can be tempting to put yourself last — but prioritizing healthy eating, physical activity, relationships, and sleep is necessary if you want to avoid making your stress worse.
  5. **Be kind to yourself.** Think about positive affirmations daily. Thinking negative thoughts only makes you feel bad and will increase stress. Tell yourself you are doing a good job and believe it!
  6. **Be thankful.** Showing thanks for your family, friends, and loved ones and being thankful for the positive aspects of your life has a calming affect. Not only does it give you perspective, it makes other people feel good, too.
  7. **Pet your dog.** Or it may be a cat, a parakeet, or any other pet. Science shows that the unconditional love that pets freely give helps us to de-stress and has powerful effects on lowering our blood pressure.
  8. **Get musical.** Listening to or playing music is a good stress reliever because it can provide a mental distraction, reduce muscle tension and decrease stress hormones. Crank up the volume and let your mind be absorbed by the music.
  9. **Get a Hug From a Loved One.** Physical touch can do a lot to relieve your stress. Hugging a loved one can be especially beneficial. When you hug someone, oxytocin (also known as the "cuddle hormone") is released. Oxytocin is associated with higher levels of happiness and lower levels of stress.
  10. **Get creative with color.** Adult coloring books have risen in popularity and for good reason—coloring can be a great stress reliever
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## SIMPLE MINDFULNESS TECHNIQUES

Source: michgan.gov/

Mindfulness is one way to lessen the effects of stress – emotionally and physically. These techniques promote being present, in the moment, and mindful.



Sit outside in the sun. Feel the heat of the rays on you. Appreciate how far the rays have traveled just to reach you.

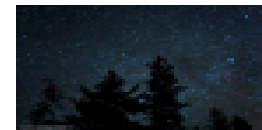
Walk around. Feel as much as you can – notice the grass, pebbles, or soft carpet under your feet.



Deep breathing. Take long, slow breaths at the top of the hour, or set a reminder on your phone throughout the day.

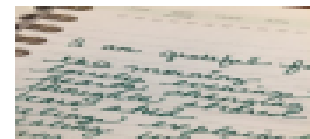
### This Photo

Look at the night sky. Appreciate how delicate the stars and moon appear. Admire the twinkling light – maybe notice a satellite or shooting star.



Sit quietly. Feel the breath coming and going from your chest, through your nose. Feel how the breath is cool as you inhale and warm as you exhale.

Write in a journal. Write down happy moments you can look back on when you're feeling anxious or stressed. Acknowledge the appreciation you feel for the things around you.



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*Positive culture comes from being mindful, and respecting your coworkers, and being empathetic.*

*-Biz Stone*

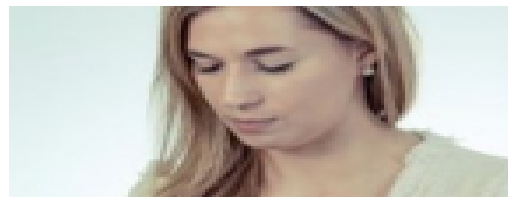
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### Grounding technique:

A grounding technique can help decrease anxiety and anger when you are feeling overwhelmed.

Thing 5-4-3-2-1 as you notice:

- 5 things you see
- 4 things you feel
- 3 things you hear
- 2 things you smell
- 1 thing you taste



Try this free app for meditation, sleep, and movement exercises.  
[Headspace.com/mi](https://www.headspace.com/mi)





**COOPERATION** means: understanding others so I can effectively work with them.

You display cooperation when...

- You carefully listen to what is being said.
- You maintain a good attitude.
- You go beyond what is expected to accomplish an objective.
- You refrain from making excuses.
- You find ways to overcome obstacles.



## Five ways to build COOPERATION

1. *Reject Selfishness* – Don't think just of yourself and how you will benefit. Consider your family, friends and coworkers and how you can bring benefit to them as well.
2. *Be a Role Model* – Behave in a way that follows the Golden Rule "treat others as you would like to be treated".
3. *Make Suggestions for Improvement* – If you see a problem, say something. Be proactive and be a part of a solution instead of a part of the problem.
4. *Avoid Complaining* – Complaining without any positive follow up action communicates disrespect.
5. *Play by the Rules* – Do what is right because it is right, even if you derive no direct benefit.

## Think On This . . .

An old African proverb is credited as stating "If you want to go fast, go alone. If you want to go far, go together." We all have experienced the power of working together—to come up with a good plan, to think of new ideas, or to accomplish a goal. There is strength in numbers and learning to cooperate and work with other people will not only assist your team, but it will also help you reach your own individual potential.

When others are counting on your contribution, few things sound more hideous than excuses, and few things kill opportunities and destroy credibility more quickly than excuses do. Prevent this by getting the job done rather than explaining why you did not or cannot.



# April Showers..

## Word Bank

S N Y V Y W E T A L O C O H C Z Q  
 E J A T H D E F G N I N N I G E B  
 K C D T H N N O T E K S A B M Q B  
 O U S W A R M E R W E A T H E R Y  
 J O L N T C X W C M W S I X I J E  
 U Z O F E J A O H H R U Q T E H L  
 Q S O Y Y E L R I N N N J L O G J  
 X R F M D A R G C N G J L T Q P S  
 B E L M Y I D G K J X Y Q C N L P  
 U W I C F A K H S O B S D P X A R  
 N O R C R U F V T E R W S X W N I  
 N H P O X W U L A R O V E G S T N  
 Y S A O H X N N O L A N I S K I G  
 E A S T E R S L P W L E R K Z N K  
 S E L D D U P N K H E B A L N G T  
 U U M O O L B X R S U R U A T F X  
 C A O B A S E B A L L O S M N E V

April Fool's Day

Green

Aries

Grow

Baseball

Jellybeans

Basket

Jokes

Beginning

Planting

Bloom

Plow

Bunny

Puddles

Chicks

Showers

Chocolate

Spring

Earth Day

Sun

Easter

Taurus

Flowers

Warmer Weather

## Honey Glazed Chicken

### Prep:

Prep time: 10 mins  
 Cook time: 10 mins  
 Total time: 20 mins  
 Servings: 4



### Ingredients:

- 1/4 cup honey
- 2 tbsp soy sauce
- 1/8 tsp red pepper flakes
- 1 1/2 tbsp olive oil
- 2 skinless, boneless chicken breast halves, cut into bite-size pieces

### Instructions:

1. Gather all ingredients.
2. Whisk honey, soy sauce, and red pepper flakes in a bowl; set aside.
3. Heat olive oil in a skillet over medium heat; cook and stir chicken in hot oil until lightly brown, about 5 minutes.
4. Pour honey mixture into the skillet; continue to cook and stir until chicken is no longer pink in the center and sauce is thickened, about 5 more minutes.
5. Serve hot and enjoy!



**APRIL ANNIVERSARIES**

**18 Years**

Dana Marshall

**17 Years**

Elizabeth Njak

**6 Years**

Carleen Briney

**4 Years**

Shanita Copeland

Iris Gonzales

**3 Years**

Deborah Dockery

**2 Years**

Tonisha Fisher

April Richardson

Chelsea Banghart

Marissa Abbe

**1 Year**

ShaHannah Johnson

Tyler Houghtaling

Malcolm Carouthers

Maciah Taylor



|            |            |       |
|------------|------------|-------|
| Kornasia   | Roman      | 04/02 |
| June       | Day        | 04/03 |
| Dquarius   | Huddleston | 04/03 |
| Kenisha    | Wiley      | 04/03 |
| Vonita     | Cooper     | 04/04 |
| Donna      | Giannini   | 04/04 |
| Lula       | Jamison    | 04/04 |
| Alicia     | Baker      | 04/06 |
| Madison    | Jones      | 04/06 |
| Brittany   | Bryant     | 04/07 |
| Teresa     | Lopez      | 04/07 |
| Ellen      | Carter     | 04/09 |
| Dalisa     | Redick     | 04/09 |
| Terry      | Tipton     | 04/14 |
| Dinease    | Bryant     | 04/17 |
| Shantel    | Player     | 04/17 |
| Jordan     | Moskos     | 04/19 |
| Kaniya     | Tanner     | 04/20 |
| Amber      | Hicks      | 04/21 |
| Kanquasha  | Stevenson  | 04/21 |
| Kanesha    | Wright     | 04/22 |
| Christina  | Cooper     | 04/23 |
| Patricia   | Ball       | 04/24 |
| Shuron     | Hughes     | 04/24 |
| Rachuan    | Williams   | 04/24 |
| Anissa     | Allen      | 04/25 |
| LaShawntae | Robinson   | 04/27 |
| Angela     | Starling   | 04/27 |
| Joy        | Aumann     | 04/29 |
| Valicity   | Copeland   | 04/29 |
| Natalia    | Baca       | 04/30 |
| LaDonna    | Liedke     | 04/30 |