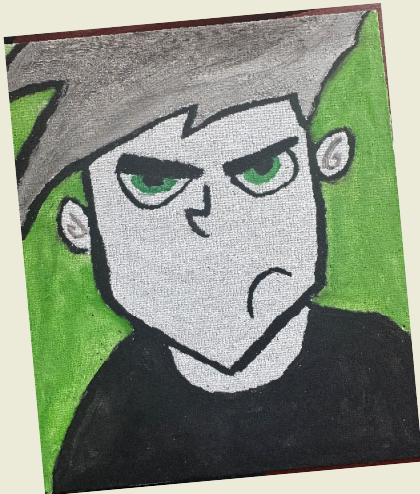




Wilson residence paintings from Paint in the park



2026 Walk a Mile in my shoes – Lansing



Shirts designed and created by staff member Ja' Kayla Derricks

CENTRAL STATE EMPLOYEE SPOTLIGHT

This month we want to shine our
spotlight on

A yellow rectangular background with four black spotlights at the top corners. Four yellow beams of light converge from the spotlights onto the name 'Makye Starling' in the center. Below the name is a white oval shadow.

Makye Starling

Makye has been with CSCS for a year and three months. His favorite things about being here are experiencing both the good and bad days, spending time with his coworkers every day, and, most of all, his residents!

Makye comes from a family of old souls, where welcoming others, love, and bonding are very important. He enjoys playing basketball, and below, Makye is pictured playing basketball with some of the residents.

Some of his hobbies include making music, going on side quests, building memories, and traveling the world. He's looking forward to traveling to Miami, New York, Atlanta, Los Angeles, and even outside of the country!



Anniversaries

Christopher Crane	1 year
Latanganay Stewart	1 year
William Valencia	1 year
Shyann Pearson	1 year
Mhyangel Johnson	1 year
Denise Haley	1 year
Mason Poplar	1 year
Jennifer Smith	1 year
Jada Brodén	1 year
Teonna Wilson	1 year
Jalaiya Robinson	1 year
Samantha Prince	2 years
Lishay Boyd	2 years
Latanya Buchanan	2 years
Freddie Hill	2 years
Iyanna Tidwell	2 years
Kenisha Wiley	3 years
Nishyia Hudson	3 years
Frederick Long	3 years
Montrel Simpson	4 years
Dale McAlpine	5 years
Sekeitha Ball	5 years
Nicole Anklam	9 years
Nora Connelly	10 years
Lula Jamison	10 years
Mary Fowler	18 years
Cora Jackson	18 years
Jennifer Beatty	22 years
Tonya Wilbanks	25 years



October Birthdays

James Jordan Valerie	Richardson Hibbard Martin Thomas- Holmes	10 10 10 10	1 2 2 3
Dazia Miette- Pamela Aaron Margaret Passion Tasha	Holmes Maurer Honeman Anderson Collier Riley Howlett-	10 10 10 10 10 10 10	3 4 5 13 13 15 18
Diana Tayania Matthew Shatoya Christopher Carla Zakyah Dashana Jacari Latanya Eric Elizabeth Amber Asia Tameka Kaimila Zackarey	Almqdashi Hopkins Haas Thomas Harbin Rodriguez Foster Higgins Hamilton Buchanan Fridline Atchley Lord Ferrell Miller Kelly Skains-Swain	10 10 10 10 10 10 10 10 10 10 10 10 10 10 10 10 10 10	19 20 21 22 22 23 24 25 26 26 27 27 29 29 31 31 31 31



For this month's Character Spotlight, we are excited to recognize Ava Salas!

As Ava has taken on both HR Clerk and Payroll and stepped into the dual position, she has demonstrated patience, flexibility, and enthusiasm every step of the way. We knew there would be changes and adjustments as responsibilities grew, and Ava embraced those changes with a positive attitude and a willingness to learn.

Her adaptability, teamwork, and positive approach have made a meaningful impact during this transition. We truly appreciate Ava's dedication and her willingness to step up and take on new challenges.

Thank you, Ava, for bringing such a positive attitude and commitment to everything you do! We appreciate you!

Employee Handbook refresh.

ACCEPTANCE OF GIFTS AND LOANS

Through contract regulation of the Michigan Department of Human Services-Bureau of Children and Adult Licensing, employees and their families are prohibited from engaging in any type of financial transaction with the person receiving supports. This includes borrowing and loaning money, selling and buying possessions, and accepting and giving gifts with an annual cumulative value in excess of \$100.00. Deviation from this policy will be considered as alleged exploitation, and will be referred to the proper reporting authorities. Exploitation is grounds for immediate termination.

Central State strongly opposes having employees accept gifts of any kind from firms, individuals, family members, or consumers for whom we provide care or who have a direct business relationship with us. It must be made clear that our business decisions are made entirely on the basis of merit, as accurately as can be determined. If an employee receives a gift or is asked to accept a gift, of any value, he/she must promptly contact the Supervisor.

Employees are not permitted to borrow money from consumers or family members of consumers under any circumstances. Accepting loans from or misuse of Consumers funds and valuables is grounds for discipline up to and including immediate termination.



COZY FALL DRINKS



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

WORD LIST



ALMOND
APPLE CIDER
BUTTERSCOTCH
CARAMEL MOCHA
CHAI
GINGERBREAD
HAZELNUT

CHAMOMILE
CINNAMON
CRANBERRY
EARL GREY
GINGER
HOT CHOCOLATE
MAPLE MACCHIATO

MATCHA
MATE
OOLONG
PEPPERMINT
PUMPKIN SPICE
SPICED PEAR

Homemade
GIFTS MADE EASY