



Thank you Wenke for the Flowers!

THANK YOU TO WENKE GREENHOUSES FOR THE PLANTS AND FLOWERS FROM GOOD NEIGHBOR DAYS! ALCOTT AND BRONSON HOUSE RECEIVED SOME NICE FALL COLORS ADDED TO THEIR CONTAINER PLANTERS AND POTS!



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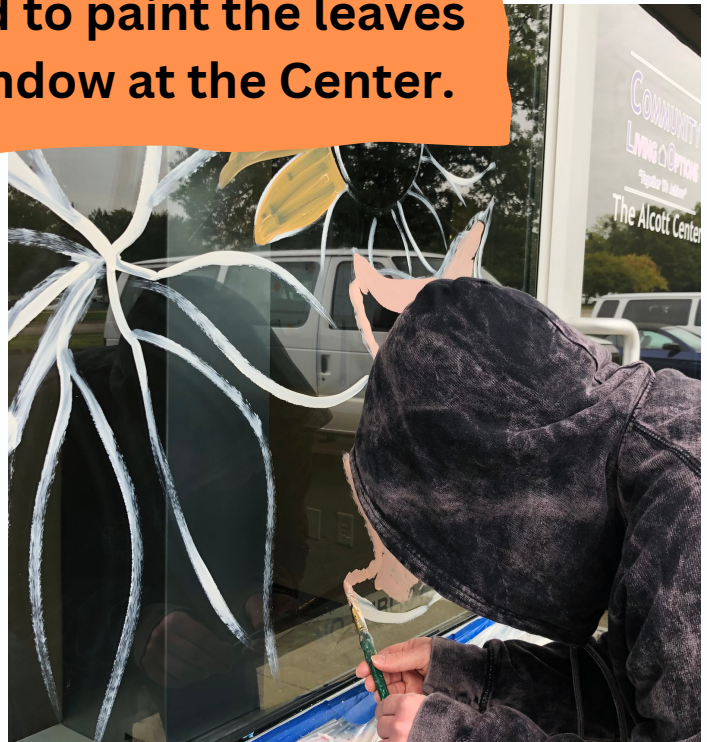
Flowers from Wenke Greenhouses



Window Painting at Alcott



Alcott Adult Learning Center participants helped to paint the leaves on the new Fall Window at the Center.



Staff Appreciation

Welcome New Hires

LARRY KEMPKER
RAHEEM WASHINGTON
CHARLES POWERS
AMBER STEVENSON
APRIL KELLY
KISHION PRATT-BRAGG

September Birthdays

DARNELL BOYD 2ND
IDA CARTER 2ND
SHAMAREI LANE 4TH
LINDA BLAIR 10TH
HASSAN CORBIN 10TH
ALAEYAH SIBLEY 14TH
TREVOR HAMBLIN 16TH
ASHLEY DANIELS 19TH
LATROYE WHEATON 20TH
DEANNE MILLER 23RD
CAMREN HALL 28TH
EMILY FERGUSON 29TH



Anniversaries

1 YEAR

MICAH LEE
TAYLOR MURRAY

2 YEARS

JANELL SPEARS

3 YEARS

KATIE ZEHNER
RENEE LINDSAY

15 YEARS

AMBER MCPHERSON

16 YEARS

LEVANNA PERRY

25 YEARS

KAREN BURPEE



To all our
Supervisors,
Directors, and
Administrators:

**HAPPY
BOSS'S
DAY**
from all of us

Staff Feature



*Molli,
You
will be
missed!*

Favorite quote: Luke 7:12 "So whatever you wish that others would do to you , do also to them, for this is the Law and the Prophets"

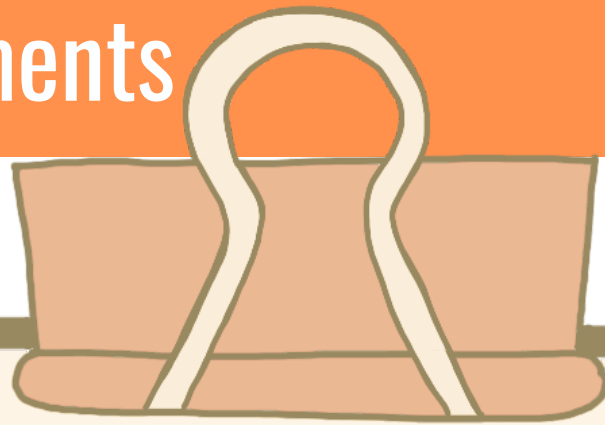
What brings her joy: "What brings me Joy is giving Joy and seeing them take time to ENJOY LIFE!"

Hope for the future: "My hope for the future is to see my Daughters break barriers and make an impact on the World that leaves their imprint! For myself, that I continue to make a positive impact on as many lives God puts in my path!"

Molli has been part of CLO for almost 19 years. The positive impact she has left will not be forgotten as she moves onto the next steps in her career. When asked what is her favorite memory she shared, "There are too many to pick just one...but I will say giving Joanne her Prom that she never got to attend as a teenager.(When my folks over the years go into Hospice, I always ask them what is one thing you wish you did in your life. Hers was Prom!)" Upon hearing of Molli leaving CLO, colleagues, peers, staff, and community members have expressed their gratitude and appreciation for all she has done. "My impact at CLO has always been more than the residents. It was about helping people...all people," expressed Molli.

Thank you for your time, dedication, and care Molli!

Announcements



Message **from Fi**

EVERY YEAR WE UPDATE OUR POLICY AND PROCEDURE MANUAL: OVER 300 PAGES! EACH HOME AND PROGRAM RECEIVES COPIES OF THE UPDATED POLICES IN THEIR POLICY BINDER, INCLUDING PERSONNEL POLICIES. I'D LIKE TO ENCOURAGE YOU TO REVIEW POLICY P-18 : EMPLOYEE ETHICAL CONDUCT.

The policy is only two pages, but it is one of the most important policies among the 300+ pages written. It encompasses the Core Values of CLO, as well as trying to cover legal and moral expectations. Particularly, look closely at line #1. It reads, **“Every person must be treated with dignity and respect. Disparaging, rude or discouraging comments related to working with a consumer, fellow co-worker, or at a particular site will not be tolerated.”**

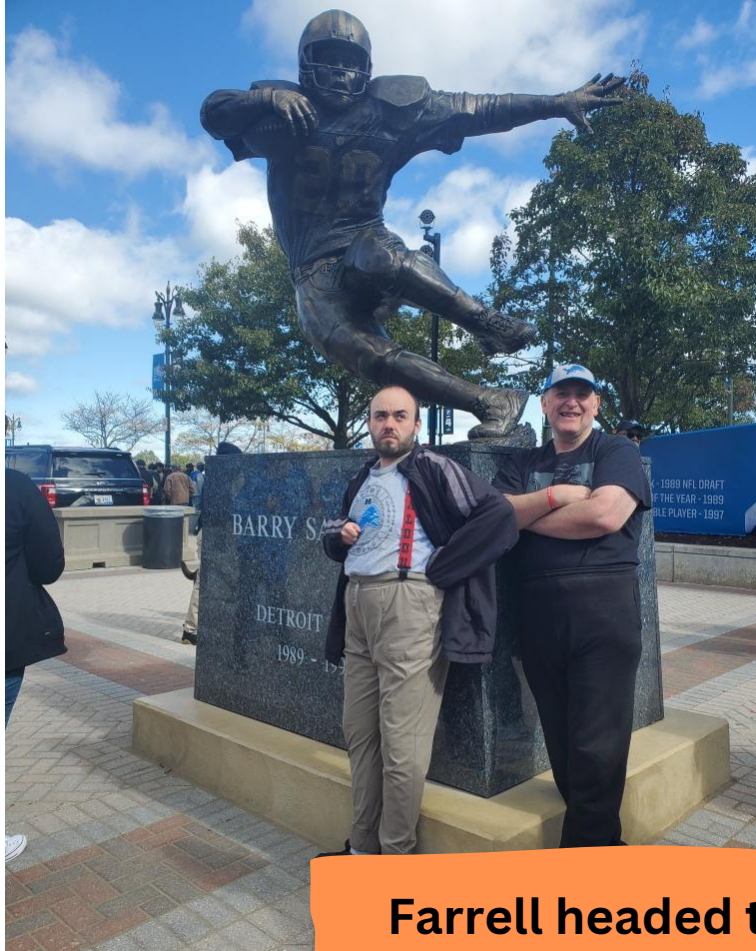
We added this line to continue our fight against the stigma that people with illness face. Those include individuals with a developmental, physical, mental, or health related issue that brings them to us for help and support.

The fight against stigma begins with us. It includes being very aware of our comments, our joking, and our outward actions towards those we serve. Consumers of mental health services in the State of Michigan have their rights outlined in the Mental Health Code. All of us are familiar with the Recipient Rights department and their work in ensuring the standards of the code are met. Our addition to the EEC policy reinforces those rights, as well as reminding employees that CLO takes this fight seriously.

I understand that we all struggle with individuals who may be different in personalities or traits. But, think about how we would feel if that person who is being criticized or made fun of was our child, sibling, or parent?

Don't be a bystander--Take a moment and think about how YOU can impact the fight against stigma!

Farrell at the Lions Game



Farrell headed to see the Lions in early October! Looks like a fantastic day!





BMS CAT



FALL DRIVING SAFETY TIPS

WATCH OUT, FALLEN LEAVES
can cause **slippery roads** and **obscure**
TRAFFIC LINES



FALL is a **DAMP, WET SEASON**
be aware of road conditions
as well as **ICE** and **FOG**



KEEP an **EYE**
on your speed
especially as **kids**
are back in school

KEEP your vehicle
MAINTAINED
make sure to check



- **Tire Pressure**
- **Wiper Blades**
- **Headlights**

ADJUST your **EYES**
we **lose 1 to 2 minutes** of
daylight daily after
the **autumnal equinox**



WATCH OUT for **DEER**
you are **3.5 TIMES**
MORE LIKELY TO
hit an animal in **November**



Career Opportunities and Announcements

**HIGH FIVE.
WE JUST
RAISED
OUR
STARTING
WAGES.**



**COMMUNITY
LIVING OPTIONS**
"Together We Achieve"

www.communitylivingoptions.org/careers

**APPLY
TODAY.**

**Program
Director**
Beginning at
\$61,214
+ benefits



**COMMUNITY
LIVING OPTIONS**
"Together We Achieve"

www.communitylivingoptions.org/careers

**APPLY
TODAY.**

**Program
Supervisor**
Beginning at
\$47,611
+ benefits



**COMMUNITY
LIVING OPTIONS**
"Together We Achieve"

www.communitylivingoptions.org/careers

**APPLY
TODAY.**

**Transitional
Support
Specialist**
\$18.51/hour



**COMMUNITY
LIVING OPTIONS**
"Together We Achieve"

www.communitylivingoptions.org/careers

Announcements

**Thank you Karen
for 25 years of
service and
dedication to CLO!**



You are
AMAZING

GIVE YOURSELF A RAISE!

**-AND INVEST IN YOUR
FUTURE BY
CONTRIBUTING TO THE
CLO 403B RETIREMENT
FUND!**

**ALL EMPLOYEES ARE ELIGIBLE
FOR A MATCH PROVIDED ON 403B
FUNDS YOU MAY ALREADY BE
INVESTING OR BEGIN INVESTING.
CLO CURRENTLY MATCHES YOUR
CONTRIBUTIONS AT **50% UP TO
6% OF YOUR WAGE.** FOR
EXAMPLE, IF YOU CHOOSE TO
INVEST \$50 PER PAY PERIOD,
CLO WILL MATCH THAT AMOUNT
AT 50% EQUALING \$25 EACH PAY
PERIOD. **IF YOU WOULD LIKE TO
MEET WITH A MUTUAL OF
AMERICA REPRESENTATIVE ABOUT
YOUR ACCOUNT OR TO BEGIN
INVESTING, PLEASE CONTACT
KAREN AT THE MAIN OFFICE OR
BY EMAIL AT
[KBURPEE@COMMUNITYLIVINGOPT
IONS.ORG](mailto:KBURPEE@COMMUNITYLIVINGOPT
IONS.ORG)****

Dementia Resources



Family
Caregiver
Alliance®

Tips to Help You Understand Dementia Behaviors and Communication Methods

It's not easy caring for someone with dementia caused by Alzheimer's or a similar degenerative brain disease. Here, we've collected five tips to remember when encountering challenging dementia behaviors.

We may not know how to communicate with a person with dementia — but we can learn. Here are five tips to reduce stress and enhance communication.



We cannot change the person.

The person you care for has a brain disorder that shapes who they have become.



State your message clearly.

Use simple words and sentences. Speak slowly, distinctly, and in a reassuring tone. Use names of people and places instead of pronouns or abbreviations.

Behavior is triggered.

It might be something a person said, a medical or dental issue, change in their surroundings, or a feeling of loss of control.



Ask simple, answerable questions.

Ask one question at a time; yes or no answers work best. Refrain from asking open-ended questions or giving too many choices.



Behavior has a purpose.

Behavior fulfills physical or emotional needs: having to use the bathroom, feeling hungry, or wanting to feel safe, useful, or productive.



Break down activities into steps.

Encourage the person to do what they can, gently remind them of steps they forget, and assist with steps they're no longer able to accomplish on their own.

What works today, may not tomorrow.

It's important to remain patient, flexible, and curious about the root of challenging behavior.



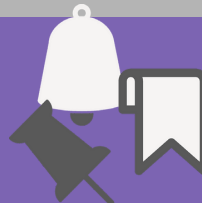
When the going gets tough, redirect.

Connect with the person on a feeling level before you redirect. You might say, "I see you're feeling sad — I'm sorry you're upset. Let's go for a walk."



Maintain a positive attitude.

Behaviors are coping tactics for deteriorating brain function. Try to stay positive, resist taking things personally, and keep a sense of humor.



Remember the good old days.

People with dementia might not remember what happened 45 minutes ago, but they may recall their lives 45 years earlier. Invite them to reminisce!

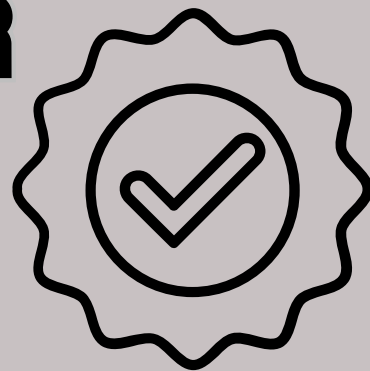
**Want to
learn
more?**

Find tools, tips, and caregiver resources in our **Caregiver's Guide to Understanding Dementia Behaviors** fact sheet at aregiver.org/resource/caregivers-guide-understanding-dementia-behaviors.



ABBY'S QUALITY CORNER

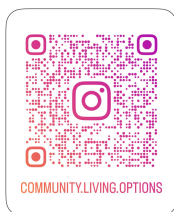
THANK YOU TO ALL THE HOMES, PROGRAMS, AND STAFF FOR TAKING EXTRA TIME AND CARE TO HAVE THE SITES READY FOR PPMC. WE APPRECIATE ALL YOUR EFFORT AND HARD WORK.



THIS WEEK BRINGS OUR CARF ACCREDITATION ON-SITE SURVEY ON OCTOBER 25TH, 26TH, AND 27TH. WE KNOW YOU ALL WILL SHINE AND THE SITES WILL BE AMAZING!
THANK YOU ONCE AGAIN!

Follow us on Social Media!

Like
Comment
and Share



Reminder!

from

CELEAH

"Relias will send reminders to your email when trainings are coming up or are overdue. Make sure to check your junk folder as well! When these emails come through, log onto Relias and complete those trainings!"

OUR MISSION

WE ASSIST INDIVIDUALS IN ACHIEVING THEIR LIFE GOALS BY BUILDING RELATIONSHIPS THROUGH QUALITY SERVICES IN SUPPORTIVE ENVIRONMENTS.

OUR VISION

OUR VISION IS TO ENHANCE THE QUALITY AND SCOPE OF OUR SERVICES THROUGH INTEGRATED AND COORDINATED CARE.

NEXT BOARD MEETING
NOVEMBER 15TH, 2023



BOARD OF DIRECTORS
MELISSA GILBERT
ED WILSON
SUZANNE MCPEEK
LOUISE KENNY
DEBBIE DAWSON
TOREAN GREELEY
DAWN PANTALEO
RON RYAN
JOE WALLS



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OFFICE HOURS:
8:00 — 4:30
MONDAY — FRIDAY