



**Volume 2,
Issue 3**

March, 2002

HERE WE GO AGAIN...

As you already know, the County will be on-site conducting a 5-day case file audit (March 20-26). The County is expected to review the files of youth placed with StarrVista during March – October 2001. As you review your files for audit selection, please be especially mindful of the following areas of concern:



- Progress Notes should be up-to-date
- All IPOC/UPOC reports should contain the proper signatures.
- Medicaid copies should be in the files in chronological order. Recently submitted MI Child application copies can be placed in the file in lieu of the card. Please see Octavia regarding needed copies.
- School information should include current school and a copy of the last report card.
- Last, but never least, make sure all your CMT's are active and up-to-date.

Don't Miss Announcement regarding Good Friday on Page 3.

Activities Calendar Set

The Employee Activities Committee met on February 28 for the purpose of establishing the calendar for the coming year. The committee has many exciting events planned for this year. The following are events that have been scheduled:

April 19	Bowling (Yes get out those bowling shoes and bowling balls, we are going bowling again!)
June 28	Greenfield Village (Team Building Seminar)
August	TBD
October 31	Fall Harvest Luncheon
December 20	Christmas Party

Details for each event will be distributed by e-mail and flyer.

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Achievements

Former Youth Investment Counselor, Frank Kozlowski, has been promoted to the post of Case Management Supervisor, beginning Monday, March 25, 2002. Frank came to StarrVista in April, 2001. His credentials include a B.A. in Psychology from Wayne State University, a M.A. in Counseling from Oakland University, and he is also a Limited License Professional Counselor. Prior to coming to StarrVista, his work experience had been in the educational and mental health fields. Frank is a recent newly wed. His interests include travel, photography, and "spending time with his wife." We are pleased to welcome Frank into this new leadership role.

Tiffany Doby Becomes a Mentor



Recently, Tiffany Doby became mentor to Shatonia Strange a StarrVista youth. Tiffany has been Shatonia's mentor for two months and is enjoying the experience tremendously.

Shatonia is sixteen years old and is currently attending Crossman's Adult Educational Center. Tiffany visits Shatonia weekly. They enjoy such things as eating, shopping, attending plays and photography. Tiffany and Shatonia recently attended the North American International Auto Show and were thrilled that their picture made it in Chrysler's website. (see photo left)

Tiffany Doby and Shatonia Strange enjoying the auto show (Photo provided by Chrysler Corporation)



Employment Opportunities for Youth

The NAACP in conjunction with SER Metro-Detroit is hosting an Ex-Offenders Job Fair on March 6, 2002 from 9:00 a.m. to 5:00 p.m. on the 1st floor Yo! Recreation Area, Samaritan Center, 5555 Conner Avenue, Detroit. This is an excellent opportunity for youth to apply for City of Detroit summer jobs. Applications are available for youth 14 to 18 years old.

The NAACP and SER Metro-Detroit is also hosting a job readiness workshop February 25 to March 1, 2002 from 9:00 a.m. to 12:00 noon or from 1:00 p.m. to 3:00 p.m. on the 3rd floor Wings of Faith, Samaritan Center, 5555 Conner Avenue, Detroit. To register for the workshops, call 313-579-4933.



Employee Spotlight—Lance Fisher



Our spotlight this month is shining on Youth Investment Counselor Lance Fisher.

Lance came to StarrVista from Westcott Crisis Center for Mentally Ill Adults. He has a Bachelor's degree in Criminal Justice from Wayne State University. He came to StarrVista because of his interest in working with young people.

Lance is currently single with no children. His hobbies are sports of any kind. (Soft ball, tennis, wallyball to name a few) Lance is very family oriented and has a wonderful sense of humor. When asked for his plans for the future, he commented, "I take the future one step at a time. I never plan for anything, because you never know what is going to happen."

Stop and say "Hi!" to Lance when you have an opportunity.

Good Friday - March 29, 2002

Happy Birthday to You!

We wish a Happy Birthday to the following staff:

Octavia Lesley	March 10
Rashonda Bradford	March 19
Marcy Sabol	March 27

For your information, the Agency is open on Friday, March 29, 2002. If you plan to be away, you must obtain prior approval and your Pooled Time Off (PTO) bank will be charged for the absence.

HAP Corner—Cancel Out Conflict to Reduce Stress, Improve Health

When people are trying to achieve something together—create a brochure, finalize a project, divide the day's workload fairly—but disagree on how to get there, conflict happens. Unfortunately, it is a normal on-the-job occurrence. It's also a major contributor to workplace stress. For women, job stress can be as unhealthy as smoking or an inactive lifestyle in its long-term impact.

Stress Strains Body's Operations, Harms Health

By staying stressed, you keep your body in a state called a "fight or flight" response. When you're faced with a threat, such as a pile of files due at the last moment, your body goes into this mode. Your heart pumps faster, your blood pressure rises, and your muscles tighten. Digestion slows and your blood clots more to reduce any blood loss in case of harm.

This temporary reaction is intended to save your life. It prepares your body instantly to either fight or run away from a threat. But living in a crisis mode can cause various short-term side effects:

- Headaches
- Backaches
- Upset stomach
- Depression

Constant stress in the workplace affects women's long-term health by putting them at increased risk for heart disease and more severe symptoms of arthritis and asthma. Not surprisingly, it can also lead to depression and alcohol abuse.

Smart Communication Skills Can Tame Stress

Conflict-resolution strategies can help protect women from stress' harmful effects. And women who take an active approach to deal with conflict also can turn this negative into a positive: Well-handled conflict can stimulate creativity and improve decision-making. Here's how to keep it positive:

- **Don't avoid conflict.** Ignoring rising tensions often makes the situation worse. One of the most effective responses is to confront the conflict, express concern for meeting everyone's needs—including your own—and then cooperate in finding solutions.
- **Be an empathetic listener.** Make sure you understand what the other person wants. Ask questions, restate what the other person says, and ask if you understand correctly. When other people feel that you have really heard them, they will relax, and the conflict will lose some of its tension.
- **Know how to deal with the boss.** If the conflict is with your superior, remember these tips: Focus on the facts and keep your tone neutral, not emotional. Be prepared to offer solutions to the problem. It may help to rehearse what you want to say beforehand with a friend or colleague. Finally, keep your conversation short.





Recipe Corner—Honey-Mustard Chicken



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Solutions through
youth & family
partnerships



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Sound-alike Pairs



Below, you will find 21 sentences. Each of these sentences is to be completed with a pair of homonyms (two words that sound identical but are spelled differently). For example, **When he saw the unadorned jet he said: This is a plain plane.** I'll help you along the way. Good luck!!



1. Cyrano's proboscis is wise. His nose _____
2. Some cities have an equitable transportation fee, or a _____
3. My barbeque turns out superb burgers. It's a great _____
4. Dad will have a couple of those pens, and give Mom _____
5. I had four cookies, and John had twice as many. He _____
6. That chicken is not fit for man or beast. It's a _____
7. My bucket faded in the sun. It's a _____
8. I looked through every drawer of that desk and I can't find my crayons. Are you sure _____
9. When he saw that his bill totaled \$10,000 he exclaimed, "That is _____"
10. Keep your voice down to a whisper. There is no talking _____
11. Phillip never seems to get enough to eat. You just can't _____
12. Mom became a swinger, but dignified Dad stayed ----- _____
13. When we go boating with the girls, Ann paddles and _____
14. Aunt Liz is as old as the hills. There's hardly anything _____
15. These daisies are edible. They're made of _____
16. Ben is a prison contractor. He _____
17. He's a waiter on an ocean liner. He belongs to one of the _____
18. The robber hid the money in a _____
19. Those letters are meant for men's eyes only. They're strictly _____
20. That fishing pole is only a kid's toy, but mine is a _____



1/3 cup Dijon Mustard

Serves 4

1/3 cup Honey

2 tablespoons chopped fresh dill or 1 tablespoon dried dill

1 teaspoon freshly grated orange peel

1 (2 1/2 pound) chicken, quartered

Preheat oven to 400°F. Combine mustard and honey in a small bowl. Stir in dill and orange peel.

Line a baking sheet with foil. Place chicken, skin-side down on prepared pan. Brush sauce on top of chicken; coat well.

Turn chicken over. Gently pull back skin and brush meat with sauce. Gently pull skin back over sauce.

Brush skin with remaining sauce. Bake until juices run clear when thickest portion of meat is pierced with a knife, about 30 minutes.

For speedier meal: use skinless chicken breast. Broil chicken, turning once until no longer pink, about 15 minutes. (This will also lower the fat content for us weight watchers.)

Make ahead: Make the honey-mustard sauce ahead of time as directed in recipe.

Keep refrigerated until ready to use. Store in an airtight container for up to 1 week.