

CCMCF Middle of the Month Agenda

8/14, 2023, 9am

- 1. Call to Order**
 - A. Introduction of visitors and guests Agenda Approval
- 2. Disposition of minutes of previous meeting**
- 3. Operations**
 - A. Ambrosia Neldon, County of Cass Advertising and promotion
 - B. Jen Bata, HR, Active Shooter and Conduct & Behavior Policies
 - C. Marshall Grate, Q&A
 - D. Administrator Search
 - E. Rayann Franco, MCMCFC Grant, MI Works Grant
 - F. Picnic Update
 - G. Newsletter
- 4. Adjournment**

Meeting ID: 891 8529 1654

Passcode: 08142023

Find your local number: <https://us06web.zoom.us/j/kdOre6guf5>

<hr/> Administrator <hr/> Director of Nursing <hr/> Director of Emergency Management	CASS COUNTY MEDICAL CARE FACILITY Administration Policy & Procedure Manual	# of pages: 2 Date: <u>Revised</u> <u>Reviewed</u> 11/2022 04/2023
SUBJECT: ACTIVE SHOOTER		

Policy:

The Cass Medical Care Facility recognizes that there is always that potential for an Active Shooter situation to occur at the Facility. It is unlikely that any two active shooter situations will be the same. This plan is meant to serve as a guide to employee response that can be applied to any active shooter situation, at any location, with the ultimate goal of limiting loss of life. At no time are employees of the Cass Medical Care Facility expected to put themselves directly in harm's way during such an event. The only bad response is no response.

Cass County MCF has worked with local law enforcement agency(s) to assist the facility in putting together a plan, including inviting law enforcement into the center to become familiar with the layout of the building.

If an active shooter situation were to occur, staff are encouraged to announce the event via overhead paging system, computer paging system, and or word of mouth. **Clearly shout out "Active Shooter" and give the location. 911 should be notified immediately** by anyone hearing this page. Don't assume someone else has called 911, if you can safely call 911, call 911 and attempt to leave the line of communications open at all times.

Remember: **RUN, HIDE, DEFEND**

Run

The first response of employees during an active shooter situation should be to **RUN**. Remove yourself from harm's way, exit the building as quickly as possible and call 911. If you can take a resident, visitor, or another staff member with you, please do so, however self-preservation is ok in an active shooter situation. The ultimate goal is to limit loss of life.

Hide

If you cannot run during an active shooter situation **HIDE**. Secure yourself behind a closed door, in a closet, a resident's room, bathroom, etc. Make yourself as small as possible, silence phones, pagers, and any other noise making devices. Make the room dark and barricade the door if possible. If you can hide a resident, visitor, or another staff member with you, please do so, however self-preservation is ok in an active shooter situation. The ultimate goal is to limit loss of life.

Defend

If you cannot run or hide in an active shooter situation **DEFEND**. You have the right to defend yourself with any means necessary. The active shooter is obviously on-site for ill intentions. You have the right to neutralize the threat any way possible; kicking, hitting, biting, scratching, using pencils, pens, staplers, typewriters, keys, etc. Remember there is security in numbers, if forced to defend, the more individuals that participate the greater the chance to neutralize the threat.

Police & Emergency Responders

The first order of business for Police and Emergency Responders will be to neutralize the active shooter threat. First aid will be secondary to threat neutralization.

If being approached by police and or emergency responders, make sure your hands are clearly visible at all times, remain calm, and follow their instructions explicitly. Remember responding personnel are looking to neutralize the threat, don't allow yourself to be mistaken for the threat.

Again, this plan is meant as a guide for staff to follow. Cass County Medical Care Facility recognizes each active shooter situation will be different. Staff will have to use their own judgement in determining the best course of action for the situation at hand. The ultimate goal should always be to limit overall loss of life.

For Active Shooter Outside of Building See Facility "Shelter in Place" Procedure in EOP.

REFERENCES: Current Joint Commission Standards National Incident Management System (NIMS) U.S Department of Homeland Security, October 2008. Active Shooter: How to Respond

	CASS COUNTY MEDICAL CARE FACILITY	
Administrator		# of pages:2
Human Resources	Administration Policy & Procedure Manual	Date: 4/03/2020
		<u>Reviewed:</u> 2/14/2023
SUBJECT: Conduct and Behavior		

PURPOSE: All employees must accept certain responsibilities, adhere to acceptable business practices in matters of conduct and behavior, and exhibit a high degree of personal and professional integrity at all times.

POLICY:

Conduct that interferes with the safe operation of the CCMCF brings discredit to the facility or its residents or staff, or any act that is offensive to a resident, family member, visitor, or employee, will not be condoned and can be grounds for disciplinary action.

The following types of conduct/behavior are considered inappropriate. This list provides examples but is not all inclusive.

- Failure to report and begin work on time
- Failure to treat all residents, visitors, and co-workers with kindness, respect and dignity
- Not being courteous and helpful to residents, visitors, and fellow employees
- Not following safety precautions
- Failure to perform assigned tasks efficiently and in accordance with established policies and procedure
- Any behavior deemed offensive or unsafe
- Not ensuring the work place stays clean and free of hazards
- Failure to eat/drink/take meals/breaks in the designated location away from work areas
- Not following instructions given by a department head or his/her designee
- Not using and caring for facility property and supplies in a safe and economical manner

- Bringing any inappropriate item on facility property, such as a firearm, knife, alcoholic beverage, drugs/narcotics (not currently prescribed by the employee's personal physician for that employee)
- Gambling on facility property
- Removing facility equipment or supplies from the premises without proper authorization
- Using profanity, abusive, suggestive or inappropriate language or gestures
- Any form of sexual harassment
- The unauthorized release of resident or facility information
- Selling or soliciting anything on facility property without prior consent of the Administrator
- Not following all policies and procedures established by the CCMCF

Employees need to conduct discussion of differences in private areas. These types of issues should not be discussed in front residents, visitors or other employees not involved in the issue unless directed by their immediate supervisor, department head, Human Resource Director or Administrator.

It is the responsibility of the department head/supervisor to assist employees in settling differences whenever possible. When differences cannot be settled, a grievance should be filed in accordance with the facility grievance policy.

In the event that an employee's work performance, habits, attitude, conduct/behavior becomes unsatisfactory, based on the violations above rules, facility policies, regulations, or procedures, the employee can be subject to disciplinary action, up to and including termination of employment.

Reference:

Centers for Medicare & Medicaid Services. *State Operations Manual (SOM): Appendix PP Guidance to Surveyors for Long Term Care Facilities*. (October 2022 Revision) F895 – Compliance and Ethics Program.

All Cass County Residents, You're Invited!

We are honoring First Responders,
Veterans, Residents, Staff, and Families

Come Join Us for a Picnic On:

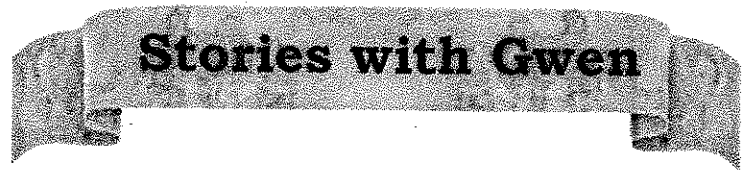
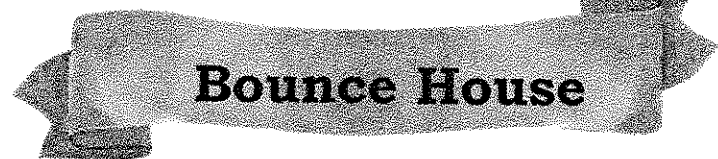
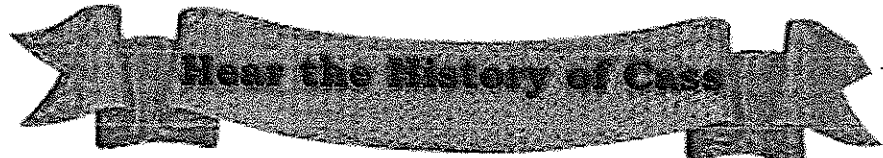
Saturday August 19th, 2023

11:30-3:30pm

EVERYONE is welcome!

The **BEST** Food and
Beverages

Booths from our
Community
Partners



Grandma and Grandpa
Advice

Therapy FAQs
and Tours

Live Performances

Held at:



CASS COUNTY
Outpatient Therapy Services

CONTINUING COMMUNITY CARE



CASS COUNTY
Medical Care Facility

23770 Hospital St Cassopolis, MI 49031

August 2023

CCMCF NEWSLETTER

23770 HOSPITAL ST CASSOPOLIS MI 49031



Celebrating August

Dog Month

Golf Month

Romance Awareness Month

Homemade Pie Day

August 1

Farmers Market Week

August 6-12

Lighthouse Day

August 7

Garage Sale Day

August 12

Senior Citizen's Day

August 21

World Water Week

August 20-24

National Park Service Day

August 25

**Be Kind to Humankind
Week**

August 25-31

Matchmaker Day

August 31

Desert Mirage

Each August, Nevada's Black Rock Desert becomes home to a "pop-up" city of 80,000 people. The cultural phenomenon known as Burning Man will take place from August 27 to September 4 this year, and then the crowds will leave as spontaneously as they arrived, and the desert will return to its emptiness as if nothing ever happened.

What is Burning Man? Although there is plenty of music and art, it is not a music or arts festival. There are no stages or lineups of performers, and there are certainly no vendors hawking souvenirs. Nothing is for sale, and there are no profits to be made. Instead, the 80,000 attendees flock to the desert in a pilgrimage of self-expression. For nine days, the desert becomes a community of individuals dedicated to expressing themselves to the fullest. People erect their own art installations, stage their own performances, roam about in fanciful costumes, fly homemade flags, and help each other survive the harshness of the desert environment. With no stores nearby to furnish supplies, every attendee is required to bring their own survival necessities, including plenty of water and sunscreen. No one can be an anonymous spectator. All attendees are expected to be fully-engaged participants.

Why do tens of thousands of so-called "Burners" return to Burning Man year after year? For many, the event is a sanctuary of artistic self-expression, a communal expression of hope for the best that humanity has to offer. The camp-like atmosphere is eccentric, exciting, liberating, and dangerous, all at the same time. At Burning Man, all the trappings of competition and the accumulation of wealth are void. Burners practice community by being fully engaged with others. The desert has long been a setting of spiritual growth and regenerative power. For many who experience Burning Man, their lives are forever changed. The experience culminates with the burning of a massive wooden effigy, the Burning Man himself, a ritual that symbolizes the destruction of the old and birth of the new.

It Takes Two to Tango



Tango is recognized around the world for the drama and passion of its dance steps and music. From August 7–21, the drama will reach a fever pitch as the best dancers in the world convene in Buenos Aires for the Tango Dance Festival and World Cup.

Buenos Aires is a fitting venue for a tango championship because it is considered the city where tango was born. During the 1850s, the working-class people and immigrants of Buenos Aires, Argentina, and Montevideo, Uruguay, developed a new cultural identity. These cities were a melting pot of cultural influences: Europeans, the descendants of African slaves, and *criollos*, the descendants of Spanish colonizers, merged their various customs, religious beliefs, and traditions. Dance was an integral part of this cultural trade, and tango would come to embody this newfound cultural diversity and community.

While no one can pinpoint the exact origins of tango, most historians agree that the first tango song was “Tomá mate, che,” written by Santiago Ramos for the comedy *El Gaucho de Buenos Aires* in 1857. Down in the docks and slums of Buenos Aires, working-class people gathered to dance this new partner dance. Up until the 1850s, partner dances were limited to the waltz and the polka. Tango, as a partner dance, evolved from these European dances and developed its own style, walk, postures, sequences, and embraces.

By the 1930s, tango was more than a dance. It embodied a proud and new Argentine culture. This was the Golden Age of Tango. It had risen out of the slums to gilded dance halls with full orchestras. Elegant dancers wore elaborate costumes. Thanks to its depiction in Hollywood movies, tango was now recognized all over the world. But every August, tango comes home to Buenos Aires for the World Championships. This is not merely a competition but a two-week-long, city-wide festival, a proud cultural celebration that provides a spectacle for all visitors.

Wizard Whereabouts

Oconomowoc, Wisconsin, might seem a strange venue for the world premiere of one of Hollywood’s most beloved classics, but *The Wizard of Oz*, starring Judy Garland, was released at Oconomowoc’s Strand Theater on August 12, 1939. Yet, according to the American Film Institute, Oconomowoc might not officially hold the title. Records show that Green Bay beat them for the honor by two days, opening at the Orpheum Theatre on August 10. The film was scheduled to premiere in Los Angeles on August 9 at the Carthay Circle Theatre but was unexpectedly delayed.

At least two people associated with the film were happy with its Wisconsin premiere. Composer Herbert Strohart, a Milwaukee resident, wrote the score, and Meinhardt Raab, the Munchkinland coroner who declared the Wicked Witch dead, was born in nearby Watertown. While the choice of Oconomowoc might seem strange, it was common for movie executives to arrange screenings in small towns to gauge audience reactions. One thing is certain: both MGM and Oconomowoc acknowledge that the honor belongs to the Strand.

Breaking Free from Boredom



The third Saturday in August is Break the Monotony Day, a day to deviate from routine and try something different. Having a routine is not a bad thing. Routines help us stay organized and allow us to be productive. Sometimes, though, routines put us on autopilot and cut us off from our feelings. Psychologists see tremendous value in breaking the monotony of our regular routines. Trying new things and new experiences kindles feelings of awe, curiosity, and excitement. Studies show that feelings of awe—those paradigm-shifting moments of understanding—create feelings of connectedness and meaning in our lives.

Looking for Love?



Six months after Valentine's Day, the romance returns with Resurrect Romance Week from August 6–12. This holiday week was invented as the antithesis to Valentine's Day, an opportunity to eschew

spending money on tokens and trinkets of love and focus on lavishing time and attention on your loved one. The holiday's motto is: "Real romance comes from the heart, not the wallet."

The notion of "resurrecting romance" begs the question, "Is romance dead?" This is a question that psychologists and sociologists have been asking a lot lately. Studies show that Americans are partnering 50 percent less than they did in 1986, intimacy is at its lowest since 1989, and fewer Americans are celebrating Valentine's Day than ever before.

Most people tend to blame the decline of romance on technology. Is texting ruining how we communicate with each other? Does looking up someone's background on Facebook prevent us from asking questions in person? Does the convenience of video chatting prevent us from meeting in person? Furthermore, our preoccupation with technology often interferes in the locations where we are most intimate: the bedroom and the dinner table.

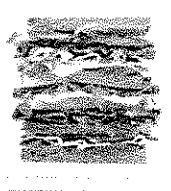
The news about romance isn't all bad. Some studies suggest that part of the reason there are fewer relationships is that young people have higher standards for partners. They are less willing to enter into relationships that might go nowhere. And Millennials, those born between 1981–1996, are largely responsible for the fall in divorce rates. There are plenty of people who argue that romance isn't dead, it's just evolved. Holidays like Resurrect Romance Week can certainly help. Couples can promise to set aside their cell phones, ignore their social media apps, and concentrate their attention on each other for a week. All generations can benefit from that sort of commitment.

On the Hunt

On August 19, you can participate in a little dose of adventure and discovery on International Geocaching Day. Geocaching is a modern-day version of treasure hunting. Individuals hide their "treasure," the geocache, at any location they choose, sometimes in the woods or sometimes in a city. The cache's GPS coordinates, often with a description of the environs, are then posted to a website. Using these details, it is up to the treasure hunter to track down the cache.

This popular pastime began in 2000, when computer consultant Dave Ulmer hid a bucket in the Oregon woods, hoping to test the accuracy of satellite positioning systems. What followed was an entirely new form of outdoor adventure. Participants typically do not just find a cache but are encouraged to leave a prize for the next treasure hunter. For many, simply finding the cache is reward enough. With over three million geocaches hidden worldwide, there are likely several near you right now. And Dave Ulmer's "Original Stash" still lies in wait in the Oregon woods.

Centuries of Sandwiches

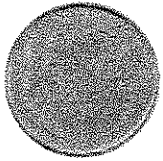


John Montagu, the 4th Earl of Sandwich, is famously credited with inventing the world's first sandwich in August of 1792 when, during a card game, he called for slices of roast beef

to be served between two slices of bread. His new snack became so popular that others began to order "the same as Sandwich." A closer look at history shows that sandwiches were eaten long before the 18th century. One of the earliest recorded sandwich-eaters was Hillel the Elder, a rabbi who lived in Jerusalem during the first century. During the annual Passover Seder, Hillel regularly placed lamb and bitter herbs between slices of matzoh. These sandwiches, mentioned in the Haggadah, have been made for nearly twenty centuries.

Lincoln's Penny

In 1909, the United States Mint produced the first coin ever to depict a president: Abraham Lincoln. When the Lincoln penny was launched on August 2, the public immediately took exception to the inclusion of a strange set of initials on the reverse face: *V.D.B.* Three days later, on August 5, Secretary of the Treasury Franklin MacVeagh suspended production of the coin and ordered the removal of the initials. Only 484,000 of these *V.D.B.* pennies were struck, of which only 40,000 exist in mint condition today. They remain some of the most sought-after coins by collectors.



In 1905, President Theodore Roosevelt organized a commission to redesign the national currency. He contacted famed sculptor August Saint-Gaudens, requesting that Saint-Gaudens create coinage resembling the beautiful coins of ancient Greece. While Saint-Gaudens designed both the \$20 and \$10 gold coins, the artist succumbed to cancer in 1907, having never lived to see his designs minted. Although Saint-Gaudens died, Roosevelt's dream of a new currency did not. Next, Roosevelt turned to artist Victor David Brenner—*V.D.B.*

Brenner was one of America's preeminent metal workers. Prior to his work on the penny, Brenner created a bas-relief plaque of Lincoln based on a Civil War-era photograph taken by Mathew Brady. Roosevelt was incredibly impressed with the Lincoln bas-relief. Moreover, Roosevelt greatly admired Lincoln, considering him the savior of the Union and the Republicans' greatest president, even considering himself the heir of Lincoln's political legacy. No wonder Roosevelt wanted Lincoln's bust on the penny.

Brenner's Lincoln bust, which still graces the penny today, remains the longest-running design in U.S. Mint history. Though they were removed in 1909, Brenner's initials were again added to the penny in 1918, this time below Lincoln's shoulder. While other collectible pennies are worth more, the *V.D.B.* penny's artistic and historical status amongst collectible coins makes it one of the most desirable.

August Birthdays

In astrology, those born from August 1–22 are Leo's Lions. Leos are creative and charismatic. These natural-born leaders march to the beat of their own drum and aren't afraid to take initiative. Those born from August 23–31 are Virgins of Virgo. Virgos, associated with the goddess of the earth, are rooted in the material world. They are considered practical, organized, thorough, and detail-oriented.

P. D. James (writer) – August 3, 1920
 Meghan Markle (royal) – August 4, 1981
 Charlize Theron (actress) – August 7, 1975
 Whitney Houston (singer) – August 9, 1963
 Viola Davis (actress) – August 11, 1965
 Magic Johnson (athlete) – August 14, 1959
 Julia Child (chef) – August 15, 1912
 Orville Wright (aviator) – August 19, 1871
 Kobe Bryant (athlete) – August 23, 1978
 Sean Connery (actor) – August 25, 1930
 Maria Montessori (educator) – August 31, 1870

RESIDENT BIRTHDAYS

LUCY CHAPMAN	8/5
JOYCE MORTIMORE	8/6
RUTH NEWTON	8/9
TAMARA MITCHELL	8/19
NANCY JERVIS	8/21
PATRICIA SANDERS	8/26
FANNIE MITCHELL	8/30
IMRGARD DEFORD	8/31

CCMCF NEWS AND UPDATES

AUGUST 2023

Now that July has graced us with its presence and opted not to stick around, so hello August and all the fun things that go along with it: fairs, school starting soon, school shopping, and all things late summer and early fall bring to us.

Speaking of the fair, we had to opportunity to attend this years fair (covid tried and failed to intervene). Everyone that went had a really good time seeing all the animals, and spending time with good friends and family, and of course, spending too much on fair food that I will guarantee is not good for us.

In July, we had laundry workers week, and some of the residents prepared some snacks and drinks for those folks to say thank you for everything they do for them and the facility. With that being said, every department needs a good thank you, everyone here is working very hard to ensure that we have the best environment for our residents and their families.

Clarence performed on the 12th for the residents, and everyone loves listening to that handsome man, so thank you Clarence! Also on the 19th, the zoo came to visit and that's always a crowd pleaser, seeing some different kinds of animals.

Looking ahead, we have a large picnic incoming on the 19th, a chance to see many different types of folks and vendors from the community, all showing what all they do for our community, and of course, a picnic is not complete without amazing food!

With covid not being done with us just yet, make sure to be careful in everything you do and stay safe. Everyone is needed, everyone is appreciated, and everyone is loved. Don't be afraid to take a second our of your day to say thank you to someone that is working hard to make sure we can all get through this safe!

Be good to each other

Steve Jacko