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MARCH - APRIL 2020

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"Joys from Judy"

I will do my best to be joyful; at least today as I am writing this, it is sunny. We are surviving under very different conditions than any of us have ever experienced. But we are surviving. As the governor says our "stay home, stay safe" order is making a difference. I will say that all of the procedures we have put in place are making a difference. As I write this, we do not have any clients with COVID-19. That is a testament to everything we are all doing together to keep each other safe and our environment sanitized.

We have received 30,000 masks and they will now be available for every staff, every day. We have ordered another 30,000 so we will continue to be prepared. We need staff to adhere to our policies and set a good example for our kids. The world is now a different place to live in and we need to help them understand that.

I'm not sure when our restrictions to return to work will be lifted and I'm not sure what that will mean for us. Not sure if everyone will be in the office every day. We just don't know. What we do know is in residential, we must adhere to our ratios, which means youth care workers will always be on site. In foster care, workers will adhere to our visiting schedules so they will return to visiting the homes in person. We will do our very best for everyone to have the PPE they need to do their jobs.

During these difficult times, our financial situation could become more difficult. Again, we are doing everything possible to remain stable. Something will be out of our control especially the state budget. What is in our control is for us to provide the best treatment and services, so we remain a first-choice provider for children. That we can do!

As always thank you to all who have been coming into the workplace. You are ESSENTIAL! For those working from home. You are ESSENTIAL! We need stay healthy to Help Children to be Victors!

-JUDITH FISCHER WOLLACK, CEO

---EVENTS---

Our banquet that was scheduled for April 24th was cancelled and we are waiting to see if it can be postponed. More details to follow.

We have created an Amazon Wish List and Emergency Family Fund to support our children and families.

For more information: events@wolverinehs.org
To donate: donate@wolverinehs.org

---STAFF OF THE MONTH-MARCH---

Jamal Butler

Wolverine Center

Vassar House

Gail Mathews

J. Harris

Clarence Fisher Center

Wolverine Secure Treatment Center

L. Stratton and R. Curry

B. Goff

Wolverine Growth and Recovery Center

CBP

Chenelle Walker (Secretary)

Rachel Craig (EA)

Alexia Holmes

Pioneer Work and Learn Center

---STAFF OF THE MONTH-APRIL---

Takeila Ricks Wolverine Center	Vassar House T. McBride
F. Findlay Clarence Fisher Center	Wolverine Secure Treatment Center T. Bell and T. Jackson
T. Buiting Wolverine Growth and Recovery Center	CBP Shameka Pettis (FC CM)
L.W. Smith Pioneer Work and Learn Center	HR Charmaine Gauvin

---PROGRAM HIGHLIGHTS---

Although the month of March started off a little Rocky with the onset of COVID, the staff and clients at Vassar House quickly adjusted to their new normal. Clients participated in several activities each week including a kickball tournament, arts and crafts and poster contests. The staff did a great job keeping groups motivated and in a good space. Vassar House has several Rockstar staff that have stepped up to help with activities and taking on extra shifts. I want to thank everyone for their support during this unusual time, but I know we will look back on it and see that it has only made us stronger!



Throughout the month of March and April, the Foster Care/Independent Living staff have really been stepping up to the challenge of managing the children and families on their caseloads while dealing with the current situation of COVID-19. The teams have communicated weekly with the families and children and have been completing many Zoom calls and video calls with the birth families in order for them to see the children virtually during this difficult time. The foster families, birth families, and clients in our Independent Living/Young Adult Voluntary Foster Care program

seem to all be keeping a positive attitude during this time and everyone is feeling very supported with all the extra communication from the staff!!! Go TEAM Go 😊



PWLC Highlights our 2nd annual talent show that was put on by our Wonderful Team Supervisors Ms. Davis and Mr. Hool. All of the groups and individual clients really displayed wonderful talents that were appropriate and fun. Also thank you to the staff that helped them prepare for their talent show; Mrs. Pringle, Ms. Brookins, Ms. Marshall, and Ms. Robinson - phenomenal job.



Thank you to all the staff that has been helping out with picking up shifts onsite during the Covid-19 pandemic; you are wonderful. We have also lowered our incidents due to all of your hard work and dedication. Special shout out to Alexia Holmes, Lynette Amos, Mario Walker, Bronlow Miller, Margret Bentley and Ms. Collier.

Thank you to Mr. Hool, Ms. Davis, and Mr. Moore for working tirelessly every day since the beginning of this pandemic. Not one day have you skipped a beat. You have been visible onsite staying later than expected and coming in early to help out has been awesome.

Thank you Sadocha, Ms. Mettinger, and Ms. Beckom for showing professionalism, keeping workers, and families in the loop regarding our clients during this pandemic.

Thank you to the entire SST team and Mr. Patterson for filling in as needed. Thank you for keeping the site safe and showing leadership to our staff during this crisis.

Thank you to Mr. Williams for showing leadership, hard work, and dedication every day. Your professionalism is the heartbeat of this site. Coming in early staying late dealing with difficult clients and adjusting to whatever comes your way.



WGRC had 3 clients complete their GED this past month.



Thank you to everyone for the hard work and dedication to our clients during these trying times. Due to your desire to help improve our young client's lives, they have been able to deal and grow during this time. We here at CFC thank you!

Ms. Ware, Ms. Smith, and Ms. Vickers have been doing an amazing job with activities for our clients and a huge thank you to Mr. Findley is our Rockstar right now! These clients wouldn't know what to do without you guys! Thank You!

POLICY PLACE

MEDICAL EVALUATIONS

Policy No. 8 WHS HR Policy Handbook

WHS reserves the right to require the employee to submit to a medical examination from a physician selected by WHS at the Agency's expense or to respond to disability-related inquiries verifying that the employee is physically and emotionally capable of performing the employee's essential job functions. WHS reserves the right at its sole discretion and expense to require an employee who is presently working, and is not on any leave of absence, to provide a physician's statement verifying that the employee is physically and emotionally capable of performing the employee's essential job functions. The health professional will be directed not to collect any genetic information of the employee or the employee's family.

A medical evaluation may be required when WHS has a reasonable belief, based on objective evidence, that: (1) an employee's ability to perform essential job functions will be impaired by a medical condition; or (2) an employee will pose a direct threat due to a medical condition.

Disability-related inquiries and medical examinations may also follow up on a request for reasonable accommodation when the disability or need for accommodation is not known or obvious. In addition, periodic medical examinations and other monitoring under specific circumstances that are job-related and consistent with business necessity may be required. The health professional will be directed not to collect any genetic information of the employee or the employee's family.

Failure to submit to these medical examinations when necessary will be sufficient grounds to rescind a job offer or terminate employment.

Pursuant to licensing regulations, a T.B. skin test is required upon hire and annually thereafter; or a negative chest x-ray from date prior to hire, or negative chest x-ray upon hire.

Employees are required to sign a release and authorization for WHS to receive a copy of any required medical examination. Information from the medical examinations is the property of WHS and will be kept with confidential employee health records, separate from other employee information.

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