

The Peoples Press

Special Edition

December 2023
Newsletter



“Making lives better tomorrow by what is done today.”

Honks!

Rodnesia Smith-Carter for being a team player and helping guide other team members in daily responsibilities. -Isaiah M.

Annie Jackson for great documentation and effective communication. -Isaiah M.

Jaynie Edison for helping other team members one on one with submitting documentation. -Isaiah M.

Madison Rogers on great communication about clients medical needs. -Isaiah M.

Jaycie Hasbrouck for being a great overnight trainer for new hires. -Isaiah M.

Jake Jones and Tyler Pearson for answering questions and answering emails very quickly. -Ashley P.

Kathy O’Neal for teaching Con-Ed at the last minute. -Kyle C.

Ahila Fuhrman and Madison Rogers for helping clients go see family that lives far away. -Diana S.

Nola Jean Pierre for not giving up on the technology piece of documentation. -Diana S.

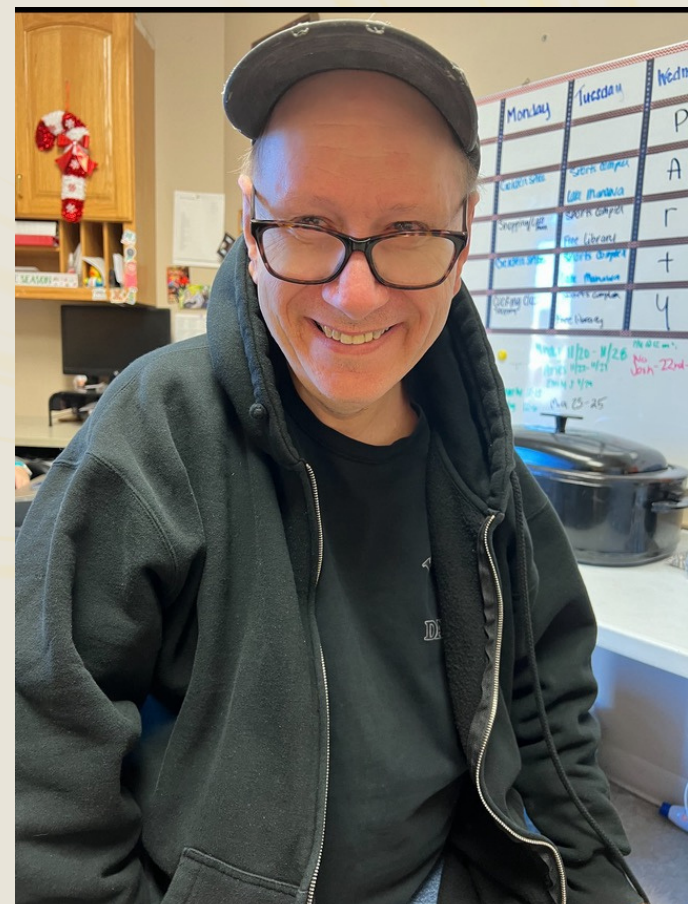
Kari Cook, Rhonda Baldwin, and Amanda Fischer for picking up shifts. -Sam B and Kara J.

Jake Jones- “We can count on Jake to be up fast to look at our issues with the printers or laptops.” - Wendy L

Kilene Lyonsm Michelle Jahde, Michaella Davis, Dawn Wilson, Emma Judd, Betty Doty, Brittany Jones, Bre Rea, Becky Hargens, and Chandler Schlotfeld for cooking all the food for the Thanksgiving party.

Have Honks to give? Send an email to Btravis@ameriserveintl.com or Kjohnson@ameriserveintl.com

Client



Patrick W.

Meet Patrick, affectionately known as Pat, a valued resident in an HCBS waiver home in Glenwood, managed by Family Support Services. Pat's journey to and from the ASI DayHab center is facilitated by the SWITA bus, showing his commitment to community engagement.

Since joining DayHab South on October 22, 2012, Pat has become a beloved presence, known for his soft-spoken nature and warm friendliness. His taste in music reflects a love for the classics, with Bob Seger's "Night Moves" holding a special place in his heart. Beyond tunes, Pat is an avid fan of Harley Davidson and the Iowa Hawkeyes, showcasing his diverse interests.

When it comes to refreshments, Pat's go-to beverage is pure leaf tea, and he has a penchant for savoring a slice of pizza from Casey's, his favorite indulgence. In social interactions, Pat appreciates the simple gestures of a good fist bump, a firm handshake, or a friendly pat on the back.

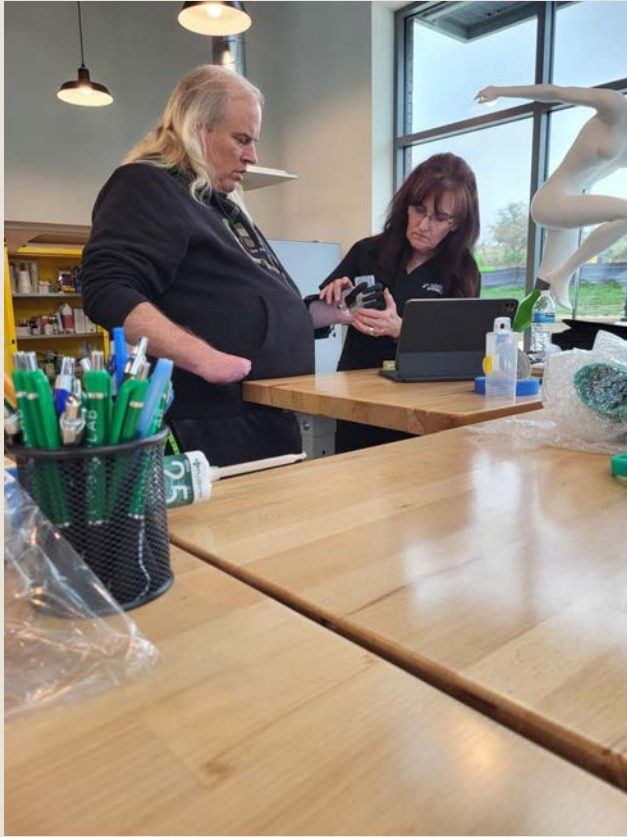
Participation in DayHab activities comes naturally to Pat, and his positive impact is felt by all team members. His presence adds a special touch to the community, and the warmth he exudes is reciprocated by the genuine affection of those around him. Pat's journey is a testament to the enriching experiences and connections fostered at DayHab South.



Spotlight

Power of Proof

Robert's Journey Towards New Beginnings



Robert P.

We are thrilled to provide you with an update on Robert's remarkable journey as he adapts to life with his new prosthetic hands. Ameriserve has been a steadfast companion on this transformative path, offering unwavering support and assistance throughout the process. Robert recently underwent his initial fitting for myoelectric prostheses on November 7th, marking a significant milestone in his transition. The prosthetics, currently in fabrication by a renowned company in Ohio, are being meticulously assembled and fitted in Omaha by Limb Lab to ensure optimal functionality and comfort. Limb Lab, having completed molds of Robert's hands last month, collaborated with the Ohio-based company to craft the primary components of the prosthetic hands, which were then sent to Omaha for final assembly.

During this process, the parts were carefully tailored to Robert's ideal grip, and a sensor location was identified on both hands.

Looking ahead, a fitting for the second prototype is scheduled later this year, where comprehensive tests will be conducted to assess fit and functionality. Once the final fitting takes place, Robert will be able to bring the prosthetic hands home and embark on the training phase.

Given Robert's unique circumstances, the engineering team has focused on simplifying the operation as much as possible. The hands will be controlled by the motion of the index and middle fingers on each hand, enhancing user-friendly functionality.

Barring any unforeseen challenges, we anticipate that Robert will have the final version of his prosthetic hands by the end of January 2024. At that point, he will begin physical therapy to further enhance his adaptation to this transformative technology. We eagerly anticipate witnessing Robert's continued progress and his successful integration of these innovative prosthetics into his daily life.

To all those concerned thank you for your continued support and encouragement throughout this journey. Together, we celebrate Robert's resilience and the promising future that lies ahead.



Power of Proof



Aries B.

We are thrilled to share the incredible journey of Aries since his move into his new residence at 1114. Aries has demonstrated remarkable improvements in various aspects of his life, showcasing his dedication to personal growth and independence.

One of the most notable changes has been the significant improvement in his behavior. Aries, along with his supportive team, has implemented an environment that reflects coaching and social learning theories, resulting in tangible improvements in daily living tasks.

This positive development is attributed to the establishment of coping skills, diligently worked on by Aries and his team on a daily basis. Aries has effectively utilized these coping mechanisms to express his frustrations in an appropriate manner, demonstrating a commendable sense of responsibility.

Aries has also achieved personal goals related to cleanliness, hygiene, and clothing choices. Notably, he can now independently manage his daily showers, follows a consistent room cleaning schedule, and selects appropriate seasonal clothing. Aries's commitment to self-improvement has resulted in a substantial decrease in team member support, showcasing his transformation into the independent gentleman we always believed he could become.

Furthermore, Aries's progress has been so impressive that his care team has increased his alone time. This newfound independence has allowed Aries to engage in activities such as walks to meet his exercise goals and visits to favorite local shops and gas stations. It's worth noting that Aries initially required 24-hour direct supervision upon his arrival at Ameriserve, making his current level of independence truly commendable.

In celebrating Aries's achievements, we extend our heartfelt congratulations and big HONKS to him for his commitment to personal growth and leading a life of choice. His story serves as an inspiring testament to the positive impact of dedicated teamwork and individual determination.





Community Engagement



Dayhab recently had the opportunity to visit one of Council Bluffs' fire stations for an exciting tour. During the visit, participants had the chance to engage with firefighters, gaining valuable information about their roles and responsibilities. The tour included an up-close look at the fire station premises, featuring the array of fire trucks and ambulances stationed there.

One highlight of the visit was witnessing the speed and efficiency with which the firefighters donned their protective gear, showcasing their dedication and preparedness in emergency situations. Participants were granted access inside the fire trucks and ambulances, providing a firsthand glimpse into the operations of both firefighters and EMTs while on the move.

Overall, the tour offered Dayhab attendees a unique and informative experience, fostering a greater understanding and appreciation for the crucial work performed by the brave individuals of our local fire department



Client Birthdays

Its time to celebrate! These individuals have birthdays in December:

- | | |
|-------------|------------|
| Richard F. | Cody M. |
| Trisha M. | Michael P. |
| Zachary R. | Morgan R. |
| Kevin V. | Michael S. |
| Joselynn I. | Emily S. |
| Gina I. | |



Client Creativity



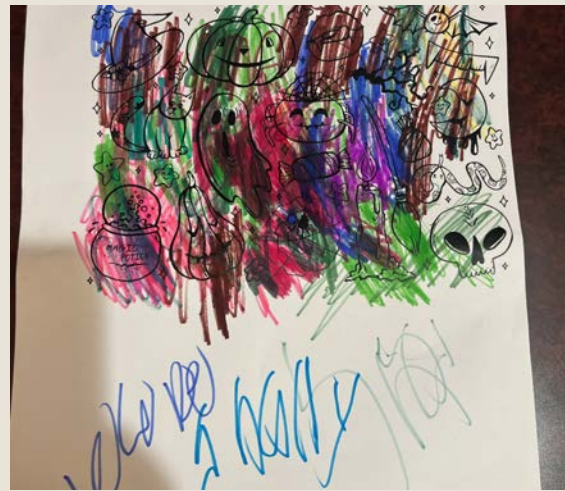
Celeste R.



Greg M.



Tamara C.



Shelby S.





Client Tributes

Remembering John's Remarkable Journey



John passed in September of this year. Aged 70, John lived a long and eventful life that touched the hearts of those fortunate enough to know him. John holds a special place in the history of Ameriserve, being one of the first clients ever admitted. His journey led him to us after spending the majority of his adult life at the Glenwood Resource Center. Described as a true "character," John exuded a zest for life that made a lasting impact on everyone he encountered. With his trademark cowboy hat atop his head, John was a familiar and beloved presence. His infectious joy, genuine fondness for people, and camaraderie with roommates and team members made him a joy to be around. John had a unique way of bringing laughter and warmth to those he interacted with.

A fixture at Day Hab for several years, John retired in 2019, leaving behind a legacy of cherished memories. One of his favorite pastimes was perching on the bench in his front yard, observing the world around him—a simple pleasure that brought him immense joy. John had a penchant for police-oriented shows, and his playful spirit shone through as he issued countless humorous "citations" to team members over the years for imagined infractions. These lighthearted moments created a sense of community and laughter within our Ameriserve family. As we bid farewell to John, we do so with heavy hearts but also with gratitude for the immeasurable impact he had on our lives. Though he may no longer be with us in person, John's spirit will linger on in the memories of those who were fortunate enough to share in his journey. In our collective grief, let us find solace in the knowledge that John's legacy will endure, a testament to a life well-lived and a heart well-loved. May he rest in peace, knowing he will be missed but never forgotten.

Client Tributes

In Loving Memory of Erik



It is with heavy hearts that we share the news of Erik's passing in February of this year. Erik lived with ASI for nearly 4 years, leaving a mark on all who had the privilege of working alongside him. Despite grappling with multiple health challenges that confined him to a wheelchair, Erik's resilience and positive spirit were truly remarkable. Erik's unique journey was a testament to his unwavering determination to make the most out of every situation.

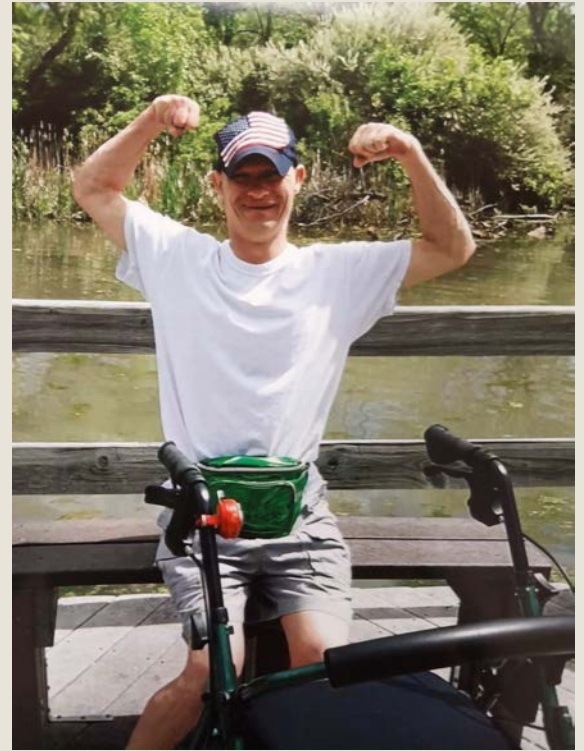
His impact on those around him was profound, and he became a source of inspiration for everyone at 1117. Despite facing numerous health and physical obstacles, Erik ventured into the community daily, embracing life to the fullest. His weekends were filled with love and laughter as he spent precious moments with his parents, creating cherished memories that will forever be held close to their hearts. Erik's incredible sense of humor was a beacon of light that brought joy to those fortunate enough to know him. As we bid farewell to Erik, we reflect on the privilege of having shared our lives with him. He made us better individuals through his strength, resilience, and the laughter he brought into our lives. His absence leaves a void that cannot be filled, but his memory will forever live on in our hearts. In remembrance of Erik, let us honor the lessons he taught us about embracing life's challenges with grace and humor. May his spirit continue to inspire us to be better, kinder, and more appreciative of the precious moments we share with those we hold dear.



Client Tributes

Heartfelt Goodbye to Gary

In November 2023, we bid a heartfelt farewell to our beloved Gary, who had been an integral part of the Ameriserve family since 2014. Gary's presence was not just a fixture in the community; he was its beating heart and soul. A true manly man, Gary's mission in life was to bring joy and smiles to those around him. Kindness flowed through Gary's veins, and he wouldn't harm a fly, although he possessed the strength to put anyone in a powerful headlock. His infectious positivity and boundless joy were contagious, leaving an indelible mark on everyone fortunate enough to cross his path.



Gary was a testament to determination and motivation. He pursued success in every endeavor with unwavering commitment. His journey was not without challenges. Indulging in his passion, wrestling, he necessitated additional support from his fellow team members. Undeterred, Gary embraced this setback as an opportunity to showcase his resilience. Entering the Residential program, Gary tackled his recovery head-on, attending physical therapy with diligence and fortitude. Within no time, his unwavering dedication saw him transition to the Lead On Program. Here, Gary continued to focus on recovery, fitness, and, of course, flexing his muscles. Despite using a walker, Gary remained an unstoppable force in the community, never missing a beat, especially when it came to getting his favorite cup of coffee at Dunkin' Donuts. His determination was evident as he took the lead in any endeavor, symbolizing his unyielding spirit. As we remember Gary, let us celebrate the profound impact he had on our lives, the lessons he taught us about resilience, and the joy he brought to every moment. In honoring Gary's memory, let us carry forward his spirit of determination, kindness, and the pursuit of a well-lived life. Gary will forever be etched into our hearts.



Team Member SPOTLIGHT

Veronika Finck



We are thrilled to shine a spotlight on Veronika, a dedicated member of the Dayhab South family for over two years. Veronika's exceptional work ethic, positive attitude, and commitment to our consumers make her an invaluable asset to our team.

One of Veronika's standout qualities is her commendable attendance record, rarely missing a day of work. Her reliability ensures a stable and supportive environment for both her colleagues and the individuals attending Dayhab South.

Veronika's ability to connect with our diverse group of consumers is truly admirable. She has proven herself adept at working with some of our more challenging cases, showcasing her patience and skill in providing personalized care. By coaching and empowering those she works with, Veronika ensures that everyone enjoys their time at Dayhab.

Not only does Veronika excel in her assigned duties, but she consistently goes above and beyond. She willingly takes on additional responsibilities when needed and actively contributes to a collaborative work environment. Her readiness to assist her colleagues and provide guidance reflects her dedication to the success of our team.

In addition to her daily contributions, Veronika has played a crucial role in expanding Dayhab's community engagement. She has successfully identified new volunteer and community activities, enriching the experiences of our consumers and strengthening our ties with the community.

Veronika's upbeat demeanor is contagious, with a perpetual smile on her face and a consistently positive attitude. Her presence uplifts those around her, creating a welcoming and supportive atmosphere at Dayhab South.

Beyond her current achievements, Veronika is also investing in her personal growth by pursuing a Human Services degree at Iowa Central Community College. This commitment to education showcases her dedication to enhancing her skills and knowledge for the benefit of our team and the individuals we serve.

In conclusion, we are truly fortunate to have Veronika as a valued team member at Dayhab South. Her passion, reliability, and positive spirit contribute significantly to the success of our organization. Join us in expressing our appreciation for Veronika's outstanding contributions to our team.

Thank you, Veronika, for your unwavering dedication to the Dayhab South community!



ASI Birthdays!

December 1st: Chloe Nichols and Joanie Renk

December 2nd: Kayla Kron

December 5th: Amanda Carpenter

December 6th: Loren Knauss

December 7th: Veronique Keke

December 8th: Alondra Ibarra

December 10th: Lisa Gaunt

December 13th: Samantha Baldwin and Tracie Burton

December 14th: Tiana Hardnett and Audrey Thompson

December 16th: Marie Grant and Carrie Rouleau

December 18th: Heidi Rodenburg

December 21st: Noelle Christensen, Brayden Dietz, and Holley Duncan

December 22nd: Elizabeth Doty

December 24th: Marie Noelle Zinsonni

December 25th: Heather Harmon

December 27th: Breanna Reed

December 31st: Carlton Lowe

ASI Anniversaries!

Dennis Stolz 12/06/2006 (17 years)

Daniella West 12/07/2021 (2 years)

Casey Cavender 12/13/2021 (2 years)

Isaiah McGrone 12/13/2021 (2 years)

Alyssa Thiles 12/13/2021 (2 years)

Anna Williams 12/29/2021 (2 years)

Heidi Rodenburg 12/02/2022 (1 year)

Tara Marsh 12/06/2022 (1 year)

Shirley Clapp 12/21/2022 (1 year)

Adan Iniguez Rios 12/21/2022 (1 year)

Tanika Grotz 12/28/2022 (1 year)

ASI University

ASI University has dedicated significant efforts this year to enhance the skills of our team members through ASI Way and Coaching 1 classes, ultimately fostering improvement in our ability to support and understand our clients. We are thrilled to announce that we have set a new record for the number of Coaching 1 Classes and ASI Way classes conducted in a single year. In total, we successfully organized 15 Coaching 1 Classes and 11 ASI Way classes, effectively meeting the high demand for these educational opportunities. Furthermore, in response to this demand, we have expanded our team by welcoming four new facilitators to our Coaching 1 class.

In addition to these achievements, we hosted two Effective Leadership Development classes tailored for our supervisors, demonstrating our commitment to nurturing leadership skills within our organization. Additionally, we conducted a facilitator class to empower our instructors further. Our goal is to continue expanding the range of classes offered in both ASI Way and Coaching 1, ensuring ongoing support for our team members and promoting continuous education within AmeriServe.

Interested in completing one of our classes? Call the front desk at 712-322-0272 and asked to be put on the list for the next round!



Goal Achievements

Amber Scangarello got a new puppy!

Alex Tison got married!

Tyna Anderson went to New Hampshire!

Jaynie Edison took a trip to Cedar Falls

Vivian Caruso went to Hawaii

Kilene Lyons went to Colardo

Kara Johnson went to the Macy's Thanksgiving Day Parade!

Rob Franks was inducted into the Iowa Senior Bowling Association Hall of Fame

Upcoming Events and Holidays:

December 2nd
Breakfast with Santa
Historic General Dodge House
10am and 11:30am

December 2nd and 3rd
Holiday Arts & Crafts Show
Mid American Center
9am-5pm

December 12th
Blood Drive
Council Bluffs Library
9am-2pm

December 16th
Breakfast with Santa
Quaker Steak and Lube
9am-11am

December 21st
Annual Winter Solstice Night Hike
Hitchcock Nature Center
6pm- 7:30pm

December 7th-10th, 14th-17th
Chanticleer Theater | A Christmas Story - the Musical
Hoff Family Arts & Culture
Thurs- Sat 7:30pm-9:30pm
Sun 2pm

December 2nd, 9th
Holly Days
The Riverfront
2pm-6pm

December 9th, 10th, 16th, 17th
Christmas at the Farm
Bellevue Berry and Pumpkin
Ranch
12pm-6pm

Zoolightful
Henry Doorly Zoo
Sunday - Wednesday | 6 - 9 p.m.
Thursday - Saturday | 6 - 10 p.m.
*No Zoolightful event will take
place on December 7, 14, 24, 25
and 31.

Bright Lights
Lauritzen Gardens
December 1-3, 8-23, 26-30
5pm-8pm

Christmas Light Tour
Quaker Steak and Lube
December 8, 15, 16, 22
7pm-9pm

December 31st
New Years Eve Fireworks
CHI Event Center
7pm

Employee Appreciation ✨ Winners

Congratulations to:



Jeff Manzer



Alex Tison



Kyla Alba



Megan Travis



Kelly Wieczorek



Brittany Jones

Employee Appreciation Winners

Congratulations to:



Corina Gray



Jordan Murphy



Lisa Gaunt



Erin Jones



Amber Scangarello



Betty Doty

Employee Appreciation ✨

Winners

Congratulations to:



Pat Ring



Danielle Larson
(Not pictured)



Holley Duncan
(Not pictured)



Annie Jackson

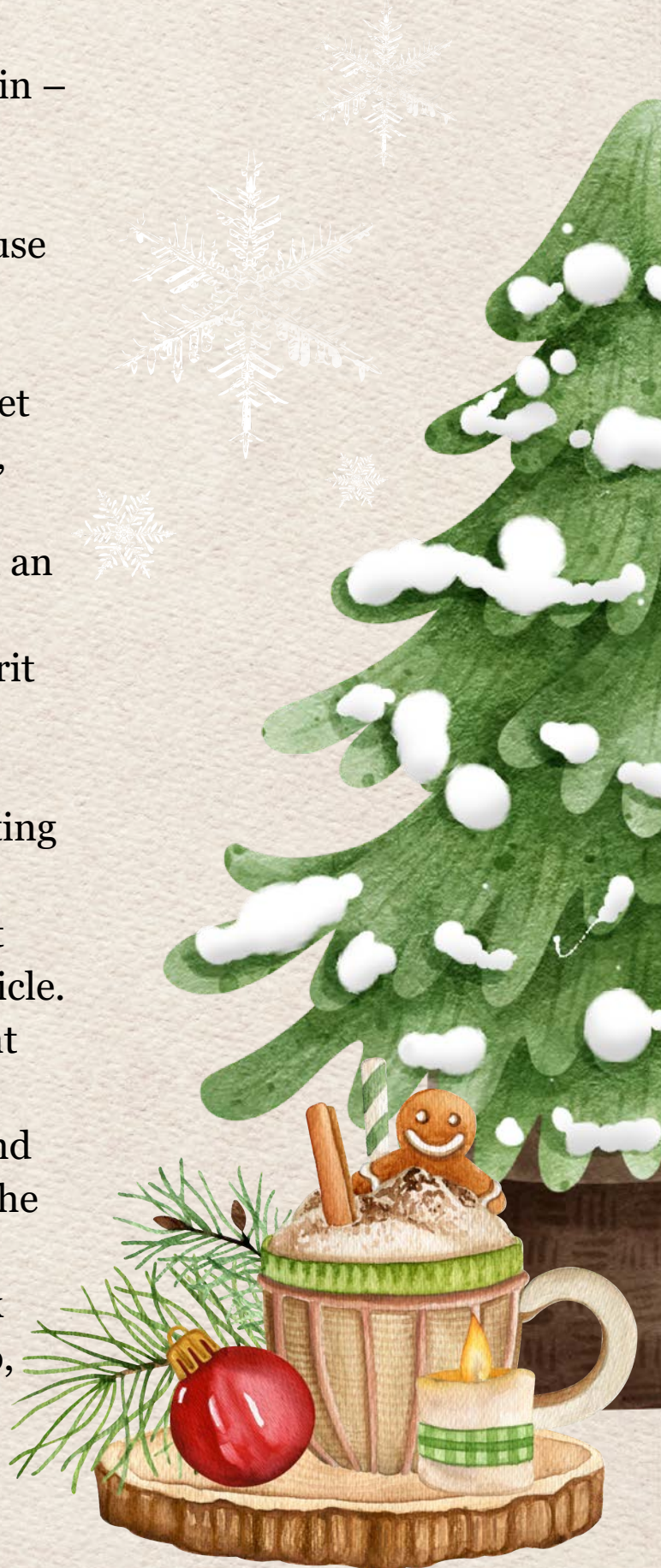


Nola Jean Pierre



CSR Christmas Party

It's that wonderful time of the year again – the holiday season is just around the corner, and we can't contain our excitement! Mark your calendars because the highly anticipated CSR Christmas Party is scheduled for Wednesday, December 6th, in the Con-Ed Room. Get ready for a day filled with joy, laughter, and delightful surprises. Our annual celebration will continue this year with an array of exciting activities and treats awaiting you. Indulge in the festive spirit with an assortment of gifts, delectable snacks, and refreshing beverages. This year, we're introducing a new and exciting activity. CSRs will have the chance to explore the office and vote for the most creatively decorated door, desk, or cubicle. Let your creativity shine, and you might just win the title of the best-decorated space! Let's come together as a team and make this festive season memorable. The CSR Christmas Party is a perfect opportunity to celebrate our hard work and dedication throughout the year. So, let's kick off the holiday season in style and have a merry good time together!



A Year in Review with the Growth Task Force

We are thrilled to share the latest developments and achievements of Ameriserve in 2023. Our commitment to providing exceptional care and support for individuals has driven us to expand our services and forge valuable partnerships. In Council Bluffs, we are proud to announce the opening of two 24-hour homes with another in the final stages of preparation, scheduled to open by year-end. This expansion is a testament to our dedication to meeting the needs of those we serve by providing safe and supportive living environments. Looking ahead, we are actively working towards the establishment of homes in Clarinda and Shenandoah. The first of these homes is set to open early next year, further extending our reach to serve more individuals and communities.



In our pursuit of excellence, Ameriserve has carefully examined referral information to bring in individuals who align with our mission and values. We are pleased to announce positive relationships with Neurorestorative in Carbondale, Illinois, and Tampa, Florida, as well as with the Lakemary Center in Paola, Kansas. These partnerships aim to support Iowa residents who have been placed out of state due to behavioral or other concerns. This year, we have successfully brought in individuals from Carbondale and Tampa, with ongoing exploration for more than a dozen individuals currently placed outside of Iowa. Bringing these individuals back to Iowa not only allows for in-person visits but also facilitates quality family time. The three individuals who have returned so far are benefitting from our 24-hour residential services and Dayhab program.

While our 24-hour residential services have been instrumental in this process, Ameriserve also collaborates with the Lead-On and Hourly programs. This ensures a seamless progression for individuals, offering them the flexibility to move towards settings of their choice as they decrease their dependence on our team members. We firmly believe in supporting the movement of those we serve to settings that promote independence.

At Ameriserve, our ongoing commitment to enhancing the lives of individuals and families remains steadfast. We are excited about the positive impact our expanded services and strategic partnerships will have on the communities we serve.

A Year in Review with the Culture Task Force

At the beginning of 2023, the Culture Task Force embarked on a journey to broaden the essence of ASI culture throughout our organization, reaching out to our community to establish a distinct presence.

Throughout the year, the task force has expanded its roster, enabling a transformation of the AmeriServe newsletter into the People's Press.



This revitalized publication now features an array of articles and stories, shining a spotlight on the accomplishments of both clients and team members.

Notably, the Culture Task Force has been instrumental in crafting and executing systems and processes for quarterly parties. Each program successfully hosted at least one such gathering. In addition to these social events, the task force secured approval for new ASI-branded items, including the eye-catching Mega Awesome T-shirts for both team members and clients, as well as stylish logo hoodies.

Beyond internal initiatives, the Culture Task Force has actively engaged with the community, participating in events like the trunk or treat at the Iowa Sports Complex. Noteworthy occasions such as the trick-or-treat event, employee appreciation, and the Office Christmas Decorating Contest were also organized, further enhancing our presence beyond the workplace. As we bid farewell to 2023, the Culture Task Force is already gearing up for an exciting array of events in 2024. We eagerly anticipate sharing these upcoming highlights with you and continuing to reinforce the positive impact of ASI within our company and the broader community.

A Year in Review with the Marketing Task Force

The Marketing Task Force has been hard at work enhancing our marketing materials to provide the best possible opportunities for engaging experiences. This year, significant strides have been made, including a complete overhaul of our website and a seamless transition to a new domain host. Our mission statement has taken center stage on various marketing materials, emphasizing our core values, and is now proudly presented the walls of our Dayhab centers. To attract top-tier talent, we've innovated our approach by designing "we're hiring" cards. These cards feature a QR code that swiftly directs interested individuals to our updated website, streamlining the application process for potential team members. Our commitment to a cohesive brand identity extends to our physical space as well – the hiring sign outside has been refreshed to reflect our new branding, and our handouts for potential referrals now align with our branding standards.

In a bid to further connect with our audience, we've invested in the complete revamp of our client testimonial videos. Soon to be featured on our website, these videos provide a firsthand look at the positive impact our services have on clients. This comprehensive effort underscores our dedication to presenting a polished and compelling image to both potential team members and clients alike

A Year in Review with the Admin Task Force

As we approach the end of another exciting year, it's time to reflect on the incredible journey we've had together in the Admin Task Force. The past twelve months have been marked by significant milestones and achievements, showcasing our dedication to growth and excellence.

This year marked a pivotal moment for our company as we ventured into strategic branding partnerships with industry giants Indeed and Glassdoor. The results have been nothing short of spectacular. Our brand visibility experienced an impressive surge, increasing by an astounding 257%. This heightened visibility sets the stage for continued success in attracting top talent. Engagement with our brand reached new heights, with a remarkable 99% increase in clicks.

This statistic is a testament to the compelling appeal of our organization. The number of individuals initiating applications on Indeed rose by an impressive 117%, illustrating a heightened interest in joining our team. Completing the quick apply process on Indeed became more popular than ever, with a noteworthy 98% increase in the number of completed applications.

Participating in two job fairs in 2023 proved to be a strategic move, resulting in the acquisition of two valuable team members. We warmly welcome Megan Travis, whose contributions have already made a significant impact on our team dynamics.

We are thrilled to announce that our team has reached its highest number to date, standing strong at 250 members. This growth reflects the trust and enthusiasm surrounding our company. Maintaining a robust hiring process has been a key focus for us, and the numbers speak for themselves. On average, we successfully scheduled over 40 interviews per week, showcasing our commitment to finding the best talent in the industry. Achieving at least 10 new team members every week has become a regular accomplishment, highlighting our ability to attract, select, and onboard exceptional individuals.

As we celebrate these achievements, let's take a moment to recognize the collective effort that has brought us to this point. Each team member has played an integral role in our success, and together, we look forward to the exciting opportunities that the future holds.

Thank you for your hard work, dedication, and commitment to making AmeriServe a thriving and dynamic workplace.

Here's to a fantastic year of growth and prosperity!



Continuing Education

Did you know...

Con Ed participation is monitored monthly, and it's not just about the Benjamins! Instead, it serves as a crucial means of gathering data on various aspects such as the average number of attendees, the popularity of different classes, and ensuring the presentation of annually required classes. This data is shared during the Executive meeting, where the company's overall monthly progress is comprehensively assessed.

In the current year, Con Ed has maintained an impressive average participation rate of 75%. This figure is calculated by comparing the number of eligible team members including CSRs, new hires, LCSRs, and CSCs for the \$100.00 incentive against those who attended. Surprisingly, 25% of our team members choose not to seize this valuable opportunity. The task force is keen to understand the reasons behind this and is committed to finding ways to further motivate team members to actively engage in their personal development. We firmly believe that enhanced information and tools can significantly contribute to the success of both individuals and the collective team, ultimately benefiting the individuals we serve.

Con Ed consistently offers a minimum of 8 classes each month. Notably, we have expanded our range of topics based on feedback from our team members, addressing issues and subjects that matter to them. To accommodate diverse schedules, we have increased the number of trainers and extended class times to include Saturdays and late evenings. Con Ed has transformed into a cultural staple for Ameriserve, and providing this unique opportunity for our team members is a source of pride. Our participation rates have seen a positive uptick, and while the monetary incentive is undoubtedly a benefit, we are confident that our team members participate for reasons beyond financial gain. We express our pride in our dedicated trainers, the team members who actively attend, and the unwavering support from the Board and leadership. Looking ahead, we are excited about further enhancing this process to ensure continuous improvement.

ASI Cookbook Recipe of the Month!

Grinch Oreo Truffles

Ingredients:

- Package of Oreos
- Whipped cream cheese spread
- Vanilla Almond Bark
- Green gel food coloring
- Red heart sprinkles



Directions:

- 1.) Crush the Oreos into fine crumbs and combine the cream cheese spread until a thick mixture forms.
- 2.) Scoop the mixture into balls, roll them until smooth, and place them on a baking sheet. Chill for 30 minutes to an hour or until firm.
- 3.) Microwave the vanilla almond bark for one minute and then stir well. Continue to microwave in 15-30 second increments until melted.
- 4.) Stir green gel food coloring into the melted almond bark. Dip the truffle balls one by one, until fully covered. Place a heart sprinkle into each truffle and return to the refrigerator for 30 minutes to an hour, until coating is fully hardened.

End up making the recipe of the month? Send pictures of everyone creating the recipe to bhargens@ameriserveintl.com to be featured in the next newsletter edition!



AMERISERVE INTERNATIONAL

The People Company