



WELCOME

11:30am - Networking & Lunch
12:00pm - Program



PRESENTING SPONSOR

Amway

THANK YOU!

PARTNERING WITH POLICE

An Introduction to East Precinct Community Policing Deputies



HELLO!

- CURRENT ADA, AND LONGTIME EAST PRECINCT RESIDENT. MY COMMUTE INTO ADA IS 1 MINUTE OR LESS!
- I HAVE A 1 YEAR OLD DAUGHTER, TWO TEENAGE STEPDAUGHTERS AND THREE DOGS. I LOVE THE FAMILY FRIENDLY ATMOSPHERE AND WALKABILITY OF ADA VILLAGE!
- I HAVE PROUDLY SERVED MY FELLOW RESIDENTS AS THE ASSIGNED GRAND RAPIDS TOWNSHIP DEPUTY AND AM THRILLED TO NOW BE THE SECOND COMMUNITY POLICE OFFICER FOR THE EAST PRECINCT
- I HAVE AN EXTENSIVE TEACHING BACKGROUND AND AM DUALY EMPLOYED BY GRCC AND GVSU. I TEACH DEFENSIVE TACTICS, FIREARMS, FITNESS AND WELLNESS AND SELF DEFENSE FOR WOMEN.



GOALS FOR THIS POSITION

- I HAVE ENJOYED ATTENDING NUMEROUS ADA COMMUNITY EVENTS WITH MY FAMILY AND NOW LOOK FORWARD TO DOING SO ON-DUTY!
- SHARING THE WORKLOAD IN THE EAST PRECINCT PROVIDES OPPORTUNITY FOR PROACTIVE POLICING, AND TO OFFER MORE TRAININGS AND SEMINARS FOR THE COMMUNITY
- SITUATIONAL AWARENESS TRAINING, BUSINESS AND PERSONAL SAFETY TRAINING.
- PROVIDING RELATED TRAININGS THROUGHOUT THE COMMUNITY.
- I AM OFTEN WORKING AT THE LIBRARY AND STRIVE TO BE ACCESSIBLE AND APPROACHABLE FOR RESIDENTS WITHIN THE COMMUNITY.



SERVICES WE PROVIDE

- DEPUTY DIEPPA AND I WORK TO RESOLVE NEIGHBORHOOD DISPUTES AND ONGOING ISSUES WITHIN NEIGHBORHOODS AND BUSINESS DISTRICTS (NOISE COMPLAINTS, TRAFFIC ISSUES, LIQUOR VIOLATIONS)
- IF YOUR BUSINESS HAS EXPERIENCED VEHICLE BREAK-INS, BURGLARIES OR RETAIL FRAUDS WE CAN PROVIDE INSIGHT AND FORMULATE A PLAN TO DETER CRIMINAL ACTIVITY.
- OFFER CRASE (CIVILIAN RESPONSE TO ACTIVE SHOOTER EVENTS) SEMINARS AS WELL AS SITUATIONAL AWARENESS TRAININGS FOR YOUR STAFF
- PROVIDE TRAFFIC AND CROWD ASSISTANCE FOR LARGE SCALE COMMUNITY EVENTS.
- DEPUTY DIEPPA AND I ARE EAGER TO PARTICIPATE IN YOUR EVENTS!



SAFETY WITHIN YOUR BUSINESS



Questions?

DEPUTY KATE CHASE

KATHERINE.CHASE@KENTCOUNTYMI.GOV

(W) 616.430.7811 (C) 616.308.5549





ADA FOREST HILLS COMMUNITY EXPO

Olivia Urbanski, Co-chair
Helen Williams, Co-chair

Saturday, March 11, 2023
10AM - 2PM
Ada Christian School

SHRED HUB - KID'S ZONE - ART ZONE - ENTERTAINMENT - FOOD & MORE





Matthew Michiels, Chair

Friday, October 27, 2023

5PM - 8PM

Ada Village



presented by **aba**
ada business association

Jon Conkling, Chair

Friday, December 1, 2023
5:30PM - 9PM
Ada Village

aba
ada business association



Dana Pendergrass, LMSW
Therapist/CDP Coach

Sarah Hendrick, LLMSW
Therapist

FIND YOUR BALANCE: OVERCOME BURNOUT AN ENJOY LIFE!

Find Your Balance: Overcome Burnout and Enjoy Life


Dana Pendergrass, LMSW & Sarah Hendrick, LLMSW





Work/Life Balance

Healthy work/life balance creates:

- Culture of teamwork.
 - Shared goals.
 - Employee retention.
- 



Work/Life Balance Facts

72% of Americans value work-life balance when looking for jobs.

- Key Factors:
 - Having supportive supervisors
 - Feeling cared about
 - Flexible Scheduling
 - 90% of employee report this as improving overall morale

Wellness Programs

- Increases employee health.
- Increases employee satisfaction.
- Increases employee engagement at work &
- Increases productivity by 66%.
- Fosters retention over 12 month by 70%.
- Employees are 3x more likely to recommend their company to others.





Work/Life Imbalance

- Directly tied to employee burnout and turnover.
- Key Factors
 - Low levels of support at work
 - Inadequate health and safety policies
 - Being assigned job tasks that do not match skill level
 - Work Hours
 - Inflexible
 - Outside of normal business hours
 - Multi tasking



Work/Life Imbalance

- Working over 55 hours a week increases:
 - Anxiety / Depression / Disengagement / Irritability
 - Stroke risk
 - Sleep difficulty
- 25% of employees work outside of typical hours.
- 83% of employees are stressed by at least 1 thing at work.
- 51% of employees feel that they are unproductive as a direct result of workplace stress.





How Work/Life Balance Has Changed

- 94% of service professionals work 50+ hours a week.
- 26% of salaried employees do 26% of work outside of working hours.
- 44% increase in professionals working remotely since covid.
- 40.1 % of day is spent multitasking.
- Workplace stress by age group
 - Gen Z 25%
 - Millennials 18%
 - Baby Boomers 80%
- <12 hours a week is spent on leisure and personal care.



Tips for Balance in Your Personal Life



- Making small, incremental changes.
- Set boundaries - It's okay to say "no"
- Figuring out your priorities - What do you value?
- Plan ahead and schedule out what matters to you!
- There is no "perfect" work/life balance - what you need will shift over time.

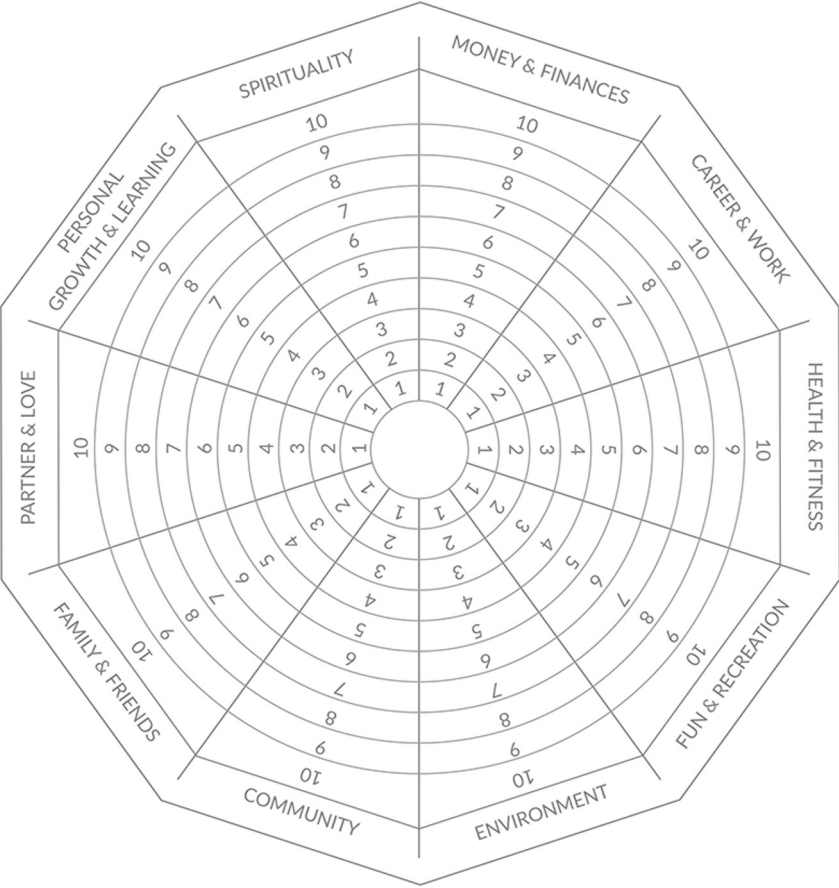


Balance & Your Employees

- Being happy at work makes employees 13% more productive.
- Balance will look different in each workplace.
- US employees selected work-life balance as being a significant factor when choosing a job.
- Balance prevents employee turnover.

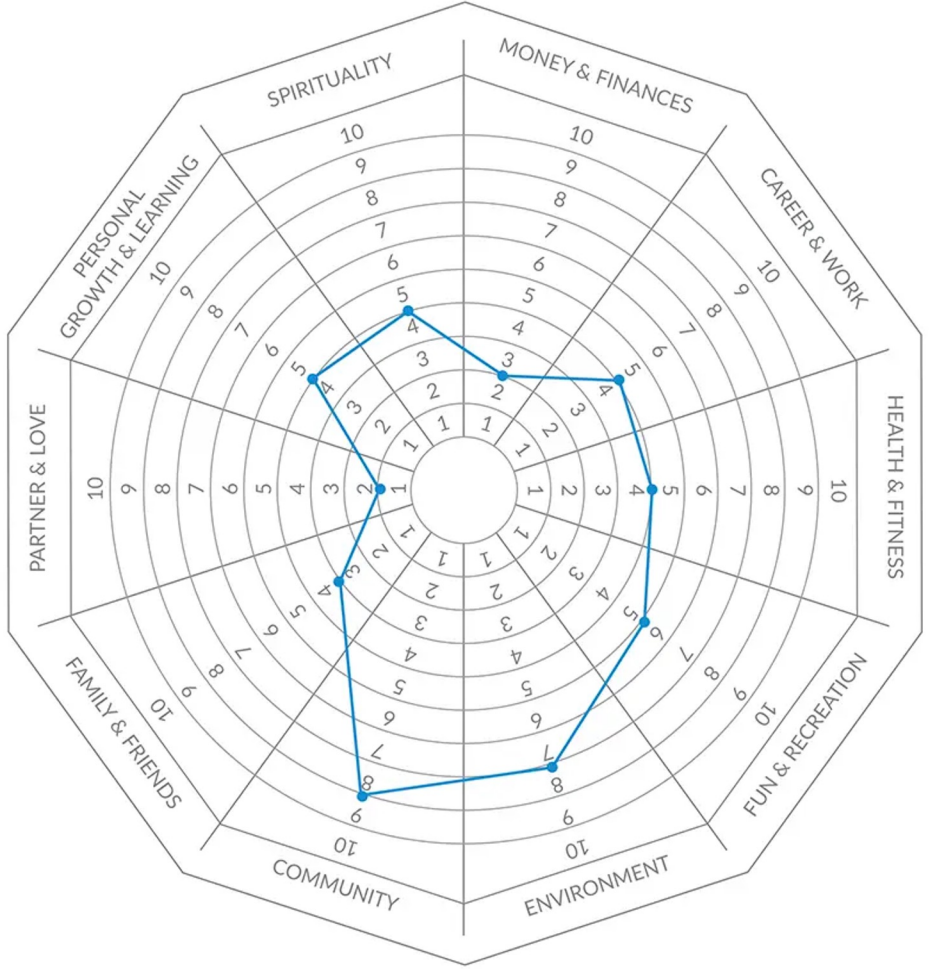


The Wheel of Life





The Wheel of Life





Tips for Helping Employees Find Balance

- Offering flexible scheduling
 - 80% of workers would choose a job that offers a flexible schedule over those that did not. In fact, 30% said that they value flexible work over additional vacation time.
- Be willing to include creativity & fun in the work environment.
- Ask employees what they need - helps them feel a bit more in control.
- Don't glorify overworking!
- Lead by example and communicate.



Burnout - A threat to balance.



What is Burnout?

- Burnout - Exhaustion of physical or emotional strength or motivation usually as a result of prolonged stress or frustration
- Burnout can occur from stressors outside of work, at work, or both.
- Linked to a loss of personal identity at work.





Facts about Burnout

- Burnout has been found to decrease productivity by 32% and the ability to focus by 60%.
- Burnt-out employees are twice as likely to feel disconnected from their company's values, leadership, and colleagues, as well as 3x more likely to look for a new job.
- A smaller survey of US professionals revealed that 77% had experienced burnout in their current role, and 83% said work burnout has negatively impacted their personal relationships.



Why Does Burnout Occur?

- Lack of control. An inability to influence decisions that affect your job (greatest risk factor).
- Lack of sleep.
- Overcommitting.
- Poor self care.
- Unclear job expectations.
- Dysfunctional workplace dynamics.
- Lack of social support.





Burnout Warning Signs



- Low motivation.
- Disengagement.
- Poor attitude.
- Generally unhappy .
- Calling in sick frequently.
 - 12 % of employees report calling in due to physical issues from job stress
- Skipping lunch.
 - 50 +% reported often skipping lunch due to extra work pressure



Burnout Compounds on Itself

- 30% of employees mostly start their workdays already feeling tired or with low energy level.
- 20 to 30% of the employees feel stressed, anxious, frustrated, or annoyed almost every day or at least for a few days every week
- 25% of employees have reported feeling frequently drained or exhausted after a day's work.
- Employees who interact daily or hourly with customers are much likely to feel frequently emotionally and physically drained after their working hours.



Employee Engagement

Engagement Rising

- 59% in 2011
- 65% in 2017
- 68 % in 2020

Qualities Impacting Engagement

- Trust
- Passion
- Mentorship





Creativity, Fun, & Recognition



Practical Ideas for Adding Creativity & Fun

- Acknowledgement Jar
 - Employees who are recognized are 4.6x more likely to perform their best work.
 - Appreciated employees perform their best work, from senior-level executives to summer interns.
- Highs and lows
- Playing music
- Fun games related to mission or job function with small prizes



Food for Thought

“Whether it’s the best of times or the worst of times, it’s the only time we’ve got.”

(Art Buchwald)



Question Time!

References



Apollo Technical - <https://www.apollotechnical.com/statistics-on-work-life-balance/>

Boston Business Journal - <https://www2.deloitte.com/us/en/pages/about-deloitte/articles/the-wonders-of-work-life-balance-and-well-being.html>

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Life and My Work/Life Balance - <https://lifeandmyfinances.com/2022/12/work-life-balance-statistics/>

Positive Psychology - <https://positivepsychology.com/work-life-balance-strategies/>

University of Cincinnati - <https://www.uc.edu/news/articles/2023/02/the-future-of-work--how-should-we-view-work-life-balance.html>

Forbes-

<https://www.forbes.com/sites/alankohll/2018/03/27/the-evolving-definition-of-work-life-balance/?sh=4d41ff899ed3>

SFM Work Comp Experts-

<https://www.sfmic.com/work-life-balance-views-evolving-with-new-generations/>

Live Science-

<https://www.livescience.com/36038-work-stress-stroke-risk.html>

ANNOUNCEMENTS

- ABA Happy Hour - March 8th
@ Ada Indoor Country Club
- Talent 2023 Lunch - March 8th
- ABA March Lunch & Learn - March 16th
- Member Announcements