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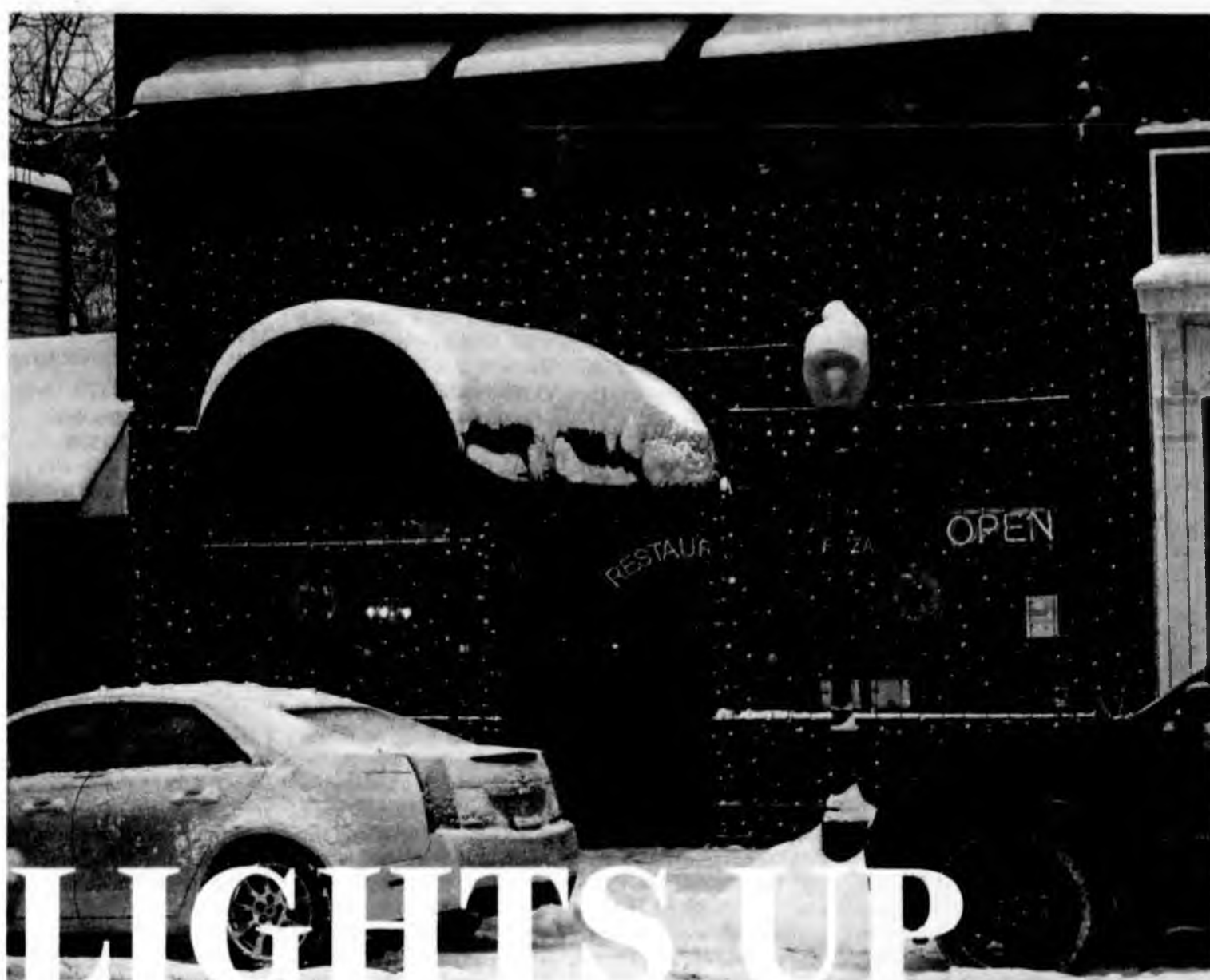
MILFORD RECORD

THURSDAY, NOVEMBER 21, 2019 ■ HOMETOWNLIFE.COM

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LIGHTS UP FOR THE HOLIDAYS

David Veselenak Hometownlife.com
 USA TODAY NETWORK - MICHIGAN

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That's because several businesses in the downtown area and beyond have begun adding thousands of lights to the front of their buildings to brighten up the night for drivers and pedestrians during the holiday season.

The lights, put up by Milford-based Xpress Holiday Lighting, cover about a dozen storefronts just in time for the holiday season.

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JOHN HEIDER/
 HOMETOWNLIFE.COM

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Ed Wright
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The Arbor Hills landfill in Washtenaw County's Salem Township, just west of Northville Township. FILE

Lyon considers a way to conserve land, slow growth

Susan Bromley
 Hometownlife.com
 USA TODAY NETWORK - MICHIGAN

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But would taxpayers be willing to fund such an option?

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Patricia Carcone said. "We are trying to preserve property, and we are trying to slow down some growth if possible -- that is what our residents are telling us they want. But that will be very, very costly."

Carcone said the purchase of property development rights, on which the township board heard a presentation during a recent meeting, was new to her.

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Enlow looked at neighboring communities and researched property development rights, in which a private property owner could sell development rights to a public entity, placing the property in a conservation easement.

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like, but they get paid to keep it as a conservancy," he said. "I wanted to get the board's opinion with the ultimate goal of updating the ordinance and then marketing and funding this for residents who want to leave (their property) as a legacy and sell their rights... We're not strong arming, it's up to the property owner. It's just another option."

Kris Olsson, an ecologist with the

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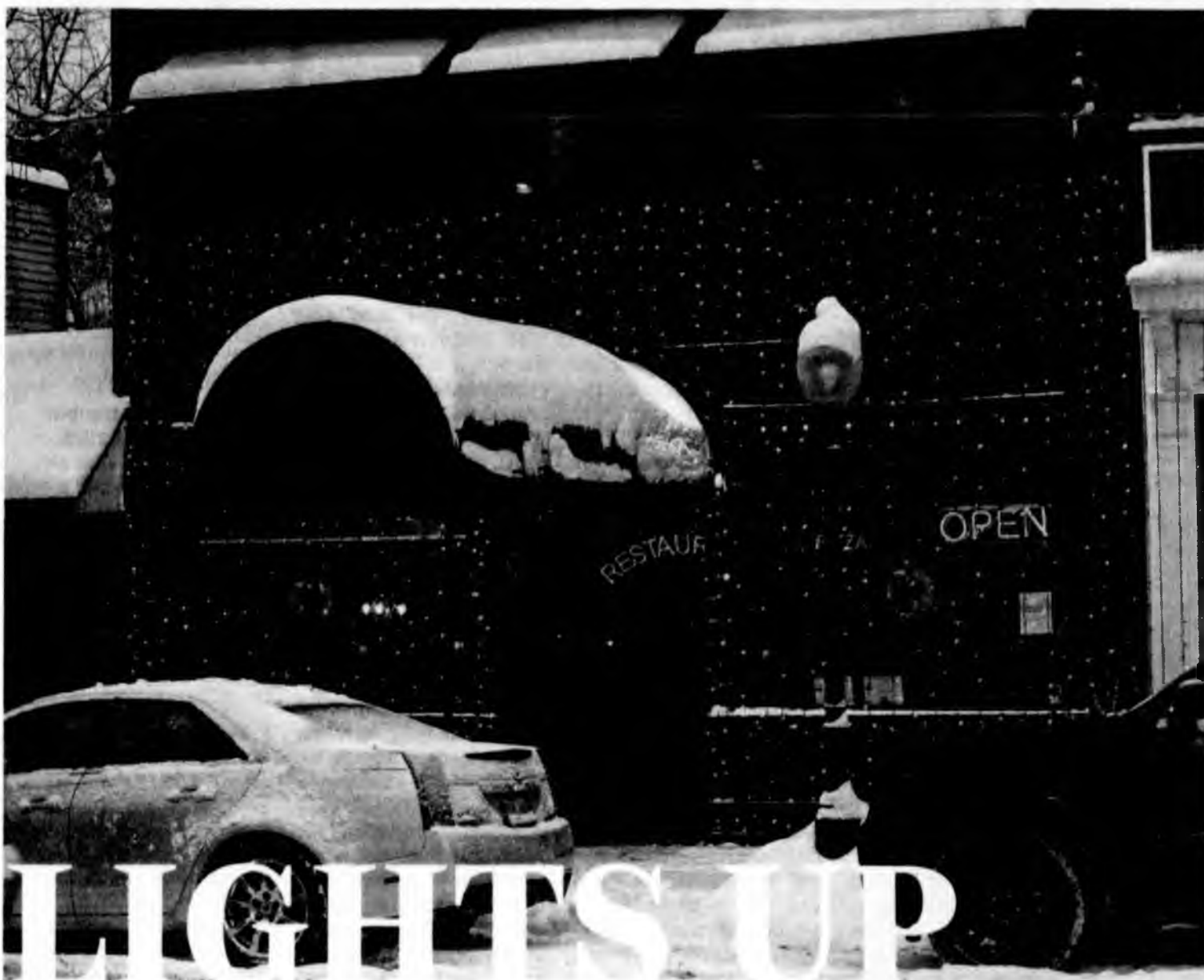
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Couple share ownership of brewery

Brian Manzullo
Detroit Free Press
USA TODAY NETWORK

Aaron Rzeznik was super nervous.

It was the spring of 2010, and time for the annual release of Oberon, the beloved Michigan wheat beer from Bell's Brewery that, to many Michiganders, marks the first sign of the coming summer. And Crunchy's, a popular bar in East Lansing right down the road from Rzeznik, was tapping Oberon and a bunch of other Bell's beers to celebrate the occasion.

But that's not why Rzeznik was nervous. He was taking a woman he met at Michigan State University — Kristin, an interior design student from Muskegon — on

their second date. She didn't drink craft beer, but he talked her into a Hopslam, a seasonal double IPA brewed with honey.

"My buddies happened to be at the table next to us, kind of heckling me," Rzeznik recalls. "They're asking me questions about the beer, messing around with me ..."

Then he turned around. His hand hit the full pint of Hopslam. It spilled right onto Kristin.

You ever spill a heavy craft beer? It's not fun to clean up. It's wet, sticky and sometimes smelly if you leave it sitting too long.

"It looked like I peed my pants," Kristin says, laughing. "I think I sat there for two hours wait-

ing for it to dry before I got up."

Meanwhile, Rzeznik turned bright red. Kristin says he started sweating. "I thought for sure I was done," he says.

As Aaron and Kristin Rzeznik are telling this story, customers begin trickling into the brewpub for Drafting Table Brewing Co., which occupies a 5,000-square-foot space on the corner of a sturdy plaza in downtown Wixom, right off I-96 in the outskirts of metro Detroit. They would be the first of many to stop in on this fall Wednesday afternoon to tip back or sample the smorgasbord of brews, from the signature Professional Pils to the fresh Simcoherent Double New England IPA to the dark Proud Lake Porter.

These beers are the brainchildren of Aaron Rzeznik, the founder of Drafting Table. And Kristin Rzeznik, the co-owner and "idea person" behind the operation, put her interior design experience into the branding and atmosphere of a craft brewery that's quickly becoming one of the more prominent in a rich craft beer state.

In other words, no. They weren't done.

Humble beer beginnings

Aaron Rzeznik studied landscape architecture at Michigan State. But he was already home-brewing by the time he graduated.

His love for craft beer began early, primarily thanks to his travels to Germany, where he "fell in love" with German ales and lagers. He brewed his first beer in his apartment with one of those Mr. Beer kits you can find in stores or on Amazon. "It tasted awful," he says. "Like a bad cider."

And then there was that one time where he



Aaron and Kristin Rzeznik, owners of Drafting Table Brewing Co., discuss their craft beers in their production room. PHOTOS BY KIRTHMON F. DOZIER/DETROIT FREE PRESS

and his roommate threw too many hops into a beer, causing the air lock on top of the bucket to explode during fermentation.

"We were playing video games one day, and we heard an explosion in the closet. We were like, 'oh, that can't be good,' he says. "Sure enough, there were hops everywhere."

But through it all, Aaron loved brewing. He got better at it. When Kristin came along, she'd help as his sidekick, with sparging — the act of rinsing the grain bed during the mashing process — and other tasks.

Even during those earliest dates, Kristin recalled Aaron talking about opening a brewery. When they graduated and saw that the economy wasn't doing so hot, that helped push Aaron into professional brewing. He brewed for a few years at Witch's Hat, a popular brewery in nearby South Lyon, and found that he loved the business enough to keep going.

"It's one thing to have it as a hobby vs. cleaning large stainless tanks," Aaron says. "I ended up loving it."

Then came May 2015. It was time to sign the loan papers. It was time to sign on with the contractor. And it was time to sign the lease for the brewpub and production facility in Wixom, where Aaron Rzeznik grew up.

There was just one thing: They were also getting married that week.

"It was nuts. It was so nuts," Kristin says, laughing. "We do that to ourselves a lot, though. It's OK."

True to form, three of the beers they served at their wedding were home-brewed. One of them — To Hop And To Hold, a hazy double IPA — is still brewed at Drafting Table to this day.

An 'asset' to Wixom

Aaron Rzeznik's favor-

ite Drafting Table beer is the Professional Pils: an easy-drinking German-style pilsner with herbal and floral flavors that make it clean and crisp. At 5.2%, it's crushable at all times of the year.

"I never get sick of it," he says. "It's tried and true. Still has a nice hop flavor."

The name, inspired by one of Aaron's landscape architect professors at MSU, also falls right into brand with Drafting Table, a mash-up of Aaron and Kristin's previous career paths. The bar top is made out of live edge wood and concrete, the walls feature drafting tools and collages of Aaron's architecture sketches from Germany, and the Mug Club wall is made out of drafting table boards from Lawrence Tech University.

Often, independent craft brewpubs will stick to a theme, or hark back to the origins of its building or an entire town. These touches make craft breweries feel like home, and also attract out-of-towners looking for local flavor and not a tourist trap.

"We feel like we're welcome there," says Jason Bobkin, 37, a Drafting Table Mug Club member from Westland who works nearby. "You may have heard the term, 'it's your third place.' You got home, you got work and then somewhere else. This is like our somewhere else to go."

It also helps to have good beer. Perhaps the most notable, given the time of year, is Bourbon Barrel-aged Mean Vanilla Bean, a 15% ABV imperial stout aged in bourbon barrels with Madagascar vanilla beans. It's among the best imperial stouts in Michigan, with a 4.36 overall rating on Untappd, and its releases have led to lines around the brewpub's building.

"It's so balanced in all of its flavors," Kristin Rzeznik says. "It's robust, yet it's smooth. The barrel gets to shine but it's not

IF YOU GO

Drafting Table Brewing Co.

Where: 49438 Pontiac Trail, Wixom

Hours: 3-10 p.m. Mon.-Wed., 3-11 p.m. Thu., noon-midnight Fri.-Sat.

Website: draftingtablebeer.com

Beers to try, with Untappd reviews from Brian Manzullo:

Professional Pils (5.2% ABV): 4.25 out of 5.

"Great flavor for a pilsner. Extra hops, slightly malty, clean and crisp. Could drink this all afternoon."

Strawberry Brewlius Milkshake IPA (6%): 3.75/5.

"Excellent strawberry flavor, hazy, nice citrus undertone, slightly creamy in mouthfeel."

Simcoherent Double NEIPA (9.5%): 4.25/5.

"Juicy and hazy with good citrus bite and a strong, hoppy finish."

Mom Said No Peanut Butter & Chocolate Stout (8.5%): 3/5.

"Bold, roasty chocolate flavor. The peanut butter really comes through in the finish."

Rye Whiskey Barrel Mean Vanilla Bean (15%): 4.75/5.

"Way too smooth for 15%. Beautiful vanilla bourbon notes with chocolate and heat on the finish. It's awesome."

overpowering. Has a nice mellow sweetness to it."

At Detroit's Fall Beer Festival last week, a rye whiskey barrel-aged variant of Mean Vanilla Bean was on tap at Drafting Table's ever-popular stand, as well as the Bourbon Barrel-aged Maple Pecan Vesel in Distress, a Wee Heavy ale brewed with maple syrup and toasted pecans, which makes for sweet, nutty, caramel, toffee notes. The Free Press named it one of the best beers of the festival.

Like most independent breweries of its size, Drafting Table is well rooted in its hometown: Wixom, a Detroit suburb of roughly 14,000 people. Its priority is community-building, especially through events such as its Monday "run club," fundraisers and more. There's no kitchen, which allows for food trucks and customers to bring in food from nearby restaurants (there are four, including a Jet's Pizza, in Drafting Table's plaza alone).

And though Drafting Table does distribute its beers to other stores and bars through a local distributor, the Rzezniks' main focus is on Wixom and the brewpub. The brewery produced near 1,000 barrels of beer last year, according to state tax data.

"We just want to be an asset (to Wixom)," says Kristin, who's also the vice chair of the city's Downtown Development Authority. "When people return that gratitude, of just like, 'Hey you're doing a great job, thanks for being here in our community, this is our hangout spot' ... It's nice to hear."

Spirits of Detroit writer Brian Manzullo covers craft alcohol for the Free Press. Contact him: bmanzullo@free-press.com and on Untappd, bmanzullo and Twitter, @BrianManzullo and @SpiritsofDET.

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CITY OF NOVI PUBLIC HEARING NOTICE

NOTICE IS HEREBY GIVEN that the Planning Commission for the City of Novi will hold a public hearing on Wednesday, December 11, 2019 at 7:00 P.M. in the Novi Civic Center, 45175 W. Ten Mile Road, Novi, MI to consider **SAKURA NOVI JZ 19-31 FOR A ZONING MAP AMENDMENT 18.732 FOR PLANNING COMMISSION'S RECOMMENDATION TO CITY COUNCIL FOR A PLANNED REZONING OVERLAY (PRO) CONCEPT PLAN ASSOCIATED WITH A ZONING MAP AMENDMENT TO REZONE FROM OSC (OFFICE SERVICE COMMERCIAL), OS-1 (OFFICE SERVICE) AND I-1 (LIGHT INDUSTRIAL) TO TC-1 (TOWN CENTER-1)**. The subject property is approximately 15.5 acres and is located north of Grand River Avenue, south of Eleven Mile Road and east of Town Center Drive in Section 23 (includes 42750 Grand River and 42525 Eleven Mile). The applicant is proposing to develop the property as an Asian-themed, mixed use, multi-phased development. The Concept Plan proposes a retail and restaurant commercial portion and 68-multifamily townhome units in phase 1. Phase 2 could consist of an additional 70 multifamily townhome units under a "baseline" option, or a mix of uses such as hotel, office, retail/restaurant, personal service, senior living, and/or multiple-family residential.



Plans are available for review at the Community Development Department in the Novi Civic Center.

Subject Property Parcel ID's: 50-22-23-126-006, 50-22-23-126-011, 50-22-23-226-007, 50-22-23-226-008

All interested persons are invited to attend. Verbal comments may be heard at the hearing and any written comments may be made to the Community Development Department, 45175 W. Ten Mile Road, Novi, MI 48375 during the City's regular business hours, Monday thru Friday, from 8:00 A.M. to 5:00 P.M., and must be received by 4:00 P.M., Wednesday, December 11, 2019.

Novi Planning Commission
Michael Lynch, Secretary

Published: November 21, 2019

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DOWNTOWN ANN ARBOR Holiday Gift Guide mainstreetannarbor.org



Year-end charitable contributions



Money Matters
Rick Bloom
Guest columnist

It's hard to believe that the holiday season is upon us! One thing that happens this time of year is that many of us make year-end charitable contributions. I think it is great that so many of us want to help those less fortunate. As I've said many times in the past, Americans are the most generous people on earth, as a people we make charitable contributions second to none. That being said, it is common knowledge throughout the world that Americans are generous and, unfortunately, the lowlifes around the world also recognize the generosity of the American people. As a result, this time of year there are more scams regarding charities than at any other time of the year. Crooks and scam artists know that this time of year many of us put our guards down, and thus, we are more susceptible to being scammed. Therefore, this time of year when it comes to giving to charities, you have to be more vigilant, not less.

When it comes to charities, scams come in a number of different ways. One of the more common scams is where you're asked to give to a bogus charity. The charity may have a wonderful purpose, its website can be first-class, and the emails you receive will pull at your heartstrings by showing pictures of distressed

children or animals. Unfortunately, the goal of these bogus charities is to steal your money and get sensitive information, such as your credit card number. These charities are fraudulent, and you need to weed them out to make sure you don't give them your hard-earned money.

There are also other types of charities that are more legitimate in the fact that they actually do give money to a charitable purpose; however, the bulk of the money they raise is not used for a charitable purpose, but rather, for marketing costs and to compensate its executives. I believe these charities should also be avoided, because the reality is if you give \$100 to a charity, you want the great bulk of that money going to accomplish the charitable purpose. I never understand why people give money to a charity when so little of the money is actually spent on the charitable goal. The only thing I can think of is that the great majority of people don't know how that charity spends its money.

I am a big believer that before you give to a charitable organization you ought to investigate that charity. You want to make sure it's legitimate and the money is well spent. A couple of places I go to check out charities are charitynavigator.org and give.org. These websites can help you to make sure that you're dealing with a legitimate charity. Therefore, during this holiday season, just because you're solicited for a donation doesn't mean you have to give. My advice, before you commit to donating money to a charity or write a check, do your homework ahead of time to make sure

your money is going to be well spent.

With regard to making charitable contributions, of course, there's the traditional way of just writing a check to a charity; however, there are different alternatives that may be more suitable for you. If you're over 70%, you can consider using your minimum required distribution to make charitable contributions. Particularly, for those of you who are not itemizing your deductions, this is a great tax saver. For those of you who are not 70%, a good strategy is to donate appreciated securities. By donating appreciated securities to the charity, you'll receive a full charitable contribution for the fair market value of the gift. In addition, you can avoid paying any capital gains taxes that you would have on that investment. Particularly with the good market we've had over the last couple of years, donating appreciated securities can be a very economical way to make charitable contributions.

No matter how much you give to a charity, it's your money and you want it to be spent wisely. Therefore, it is important that you do your homework ahead of time regarding charities so that your hard-earned money will go to a legitimate charitable organization.

Good luck!

Rick is a fee-only financial advisor. His website is www.bloomassetmanagement.com. If you would like Rick to respond to your questions, please email Rick at rick@bloomassetmanagement.com.

Restaurants prep for Thanksgiving service

David Veselenak
Hometownlife.com
USA TODAY NETWORK - MICHIGAN

For many people, Thanksgiving is a time to head to the family's house to enjoy turkey, stuffing, mashed potatoes and pumpkin pie.

But for others, it's a time to indulge and eat out at one of the several restaurants offering dinners throughout the region.

"For Thanksgiving, by the time you buy the turkey and the trimmings ... sometimes it's more expensive at home," said Kathy Zervos, one of the owners of the Greek Islands restaurants.

The Greek Islands restaurant at 37777 11 Mile Court in Farmington Hills is closed in the colder months, but they'll open for more than 800 people who reserved seats for the Thanksgiving feast.

The restaurant has been serving Thanksgiving dinner for about eight years, and typically fills up on reservations each year, Zervos said. For those looking for reservations there, it might be tight. As of Nov. 12, she said the restaurant was pretty much booked for the four time slots they are serving their holiday buffet.

"I'm pretty much maxed out at the moment," she said. "This is the first year that I'm actually booked so quickly."

It's a trend that's happened at other restaurants as well. Rocky's of

Northville, 4122 W. Seven Mile in Northville Township has long been a location for Thanksgiving diners to head to for the experience.

The restaurant will serve a smaller version of its regular menu, focusing on items such as fish and steak, to more than 800 people who have made reservations for Turkey Day, said Tim Patino, the general manager of the restaurant.

He said independent restaurants such as Rocky's are the places families, especially large families, look to go to for holiday dining.

"You've got chefs that can go back and cook turkeys," Patino said. "You don't quite expect that. We pull it off pretty well."

In addition to the long-time restaurants serving Thanksgiving dinner, newcomers to the region will also serve for the holiday.

"We are doing a traditional Thanksgiving dinner, including our papardelle pasta marinara," said Valen Gow, the gen-

eral manager at Angela's Ristorante, a new Italian restaurant that opened at 38417 Joy in Westland.

The restaurant opened on Veterans Day, and leadership decided right after to open for Thanksgiving to area patrons.

Those looking to make reservations at the new restaurant can do so by calling 734-738-6198.

The restaurant, which is a sister restaurant to Magdaleno Ristorante in Wyandotte, will serve the same food as the Downriver restaurant, Gow said. They're hoping to see a large crowd come try out their food on a day people aren't interested in cooking or cleaning.

"People don't want to cook, which we see a lot of in Wyandotte," Gow said. "People like to eat and then go home and not have a kitchen to clean and shop and whatever it is they do afterwards."

Contact reporter David Veselenak at dveselenak@hometownlife.com or 734-678-6728. Follow him on Twitter @davidveselenak.



Chef Marcus Spivey prepares food Nov. 14 at Rocky's of Northville in Northville Township.

DAVID VESELENAK/HOMETOWNLIFE.COM

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City of Novi Public Hearing Notice

NOTICE IS HEREBY GIVEN THAT the Zoning Board of Appeals for the City of Novi will hold a public hearing on November 19, 2019 at 7:00PM in the Council Chambers of the Novi Civic Center, 45175 Ten Mile Road, Novi, MI to consider:

PZ19-0044 (Zach Gielow) 623 South Lake Drive, East of West Lake Drive and South of South Lake Drive, Parcel #50-22-03-455-001. The applicant is requesting variances from The City of Novi Zoning Ordinance Section 5.11.1A ii to allow the installation of a fence to the property line. Fence shall not extend toward the front of the property near than the minimum front yard setback distance. R4 front setback is 30 feet minimum allowed. This property is zoned Single Family Residential (R-4).

PZ19-0045 (Jill and Reuben Levy) 42630 Morgan Creek Ct, West of Novi Road and North of Thirteen Mile Road, Parcel # 50-22-02-177-043. The applicant is requesting variance from the City of Novi Zoning Ordinance Section 5.1 to park a recreational vehicle over 6 feet tall in the side yard. This property is zoned Single Family Residential (R-4).

PZ19-0048 (Mark Zawaiden) 40020 Twelve Mile Rd, West of Haggerty Road and North of Twelve Mile Road, Parcel # 50-22-12-400-063. The applicant is requesting variance from the City of Novi Code of Ordinances Section 28-(a); and 28-5(d)(7) for a second wall sign facing southwest measuring 336" x 36" (84 sq. ft.). The applicant was previously granted lesser variances the April 2019 proceedings of case PZ19-0011. This property is zoned Office Service Technology (OST).

PZ18-0050 (Benchmark Group/Wal-mart) 26090 Ingersol Dr, East of Novi Road and North of Grand River Ave, Parcel #50-22-14-351-064. The applicant is requesting a variance from the City of Novi Code of Ordinance Section 28-5(a) for 12 ground signs for parking space indicators, 1 ground sign permitted per parcel. 28-7(b)(2) for 9 ground pole signs to be posted at the parking lot entrances, 2 of the entrances will have 2 ground pole signs. 1 ground pole sign is permitted at each entrance per code. Section 28-5 for a 65.43 square foot wall sign on the west elevation - north side of building, this sign exceeds number of signs permitted. This property is zoned Town Center (TC).

Lights

Continued from Page 1A

to name a few. Many of these businesses are first-time clients and decided to try the lights out this year, Julie Haggart said.

The business does other lights for other businesses and houses in surrounding communities, such as Rotterdam Jewelers in Brighton and several homes in Northville.

Each business is different, but can have thousands of lights on the front, depending on how large the frontage. The average business will have about 2,500 bulbs lit up through the season.

It's a business, Brian Haggart said, that he got into after decorating his house for the holidays each year. It still is uplifting to flip that switch and light up the night each year, he said.

"It gives you a nice feeling," he said. "It's rewarding at the end when you actually get to turn the lights on at night."

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Chris Bastian, also known as "Big" tidies up at Milford's Nesting Place on Nov. 11. The Nesting Place is one of the early Christmas decorators in Milford and will now be joined by a bunch of merchants along Main Street who will be lighting up their displays. PHOTOS BY JOHN HEIDER/HOMETOWNLIFE.COM




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Lyon Township is considering property development rights that could allow them to conserve land and slow development.



A developer's proposal to put 490 homes on Erwin Orchards property was denied earlier this year. Lyon Township officials are considering purchase of property development rights that could allow them to conserve farm land and slow development. PHOTOS BY JOHN HEIDER/OMETOWNLIFE.COM

Development

Continued from Page 1A

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A government or conservancy can purchase the rights to develop a parcel

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Supervisor John Dolan noted, "We have lot of farmers who want to retire, but want to get as much money as they can."

One Lyon Township farmer who has expressed a desire to retire is Bill Erwin, owner of Erwin Orchards. A developer wanted to buy his land, proposing Cider Mill Village of Lyon, which would have

put 490 housing units on the 264-acre property now occupied by apple orchards.

The board denied the plan due to high density as well as traffic and other infrastructure concerns.

But for the township to purchase the development rights of such a property, or the Coyote Golf Course where the Fairways of Canfield housing project was proposed and also denied, would undoubtedly come with a very large price tag.

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how much money would be dedicated yearly to that line item.

"Is it \$100,000, three-quarters of a million?" he asked. "If we're serious, we need to ballpark it and then drill down."

The board agreed to update the ordinance and continue the discussion, acknowledging a millage request would likely be the funding source if they moved forward.

"That number would be big," Dolan said. "Other townships have a millage, so that's a huge number."

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Violation

Continued from Page 1A

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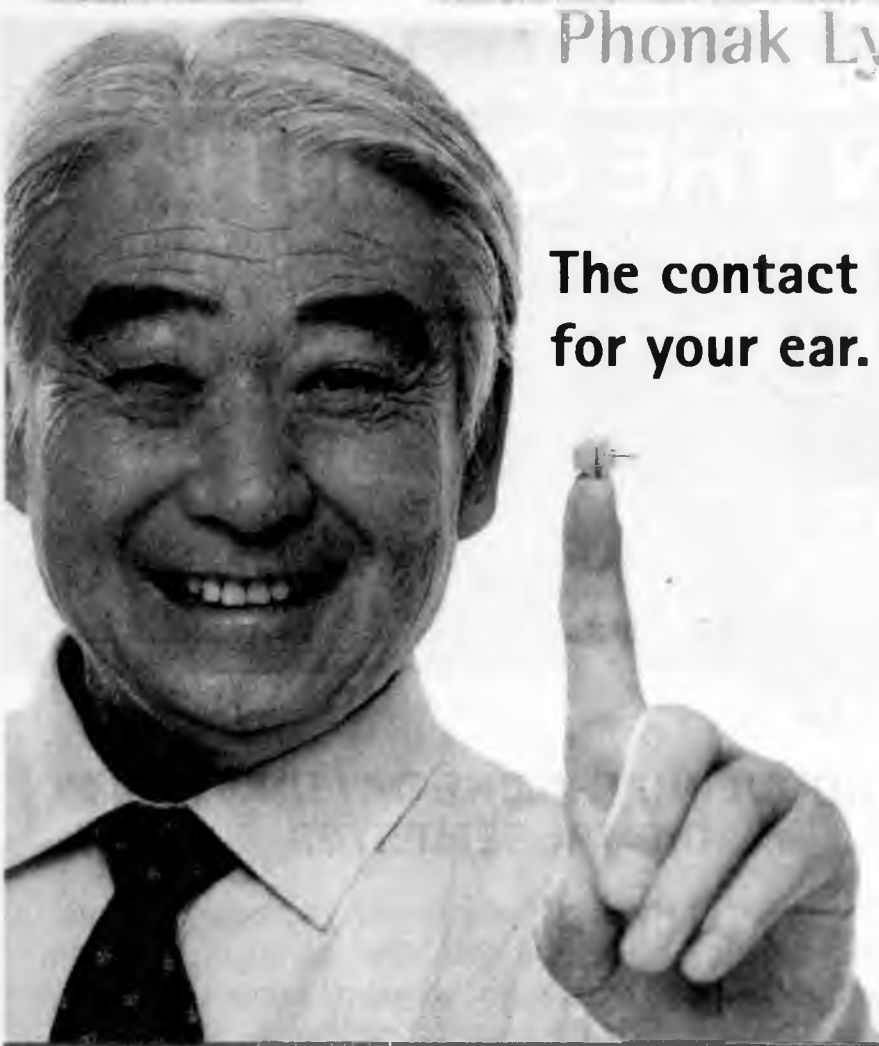
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Novi superintendent reflects on family, views on education



Super Talk
Steve Matthews
Guest columnist

On November 13, 2009, my father died.

He was 80 years old.

It has been ten years since I last saw my father.

My father grew up in a small town in Oklahoma. He had planned to stay there his whole life. But education opened up opportunities that he could not imagine he would have.

After high school he went away to a small college in Iowa and then to Oklahoma State University. He ran out of money one semester. As he sat out, he worked to earn money in hopes of returning. Instead, he was drafted and sent overseas during the Korean War. Shortly after his return, he proposed to a woman he had met while at Oklahoma State University.

Upon their marriage they returned to Fairland, Oklahoma, where the newly-married couple tried to buy the local hardware store. That deal fell through.

My father then went to work for the Goodrich Tire Company in Miami, Oklahoma. While working there, my father decided that he wanted to do something else with his life. My father and mother, along with two young children, then moved back to Stillwater, Oklahoma, where my father completed his degree and earned his teaching certificate.

Shortly after his graduation, the family moved to Albuquerque, New Mexico, where my father taught in an elementary classroom for the next 33 years.

My father understood the power of education. He was the first in his family to graduate from college. He knew that what he had in life was his because of education. His wife, his job, his perspective were all shaped by the experiences he had in school.

For my dad, school was important.

School provided an opportunity. It gave people options. I learned from my father that doing well in school opened doors.

My father often spoke about how his life had been changed because of school. Correspondingly, my father emphasized that doing well in school would open up doors for me as well.

But my father also understood that education gave people a perspective. While going to school opened doors, going to school also created a healthy curiosity about the world.

While going to school opened doors, going to school also created a healthy curiosity about the world.

Throughout my father's life he was not afraid to ask questions or examine other perspectives. Education was not about finding the one right answer; education was about being confident that you had the ability and skill to search for the answer. Education was important because it gave you the skills and the confidence to look at multiple perspectives and examine multiple possible answers.

My father taught me that education opened doors and provided the opportunity to change lives.

It is hard to believe that it has been ten years since my father passed away. I think of my father often. He would be proud that I found my place in schools. I am proud that my father gave me a strong foundation and belief in the power of schools to make a difference.

Steve M. Matthews, Ed.D., is the superintendent of the Novi Community School District. He can be reached at steven.matthews@novik2.org.

Lakeland High teacher charged on two counts in drunken driving case

Susan Vela
Hometownlife.com
USA TODAY NETWORK - MICHIGAN

The Lakeland High School teacher escorted from the school building in September has been charged with two misdemeanors because of his drinking and driving habits that day.

Michael Fletcher of West Bloomfield was arraigned last week on charges of having an illegal blood-alcohol content of .17 or more and driving with a suspended license.

Investigated at the school on Sept. 18, police said Fletcher admitted to consuming alcohol prior to driving there. A test registered the teacher's blood alcohol content as .354%, or more than four times the legal .08% limit.

Fletcher is scheduled for a Dec. 5 pre-trial conference in 52-2 District



Fletcher

Court in Clarkston because of the fall arrest.

He's also scheduled for a sentencing that day for 2018 misdemeanor charges of operating a vehicle while intoxicated and failing to display a

valid license.

He pleaded guilty to those misdemeanor charges, which were reduced from the original ones.

Fletcher, in his 40s, has been a state-certified teacher for nearly 20 years.

Huron Valley Schools' officials have said the Fletcher will not return to campus until his legal issues are resolved to their satisfaction.

Contact reporter Susan Vela at svela@hometownlife.com or 248-303-8432. Follow her on Twitter @susanvela

Deputies: Sedan rolls into retention pond

Susan Vela
Hometownlife.com
USA TODAY NETWORK - MICHIGAN

A gun owner's sedan kept rolling away from him Saturday, until both he and his car were immersed in the Huron Valley Guns' retention pond in Lyon Township, according to Oakland County Sheriff's deputies.

Deputies and Lyon Township firefighters were dispatched to the Grand River Avenue business around 12:28 p.m. because a vehicle was sinking in the pond.

Deputies said in their report they found the vehicle fully submerged upon arrival.

The 40-year-old owner from Water-

The sedan was remotely started and had manual transmission. It traveled about 15 feet before rolling into the pond.

ford reported he was loading firearms into his trunk when his vehicle began rolling forward and entered the pond.

He jumped into the water to retrieve his firearms from the soaked vehicle.

The sedan was remotely started and had manual transmission. It traveled about 15 feet before rolling into the pond.

Contact reporter Susan Vela at svela@hometownlife.com or 248-303-8432. Follow her on Twitter @susanvela

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Beaumont



Sports bar and family eatery Joe Kool's open

Jennifer Timar
Livingston Daily
USA TODAY NETWORK - MICHIGAN

Owners of Joe Kool's Sports Bar and Grill are expanding to new locations in Michigan, starting with Green Oak Township.

After about 10 months of extensive interior renovations to a restaurant building at 9555 Village Place Blvd., in the Green Oak Village Place shopping mall near Brighton, owners and brothers Dante and Dorayd Bacall have opened their second location there.

The new restaurant opened a few weeks ago. Regular hours will be 11 a.m. to 2 a.m. seven days a week.

"Basically, it's a high-end sports bar with lots of TVs, and we can have all kinds of channels on at the same time for sports..." Dante Bacall said. "It will also be a place for families to come eat."

The restaurant features about 45 televisions.

There are sets mounted on every wall and more than a dozen hanging from the ceiling.

Nine sets behind the bar can act as one large screen for big games.

"We did a whole tear down" of the building's interior," Bacall said. "We went over and beyond with this location to show the community what Joe Kool's is all about."

Bacall said the cost of renovations was more than \$1 million.

The building was previously occupied by Jameson's Irish Pub and Grill before the Irish pub moved and reopened at 108 and 118 Grand River Avenue in downtown Brighton earlier this year.

The previous interior decor scheme, a lot of dark wood and Irish green, has been removed and replaced with neutral tones.

The eatery features a new bar and two long high-top tables, as well as booths, dining tables and new kitchen equipment.

Frank Sallan, the restaurant's director of operations, said the menu in Green Oak Township will feature many choices.

"We do pizza, all-American food and then about a third of the menu is south

of the border," Sallan said. "My top-selling meal is chicken quesadillas. We sell almost 1,000 of those a month at the Troy location."

He said another favorite among customers has been the southwest chopped chicken salad with house-made dressing.

"We have a good atmosphere for families and the bar crowd... a lot of sports customers," he said.

The restaurant has a full bar with more than 30 types of beer on tap.

It will seat 156 inside.

Bacall said they will add an enclosed, all-season patio at a later date. He estimates the patio will add at least 100 more seats.

They will also start booking live entertainment at a later date.

"I think this is a good area for a Joe Kool's," Bacall said. "There's a lot of development going on here. There are more hotels, and also the mall attracts more people into the parking lot."

Just the beginning of expansion plans

Dante Bacall said he hopes in the next 5 to 10 years to have more locations.

He and his brother, who live in the Bloomfield Hills area, also own Joe Kool's Bar and Grill in Troy.

"We're hoping 20 locations minimum, all in Michigan, probably," Bacall said.

Joe Kool's was first established in London, Ontario, Canada in 1983. That location still exists and is operated by different owners.

The Bacall brothers purchased the Troy location and the business name and trademark in 2016.

They own two other restaurants, Central Kitchen + Bar, in Detroit, and CJ Mahoney's Sports Grille, in Troy. They also own and operate 25 Marriott, Hilton and Holiday Inn hotels in Michigan.

Dante Bacall said they hope to open their next Joe Kool's establishment in Detroit.

Contact Livingston Daily reporter Jennifer Timar at 517-548-7148 or at jtimar@livingstondaily.com.



At least 45 flat-screen televisions will give patrons of the Joe Kool's Sports Bar and Grill plenty of sports action options. PHOTOS BY GILLIS BENEDICT/LIVINGSTON DAILY



Joe Kool's Sports Bar and Grill opened Wednesday at the Green Oak Village Place mall.

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Hartland's first microbrewery opens

Jennifer Timar
Livingston Daily
USA TODAY NETWORK - MICHIGAN

In preparation for opening day, Hartland Brewing Company has been busy brewing several different kinds of craft beer in their three-and-a-half barrel system.

Ryan McDonald, who co-founded what will be Hartland Township's first microbrewery with his wife, Nikki McDonald, said he expects to have a busy holiday season.

"It will be a shiny new toy that people will want to check out," he said. "I think it's going to be a whirlwind. We'll probably blink our eyes and it will be February."

The plan was to open some time this week at 1836 Old U.S. 23 in the Hartland Town Center.

"The last step, we have to register our beers with the state and we're waiting to hear about that, but we expect that soon, hopefully this week," he said at the beginning of the month.

"We're brewing our New England IPA today, doing a double batch, our west coast IPA, and we have our light in the tank and our wheat in the tank," McDonald said.

McDonald said head brewer Cory Fernelius will also be brewing other styles of craft beer in coming days.

"We have to get our brown, stout and SMaSH, which stands for single malt, single hop, in the tanks. Our first (SMaSH variety) will be a blonde ale style, a step up from the light beer," he said.

McDonald and his wife are not brewers themselves, but they are enthusiasts and foodies who have worked as managers at 59 West, a banquet hall and restaurant his parents own in the neighboring Oakland County community of Highland Township.

"We're hoping for a casual, laid back brewery feel that's welcoming, community oriented and communal, where people can come in and see friends or find out they have kids in school together and meet," he said.

They also plan to invite home brewers in to share their creations.

"They can legally bring in their own for tastings," McDonald said.

The brewery will also serve food.

"We'll do pizza and pretzels that are baked in the oven, charcuterie boards and a couple sandwiches and salads. That will be our baseline, what we'll have to get started. We'll also have some appetizers, cured meats, chicken salad and sliders," McDonald said. "Down the road, we'll be able to do some other things, specials. We might play with a dessert or two."

He said the approximately 2,400-square-foot brewery will be a "cozy" place with seating for at least 73 patrons.

It is located in a space previously occupied by Kahuna Coffee, which closed in 2017.

So far, 15 employees have been hired.

McDonald said he expects hours of operation will be 11 a.m. to 11 p.m. Monday, Wednesday and Thursday. On Tuesdays, they will close in the first part

of the day to brew and open at 5 p.m. They will be open from 11 a.m. to 1 a.m. Friday and Saturday and noon to 10 p.m. Sunday.

"We're hoping to pick up the later-night crowd" on the weekends, he said. "There isn't a lot open adult beverage-wise after 10 p.m." in the township.

Katie Chuba, Hartland Area Chamber of Commerce's director, said locals often express the desire for more restaurants and things to do.

"The people who live here would love more restaurant options," Chuba said. "We're growing. A lot of businesses are coming to town and there are more subdivisions coming to town, so it's good to provide more evening options for people."

She said the chamber is excited to have a brewery established in town.

"It's going to be great to give our community members a new place to visit and enjoy an evening out," she said.

Contact Livingston Daily reporter Jennifer Timar at 517-548-7148 or at jtimar@livingstondaily.com.

Dunham's opens at Laurel Park Place

David Veselenak
Hometownlife.com
USA TODAY NETWORK - MICHIGAN

It's just a coincidence the newest outdoors shop opened on the first day of hunting season.

Michigan-based Dunham's Sporting Goods opened its newest store Friday Nov. 15 in Laurel Park Place mall in Livonia. The store has been in the works for several months, and opens to great fanfare as the mall's newest anchor tenant.

"We're just happy to have a more convenient location," said Kevin Chapman, vice president of stores for Dunham's. "This is by some retail over here, but we're happy to finally find a location we can slide into."

Dunham's did a complete renovation of the space, which is most of the area formerly occupied by Carson's.

Carson's closed last year after its parent company filed for bankruptcy last spring. That closure left Laurel Park Place with one single anchor tenant, Von Maur. Documents on the mall owner's website showed Dunham's as the new tenant earlier this spring, and the management company officially announced the decision this summer.

The build out took about six months and completely changed the space to serve the needs of Dunham's, which carries a wide array of sporting goods, apparel and outdoor supplies.

Shoppers at the new store can expect a larger selection, said Nick Rieckhoff, the store's general manager.

"A lot of things will be expanded categories compared to some of the other stores," he said. "It is larger than a lot of the other Dunham's."

Chapman said it's not unusual for

Dunham's to open in a shopping mall, though he said most stores in metro Detroit are in outdoor shopping centers. He said other stores out of Michigan can be found in malls.

"We take advantage of available real estate, so we're not afraid of malls," he said. "We have a lot more of this type of look when you get outside the state."

The new Dunham's means the company now has more than 230 stores across more than 20 states. Other Dunham's currently operate elsewhere in Livonia, Farmington Hills and Canton. The store will be open from 9 a.m. to 9:30 p.m. Monday through Friday, 8 a.m. to 9:30 p.m. Saturday and 9 a.m. to 6 p.m. Sunday.

Dunham's occupies about 45,000 square feet, which is most of the space Carson's occupied. There is still some space vacant on the north side of the

store that would not have access to the mall and would instead be accessed through the north doors. There's no word on whether any tenants have been secured for that space.

Dan Irvin, the general manager for Laurel Park Place, said he's happy to finally see the north anchor tenant space occupied in the mall. He believes customers will be excited to shop the new selection, which is larger than most other Dunham's stores.

"They're a Michigan-based company, so it kind of ties it all together," he said. "Retail is changing. It's not what it was a few years ago and we're trying to adapt and change and we've found a great partner in Dunham's."

Contact reporter David Veselenak at dveselenak@hometownlife.com or 734-678-6728. Follow him on Twitter @davidveselenak.



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Former principal opens School of Rock in Canton

Novi man back in education field after December retirement

David Veselenak
Hometownlife.com
USA TODAY NETWORK - MICHIGAN

It only took Chris Marek a few months of being out of education before he was back in it again, though this time in a totally different capacity.

Gone is the suit and tie from his time as an assistant principal at East Middle School in Plymouth, where he retired from in December after working in education across the state for 26 years. Today, you can find him sporting a long goatee with T-shirt and zip-up hoodies at Canton's newest business, School of Rock.

The music education space at 5810 N. Sheldon opened earlier this month under the Novi resident's direction. Despite his background in education, you won't find him in the individual classrooms.

"I'm not good enough to teach," he said with a laugh. "I'm just good enough to own the business."

The school, designed to teach rock music and instruments to youngsters, has several lesson rooms for individual lessons from one of the several musicians Marek, who was also an assistant principal years ago at Franklin Middle School in Wayne, has brought on staff. Children as young as three can enroll at the school and classes are offered for older children and even adults.

The center is the fourth to open in Michigan, all within the last decade. In addition to the Canton location, School of Rock operates in Farmington, Ann Arbor and Rochester.

Since opening, Marek said he's had several dozen students enroll and hopes to grow it even more, attracting music-lovers from all across western Wayne County.

And there's plenty of odes to the great music scene of Michigan in the school. Posters featuring Michigan musicians such as Eminem and Greta Van Fleet adorn the hallway walls, and each private lesson room is themed to a specific Michigan artist, such as Stevie



School of Rock Canton student Colton Jones, 13, gets ready for a lesson with instructor Jerry Heiss. JOHN HEIDER/HOMETOWNLIFE.COM

Wonder, Aretha Franklin and Alice Cooper. He got the idea of featuring individual artists after visiting other School of Rock locations and seeing how they themed their space.

"I got inspired by some of the places I saw, but nobody did anything dedicated to individual artists in their area." "I just wanted to do something different."

One of those practice rooms, the one dedicated to Iggy Pop, hosted a guitar lesson for Northville resident Colton Jones, who came in wearing a Led Zeppelin T-shirt with his guitar.

The 13-year-old said he was inspired to begin playing after seeing "Bohemian Rhapsody" last year. So he picked up guitar and began taking lessons.

His instructor, Jerry Heiss of Ypsilanti, said many students are interested in older rock music from the '80s and '90s. Many of the songs are ones that can be easily taught to interested musicians, he said.

"A lot of the stuff that came out in the '90s, the pop grunge and stuff, a lot of it is a bit easier to teach to kids," he said. "It's enough to make it interesting."

Those interested in signing up for lessons can do so by visiting the school or by enrolling online. The school is open 3-8 p.m. Monday through Thursday and 9 a.m. to 2 p.m. Saturday. More information can be found at schoolofrock.com.

Contact David Veselenak at dveselenak@hometownlife.com or 734-678-6728. Follow him on Twitter @davidveselenak.

DO Apparel moves from Dearborn to Livonia

David Veselenak
Hometownlife.com
USA TODAY NETWORK - MICHIGAN

If you've driven along Middlebelt north of Five Mile the last few years, you've no doubt noticed the building on the east side of the road with stacks of empty pop cans.

These days, the empty cans have been replaced with brand-new baseball caps and shirts, courtesy of the building's newest owner.

Enter DO Apparel, a customizable sports apparel business that recently moved into the former janitorial services building at 15356 Middlebelt in Livonia.

The space now looks completely different, with the company gutting the inside and renovating it completely.

"That's the only thing that's original in the entire building," said Danny McKae, a co-owner of the business with his brother Matt, as he pointed to a column of bricks in the corner of the shop's lobby. "This has been a transformative project."

The business opened in 2015 Dearborn and has added other brands such as Brotherhood Apparel, prompting the need to expand in to a bigger space where all the work could be done under one roof.

"This is three times the size we had in Dearborn," McKae said.

Today, the business provides custom uniforms for many youth sports leagues across the Midwest, as well as providing uniforms and other customizable apparel for some businesses.

The new space, which DO Apparel began using earlier this summer, is vastly bigger than the space they had in downtown Dearborn: the production room in Livonia is the same size as their entire facility used to be, and they now

have space for a showroom, designers and and sales staff.

There, the company embroiders custom logos on hats, as well as creates custom jerseys using a process called sublimation, which uses heat to place the images on fabric. Tuesday, they were creating shirts for an area bowling team, complete with the skyline of downtown Detroit on them.

"We can do anything as crazy as we want or as traditional as we want," McKae said.

They've created jerseys for plenty of baseball, softball and bowling leagues, mostly in Michigan but also taking orders from Illinois, Indiana and Iowa. Locally, they provide apparel for the Westland John Glenn High School bowling team, the three Livonia Public Schools high school bowling teams, the Plymouth and Canton high school cheer teams and plenty more.

And he hopes the move will mean more growth. After growing by 40% each year, the goal for 2020 is \$4 million in sales. They hope to continue to capture market share across southeast Michigan and northwest Ohio, as well as expand into other states in the future as well.

And being in Livonia is one step toward reaching that goal, especially with the amount of attention sports gets.

"Livonia is a huge sports town, and that was good for us," he said. "That's our market."

Those interested in getting information on customized items can receive more information by visiting mydoapparel.com. The shop is open from 9 a.m. to 5 p.m. weekdays.

Contact David Veselenak at dveselenak@hometownlife.com or 734-678-6728. Follow him on Twitter @davidveselenak.

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Stopping distracted driving important to local teens

Ed Wright
Hometownlife.com
USA TODAY NETWORK - MICHIGAN

Western Wayne County teens Olivia Zack and Owen Oszust don't know anyone personally who has been killed in a distracted-driving traffic accident — and they want to keep it that way.

That is one factor that motivated Zack, 19, from Plymouth, and Oszust, 17, from Canton, to enter Michigan Auto Law's annual Kelsey Law Distracted Driving Awareness scholarship competition — a contest created in memory of Kelsey Raffaele of Sault Ste. Marie, who died in 2010 in a cell phone-related automobile crash at the age of 17.

Oszust, a senior at Plymouth High School, won a \$1,000 scholarship for his graphic that featured a flat-lining cardiogram with the words: *A look down can change someone's life in a heartbeat. Every heartbeat matters. Stop texting and driving.*

Zack, a first-year student at Schoolcraft College, won a \$500 scholarship for this tweet: *Driving is already one of the most dangerous risks we take every day. Don't let a text increase that risk. Stop driving distracted NOW.*

"I know a couple of kids who have gotten into accidents because of distracted driving," said Oszust. "It's a serious issue that needs to be addressed. They show videos of crashes at driver's ed, but that doesn't always stop kids from doing it. I thought heart line image would hit home."

Zack concurred with Oszust, saying she's disturbed every time she witnesses someone texting while driving.

"I have a family member who does it a lot and it bothers me," she said. "I've never had my own experience with it, neither have my family members, luckily, but I always see it when I'm driving and it kind of makes me annoyed."

Four winners were selected from the 130 entries. James Swanson III, from Iron River, won a \$2,000 scholarship for a video he submitted, while Cameon Wade of Troy won a \$1,500 scholarship for his compelling video.



Olivia Zack won a \$500 scholarship for a Tweet she posted about the need to avoid distracted driving.

JOHN HEIDER/HOMETOWNLIFE.COM

Raffaele's mother, Bonnie, worked relentlessly with the Michigan legislature to enact Kelsey's Law in 2013, which prohibits Level 1 and 2 drivers from using a handheld mobile phone while driving a vehicle.

"We are deeply impressed by the creativity and professionalism of the students submissions," says Michigan Auto Law President and Attorney Steven Gursten. "Car accidents are the number one killer of teens and texting while driving increases your risk of crashing by 23 times."

"Anything we can do to get the word out and convince teens to put down their phones is crucial. These students have contributed to this endeavor with ingenuity and imagination."

Zack fears the texting-while-driving problem may get worse before it decreases.

"There are so many different forms of

texting now — Snapchat and other notifications for Instagram are coming out — it's not just a quick text anymore," she said. "People will be driving while they're full-on Instagram, which I think is absurd. I don't understand their thinking."

"I hope it decreases, but realistically I'm not optimistic because there are so many new apps that are coming out and people can't wait to use them."

When asked to make a plea to teenagers who may be texting while driving on a regular basis, Oszust's reply was compelling.

"Don't let your decisions impact someone else's life," he said. "If you're going to look down at your phone and then look back up and crash into someone's car and someone dies, that's going to change not only that person's life forever, but their family and friends' lives."

Distracted-driving fines in Michigan are \$100 for a first offense and \$200 for a second offense.

Statistics compiled throughout 2018 by carsurance.com are eye-opening:

- Driving while texting causes 1.6 million car accidents in the US every year.

- 21 percent of drivers reported sending emails or text messages while on the road.

- 14 percent of all fatal crashes in the US involved the use of a cell phone.

- In 2018, the number of deaths related to cell-phone use in car accidents was 4,637 in the US alone.

- Almost 390,000 injuries occur annually in the US due to texting while driving.

Applications for the 2020 Kelsey Law Scholarship is open and the deadline is March 31, 2020, to coincide with National Distracted Driving Awareness Month. To learn more about the scholarship and submission rules, visit the Michigan Auto Law Distracted Driving Scholarship page.

Contact Ed Wright at edwright@hometownlife.com or 517-375-1113.

'America's Got Talent' auditions coming to Novi

Susan Bromley
Hometownlife.com
USA TODAY NETWORK - MICHIGAN

Get your act together. "America's Got Talent" will host auditions in Novi next year.

The NBC talent variety show is seeking acts for its 15th season and will have try-outs from 8 a.m.-7 p.m., Jan. 21 at Suburban Collection Showplace, 46100 Grand River.

Acts of any age and talent are welcome for the show which, in the past, has featured singers, dancers, acrobats, animals, ventriloquists and more.

This is a return to the Detroit area for the AGT nationwide search for acts. The show kicked off the most recent round of auditions on Nov. 10 in San Diego, and will go to Louisville, Ky. and New York City this month, Dallas and Miami in December, and will stop in Las Vegas and Cabazon, Calif. before arriving in Novi in January. The last auditions will be in Los Angeles on Feb. 1.

Last season, the Detroit Youth Choir, an ensemble of 52 singers from age 8 to 18, had quite the run on the show.

The choir finished second to Kodi Lee, a blind and autistic singer who won the \$1 million prize and a headliner stint at the Paris Las Vegas theater Nov. 7-10.

Still, the Detroit Youth Choir's success on the show earned them many fans and ultimately, a \$1 million endowment from Detroit-based foundations and business leaders.

For more information, visit America's Got Talent Auditions.

Contact reporter Susan Bromley at sbromley@hometownlife.com or 517-281-2412. Reach her on Twitter @SusanBromley10.

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Livonia Churchill's Mitchell Regan takes a carry against Walled Lake Western in the regional final on Nov. 15.
 PHOTOS BY DAVID DONOHER/SPECIAL TO HOMETOWNLIFE.COM

Mercy volleyball earns regional title

Colin Gay
 Hometownlife.com
 USA TODAY NETWORK - MICHIGAN

After a thrilling five-set win against Bloomfield Hills Marian in the semifinal, Farmington Hills Mercy seemed to play like it had something to prove in the regional final against Cass Tech.

The Marlins looked a lot like the team that swept through the district level of the MHSAA volleyball playoffs in the final, winning three-straight sets against the Technicians (25-9, 25-14, 25-14), securing the regional championship and a quarterfinal bid.

Mercy will take on Macomb L'Anse Creuse North at St. Clair County Community College in the quarterfinal Tuesday.

"We're just thrilled," Mercy head coach Loretta Vogel said. "In the season, you look for that next challenge. For us, it's wonderful."

Mercy started quick in the first set with an 8-1 run, helped with kills by junior Ellie Tisko and senior Jess Mrusik, who, off the set by junior Julia Bishop, feather-touched the volleyball over the net for the point.

Holding a 12-5 lead after a kill by Cass Tech junior Kiersten Myles, the Marlins took over. With junior Charli Atiemo serving, Mercy went on an 11-0 run, leading to a 25-8 win in the first set.

With players like Mruski, Atiemo

See VOLLEYBALL, Page 3B



Marian's Eva Brizard, left, sends a shot towards Mercy's Julia Bishop and Ellie Tisko, right.
 JOHN HEIDER/HOMETOWNLIFE.COM

Churchill's Cinderella run ends at WL Western

Andrew Vaillencourt
 Hometownlife.com
 USA TODAY NETWORK - MICHIGAN

No team has had a more impressive run in this year's division two playoffs than Livonia Churchill.

The Chargers entered the postseason at 5-4 and were the No. 4 seed in their district, but beat Dexter and Battle Creek Lakeview, two teams with a combined 18-1 record, to advance to the regional final against Walled Lake Western.

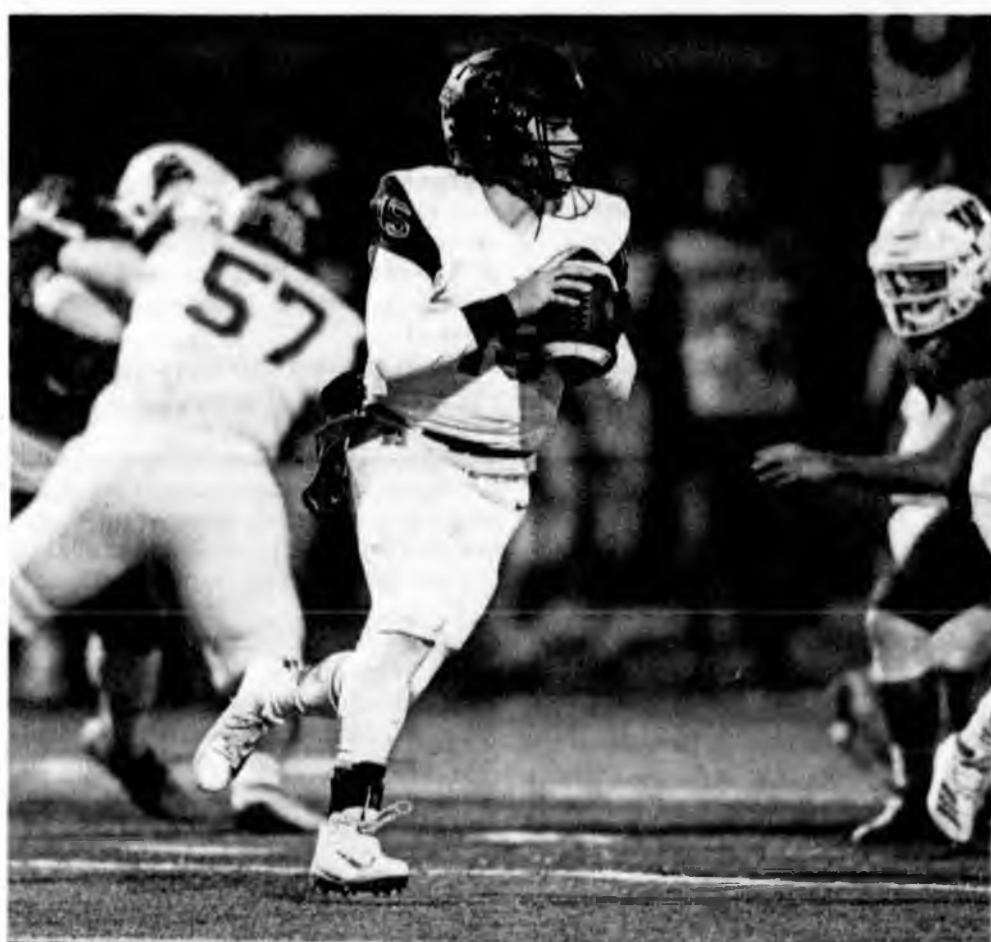
Their magical run came to an end Friday night, losing 21-14 to the Warriors at Walled Lake Western High School.

Western improves to 11-1 and advances to the state semifinals, while Churchill finishes its season 7-5.

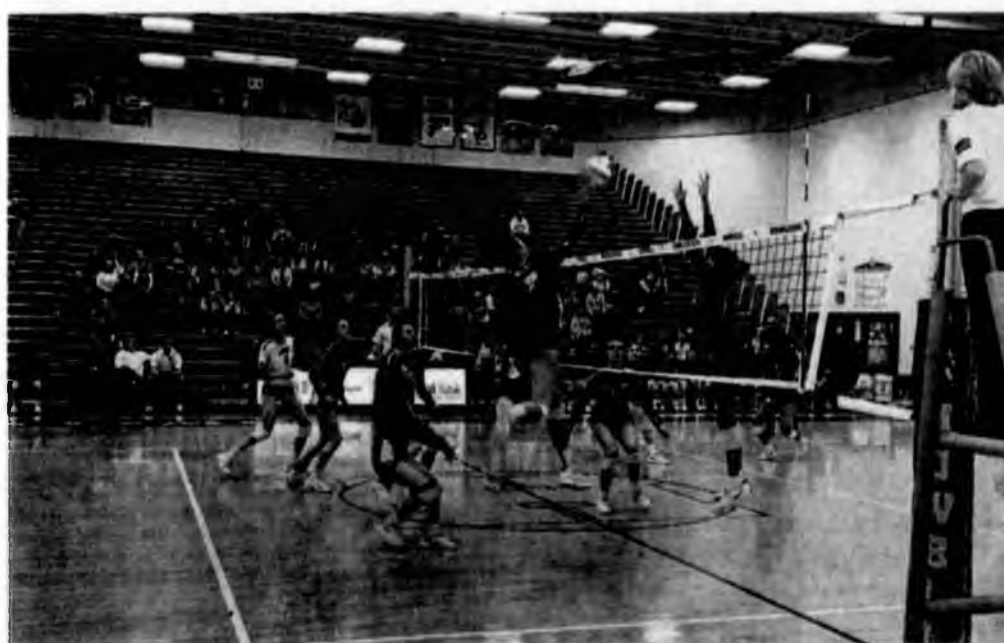
"I've been coaching a long time and these guys are special," Churchill coach Bill DeFillippo said. "Playing the big teams that we did early on in the year with such a young group and starting 1-4, to just get on a roll, these guys never flinched, never lost faith and grew in confidence as the weeks went by."

Western will play Muskegon Mona Shores on Saturday, Nov. 23 with a trip to the state title game on the line.

See CHURCHILL, Page 4B



Livonia Churchill quarterback Gavin Brooks drops back for a pass against Walled Lake Western.



Novi junior Caleigh Robinson goes for a kill against Ann Arbor Skyline in the regional final. ANDREW VAILLENCOURT/HOMETOWNLIFE.COM

Novi falls to Ann Arbor Skyline in regional final

Andrew Vaillencourt
 Hometownlife.com
 USA TODAY NETWORK - MICHIGAN

The Novi volleyball team entered Thursday night's regional final with a lot of momentum after defeating Brighton in three sets earlier in the week.

That momentum didn't carry over, however, as the Wildcats lost in three sets to Ann Arbor Skyline 26-24, 25-17, 25-23 at Howell High School.

Novi ends its season 31-7-6. Skyline advances to the state quarterfinals where it will play Livonia Churchill.

"It's a super tough way to end the sea-

son, unfortunately, I don't think we played our best tonight and they came out and did play their best," Novi coach Kacy Byron said. "I give them a lot of kudos for what they did on their side of the court. It's tough to lose when you didn't feel like you played your best."

Novi started off strong, holding a steady two-point lead late into the first set before Skyline stormed back. The Wildcats last lead came at 21-20 before Skyline took the lead and held on.

"I 100 percent think that we lost the momentum after that first set," Byron

See REGIONAL FINAL, Page 3B

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HOMETOWN LIFE TOP 10 FOOTBALL TEAMS WEEK 13

Colin Gay
Hometownlife.com
USA TODAY NETWORK - MICHIGAN

We're deep into the playoffs, and Hometown Life Sports is back with its weekly top-10 teams in the area. Each week, we rank the top 10 teams in our coverage area based on record, strength of schedule, experience and of course, the game results. The ranking will be decided on by our two sports reporters: Andrew Vaillencourt and Colin Gay. Here is the top 10 for Week 13:

1. Birmingham Seaholm (9-3, Last Week: No. 2)

Seaholm continues to roll through the playoffs with a dominant, 44-28, win against Port Huron in the regional final. The Maples have earned their first regional championship since 1997 and will take on Detroit Martin Luther King in the semifinal.

2. Livonia Churchill (7-5, Last Week: No. 1)

Churchill ended its magical season with a close, 21-14, loss to Walled Lake Western in the regional final. After starting the season 1-4, the Chargers won six straight to get a shot at its first regional title in school history.

3. Livonia Franklin (8-3, Last Week: No. 3)

Even though Franklin's season ended with a, 49-15, drubbing by King, Franklin's success in 2019 was undeniable. The Patriots recorded the most points per game in its school history, allowing only 24.5 points to opposing offenses.

4. Detroit Country Day (12-0, Last Week: No. 6)

Another week, another win for Country Day. The Yellowjackets advanced to the state semifinal with a, 24-6, win against Milan, ending the Big Red's quest at an undefeated season.

5. North Farmington (9-1, Last Week: No. 4)

In its first season under head coach Jon Herstein, North Farmington recorded an undefeated regular season, scoring the most points in school history, while allowing the least since 2002.

6. Farmington (8-2, Last Week: No. 5)

Farmington earned its second straight playoff bid in 2019, upsetting Oak Park in the pre-district round before falling to University of Detroit Jesu-

it in the district final. With 16 wins in two seasons, the Falcons have their best two-season stretch since 2002-03.

7. Birmingham Groves (8-3, Last Week: No. 7)

Groves continued its playoff streak in 2019, earning a postseason bid each year since 2013. However, after an open pre-district round, the Falcons fell flat against semifinal-bound Seaholm.

8. Plymouth (9-2, Last Week: No. 8)

After a 29-13 win against Lakeland in the first round, Plymouth failed to score against West Bloomfield in the district final. The Wildcats recorded its best defensive season since 2011, allowing 14.3 points per game.

9. South Lyon (8-2, Last Week: No. 9)

After scoring more than 40 points in five of its eight regular season wins, South Lyon came out short against Fenton in the first round of the high school football playoffs. The Lions have made the playoffs in three of the past four seasons.

10. Lakeland (7-3, Last Week: No. 10)

In its third-straight postseason, Lakeland lost in the first round to Plymouth. Lakeland put together its best defensive season since allowing 71 points in 1983.

The Hometown Life sports (HTL sports) area consists of 28 teams representing Catholic League (Novi Detroit Catholic Central, Bloomfield Hills Brother Rice, Bloomfield Hills Cranbrook Kingswood), Independent (Detroit Country Day), the Oakland Activities Association (Bloomfield Hills, Birmingham Groves, Birmingham Seaholm, Farmington, North Farmington), the Western Wayne Athletic Conference (Garden City, Redford Thurston, Redford Union), the MIAC (Livonia Clarenceville, Lutheran Westland), the Kensington Lakes Activities Association (Canton, Livonia Stevenson, Salem, Novi, Livonia Churchill, Livonia Franklin, Plymouth, Northville, Westland John Glenn, Wayne Memorial) and the Lakes Valley Conference (White Lake Lakeland, South Lyon East, South Lyon, Milford).

Contact reporter Colin Gay at cgay@hometownlife.com or 248-330-6710. Follow him on Twitter @ColinGay17. Send game results and stats to Liv-Sports@hometownlife.com.

GAME OF THE WEEK

Seaholm, Detroit Country Day remain in hunt

Colin Gay
Hometownlife.com
USA TODAY NETWORK - MICHIGAN

Heading into the Michigan high school football state semifinals, two Hometown Life-area teams remain in the hunt for a state title.

After a 6-3 regular season, Birmingham Seaholm has scored more than 40 points in each of its three playoff games, not allowing an opponent to get within 10 points of the Maples.

Detroit Country Day has continued to roll after its perfect regular season, outscoring opponents 83-18 in its three playoff games.

Here is a look at what's in store for both teams in the semifinal round on Saturday.

Seaholm at Detroit Martin Luther King; 3 p.m., Nov. 23 at Novi High School

Through its playoff run, Seaholm's approach has remained the same: to keep the ball out of the opposing offense's hands by running the ball consistently, and being able to stop opposing offenses at the line of scrimmage.

While head coach Jim DeWald does not know much about the Maples' semifinal opponent, he said he does not intend to change his team's approach no matter who it is facing.

"We're going to work on our fundamentals. We're going to work on our defense. I have never seen King on film yet this year, so I have no idea about them," DeWald said. "We will put a plan together to give us the best chance to win, and I'm sure they are going to do the same for us."

The plan that King has put together for its past three playoff games has worked.

Winning seven straight regular season games after dropping the first two games of the season against Detroit Catholic Central and Muskegon, the Crusaders have continued their run into the postseason, outscoring Temperance Bedford, Livonia Franklin and University of Detroit Jesuit 143-43.

King has made the playoffs 11 straight seasons, making the semifinal in each one since 2016. The Crusaders are looking to make the state final again after winning the championship last season to Muskegon: it's second in three seasons.

Seaholm, on the other hand, is only in its second postseason since 2014, and has not been to the semifinal since 1997, when the Maples lost to Harrison, 21-7.

This semifinal will be the first time King and Seaholm have faced each oth-

er. The Maples know what is at stake: a chance to make school history on its deepest postseason run in the past 22 years. But that is not what the players are thinking about.

"It's always still one game at a time. We can't look back at our success yet until we actually make it, until the season is finally over," senior running back Chaz Strecker said. "I don't think we are ready to give up yet."

Detroit Country Day vs. Flint Powers Catholic; 1 p.m., Nov. 23 at Parker Middle School

Detroit Country Day has not seen much adversity this season.

The Yellowjackets have not allowed more than 12 points in a game this season, with the closest regular-season deficit coming in the season opener against Flushing at 11 points.

After a five-point victory against Harper Woods in the district final, Country Day came back on course, beating the previously undefeated Milan, 24-6 in the regional.

However, the state semifinal brings an opponent that the Yellowjackets have, historically, had trouble beating in Flint Powers Catholic.

"We have a little bit of a tradition, a history with them. Another gritty team," Country Day head coach Dan MacLean said. "They will always come and give you their best look."

Country Day has lost to Flint Powers Catholic in five of their six total games. In their latest matchup, the Yellowjackets lost to the Chargers in the 2015 semifinal, 21-14.

Country Day's only win against Flint Powers Catholic came in 2006 in the second game of the season.

After a season that included two consecutive shutout losses to Lapeer and Davison, the Chargers have had some close calls in the postseason.

Flint Powers Catholic has won its past two games by a combined four points: a, 13-12, win against Fowlerville and a, 12-9, win against Pontiac Notre Dame Prep.

While the Chargers are in the middle of their eighth playoff run in the past nine years, they are in their first semifinal since 2015.

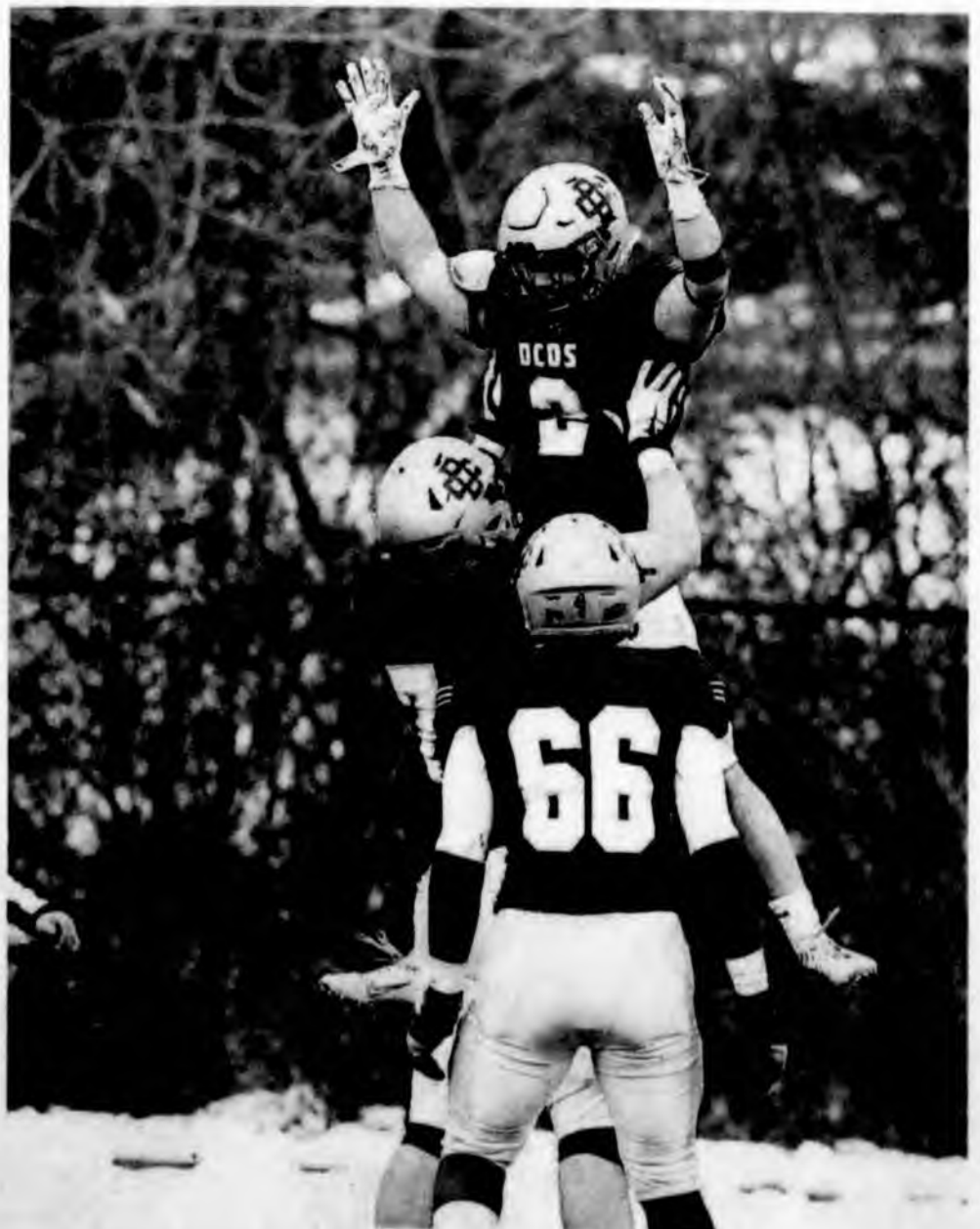
Country Day is in its first semifinal since 2016, when it lost in the state final to Grand Rapids Catholic Central.

Contact reporter Colin Gay at cgay@hometownlife.com or 248-330-6710. Follow him on Twitter @ColinGay17. Send game results and stats to Liv-Sports@hometownlife.com.

HOMETOWN LIFE STAFF FOOTBALL PICKS

Sports reporters Andrew Vaillencourt and Colin Gay, news reporters Ed Wright and David Veselenak and editor Phil Allmen make their weekly picks

Games (home team listed first):	Andrew Vaillencourt	Colin Gay	Ed Wright	David Veselenak	Phil Allmen (coin flip)
King vs. Seaholm	King	King	King	King	Seaholm
Detroit Country Day vs. Flint Powers Catholic	Country Day	Country Day	Country Day	Country Day	Flint Powers Catholic
Belleville vs. Brighton	Belleville	Belleville	Belleville	Belleville	Brighton
Davison vs. Sterling Heights Stevenson	Davison	Davison	Davison	Davison	Sterling Heights Stevenson
Walled Lake Western vs. Muskegon Mona Shores	Walled Lake Western	Walled Lake Western	Muskegon Mona Shores	Walled Lake Western	Muskegon Mona Shores
Ohio State vs. Penn State	Ohio State	Ohio State	Ohio State	Ohio State	Ohio State
Indiana vs. Michigan	Michigan	Michigan	Michigan	Michigan	Indiana
Texas vs. Baylor	Texas	Baylor	Baylor	Texas	Baylor
Navy vs. SMU	SMU	Navy	SMU	Navy	SMU
Redskins vs. Lions	Lions	Lions	Lions	Redskins	Lions
Last Week's Record:	12-3	12-3	7-8	11-4	8-7
Season Record:	165-64-1	173-56-1	154-75-1	162-67-1	111-118-1



Country Day running back Chris Rea celebrates a touchdown. Detroit Country Day defeats Milan, 24-6, in the regional final.

TOM BEAUPAIN/SPECIAL TO HOMETOWNLIFE.COM

Regional final

Continued from Page 1B

said. "We led almost the entire first set and it was at the very end that they took over. I was hoping that was going to give us the motivation we needed to show that we can hang with them and lead and beat them. However, the momentum spin really went in their favor."

Skyline went on to win the second set with ease before taking a big lead to start the final set. Novi didn't go quietly, though, coming back to make it 24-23 before falling.

For Skyline, it was the Murray sisters — Kendall (senior) and Harper (freshman) — that powered the Eagles to victory. Kendall, who is committed to Michigan, has an incredibly powerful spike and it burned the Wildcats several times.

"We watched film on them and they did exactly what we watched on film and I think that's the tough pill to swallow, we would've liked for them to beat us in a different way," Byron said. "We knew Kendall was going to go cross, we knew Harper was going to go line. We knew they were going to utilize back row attacks and I think that goes to show how great of players they are, that we knew their game plan and they still were able to execute at a very high level."

Freshman Sarah Vellucied Novi with 10 kills, while junior Gabrielle Cum-



Novi volleyball coach gives senior Shannon Jennings a hug following their loss to Ann Arbor Skyline in the 2019 regional final.

ANDREW VAILLIENCOURT/HOMETOWNLIFE.COM

mings added six. Junior Rachel Jennings had 21 digs and three aces, while her sister Shannon Jennings, a senior, collected three aces, six kills, nine digs and 21 assists.

"Shannon was the six-rotation right-side hitter when Novi won the state championship (2017), so I think her career and legacy at Novi is pretty much cemented," Byron said. "She followed

(Novi) loses four seniors from this year's team and will bring back a number of now experienced players in 2020.

the great Erin O'Leary (signed with Michigan) and I think she picked up in her footsteps and took off from there as our setter. She's had an unbelievable career at Novi. I know she's in our record books for aces and assists."

It's always difficult for a season to end, but the future is bright for a Novi program that still has high expectations after winning three consecutive state titles from 2015-17. The team loses four seniors from this year's team and will bring back a number of now experienced players in 2020.

"No matter if we graduate players, no matter if we're a young team, we're always going to be a team you struggle with when you play against us," Byron said. "I think that overall, our seniors have helped cement that."

Contact reporter Andrew Vaillien-court at avaiilienc@hometownlife.com or 810-923-0659. Follow him on Twitter @AndrewVcourt. Send game results and stats to Liv-Sports@hometownlife.com.

Volleyball

Continued from Page 1B

was initially intimidated by the talent on the Mercy roster as a freshman.

"When I came in, I was like I never thought I was going to get playing time, playing behind Jess and all these other seniors," Atiemo said. "Being a junior now, I can contribute something to the team. It's a good feeling."

After allowing the Technicians to take the early, 3-2, lead, Mercy went to work again, scoring nine of the next 11 points.

While Cass Tech came back to within three points, Tisko and the rest of the

Marlin offense came alive, ending the set with an eight-point run, including three kills by the junior.

"It's working very well. It's more that we are trying to fill the missing piece," Tisko said of the Mercy offense. "It's kind of like everyone is stepping up. It's just important to step up and fill that role because we do want to win that state title."

In every game, Vogel said the team's goal is to find momentum early, not allowing opponents to get back into a particular set.

With the success Mercy brought against Cass Tech, Vogel thinks it's just a testament to what the Marlins do each practice.

"Everything that you are seeing is

things that we are trying to execute in practice," Vogel said. "Now you are seeing it in the actual games. They put a lot of time in."

The runs continued in the third and deciding set, with Mercy amounting to a quick 15-4 lead. In that run, Atiemo recorded five kills and a block, one part of her game that she is incredibly delighted by.

"I'm proud of myself because I'm undersized," Atiemo said. I'm 5-foot-11, so I just have to get as many touches as I can."

After a five-point comeback by the Technicians with junior Brandi Seaborn at serve, Mercy secured the regional title with a kill by sophomore Leah La-Fontaine, a block by Atiemo and a kill by

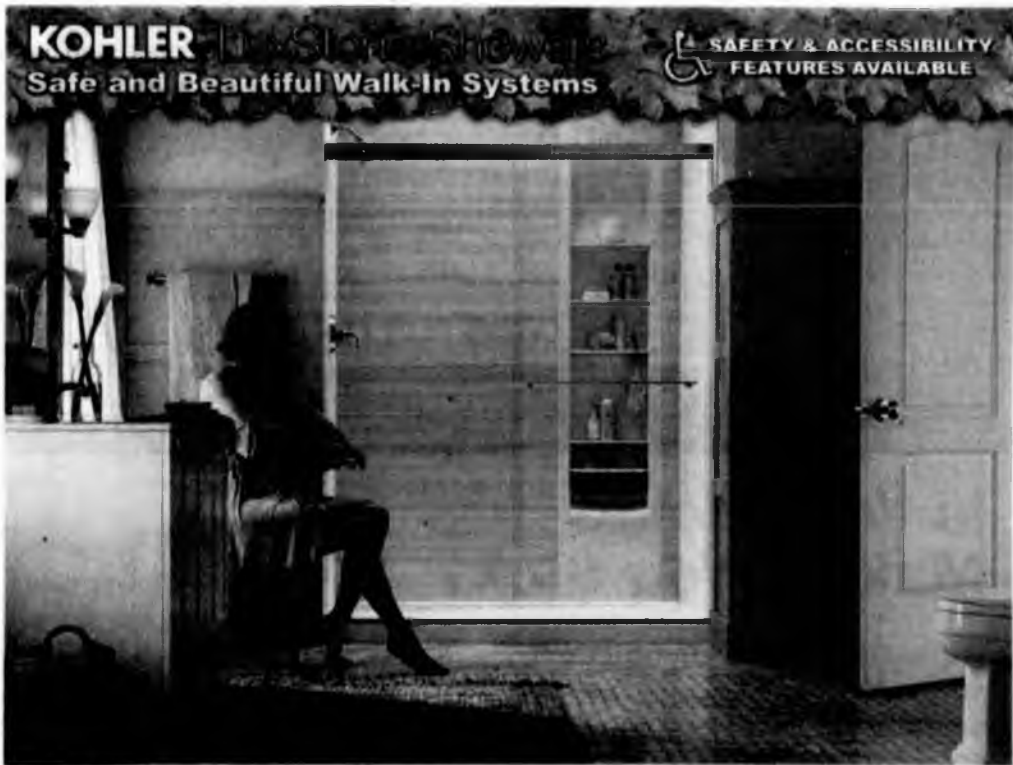
Atiemo assisted by Bishop.

Tisko said, moving forward, the team needs to stay focused in practice, continuing its mental toughness and consistency on offense.

While a regional title is what Mercy wants, the players and coaches view it not only as an accomplishment, but as a step in the right direction.

"Our team, we just want to win the finals. That's our goal," Atiemo said. "Coming back every year, it's just rewarding, and I believe in ourselves so much."

Contact reporter Colin Gay at cgay@hometownlife.com or 248-330-6710. Follow him on Twitter @ColinGay17. Send game results and stats to Liv-Sports@hometownlife.com.



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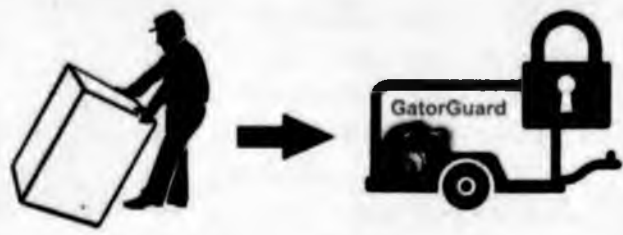
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Churchill

Continued from Page 1B

"I hate losing more than I like winning," Walled Lake Western coach Alex Grignon said. "I'm very happy we won, but I'm much more happy we didn't lose. Our goals were big to start the year, we've taken it one day at a time and we're one step closer to our ultimate goal."

Here are three takeaways from the game:

Strong defensive start

Churchill couldn't have asked for a better start on defense.

The Chargers defense forced three consecutive three-and-outs, and didn't allow a Western first down until midway through the second quarter. The only problem, the Chargers offense couldn't get anything going either, failing to score in the entire first half.

Churchill drove into Western territory on several occasions, but couldn't move the ball into field goal range. The Warriors defense made its first big play of the night on a Churchill third and 15 from the 49-yard line, intercepting Churchill junior quarterback Gavin Brooks. Western then marched down the field and scored the first touchdown of the night on a beautiful 21-yard pass from junior Zach Trainor to senior CJ Brown on 4th and nine.

After another Churchill punt, Western got the ball back with good field position and more than two minutes left in the half. With 35 seconds to go, Trainor hit Cam Kinaia for a 19-yard score. A two-point conversion, which was attempted because the earlier extra point attempt was blocked, was good and made it 14-0 going into halftime.

"I thought there were about three drives in the first half where we moved the ball a little bit and then stalled out with a few penalties here and there and put us in some tough down and distance situations," DeFillippo said.

Staying alive

With the offense continuing to stall, things looked bleak for the Chargers entering the fourth quarter. That changed in a hurry, however, as Brooks found senior Brendan Lowry for a 46-yard



Livonia Churchill's Matthew Landis blocks Walled Lake Western's Anthony Williams Jr. in the regional final. DAVID DONOHER/SPECIAL TO HOMETOWNLIFE.COM

touchdown pass, making it 14-7 with 10:45 to play.

Western responded, scoring a touchdown just a minute and a half later on a 32-yard catch by Northwestern commit Abdur-Rahmaan Yaseen. It appeared that the ball was caught by both Yaseen and the Churchill defender, and the officials credited the catch to Western for the touchdown. The Churchill coaching staff was not happy and said after the game that after watching replay, it should've been called an interception.

"Their last touchdown after looking at it on the iPad was definitely an inter-

ception, so it's unfortunate for our guys to come out with a seven-point loss when one of them should've been turned the other way," DeFillippo said.

Despite the deficit, Churchill stormed back once more. Lowry scored his second touchdown of the game on a reverse from the four-yard line to make it a one-score game before the Chargers lined up for an onside kick with 2:01 left in the game.

Senior Jacob Kujawa, who came over from the soccer team after an injury to the team's kicker, squared up a perfect kick that flew into the air after hitting

the 10-yard mark. The Chargers recovered and were set up with a first down from the Western 49.

"I think that was our first onside kick of the year," DeFillippo said. "To step in like that and do that at the right moment in time, it was great. We got a great hop and he does that pretty consistently in practice. Josh Brown, our sophomore defensive back was the edge kid that got up and got it."

Churchill wasn't able to move the ball, though, taking a sack on 4th and 17 to give the ball back to the Warriors, ending the game.

"I think we just didn't execute the way we needed to," Brooks said. "We played our hearts out, I can't ask for anything more. I'm so proud of everybody on this team. Things just didn't go our way tonight."

Reflecting on a special season

After starting the year 1-4, Churchill finished the season 6-1, showing vast improvement. Brooks appears to be a star and will put the team right back in the mix next year.

Ending a season is never easy, however, as the team says goodbye to a number of talented seniors, including Lowry, who is committed to Central Michigan University for baseball.

"This hurts," Lowry said. "We were a family from the start, we've all been playing for each other and for our season to end this early, we wanted to go a long way so we could play for each other some more."

He added that the team has loved being underdogs and proving people wrong with nothing to lose.

"(Lowry) been a three-year varsity starter, he's been such a great leader and great captain," Brooks said. "He's a great teammate, I couldn't ask for more out of him."

"Being my first year on varsity, it's so special to make school history as the second time to ever win a district title. Just making it here and being with this family has been something special."

Contact reporter Andrew Vaillien-court at availlienc@hometownlife.com or 810-923-0659. Follow him on Twitter @AndrewVcourt. Send game results and stats to Liv-Sports@hometownlife.com.

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Everything you need to know about making perfect mac and cheese

Robin Miller
Special to Arizona Republic
USA TODAY NETWORK - ARIZONA

Put down that blue box. You're about to master the best macaroni and cheese ever. And it's almost as easy as opening a package and boiling some water. The payoff? An ultra-cheesy, uber-goopy cream sauce, and elbow macaroni that never had it so good.

First, some history. In 1937, Kraft introduced boxed macaroni and cheese as a way to market processed American cheese and Tenderoni macaroni. We all know what happened next. The boxes swept the nation, as did culinary copycats. I think we can all agree, the boxed meal is easy, but it's not the mealtime "hug" it could be. The cheese isn't stretchy and there aren't layers of flavor.

I mean no disrespect, but if you have five extra minutes, I can make it worth your while.

First, a few tips:

The Pasta: Although elbow macaroni is classic, you can choose any small pasta shape you want, just stop cooking it 1 minute early. You want al dente pasta because it adds more texture (plus it cooks a little more in the sauce).

The Roux: This is melted butter and flour, and ultimately what thickens the sauce (the starch in the flour expands in the milk). Whisk the combo until smooth and golden before adding milk. Cooking flour removes the "raw" taste, and the golden color adds flavor.

The Cheese: The creamy white sauce in macaroni and cheese absorbs a lot of flavor, so you need cheese with oomph. I prefer sharp cheddar and Parmesan. But cheddar and Parmesan aren't stretchy, so I add mozzarella too. Now you have equal parts vivacity and cheese-pull glory. If possible, shred your own cheese — pre-shredded varieties contain anti-clumping agents that may hinder melting.

Seasoning: Although not traditional, I enhanced the sauce with onion and garlic powders. They add depth and layers you can't get from a boxed meal.



Chef and author Robin Miller says if you have five extra minutes, you can make the best macaroni and cheese ever. TOM TINGLE/THE REPUBLIC

Perfect macaroni and cheese

Yield: 4 servings

- 12 ounces elbow macaroni
- 4 tablespoons butter
- 4 tablespoons all-purpose flour
- 2 cups milk
- 1 teaspoon onion powder
- 1 teaspoon garlic powder
- Salt and ground black pepper

Primer complete. Now let's talk toppings. Obviously, really good macaroni and cheese needs no festooning, but here are some ideas anyway:

1½ cups shredded sharp cheddar cheese

1 cup shredded mozzarella cheese

Freshly grated Parmesan cheese for serving

Cook the pasta according to package directions, stopping 1 minute before the recommended cooking time. Drain and cover with foil to keep warm.

Melt the butter in a large, high-sided pan over medium-high heat. When the butter is bubbly, whisk in the flour. Cook for 1 minute, until golden, whisk-

ing constantly. Gradually whisk in the milk and bring to a simmer. Whisk in the onion powder, garlic powder, ½ teaspoon salt, and ¼ teaspoon black pepper. Simmer for 2 minutes, until the mixture thickens, stirring frequently.

Reduce the heat to low and stir in the cheddar and mozzarella cheeses.

Once the cheese has melted, fold in the pasta. Remove the pan from the heat and season to taste with salt and pepper.

Top with grated Parmesan cheese and serve hot.

- Crumbled bacon
- Crushed Ritz crackers mixed with melted butter (1 cup crackers + 2 tbsp

- butter)
- Chopped fresh parsley
- Chopped green onions

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Vacation beneficial to employer, employee

Yet report shows 53% won't use all days off

Daniel B. Kilne
The Motley Fool

All work and no play makes Jack a dull boy.

That's a lesson that more Americans ought to take to heart. In a couple of months, about 53% of U.S. workers will exit the year with unused vacation days, and 33% say they generally don't use more than half the paid vacation they are allotted, according to the 2019 Priceline Work-Life Balance Report.

As for what's causing this unhealthy pattern, well, a big piece of it is that our employers are getting into our heads. Among the survey respondents, 18% said they leave vacation on the table because they feel guilty about taking time off. The same percentage said they were just too busy to take vacations.

And it won't surprise anyone to learn that when people do manage to escape the office, that doesn't always mean they're getting away from the work: 29% said their companies or supervisors expect them to be "available" while on break, while 38% said they "feel pressure to check email or voice mail while away." And 15% of those surveyed said that "they end up working during some portion of every vacation they take."

"The respondents in this study report feeling pressure to work while they're on break," said Priceline Chief People Officer said Liz Dente in a news release. "They shouldn't. Instead, their company should feel pressure to show employees that they're valued, by making it clear that 'out of office' means fully disconnected."

Guilt starts early

That instinct to give the proverbial 110% — and not take the time off that they're owed — is even stronger among newcomers to an employer. More than 60% of those surveyed said they would wait at least six months after starting a new job before taking a significant vacation, and 21% said they'd wait at least a year.



Employer demands and worker guilt make some employees reluctant to take days off. SOUTH_AGENCY GETTY IMAGES

On the optimistic side, while people aren't taking their full allotment of vacation, at least most of them intend to. In the previous edition of this survey, 59% of respondents said they planned to use more vacation time in 2019. And in the current edition, 66% of those surveyed said they intend to use all of their vacation days this year.

This is a worker and company issue

In a 2010 Psychology Today article, psychology professor Susan Krauss Whitbourne of the University of Massachusetts noted that all Americans face some level of stress at work, though the types will vary. Yours might be related to your tasks, or it could be that you're underemployed, or unhappy in the job you hold.

"Chronic stress takes its toll in part on our body's ability to resist infection, maintain vital functions, and even ability to avoid injury," she said. "When you're stressed out and tired, you are more likely to become ill, your arteries take a beating, and you're more likely to have an accident. Your sleep will suffer, you won't digest your food as well, and even the genetic material in the cells of your body may start to become altered in a bad way."

In short, it's important to do things that relieve stress, and taking time off is an important part of that. To make that happen, companies and supervisors need to be supportive and encourage employees to use their vacation days. It's to employers' benefit too: Working too long without taking a vacation can lead to burnout, or cause people to fall into ruts where they're doing their jobs,

but not doing them particularly well.

So the employer has both the responsibility and (if they recognize it) the motivation to set the right tone when it comes to time off. That means bosses should be proactive in scheduling vacations and minimizing the pressure on people to work during them. Doing so would make it easier for workers to take the full amount of time off they're owed and actually relax during those breaks. And that will give them a better chance of coming back recharged and ready to perform.

The Motley Fool has a disclosure policy.

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Illinois school district offers sessions to help 'guest teachers'

Valerie Wells
HERALD & REVIEW

DECATUR, Ill. — Ellen Berger wasn't the least bit tired of teaching when she retired after 36 years.

The first thing she did was sign up to be a substitute teacher, which she's been doing for seven years.

"It's the best of both worlds," said Berger. "I don't have to do any paperwork. I just have the kids, which are my favorite part. I never thought of (leaving teaching for good) for a second. It keeps me involved, and if I can help kids, I'm there."

The Decatur School District has changed the terminology for substitutes to "guest teacher" in an effort to make those substitutes feel welcome and part of the staff, said Hilda Nicholls, a member of the district's Aspiring Principal Leadership Institute.

"It's more of an extension of the teacher instead of something isolated by itself," Nicholls said. "It feels more inclusive and more inviting to call them a guest teacher."

With 57 unfilled openings in Decatur schools, guest teachers are a critical piece in the puzzle, Nicholls said. The district is among those across the state dealing with a teacher shortage, and many of the guest teachers wind up serving in long-term roles.

The aspiring principals' group created a series of professional development sessions to provide guest teachers with training. Though a significant number of substitutes are, like Berger, retired teachers, many are not and have no specific training in teaching.

"I've had a little practice," Berger said with a laugh. "I never had any trouble with discipline. I always had a straightforward routine and the kids responded to that."

To be a substitute teacher in Illinois, a candidate must have a bachelor's degree and obtain a substitute teaching license unless the person already holds a professional educator license. The cost to apply for a substitute teaching license is \$50 and requires a transcript from the applicant's accredited university. Once the applicant has that license, he or she must register it with the Regional Office

of Education for it to be valid and for the applicant to be eligible for employment. The registration also costs \$50.

Applicants must also have an original "statement of good health" signed by a physician that is no more than a year old. Substitutes must also pay \$65 for fingerprinting and a background check. Once all that is complete, the regional office will mail a substitute teacher authorization letter and copies of the background check and physical to the applicant to use in applying for substitute positions and that information must be provided to each district office where the applicant would like to work.

"We just had our first (professional development) session," Nicholls said. "There was one on classroom management, one on building relationships and one that I did on self-care, and yoga was included in mine. We sent out invitations to all of the guest teachers we had on our list at (human resources)."

The plan is to offer these sessions periodically on topics that the members of the leadership institute think might be beneficial, and they also are open to suggestions from the guest teachers themselves.

Some have asked for crisis prevention training, helpful for certification which is required in case a staff member must restrain a violent student.

"You have to carry them a certain way, and there has to be a team involved, if you have to carry a student to prevent them from hurting themselves or someone else," Nicholls said. "Some teachers are certified in that, especially in the social/emotional development program or other programs in the district where there might be issues that arise. Having a guest teacher that is certified in those areas would be handy."

There are plenty of times, Nicholls said, when guest teachers have never been in a classroom and there is no formal training provided. As long as they meet the state's requirements, they can work as a substitute. That's why the APLI members wanted to offer training.

"The whole point of this, really, was to give the most support to the adults who come in and have never been in a classroom before (as the teacher)," she said.

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For this happy couple, Spotify was the new Tinder

Singer-songwriters find love through playlist

Coral Murphy
USA TODAY

Swipe right. Then left, another left, then left again. That's the typical movement your thumb might go through if you're trying to find "the one" on any dating app. In some circles, it's becoming more common to hear friends say they met their significant other via dating apps Tinder, Bumble or Hinge, but what about Spotify?

For two emerging artists, the music-streaming service helped them connect, and fast forward, they're getting married. The lovebirds are trying to find out who's responsible.

How exactly does one find love through Spotify? It's simple.

Singer-songwriters Edgar Sandoval and Emilee Flood met when both of their songs ended up in the same Spotify playlist. The app usually curates a list of songs that have a certain genre or mood in common. Sandoval's band, Cape Lions, was featured in March on the popular playlist "Fresh Finds," which merges independent, up-and-coming musicians. It didn't stop there.

He noticed the song "High Hopes" by an artist named Emilee was on the playlist, and that's when he swiped right, so to speak.

After listening to her song, he decided to contact her via Instagram and sent her a direct message to praise her talent. One direct message turned into several, and after eight days of FaceTiming, Sandoval bought a ticket from Seattle to Arkansas to visit Flood. They established a long-distance relationship, and in October, Sandoval popped the question.

"I want to find the person that put us in that 'Fresh Finds' playlist," Sandoval said. "I feel like that person has no idea that, when they were listening to our

songs, they were going to put two people together and set them up for literally marriage, for the rest of their lives."

He said he wants to invite the curator to their wedding, but it looks like they're going to have to pull out some extra chairs. "Our playlist curation is a team effort," Spotify Music Culture editor Colleen Taylor said.

Sandoval posted a video on Tik Tok, searching for the specific Spotify employee that placed both songs together.

Using dating apps has become normal among younger generations, and even adults. Online dating is the second most common way for heterosexual couples to meet, according to research in 2017 published in the MIT Technology Review.

The matchmaking website eHarmony predicted that by the year 2040, online dating websites will be responsible for 70% of relationships. In Sandoval and Flood's case, getting to know each other through Instagram isn't that rare of a case. The popular picture-sharing app has lingo such as "sliding into your DMs" to refer to starting a conversation in hopes of gaining some sort of intimate interaction.

Though some would just be satisfied with having their song featured on a widely heard Spotify playlist, others turned it into an opportunity to find their future life mate. husband or wife.

For now, the couple plans is planning to have their wedding in June and hope are hoping the event brings together their friends, family, and Spotify employees.

"Although most people don't think of a dating site when they think of Spotify, I'm definitely convinced that love can grow from the strangest of places", said Sandoval said.

ASK HUMAN RESOURCES

Employers can specify TV content in workplace

Yet political differences can be a form of diversity



Johnny C. Taylor
Columnist
USA TODAY

Johnny C. Taylor Jr., a human resources expert, is tackling your questions as part of a series for USA TODAY. Taylor is president and CEO of the Society for Human Resource Management, the world's largest HR professional society. The questions are submitted by readers, and Taylor's answers below have been edited for length and clarity.

Question: The break room at my job has a TV with the news on. It's OK when my co-workers change it from CNN to NBC, but one day when I changed it to Fox News, I got written up. Is that allowed? - Anonymous

Johnny C. Taylor Jr.: While it may seem unfair, that action is allowed. Every organization has the right to establish its own unique workplace culture, which can include creating policies that specify what content is allowed - or disallowed - on workplace TV screens.

For example, some employers forbid employees from changing channels without receiving permission first. Others prohibit changing the channel, period. In any case, the employer has the right to enact the policy, up to and including disciplining employees for doing what you did.

The real problem has nothing to do with the channel on TV. It's the fact that a manager chose to reprimand you, rather than start a conversation.

American society is deeply divided today, and these divisions increasingly are putting co-workers at odds in ways that should concern U.S. companies.

Political differences are another dimension of diversity. Companies need to adapt to the new reality that employees talk politics and you can't stop them

Here's how you might play your part in promoting civility. Go to the individual who disciplined you and make time to talk with him or her. Now, the idea here isn't to revoke the write-up. Instead, reveal your motives so as to undo whatever misunderstandings might exist between you. Make it clear that you weren't intending to provoke others or be divisive - you changed the channel in good faith.

Question: I got fired today. Three days ago, I brought my employer a note from my doctor that said I needed three days off of work for a staph infection. I went back to work today, and they told me I had been fired for job abandonment. Can they do that? - Anonymous

The short answer is, yes, an employer can fire an employee in a situation like yours. However, that decision ultimately depends on the specifics of your situation - and the policies of your employer.

I don't know all of the facts of your dismissal, but one thing I wonder is whether your case was simply a very bad breakdown in communication.

For example, who received your note? Did they confirm receipt? Did you notify anyone else at your organization? Can any co-workers attest to your story?

These questions count, because if you didn't show up, didn't respond to efforts to reach you, and your employer was unaware of where you were, they may have genuinely believed you were never coming back.

On the other hand, if you delivered the note, did the right things, and your co-workers have your back, then there may have been a mistake made on your employer's side.

Of course, whether they can legitimately fire you on that basis depends on their job abandonment policy. Some employers are more strict when it comes to work absences, while others may be more flexible.

My advice is to check, double-check, and triple-check your employer's policies and procedures, and then check with HR.

Beef and veggies simmer into a hot and homey fall soup

Anna Thomas Bates
Special to Milwaukee Journal Sentinel
USA TODAY NETWORK - WISCONSIN

Between fully stocked grocery stores and the availability of delivery and drive-up services, it has never been easier to access ingredients, from the basic to the most esoteric.

Yet on a recent Tuesday, I found myself in a bind. I had to come up with all the ingredients for a dinner that night shopping only at the farmers market (which was where I was working for the afternoon). There was zero time to stop at a store and no way for a large online retailer to ship me a box.

I had a beef farmer on one side and a vegetable farmer on the other. I had a streamlined pantry at home. With the weather growing consistently colder, I decided on an old-fashioned soup like the kind our grandparents would have made (with the addition of one ingredient I'm sure my grandma didn't use: buckwheat groats).

First I chatted with Kevin Oppermann from Highland Spring Farm. We debated stew meat vs. an oxtail vs. a beef shank (also referred to as a soup bone). I chose the beef shank so I'd get both a flavorful broth and meat for the soup all at once.

This is a cross cut of a leg of beef, so there's a nice bone that yields collagen, flavor and marrow and also a good amount of shredded beef for the soup.

I then scoped out my vegetables and chose the classics: onion, carrots and potatoes. Scott Williams from Garden to Be gave me the fall farm veggie update: things are wet, wet, wet! He said that it's been another difficult harvest year with too much rain and no opportunity for things to dry out.

This means that farmers are having a messy, challenging time in the fields. Yields of your favorite fall produce likely will be lower, and storage crops are not going to last as long. If you see your favorite sweet potatoes, winter squash, carrots and more, get them now.

If you typically stock up and store these root crops over winter, you may need to put in more effort. Instead of just storing them in your garage or basement, consider preserving them by

Old Fashioned Beef and Vegetable Soup

Makes 8 to 10 servings

- 2 tablespoons bacon fat (divided)
- 1 large beef shank (1 1/2 to 2 pounds)
- 4 quarts water
- 1 tablespoon black peppercorns
- 2 bay leaves
- Salt
- 1 large onion, diced
- 1 pound carrots, peeled and diced

Making a hearty broth by simmering a beef shank for hours yields a flavorful soup that tastes a lot like what your grandparents probably served - none of this clear, extra-salty beef water from a can.

roasting and freezing or making puree. Making a hearty broth by simmering a beef shank for hours yields a flavorful soup that tastes a lot like what your grandparents probably served - none of this clear, extra-salty beef water from a can. While I used buckwheat groats to make my soup extra filling (and because I had a bag on hand) you could skip the addition altogether or use an alternative like barley or rice.

This wasn't the fast meal I was looking for, but it was simple and cozy, just what you need on a chilly night.

Anna Thomas Bates is a mother, writer and cheesemaker who lives in southern Wisconsin. Email her at tallgrasskitchen@gmail.com.

- 1 pound red potatoes, peeled and diced
- 1 1/2 pounds buckwheat groats
- Freshly ground pepper

Heat 1 tablespoon bacon fat in a large skillet over medium-high heat. Brown beef shank in skillet on both sides. Fill a large stockpot with water and add browned beef shank. Add peppercorns, bay leaves and a pinch of salt. Bring to a boil and reduce to a simmer. Cover and simmer 4 to 6 hours, until meat is completely tender (you can also do this in a slow cooker if you'd prefer not to watch the pot).

Remove shank from stock and take meat off the bone, shredding it. Sprinkle with a little salt and set aside until ready to make soup. Reserve stock.

In a large stockpot (you can put the stock in a different container and use the same one), heat remaining a tablespoon bacon fat over medium heat. Add onion and sauté until soft. Add carrots and sauté a few more minutes with a little salt. Add stock to pot along with potatoes, reserved beef and the buckwheat groats. Bring to a boil, reduce to a simmer and cook until everything is soft. Add more salt and black pepper as needed.



Buckwheat groats simmer with beef and root vegetables for a homey soup for dinner. ANNA THOMAS BATES

92-year-old finds out she has 19 half-siblings

Taylor Nichole Morris
Detroit Free Press
USA TODAY NETWORK

Adopted as a baby, 92-year-old Mariann Evelyn Jeffrey of Southgate grew up as an only child.

Turns out, her family is a lot bigger than she thought.

Jeffrey recently learned she has 19 half-siblings, thanks to the help of a self-proclaimed family historian and ancestry.com.

Jeffrey spent her entire life in metro Detroit, married to her husband of 74 years and raising a family never knowing until recently that she had a bunch of half-brothers and sisters.

Jeffrey was born in Detroit on Aug. 16, 1927, to Margaret Karns and Thomas Frank Dumas.

Her mother was 15 and her father was 18.

After Jeffrey was adopted out as an infant, her biological father and mother went their separate ways, eventually married other people (both of them twice) and had children — lots of children.

Jeffrey's biological mother eventually became Margaret Corwin, and had 11 other children, nine of them Corwins.

Her natural father married twice and had eight other children.

So emotions were high at the Detroit Marriott in Livonia on Oct. 20 when the Dumas and Corwins came together to help Mariann Jeffrey celebrate her newfound extended families.

Old family photos and an organized family tree hung on the walls of the Michigan Conference Room.

The reunion came together thanks to 48-year-old Robert Dumas of Commerce Township, who about a half a year ago sat at a desk with his computer and started to dissect his family roots on ancestry.com.

Dumas always had an interest in tracking his relatives. In the past, he's even helped other families find their long-lost members.

"I've always been the family historian," he says.

After helping a handful of families — even helping a woman find her biological mom — he decided to put his skills to the test and figure out his own history.

Through extensive research and lots of DNA testing, Dumas learned that Mariann Jeffrey is his great aunt.

He began to connect the dots, leading him to discover that not only did she have eight half-brothers and sisters among the Dumas, she had another 11 from her biological mother. All of them lived in metro Detroit.

"He is so crazy, in a good way, about ancestry.com," said Dumas' 28-year-old daughter, Alyssa Young. "He has found so many of our family members through that and has actually helped several other families find their relatives, as



Mariann Jeffrey, 92, meets her 18 half siblings on September 20 at the Detroit Marriott in Livonia. TAYLOR MORRIS, DETROIT FREE PRESS

well."

According to a report by MIT Technology Review, "the number of people who have had their DNA analyzed with direct-to-consumer genetic genealogy tests more than doubled during 2017, and now exceeds 12 million."

MIT Technology Review says nearly 1 in 25 Americans have access to personal genetic data.

Walking into the Marriott Michigan Conference Room last month, members of each family wore different colored name tags to differentiate which side they were from. The Dumas' family wore blue; the Corwins red.

Jeffrey's biological father, Robert Dumas' grandfather, was in the Merchant Marines from 1926-1930. He went on to marry twice and have 8 children, 4 of them still living, including Robert Dumas's father and his two aunts and uncle.

On the other side, Jeffrey's biological mother had 2 children with her first husband and nine with her second husband, who was a Dumas. Seven of the children, all half-siblings to Jeffrey, are still living.

Jeffrey's adoptive parents were Thomas and Mildred Hanlon.

"Her adopted parents turned out to be a loving family, (with) a little bit of



Old family photos were displayed in the Michigan Conference Room at the Detroit Marriott in Livonia on Oct. 20 of the Dumas and Corwin families during their reunion. TAYLOR MORRIS/DETROIT FREE PRESS

Detroit auto history," Robert Dumas said.

Her adopted father was one of three men to drive around the world in a Hupmobile from 1910-1912. Their story is told in a book titled, "Three Men in a Hupp: Around the World by Automobile, 1910-1912" by James A. Ward.

Jeffrey says she was shocked to find out she has 19 brothers and sisters.

She says the meeting reminded her of the parties she used to put on with her husband, Don Jeffrey, when he worked for the National Bank of Detroit.

"This is just fun ... it's just absolutely

amazing, and they (Jeffrey's relatives) are all good looking. Look at them," Jeffrey said, at the October reunion.

Her husband is the author of "Don't Throw the Empty Bottles in the Trash: A History of Michigan Banking."

Mariann's half-brother, 75-year-old Robert Corwin, says he was shocked to learn that he has another sister.

"I haven't been this emotional and surprised since my daughter was born. This is truly amazing to find out after ions that you have a living sibling," he said, with tears in his eyes.

Obituaries

Helen Jaskolski

Helen Jaskolski, age 95, passed away peacefully with her family by her side on November 16, 2019. She was born in Scotland to Thomas and Mary McLaughlan.

Helen is survived by her children: Margaret (Kenneth) Woodruff, Thomas (Mary) Jaskolski, Larry Jaskolski and Joanne (Michael) Fogarty; grandchildren: Allyson, Christopher, Christa, Kevin, Michelle, Andrea, Ryan, Jeffrey and great grandchildren: Payton, Carter and Timothy "TJ" and her brother Bernard McLaughlan. She is preceded in death by her husband Lawrence Jaskolski and sister Jane Gamache.

She will be laid to rest next to her husband Lawrence at Great Lakes National Cemetery. In lieu of flowers memorials may be made to the South Lyon Senior Care and Rehab. Services were held by Phillips Funeral Home. www.phillipsfuneral.com



Norma Jean (Bauman) Sawyer

SOUTH LYON - Norma Jean Sawyer 92, of South Lyon MI, passed away peacefully at her home on November 16, 2019, after a battle with cancer. Norma was predeceased by her husband Thomas F. Sawyer (1997). She was the daughter of Myrtle (White) and William Louis Bauman. She is survived by her two children Janet Sawyer Kibben (Richard); Thomas Edward Sawyer (Janet); four grandchildren, Brendan, Garrett, Cameron and Alyssa Sawyer; brother William Bauman of Plymouth MI and eight nieces and nephews. She grew up in Plymouth MI and subsequently lived in Redford Township. Norma was employed by General Motors Corporation and the US Census Bureau until her retirement in 1990. She was always a valued worker to her employers and a sincere friend to many. She loved spending quality time with her family, spending time with her gentleman friend John A. Horn, playing cards with her friends, and being an integral part of her church family.

A memorial service will be held at Holy Cross Episcopal Church on November 23 at 11 am with a light lunch to follow in fellowship hall. In lieu of flowers, those wishing to remember Norma may make a contribution to Holy Cross Episcopal Church at 40700 W. Ten Mile Road Novi, Michigan 48375 or Active Faith Community Services, 401 Washington Street South Lyon, MI 48178.



Janet Marie Whitman

MILFORD - Janet Marie Whitman - age 78 of Milford, formerly of Swartz Creek, died Saturday, November 16, 2019. Funeral service will be held 1 PM Wednesday, November 20, 2019 at Sharp Funeral Homes, Fenton Chapel, 1000 W. Silver Lake Rd., Fenton. Interment will follow at Flint Memorial Park Cemetery. Visitation will be held 11:30 AM - 1 PM Wednesday at the funeral home. Janet was born July 12, 1941 in Flint. Surviving are: son Rod Whitman; daughter, Wendy Kovolessky-Brown and husband, Richard Brown; three grandchildren, Cressey Kovolessky-Wiseman and husband, Dan Wiseman. Christopher Kovolessky, and Kyle Brown; sister, Donna Hoedel; and several nephews. She was preceded in death by: father, Milton Hoedel; mother, Myrtice Ignace. Tributes may be shared at www.sharpfuneral-homes.com.



Roast a perfect whole chicken

Robin Miller
Special to Arizona Republic
USA TODAY NETWORK

Let's face it, creating a sublimely moist, flavorful chicken with crispy skin is culinary nirvana.

If roasting the perfect bird is on your "epicurean bucket list," look no further. It doesn't matter if this is your first roast chicken or your 100th, I can guarantee a foolproof, sensational meal with these tips and this simple recipe.

Perfect Roast Chicken

Serves: 4 to 6

- 1 (5 to 6 pound) chicken
 - Salt and freshly ground black pepper
 - 1 bunch fresh thyme
 - 1 lemon, halved crosswise
 - 1 head garlic, halved crosswise
 - 1 onion, cut into 2-inch pieces
 - 2 carrots, peeled and cut into 2-inch pieces
 - 1 green bell pepper, seeded and cut into 2-inch pieces
 - 1 tablespoon olive oil
 - 2 tablespoons butter, melted
- Preheat the oven to 425 degrees.

Remove giblets from the chicken cavity. If necessary, remove any pin feathers (anything resembling a "pin" or porcupine quill). Rinse the chicken inside and out and pat dry. Season the cavity with salt and pepper and stuff with the thyme, lemon and garlic. Tie the legs together with kitchen string and tuck the wing tips under the body.

Place the onions, carrots and bell pepper in the bottom of a roasting pan. Toss the vegetables with the olive oil and season with salt and pepper. Ar-



You can't go wrong with this foolproof recipe for perfectly roasted chicken. CARLY BOWLING/ARIZONA REPUBLIC

range the vegetables in the center of the pan and arrange the chicken on top (tuck all veggies under the chicken; exposed pieces may burn during cooking). Brush the chicken with the butter and season with salt and pepper.

Roast for 1½ hours, or until juices run clear when pierced between the leg and thigh. Transfer the chicken and vegeta-

bles to a platter and tent with foil for 20 minutes. Slice the chicken onto the platter and serve.

Once you've mastered this simple version, here's how to jazz things up:

Arrange additional vegetables around the chicken for the last 30 minutes of

cooking (first, cube or cut into wedges, toss in olive oil, season with salt and pepper). Great choices include Brussels sprouts, parsnips, sweet potatoes, butternut squash, red potatoes and wild mushrooms.

Before serving, top with basil pesto, mango chutney, olive tapenade, salsa verde, or balsamic glaze.

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Northville

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www.fpcnorthville.org
200 E. MAIN ST. AT HUTTON
Worship, 9:30 am
Children's Sunday School, dismissed to classes during worship
Adult Sunday School, 10:45 am
248-349-0911

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777 West 8 Mile Road @ Mile and Taff Road
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Worship Times September - May 9:15 & 11:00 a.m.
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Fr. Robert A. LaCroix, Pastor
Fr. James Houbeck, Associate
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Parish Office: 347-7778

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Is there such a thing as 'too old' for the workplace?

Kate Lopaze
 thejobnetwork.com

In an ideal world, everyone would be able to work if they feel fit to do so. In our unfortunately real world, a focus on ever-younger generations in the workplace and the challenges of age discrimination make the issue of age in the workplace a fraught one. However, with the Baby Boomers working longer than any previous generation (about 35% of the American workforce is expected to be over the age of 50 by 2022), we're left with a very real question: how long should we continue working? Is there a point where "too old" becomes a factor?

The bottom line is that there's no magic number. Some people can work well into their 70s or 80s with no real trouble, while others find themselves boxed out by age bias or rapid industry changes much earlier. For each person, it comes down to a personal choice. Am I financially ready for retirement? Am I healthy enough to keep working? What are my professional goals at this point in my life?

It comes down to what's best for you, and only you can decide that for sure. If you're trying to make the "should I stay or should I go" decision, there are several things to consider.

Facing the money question

Finance is often one of the primary considerations when it comes to deciding when (or whether) to retire. For those who have built a post-retirement financial plan with investments or savings, it's a decision of when that point comes. For others who haven't had that opportunity, or who have had setbacks, it becomes more an issue of whether it's even possible. In either case, it's impor-



GETTY IMAGES

tant to seek out the advice of a financial planner. They can help you find ways to make retirement feasible, scout out alternative benefits, or map out a schedule for your escape plan.

Overcoming stereotypes

Part of age bias includes stereotypes about older workers struggling to keep up in a changing workplace. Older workers are often better suited to jobs than their much-younger counterparts. Studies done by the AARP and other advocacy groups have shown that older workers are dependable workers: they show up on time, they're not likely to job-hop, they're less likely to miss work, and they're fully capable of keeping up with tech and other trends.

But fighting these ingrained perceptions about older people can be tough. If you're not yet ready to retire, then it's

important to make sure you're still building skills, taking courses to learn new things, and staying up on all the current industry trends. There are countless resources at your disposal to help you stay current. From apps to certification courses at your local community college, you can show the young ones how it's done.

Also, something as minor as the way you dress can help shift the conversation away from your age. Staying in touch with modern trends (in an age-appropriate way) and "dressing the part" can counteract the idea that you're not ready to keep up with modern workplace demands. It's shallow but can make a real difference in perception.

Thinking about alternative careers

If you're an older job seeker, the job hunt can be incredibly frustrating. Ju-

nior positions are far more plentiful than senior ones in most industries, and it can be tough to compete with the salary demands of someone with fewer life obligations. Experience counts, but it can freeze you out in a world where youthful flexibility is one of the most in-demand qualities. If you find yourself stymied by dead ends in your current career path, it might be time to consider something different.

Look at it this way: you have a lifetime's worth of strong skills that can be applied to other jobs. For example, you might want to consider consulting — it's a way to use your built-up expertise and experience, but on a more flexible basis. Or freelancing is also an option if you're interested in starting a small business. It might be that your opportunities feel limited because you're looking in a too-familiar place. If you think about doing something different from what you've been doing, you might find that doors are opening more easily.

So...is there such a thing as too old for the workplace? We say no. "Too old" is not something that anyone but you should decide when it comes to your career. Don't feel intimidated by a rapidly changing work culture, you're there to push things forward in a way only someone with your experience can.

The wisdom you provide in the workplace can be invaluable and will make a huge difference in the direction of a company. If you're ready, willing, and able to work, there are opportunities out there to continue your career as you see fit.

Kate Lopaze is a career advice journalist for TheJobNetwork.com where this article was originally published. She investigates and writes about current strategies, tips, and trending topics related to all stages of one's career.

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We Classified

THURSDAY PUZZLE CORNER

CROSSWORD PUZZLER

- ACROSS**
- 1 Whiteboard wipers
 - 8 Ballpark figure
 - 16 Ballpark figure
 - 20 "Working Girl" actress Griffith
 - 21 Device guiding a train off its track to avoid a collision
 - 22 Wed. follower
 - 23 Functional again after an outage
 - 25 Gas: Prefix
 - 26 "Do Ya" rock gp.
 - 27 Salty Greek cheese
 - 28 Figure skater Midori —
 - 29 "The Pleasure — Company" (Fred Astaire film)
 - 30 Musical key with two sharps: Abbr.
 - 32 Brief hesitation to let words hang in the air
 - 38 Napoleon exile site
 - 42 Milan locale
 - 43 Designer McCartney
 - 44 Symbol used twice after "http."
 - 48 Guys who read gas or water gauges
 - 50 Open space
 - 51 Dwayne who played Dobie Gillis
 - 53 Apt to snoop
 - 54 Really mean
 - 57 Rat — (knock noise)
 - 58 Certain choir voice
 - 62 Summer hrs.
 - 63 Phenomenon in hypnosis
 - 67 Inedible kind of orange
 - 69 Christmas seasons
 - 70 Whac — (carnival game)
 - 71 Emily Dickinson poem with the line "Meek my Vive le roi"
 - 78 Greek letters before xis
 - 79 Henchman of Captain Hook
 - 80 Eerie sign
 - 81 Get 40 winks
 - 82 "New Jack City" actor
 - 83 Actor Gavin
 - 86 Birds of a given region
 - 88 Eyelash cosmetics
 - 92 Periodical datum indicating years
 - 95 Dog collar jinglers
 - 96 Duelist Burr
 - 97 Radiation units
 - 98 Guemsey's archipelago
 - 102 Intl. oil group
 - 106 Queen, in Madrid
 - 107 Counterparts of egos
 - 108 Skating leap
 - 112 Pep rally cry
 - 113 Writer Sarah — Jewett
 - 114 Device on which you might see the first words of seven answers in this puzzle
 - 120 Molson, e.g.
 - 121 Government bureaus
 - 122 Deny
 - 123 Little whirlpool
 - 124 Put limits on
 - 125 Possibilities

DOWN

- 1 Plant firmly
- 2 Ruler's land
- 3 Tinfoil maker
- 4 Cinch — (Hefty brand)
- 5 Sufficient, in dialect
- 6 In season
- 7 Bench, e.g.
- 8 Actor Byrnes
- 9 Sun. homily
- 10 Mr. Capote, to his friends
- 11 Bond creator Fleming
- 12 Make smaller
- 13 Samuel of justice
- 14 Certain choir voice
- 15 Unit of work
- 16 Newspaper employee
- 17 A ship's steerer has control of it
- 18 Ear or heart part
- 19 Isolate's love
- 24 Get 40 winks
- 29 Repeatedly
- 31 Sabbath observers, collectively
- 33 Feel crummy
- 34 Actress Hagen
- 35 Kimono tie
- 36 K thru 12
- 37 Lordly home
- 39 Cato's lang.
- 40 Singer Mars
- 41 End in — (finish even)
- 44 Groups of devotees
- 45 Arboreal marsupial
- 46 Paraphrase
- 47 Zaire's Mobutu — Seko
- 48 Business school subj.
- 49 "Zine online
- 52 Resulting in something
- 55 "Here, have a sample"
- 56 "In — face!"
- 58 \$ dispenser
- 59 Little big cat
- 60 Part of TNT
- 61 Bad rating, perhaps
- 63 Furry friend
- 64 Mel's Diner waitress
- 65 D.C. VIPs
- 66 — Diego
- 68 "Fancy that!"
- 72 Laryngic
- 73 Urban rec facility
- 74 Toon frames
- 75 Sports group
- 76 "When will — learn?"
- 77 Think aloud
- 82 "You are not!" rebuttal
- 83 Carta lead-in
- 84 Roundish
- 85 Nick Jr. girl
- 87 "Fee, fi, fo, —!"
- 88 Bacterium, e.g.
- 89 Stuck
- 90 Soiled
- 91 Certain food factory
- 93 Actor Chaney
- 94 German conjunction
- 96 Green-light
- 99 Loyal subject
- 100 Just kills time
- 101 — mo
- 103 Utah city
- 104 Use as a surface for a meal
- 105 Munches on
- 109 Reverse
- 110 Journey
- 111 Gusto
- 114 Pothole-filling stuff
- 115 Outdated RCA product
- 116 Sundial's "3"
- 117 Brief moment
- 118 Suffix with hobby
- 119 — tai

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19		
20							21									22				
23							24									25				
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106																				
113																				
120																				
123																				

For assistance or suggestions on the Puzzle Corner, contact Steve McClellan at (517) 702-4247 or smcclellan@michigan.com. Want more puzzles? Check out the "Just Right Crossword Puzzles" books at QuillDriverBooks.com

SUDOKU

			3			9		
	1			5			2	
8		4	2			3		
						5		1
	2			6			4	
1		5						
		3			5	7		8
	6			4				3
		8			9			

Here's How It Works:
Sudoku puzzles are formatted as a 9x9 grid, broken into nine 3x3 boxes. To solve a sudoku, the numbers 1 through 9 must fill each row, column and box. Each number can appear only once in each row, column and box. You can figure out the order in which the numbers will appear by using the numeric clues provided in the boxes. The more numbers you name, the easier it gets to solve the puzzle!

PEANUT BUTTER WORD SEARCH

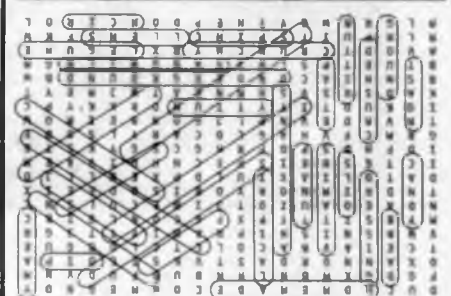
D	U	C	H	O	M	E	H	A	D	E	C	O	W	H	E	G	N	O	Y
F	G	D	G	X	M	B	N	L	R	N	B	U	B	F	U	D	V	N	M
O	X	A	N	N	O	R	D	A	S	T	V	K	S	I	E	D	I	P	A
T	C	E	I	A	V	B	A	C	O	L	C	T	C	L	O	B	G	U	E
V	W	R	S	N	I	S	N	I	P	N	A	H	I	Y	T	T	J	G	R
M	Y	B	S	T	T	T	T	P	X	F	G	C	O	N	L	E	I	B	C
N	D	A	E	O	A	U	I	O	T	J	I	N	E	C	U	L	S	N	L
T	N	D	R	I	M	N	O	R	Y	O	B	I	S	D	O	E	E	I	X
D	A	T	D	L	I	A	X	T	U	L	D	P	X	E	E	L	C	J	D
I	C	T	G	S	N	E	I	S	F	E	C	N	H	D	I	V	A	E	M
I	D	F	H	D	S	P	D	F	R	H	G	C	S	G	Y	K	S	T	E
G	R	M	C	F	V	H	A	G	L	O	C	A	R	Y	L	S	O	D	E
T	R	V	R	D	E	V	N	P	L	J	E	O	N	B	E	I	R	O	W
I	O	K	U	D	T	I	T	Y	T	T	U	N	D	R	X	K	Y	P	C
K	A	D	S	R	S	V	S	H	M	N	R	A	T	W	J	H	E	Y	T
B	S	N	H	E	A	C	U	N	D	E	R	G	R	O	U	N	D	B	W
B	T	U	E	T	P	S	L	N	I	S	A	N	D	W	I	C	H	G	M
R	V	O	D	T	C	R	U	N	C	H	Y	B	X	L	E	G	U	E	M
M	L	R	P	U	I	T	S	P	I	H	C	L	L	E	H	S	F	K	W
M	L	G	R	B	W	G	Y	T	N	E	P	D	O	H	C	I	R	O	L

ANSWER KEY

S	N	O	I	A	D	O	I	O	T	J	I	N	E	C	U	L	S	N	L
M	O	A	V	S	I	O	S	E	I	O	N	B	E	I	R	O	W		
I	O	N	B	E	I	R	O	W											
H	V	B	Z	I	N	I	S	A	N	D	W	I	C	H	G	M			
O	E	O	G	O	N	V	I	S	T	E	N	N	H	S					
S	M	H	N	O	M	O	V												
B	E	B	A	N	E	M	N	L	O	A	B	V	Y	O	S	W			
Y	N	N	V	I	A														
L	E	D	I	D	E	B	S	N	E	M	O								
I	N	N	O	I	V	N	O	M	O	A	H	I	B	I	N				
E	T	O	N	V															
N	O	F	I	S	E	O	O	S	E	O	R	M	O						
O	I	L	V																
N	E	W	H	A	I	A	M	H	S	V	S	O	W						
V	T	E	B	S															
I	D	E	B	E	H	O	F	E	S	S	O	V							
S	I	M	O	O	I														
I	H	E	V	O	N	I	N	N	O	M	O								
H	I	L	I	T	H	E													
V	I	L	E																
S	T	A	L																

WORDS

- ANTIOXIDANTS
- BIOTIN
- BREAD
- BUTTER
- CANDY
- CHIPS
- CHOCOLATE
- COOKIES
- CREAMY
- CRUNCHY
- CRUSHED
- DELICIOUS
- DESSERT
- DIP
- DRESSING
- FATS
- GROUND
- GROUNDNUT
- HOMEMADE
- INGREDIENT
- JELLY
- LEGUME
- NUTTY
- OILS
- PASTE
- PEANUT
- RICH
- TOAST
- SANDWICH
- SEEDS
- SHELL
- TROPICAL
- UNDERGROUND
- VITAMINS



1	5	9	3	8	7	2					
6	3	2	7	4	1	9	5				
8	8	7	6	8	4	3	6				
2	7	9	3	6	4	9	8	1			
4	3	6	1	8	4	3	7	2	7		
1	6	7	8	2	5	9	1	4	3	6	
8	9	4	2	7	6	3	1	5	3	1	6
3	1	7	6	5	8	4	2	6	9	2	8
6	5	2	3	1	4	9	8	7			

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Autos Wanted
H&W - \$8 Cash for salvages & scrap vehicles. Free towing. Call 734-222-5381

Cars

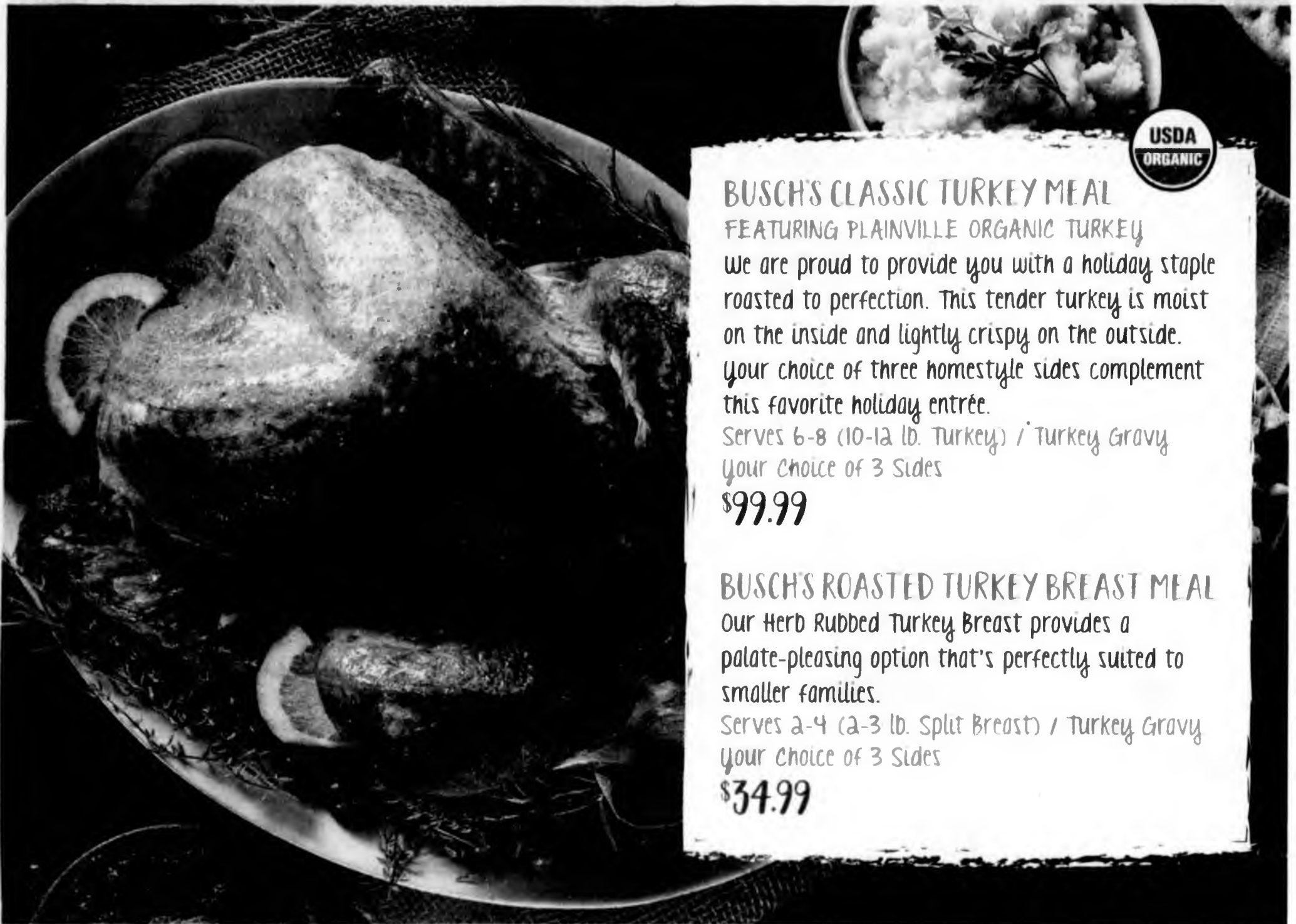
2016 FIESTA \$11899 P23662 North Bros. 734-928-2108

2018 TAURUS \$25132 P23681 North Bros. 734-928-2108

2017 TAURUS \$2



HOMESTYLE Holiday Meals



BUSCH'S CLASSIC TURKEY MEAL

FEATURING PLAINVILLE ORGANIC TURKEY
We are proud to provide you with a holiday staple roasted to perfection. This tender turkey is moist on the inside and lightly crispy on the outside. Your choice of three homestyle sides complement this favorite holiday entrée.

Serves 6-8 (10-12 lb. Turkey) / Turkey Gravy
Your Choice of 3 Sides

\$99.99

BUSCH'S ROASTED TURKEY BREAST MEAL

Our Herb Rubbed Turkey Breast provides a palate-pleasing option that's perfectly suited to smaller families.

Serves 2-4 (2-3 lb. Split Breast) / Turkey Gravy
Your Choice of 3 Sides

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HOMESTYLE SIDES:

- Mashed Potatoes
- Whipped Sweet Potatoes
- Cheesy Potatoes
- Roasted Red Skin Potatoes
- Roasted Pesto + Kale
- Red Skin Potatoes
- Seasoned Green Beans
- Green Bean Casserole
- Sagebrush Stuffing
- Apple Almond Stuffing
- Cranberry Orange Relish



Turkey + Ham meals come cooked and ready to heat, in oven-safe containers, with instructions provided.

BUSCH'S SPIRAL SLICED HAM MEAL

Sweeten up your holidays with our juicy, bone-in, spiral sliced ham, which has a wonderful combination of sweet, crunchy honey glaze and hickory cured flavor. This exceptional meat is complemented by your choice of three delicious homestyle side dishes.

You can substitute a Dearborn Ham (6.5-8 lbs.) for a \$10 surcharge.

Serves 6-8 (8-9 lb. Ham) / Your Choice of 3 Sides

\$89.99



BUSCH'S GARLIC PEPPER RUBBED RIB ROAST MEAL

Sink your teeth into this USDA Choice Beef Standing Rib Roast and experience its classic tenderness and bone-roasted flavor.

Please note: the Rib Roast will be uncooked at pick-up to avoid potential overcooking during reheating. Detailed cooking instructions are included with your Holiday Meal. The total preparation time will be approximately 2 hours, depending on the degree to which you prefer your meat cooked.

Serves 6-8 (5-6 lb. Roast) / Au Jus

Your Choice of 3 Sides

\$109.99



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