

JANUARY 2025

The PIC Informer

From the Desk of the Director



Marion Matters Inc. develops people by recognizing, honoring skill sets, and equipping participants with tools to create a self-sufficient future story.

Marion Matters are expanding their North Central Ohio Employer Resource Network (ERN) through the Clearwater Council of Governments (COG) region. The North Central Ohio ERN® is a low-cost, shared resource to help improve employee retention and productivity. Member businesses have access to a Success Coach, who works on-site to assist employees with removing barriers such as:

- Attendance/Job performance
- Financial Debt
- Transportation
- Childcare, and much more

Partners In Community is excited to invite anyone who wishes to meet with the Success Coach/Community Resource Navigator on Tuesdays beginning sometime in FEBRUARY 2025 from 9A-12P at the Main Office.

More information will be available in January 2025 during meetings and flyers about the collaboration with Marion Matters ERN.



DODD System Spotlight



Respiratory syncytial virus (which is commonly called RSV) is a major cause of respiratory illness. The virus usually causes a common cold. But sometimes it infects the lungs and breathing passages and can cause breathing problems. Infants, young children, older adults, and those with underlying health conditions are especially vulnerable.

Sometimes, an RSV infection can lead to other respiratory conditions such as bronchiolitis or pneumonia.

Most people recover from RSV in one to two weeks. Unfortunately, some individuals at risk are more likely to develop severe RSV and need hospitalization.

If you are between 32-36 weeks pregnant, are older or high risk, a vaccine is available.

For young infants, a preventative antibody can be given after birth up to the age of 8 months.

According to the Center for Disease Control, each year in the United States, an estimated 58,000-80,000 children younger than 5 years are hospitalized due to RSV infection. -DODD News

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Blueberry buckwheat pancakes



Despite its name, buckwheat is not a grain. It is the seed of a fruit and is gluten-free. Buckwheat is especially popular in Japanese cuisine.

Buckwheat is a good source of two key anti-inflammatory polyphenols called quercetin and rutin. As a 2016 study Trusted Source notes, quercetin is an antioxidant, while rutin has anti-inflammatory properties that may help with arthritis.

- Eggs
- buttermilk
- plain, nonfat yogurt
- brown sugar
- olive oil
- vanilla extract
- buckwheat flour
- baking power
- cinnamon
- salt
- fresh blueberries

Heat a large skillet or griddle on medium heat.

In a medium bowl, combine egg, buttermilk, yogurt, brown sugar, olive oil, and vanilla extract, whisking until combined. In a separate bowl, whisk together buckwheat flour, baking powder, cinnamon, and salt together. Incorporate into wet ingredients, stirring only until combined.

Once griddle is hot, grease with oil. Pour $\frac{1}{4}$ cup of batter per pancake onto surface, then sprinkle with blueberries. Cook on one side until holes form around edges, about 1 minute, then flip and cook on other side for additional minutes. Don't let the pan get too hot— you want a nice, even heat.

Sesame & Oat Energy Balls



- 1 cup quick oats can sub with traditional oats
- 1 cup sesame seeds white, hulled
- 4 Medjool dates or any other
- 3 tbsp maple syrup* can sub with honey
- 1 tsp cardamom powder can sub with equal amount cinnamon powder or pure vanilla powder or extract
- 3 tbsp finely shredded (dry) coconut unsweetened

Start by lightly toasting sesame seeds on an iron skillet over medium heat**. Toast for about 4 minutes. After toasting, keep the seeds aside to bring them to room temperature.

Process oats in a food processor***till grainy and coarse in texture. Add the sesame seeds and pulse for around 10-15 times to mix well.

Add dates, maple syrup, ground cardamom, and 1.5 tbsp shredded dry coconut and pulse till the mixture forms a sticky dough.

Take the dough out on a big plate and divide into 12 equal parts. Roll each part into a ball and each ball in the bed of remaining (1.5 tbsp) shredded (dry) coconut.

Store in refrigerator for up to ten days****.

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TJ Maxx Selling Apparel Created By Neurodiverse Artists



Hundreds of TJ Maxx stores are offering apparel designed and created by people on the autism spectrum as part of a new partnership.

The national retailer is carrying a six-style collection from Spectrum Designs, a nonprofit in the New York City-area that trains and employs those with autism and other disabilities to make custom apparel and promotional products.

Through the arrangement, TJ Maxx will showcase t-shirts with original designs by neurodiverse artists that were printed and packaged by the nonprofit's employees, 65% of whom are on the spectrum. "This collaboration showcases the extraordinary talents of our team and brings their designs to a national audience, furthering our mission to transform perceptions of those on the autism spectrum, particularly in the workplace," said Patrick Bardsley, co-founder and CEO of Spectrum Designs. "At Spectrum, neurodiverse individuals are not just part of our workforce — they are driving our innovation and success every day and this is yet another example of that."



MEDICAL MUTUAL®

Back In 1926 John R. Mannix, the administrator for Elyria Memorial Hospital started playing with the idea of hospital pre-payment and the basic of health insurance. This eventually led to the formation of the Cleveland Hospital Service Association (CHSA) in 1934. It was the first health insurance company established in Ohio and only the seventh in the country. It also was the first to allow you access to multiple hospitals, or what we now call a network today.

The name Medical Mutual first showed up in 1956, but was at that time know as Medical Mutual of Cleveland and was created to offer coverage for doctor fees. A year later CHSA then merged with Akron Hospital Service to form Blue Cross of Northeast Ohio in 1957. Which lead to four years later, Medical Mutual of Cleveland becoming an affiliate of the Blue Shield system.

In 1984, Medical Mutual of Cleveland officially merged with Blue Cross of Northeast Ohio to create Blue Cross and Blue Shield of Northern Ohio.

Two years later, the new company joined Blue Cross and Blue Shield of Northwest Ohio to form Blue Cross and Blue Shield of Ohio.

In 1997, the company left the Blue Cross/Blue Shield Association and finally become Medical Mutual of Ohio.

The company has over 1.6 million customers and 2,500 employees and is the oldest and largest health insurance company in Ohio.

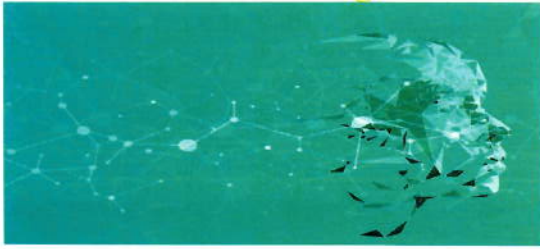
They are headquartered in downtown Cleveland and also have office buildings in Cincinnati, Columbus, Dayton, Independence, Richfield, Toledo and Youngstown. In addition to an information systems facility in Beachwood.

In 2008, Medical Mutual of Ohio ranked 806 out of the top 1,000 corporations in America.

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Understanding the 4 Types of Artificial Intelligence



Reactive AI The most basic type of artificial intelligence is reactive AI, which is programmed to provide a predictable output based on the input it receives. Reactive machines always respond to identical situations in the exact same way every time, and they are not able to learn actions or conceive of past or future.

Limited Memory AI Learns from the past and builds experiential knowledge by observing actions or data. This type of AI uses historical, observational data in combination with pre-programmed information to make predictions and perform complex classification tasks.

Theory of Mind AI Want to hold a meaningful conversation with an emotionally intelligent robot that looks and sounds like a real human being? That's on the horizon with theory of mind AI. With this type of AI, machines will acquire true decision-making capabilities that are similar to humans. Machines with theory of mind AI will be able to understand and remember emotions, then adjust behavior based on those emotions as they interact with people.

Self-aware AI The most advanced type of artificial intelligence is self-aware AI. When machines can be aware of their own emotions, as well as the emotions of others around them, they will have a level of consciousness and intelligence similar to human beings. This type of AI will have desires, needs, and emotions as well.- *Bernard Marr*

Memories from 2024



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