



**Minnesota
Educational Facility Management
Professionals**

The Messenger

MASMS Spring Educational Opportunities are Sprouting in April, May & June!

MASMS April Events

**The Northwest, North,
West and Metro Chapters
April meetings will feature
a special speaker.**

**Annie Meehan will be
presenting on
“Be The Exception”!**

**The Southern Chapter
has great speakers
for April!**

Metro Chapter
Tuesday April 12, 2022
Southern Chapter
Wednesday April 20, 2022
West Central Chapter
Tuesday April 26, 2022
Northwest Chapter
Wednesday April 27, 2022
Northern Chapter
Thursday April 28, 2022

Review full details on page 10

MASMS May Event

**MASMS
STATE MEETING**

MAY 12, 2022

**Allianz Field
St. Paul, MN**

- Facility Tours
- Featured Speakers and
Q & A by the Field
Director of Operations
and the Head
Groundskeeper
- Roundtable
Discussions

Review full details on page 11

MASMS June Events

**2022 Custodial/Grounds/
Maintenance Days**

After Covid stopped us from
holding these events the past
two years, we are super
excited to bring it back!

**June 15 & 16, 2022
Metro Area**

**June 21, 2022
Northern/Northwest/West
Areas**

**June 23, 2022
South/Southwest/Southeast
Areas**

Review full details on page 12

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CONTACT US



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MESSAGE FROM THE BOARD



Kevin Hildebrandt
State Treasurer

Greetings from your Treasurer

We have all seen what is happening to expenses these days. Despite the rising expenses, we as an organization are doing quite well financially.

The major portion of our income comes to us from our vendors that support us and without their support we could not do the many things we do, especially at no cost or very little cost to the educational members. We very much appreciate their support.

As an educational member, one of the many ways to show your support is to attend chapter meetings now that we are back to in-person. At those meetings, take time to reach out to them and thank them for their support.

Another way is to attend and bring staff to our Summer Custodial Days events. This is a great time for your staff to enjoy great educational sessions, motivational speaker and walk thru the many booths our vendors have and to see their latest products that affect daily cleaning.

Last but not least, let's not forget about our Great Fall Get Together (Fall Conference). A time to re-energize ourselves, learn a few things, visit with the vendors and fellow members, and have an overall good time.

Training a Team | Short Takes!

When onboarding a new employee, it is a good thing to remember that it is not your job to train new employees. Rather, it is your job to **see that they are trained**. You may or may not be doing that training. There are benefits to having the latter mindset:



You no longer need to spend your career making sure you know everything your employees know. When you are the trainer, you have to be conversant in every task that you'll be teaching the new employee. That is a phenomenal inefficiency. Contrary to popular practice, bosses do not need to be and should not try to be expert in all the areas of work they supervise.

Onboarding a new employee is an excellent time for your staff to work together. As you will see, this teamwork will be happening even before the new employee arrives for their first day. It is also a perfect time for staff development—working with your current staff, who will be exercising their planning, coordination, and teaching muscles.

Your new employee will soon be part of the team. Make their onboarding a team effort!

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Vendor Corner



Who Packs Your Parachute?

March 29th is Vietnam Veterans Day, and I found a very interesting story about a Vietnam vet I wanted to share:

Charles Plumb graduated from the Naval Academy and became a Navy jet pilot in Vietnam, stationed on the aircraft carrier Kitty Hawk. On his 75th mission, just five days before he was supposed to return home, his F4 Phantom was shot out of the sky by a surface to air missile. He parachuted from his damaged plane, was captured, and spent six years in a Vietnam prison.

Several years after Plumb came home, he was at a restaurant in Kansas City when a stranger approached him and said “You’re Captain Plumb, you flew fighters in Vietnam off the Kitty Hawk. You were shot down and parachuted into enemy hands and spent six years as a prisoner of war.” Plumb didn’t recognize the person at all and asked, “How do you know all of that?” and the stranger replied, “I packed your parachute!”. Plumb was dumbfounded and couldn’t speak; he staggered to his feet and extended a hand of thanks. As he shook his hand, the man said, “I guess it worked” to which Plumb replied, “Yes sir, indeed it did. If your chute hadn’t worked I wouldn’t be here today.”

Plumb couldn’t sleep that night, he kept thinking about that man. Plumb says, “I kept wondering what he might have looked like in a Navy uniform. I wonder how many times I might have seen him and not even said ‘Good morning, how are you?’ or anything, because, you see, I was a hot-shot jet fighter pilot and he was just a sailor.” Plumb thought of the hours that man had spent over a long wooden table in the bowels of the ship carefully weaving the shrouds and silks of each parachute, holding in his hands each time the fate of someone he didn’t even know.

Plumb later became a motivational speaker and used this story often, asking at the end: “Who packs your parachute?” Everyone needs help from others at times; who has helped you? When you experience success, think about all the people (co-workers, family, friends, others) that helped you prepare to achieve that success. Think about how you treat all of these people that might not be a “hot-shot” like you but are instead “just a sailor”.

Thanks to all the Vietnam Vets, and all other veterans, for their service and sacrifice! I stumbled across another interesting story about Captain Plumb while researching this article and I will share that next month.

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Registration for July 2022 MASMS Boot Camp Open | We Have 14 slots left!

Dates & time: Tuesday July 19th and Wednesday July 20th 2022—8:00 AM to 4:00 PM (Dinner at 6:00 PM on Tuesday evening.)

Location: Holiday Inn, St. Cloud, MN

Cost: MASMS will cover the cost of this training. This includes cost of class, hotel rooms, and all meals. (Meals include: Tuesday lunch and dinner; Wednesday breakfast & lunch; break for all).

Boot Camp Information | The MASMS Boot Camp is specifically designed to provide training for facility professionals. The institute will be of great value for newly employed facilities managers or seasoned veterans. Custodial—Grounds—Maintenance Management—Security—Health & Safety—Transportation

The following topics will be covered for each of the above aspects:

Standards Best Practices Training Equipment Needs Staff Management and Development
Inspections/Checklists Budgets Management Tools

Course Description | This course will provide practical experience and proven techniques to help improve skills in the facilities management field. We will describe today's best maintenance practices and show how other schools have developed high performance facility departments. This will include on how to improve management skills, optimize maintenance department performance and productivity, increase leadership skills and prepare facilities department for the day to day challenges

Instructors | This course is taught by seasoned experienced facility staff from public schools. Mike Boland (No St. Paul/Maplewood/Oakdale ISD #622), Scott Hogen (Mankato Schools), Chris Pint (Rosemount-Apple Valley-Eagan ISD#196 and Laura Masley (Elk River Schools), that have over 75 years of combined experience!

Questions

Contact Ruth at the MASMS office with questions or to register. (Ruth @ masms.org or 320-685-4585)

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WELCOME NEW EDUCATIONAL MEMBERS

Dan Haugen, Minnesota State Academies
 Josh Denzer, Columbia Heights ISD
 Jodi Wendt, Prior-Lake Savage ISD
 Kyle Johnson, No St. Paul, Maplewood, Oakdale ISD
 Scott Guertin, South Washington County ISD
 Kim Williams, South Washington County ISD
 Tammy Dowling, South Washington County ISD
 Michaelkor Thao, South Washington County ISD

WELCOME NEW BUSINESS MEMBERS

Quin Davis, Centraire Heating & Air Conditioning, Inc.
 Scott St. Pierre, Centraire Heating & Air Conditioning, Inc.
 Scott Wasilowski, Centraire Heating & Air Conditioning, Inc.
 Dan Wiese, Viessmann Manufacturing Company (US), Inc.
 Justin Crandall Midwest Groundcover Express Blower Service
 Paul Zygmunt, remooble dba Of Fourth Principle LLC
 Greg Belde, Hillyard
 Mark Fredrickson, Hillyard
 Wayne Semerad, SRM, ServiceMaster Recovery System

Welcome to the new SOUTHERN Chapter Secretary!



Carrie Anonby
Faribault Schools

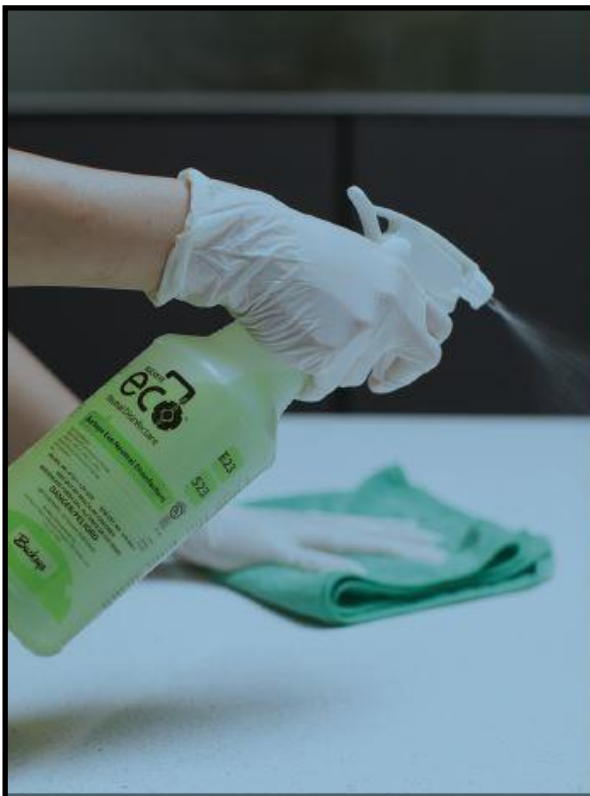
MASMS is in search of a new Chair for the Health & Safety Committee.

Amy Satterfield with IEA, Inc. has been supporting the MASMS organization and members as Chair of the Health and Safety Committee for 10 years.

Although extremely grateful for the opportunity for the ongoing involvement to the membership as the Chair, both Amy and the MASMS Executive Team see great value in an educational member representative leading this role going forward.

With the current and ongoing challenges with staffing, pandemic needs, facility operation challenges and the safety impact on the facilities, the Health and Safety chair position is a great opportunity for deeper involvement in MASMS.

If you are interested in this chair position, please contact the MASMS office at (320) 685-4585 or ruth@masms.org



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Covid-19 School & Childcare Guidance Documents

MDH released updated Covid-19 school and childcare guidance documents.

The guides can be found here and the direct links are below: [Schools and Child Care COVID-19 Best Practice Recommendations - Minnesota Dept. of Health \(state.mn.us\)](#)

The COVID-19 Decision Tree for Schools and Child Care has been retired and is replaced by the isolation and quarantine guides below.

These guides reflect current CDC recommendations regarding when to isolate and quarantine and for how long depending on a person's ability to wear a mask consistently.

[COVID-19 Isolation Guide for Schools, Child Care, and Youth Programming \(PDF\)](#) For people who are sick or test positive. 3/15/22

[COVID-19 Quarantine Guide for Schools, Child Care, and Youth Programming \(PDF\)](#) For people who are in close contact (exposed) to a person with COVID-19. 3/15/22

This information is provided by Bianca Virnig, Regional Coordinator for Metro Area Schools, Metro ECSU.

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Go to www.masms.org, Select "Resources" Under "Quicklinks" Select "Job Descriptions & Interview Questions"

We are always looking for more job descriptions and interview questions. If you would like to share, please contact the MASMS office!



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N is for Never Say Never!

Annie Meehan, Motivational Speaker

N stands for never. Do you ever find yourself saying “I’ll never do that,” or “that will never happen to me,” or “my kids would never do that?” I’ve said those statements plenty of times, and every time, you guessed it, those “things” happened to me. So, be careful when you say “never” statements.

As soon as we say “never,” it opens us up to “what if.” “What if I have to walk through that?” or “what do I do in that circumstance?” I believe that people think they’re going to quit from the first adversity they’re faced with. If you don’t expect there’s going to be challenges and adversity when growing a business, well then, maybe you shouldn’t be in business. Now, I don’t like to say “never,” but hear me out; never ever quit. Of course, there’s times you will *have* to quit, but try changing your mindset to “I’m not going to quit. I might take a break when I get overwhelmed, but then I’m going right back to work.”

Never think there is a topic you won’t speak on. Sometimes you will pick a topic, and other times a topic will pick you. For me, I always wanted to be a positive speaker and speak on uplifting topics such as success, sales, personal development, and business ownership. Now I mostly speak on mental health and wellness. I have friends that love to speak on communication skills, but diversity picked them. Stay open to the topics that your clients see you have wisdom in, that needs sharing with the world. The more open we are, the farther we will go.

There’s a million people out there selling us on a secret formula to be successful, to gain things in our life. Anything from books to coaching to programs. I don’t think the secret formula is such a secret. Simply put, it’s about working hard. It’s about not letting the results of one day define what you’re going to do the next day. It’s about going to work even when you’re tired, even when it’s challenging, because hard work truly pays off. Yes, we should always work smart, but we should also always hustle and work hard. It’s not going to come easy. Any person who has had great success in life, it didn’t come easy for them, but quitting wasn’t an option for them when it got hard.

So, are you going to quit, or are you *never* going to let people’s opinions define what success means for you? Don’t give up. Keep working hard. Remember, never say never, and never give up. Always believe in yourself and keep living the exceptional life you’ve always dreamed of.

Annie is our guest speaker at the April Metro, West, Northwest and Northern Chapter Meetings!



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Shakopee High School

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The “Tool Box” for Educational Facility Management Professionals

LET'S ENJOY A STROLL DOWN MEMORY LANE MASMS HISTORY

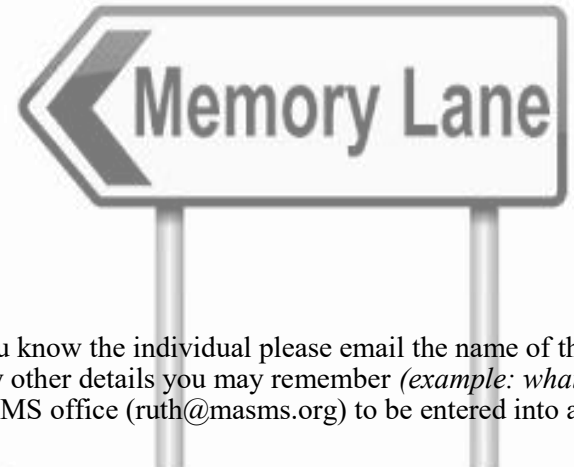
Last Month's MASMS Member from the past was Jim Fredricks.

Dick Phillips won the March History Challenge. Dick provided us with a recap of Jim's MASMS Participation:

- Jim was employed at Alexandria Schools and the College of St. Benedicts.
 - He started the Northern Chapter, which laid the foundation for future chapters.
 - MASMS State President; 1st wave of leaders after the founding fathers.
 - Instrumental in the MASMS Board of Directors to approve vendor reps to vote on issues.
 - Instrumental in having MASMS hire an executive administrator.
 - Champion of member education.
 - Left behind a wonderful wife, children and many friends (me, Joe Arthurs) and so many more.
- Deeply missed, gone too soon.



**Do you know who this person is?
Identify this MASMS member for
the April History Challenge!**



Each month we will publish a picture of a MASMS member from the past. If you know the individual please email the name of the person, and if you know the school district/organization they worked for and any other details you may remember (*example: what offices in MASMS did they hold, funny memory, etc.*) Email the info to the MASMS office (ruth@masms.org) to be entered into a prize contest each month!



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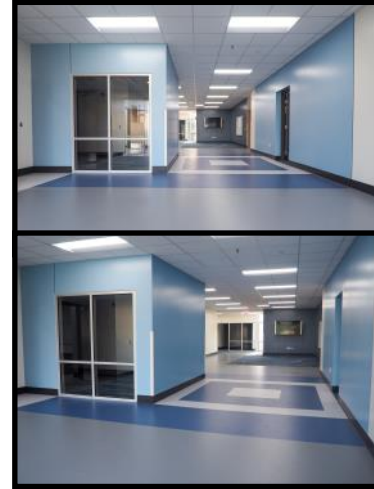
PROJECT HIGHLIGHT

John F. Kennedy Elementary | Lakeville MN Cherry View Elementary | Lakeville MN

John F. Kennedy Elementary School Addition – Lakeville, MN

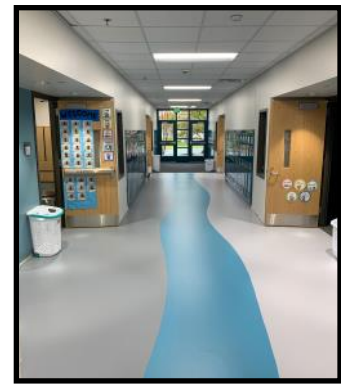
- **MASMS Members Involved:** DLR Group
- **Project Description:** Loeffler Construction and Consulting served the Lakeville Area School District as a Construction Manager Advisor for the John F. Kennedy Elementary classroom addition. This 8,700 SF addition created four new classrooms and four spaces for collaborative learning. This new addition will allow for an added capacity of 120 occupants, which will provide space for the growing district to accommodate for rising enrollment numbers.

Projects submitted by:
Loeffler Construction and Consulting



Cherry View Elementary School Addition – Lakeville, MN

- **MASMS Members Involved:** Wold Architects and Engineers
- **Project Description:** This project involved adding two buildings to the existing elementary school because the District needed additional classrooms for their continued growth. Each addition was considered a separate building, and together they totaled approximately 15,000 SF. The exterior was designed to blend the additions into the existing building to minimize the appearance of being added at a later date. The interior space was updated to the District's new standard and included additional classrooms, a Kids Zone, special education, student restrooms, faculty restrooms, and conference rooms.




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MASMS April Events | All 5 Chapters have April Meetings (cont'd from page 1)

The Metro, West, Northwest and North meeting will host a special presenter. We invite you to bring your staff to this special event. Annie Meehan will be presenting on “Be the Exception”. This is a high energy presentation, filled with valuable information for all attendees. *You are invited to attend any of these – even if it’s not in your chapter area.*

Tuesday April 12, 2022	Metro Chapter	Jimmy’s Event Center, 3565 Labore Road, Vadnais Heights, MN
Tuesday April 26, 2022	West Chapter Meeting	Lakes Ctry Service Coop, 1001 East Mount Faith Ave, Fergus Falls
Wednesday April 27, 2022	Northwest Chapter meeting	Ralph Engelstad Arena, 525 Brooks Ave N, Thief River Falls, MN
Thursday April 28, 2022	Northern Chapter Meeting	The Woods Event Center, 19624 CR 3, Brainerd, MN 56401

Metro, West, Northwest and Northern meeting agenda: 9:00 Registration
 9:30 Be the Exception, Annie Meehan
 11:30 Business Member Minute; networking, Lunch & Business Meeting

Wednesday April 20, 2022 | Southern Chapter Meeting | SE Service Cooperative - 210 Wood Lake Drive SE Rochester

9:00 Social Time, Coffee and Rolls & Welcome
 9:30 David Swan (The Bright School Project) - “Math Physics Fact Fiction – Do energy conservation projects really make cents?”
 10:30 Angie Radel (IEA) & Dave Vail (Olmsted Co.) - “Handling Hazardous Waste”
 11:30 Vendor Minute & Lunch
 12:15 Chris Gendron (Nardini Fire Equipment) - Fire Alarm Requirements for Schools & Bi-Directional Amplifier Systems
 1:15 Business Meeting followed by a Discussion

To Register for these meetings:
 Go to the MASMS website: www.masms.org; Select "Member Login" (Top of the window)
 Enter your username (first initial and last name) | Enter password "masms" (unless you changed it)
 Select "Meeting Registration" (left hand side); Select the Meeting you would like to attend.
 Enter your name and school/organization. Select the send button.
 As always, contact the MASMS office with questions and/or issues with registration. (ruth@masms.org OR 1-320-685-4585)



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MASMS May Event | (cont'd from page 1)

MASMS State Meeting | Allianz Field, St. Paul, MN Special State Meeting Event | Thursday May 12, 2022

Each May MASMS offers a state meeting that we hold at a special location!
This year it is the Allianz Field in St. Paul, Minnesota.

We welcome you to join us for this special state meeting.

- 8:30 Registration | Brew Hall Allianz Field
- 9:00 Tours
- 10:30 Speaker | Allianz Field Director of Operations
- 11:00 Speaker | Allianz Field Heads Groundskeeper
- 11:30 Roundtable | Orientation at districts for new hires.
- 12:30 Lunch and Networking



To Register for this meeting:

Go to the MASMS website: www.masms.org; Select "Member Login" (Top of the window)
Enter your username (first initial and last name) | Enter password "masms" (unless you changed it)
Select "Meeting Registration" (left hand side); Select the Meeting you would like to attend.
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MASMS June Events *(cont'd from page 1)*

MASMS CUSTODIAL | GROUNDS | MAINTENANCE DAYS

You and your staff are invited to participate in the 2022 MASMS Custodial/Grounds/Maintenance Days! A great way to thank your custodial, grounds and maintenance staff. Give yourself & your staff a day for learning new things and networking with peers. Business members are invited to take part in the vendor showcase, networking and lunch each day.

\$35 a Person | A Great Investment in Your Staff

Includes education, networking, vendor showcase, door prizes, lunch, a bit of fun & a MASMS Hat. You are welcome to attend any of the days that work for you, even if it's not in your chapter area!

Registration Forms *(click on form):* [Educational Forms](#) | [Business Forms](#)

Metro Area | Wednesday June 15, 2022 or Thursday June 16th, 2022 | *Offered 2 days, same program each day.*

LOCATION: Eden Prairie Schools, Central Middle School, 8025 School Road, Eden Prairie, MN 55344

Northern/Northwest/Northeast/West Area | Tuesday June 21, 2022

LOCATION: Hill City Schools, 500 Ione Ave, Hill City, MN 55748

South/Southwest/Southeast Area | Thursday June 23, 2022

LOCATION: Mankato Schools, Prairie Winds Middle School, 1200 Prairie Winds Drive, Mankato MN 56001

Schedule for Each Day

8:30 AM Registration & Coffee
 8:50 AM Welcome
 9:00 AM General Session | Fundamental Four for Work Place Humor, C. Willi Myles
 10:10 AM Educational Sessions - Select from 6 sessions.
11:10 AM Product Showcase
 12:15 PM Lunch/Entertainment | FUN & FOOD | Mike Brody, Comedian
 1:30 PM Educational Sessions - Select from 6 sessions.
 2:20 PM Prize/Closing



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The “Tool Box” for Educational Facility Management Professionals



Health & Safety

The MASMS Health & Safety Committee supplies information for this section. If you have a specific topic you would like to see covered, let the MASMS office know.

Severe Weather Awareness Week April 4-8, 2022: Tornado Drill Day on Thursday, April 7.

Why Severe Weather Awareness Week?


According to the Minnesota Department of Natural Resources, Minnesota experiences an average of 28 tornadoes per year. In 2018, 44 twisters touched down. A record was set in 2010 with 113 tornadoes touching down across the state.

Understanding this threat and knowing what to do when a tornado is approaching can save lives.

Take advantage of Severe Weather Awareness Week to review your District and your family's emergency procedures and prepare for weather-related hazards.


Each day of the week focuses on a different weather safety topic:

- Monday:** Alerts and Warnings
- Tuesday:** Severe Weather, Lightning and Hail
- Wednesday:** Floods
- Thursday:** Tornadoes (statewide tornado drills)
- Friday:** Extreme Heat

OUTDOOR WARNING SIRENS


DID YOU KNOW?

- Counties and cities set their own activation policies
- Sirens sound for three minutes then go silent
- There is no such thing as an all-clear siren



Continued on page 14

Today's Edition No. 11-2020

Waconia Daily Telegraph

School Leaders Turn Into Super-Heroes!

LED Conversion Saves District Tax-Payers \$624,000



Waconia School Board - Photo Taken After Project Approval

Students and staff will be walking into completely transformed schools this year because of Waconia's partnership with the Bright Schools Project.

New integrated LED lights with controls will save the district over \$624,000.

There was no initial investment on the project and the ten-year capital lease carried an interest rate of 2.6% - resulting in immediate cash-flow back in the districts budget.

DAVID SWAN
Bright Schools Project, Anoka MN
David@BrightSchoolsProject.org

Severe Weather Awareness Week *(Continued from page 13)*

There are many different policies regarding siren activation that are used by the various cities and counties. Some will activate sirens across the entire county for tornado warnings only. Others will activate sirens countywide for tornado warnings and all severe thunderstorm warnings. Some will activate sirens across the entire county for tornado warnings and severe thunderstorms that have winds of at least 70 or 75 mph. Others will activate sirens only for portions of counties. Local officials may also sound the sirens anytime they believe severe weather is a threat, even if there is no warning from the National Weather Service.

Sirens normally sound for about three minutes, and then go silent. It is very rare to keep the sirens sounding for the entire warning, since that would cause the backup battery to run out, which would be critical in the event that power goes out. Furthermore, the siren motor will fail much more quickly if the siren sounds continuously. Some jurisdictions may repeat siren activation every few minutes.

NOTE: There is no such thing as an "all-clear" siren.

Please check with your local public safety officials for details on when warning sirens are sounded in your community.

For additional information go to:



<https://dps.mn.gov/divisions/hsem/weather-awareness-preparedness/Pages/severe-weather-awareness-week-program.aspx>



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Looking for a way to dispose of unwanted chemicals and hazardous waste?

Chemical Safety Day Program (CSDP) at the University of Minnesota

Since 1981, the CSDP has been a cost-effective waste management program working under the Minnesota state contract. The program is designed to assist schools and colleges in disposing of unwanted chemicals and hazardous waste from science, art, industrial technology, and maintenance departments. The University will package and collect waste on-site, at your location.

If you wish to participate, please sign up here [CSDP Participant Information Form](#).

Schedule:

Pickup Date*	Minnesota Region	Chemical Waste Inventory Submission Deadline**
April 20, 21	Winona / Rochester / Albert Lea	APRIL 4
May 11, 12	Alexandria / Moorhead / Crookston / Bemidji	APRIL 25
June 1	Twin Cities 1 (North of I-394 West of I-35W)	MAY 23
June 15	Twin Cities 2 (South of I-394 West of I-35W)	JUNE 6
July 6	Twin Cities 3 (North of I-94 East of I-35W)	JUNE 27
July 20	Twin Cities 4 (South of I-94 East of I-35W)	JULY 11
August 10, 11	Duluth / Virginia / Int. Falls / Grand Rapids	JULY 25
September 14, 15	Willmar / Marshall / Worthington	AUGUST 29
September 28, 29	Saint Cloud / Brainerd	SEPTEMBER 12
October 12, 13	Winona / Rochester / Albert Lea	SEPTEMBER 19
October 26, 27	Alexandria / Moorhead / Crookston / Bemidji	OCTOBER 10

*CSDP schedule is subject to change

**The earlier Chemical Waste Inventory Forms are submitted, the easier scheduling becomes.

Questions: call or email Robbie Eiker. Email: shuff001@umn.edu, Cell: 612-590-5224.

CSDP Website: <https://dehs.umn.edu/chemical-safety-day-program>

This information was provided to MASMS by Robbie Eiker, Environmental Health and Safety Specialist. University of Minnesota TCEM



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Department of Environmental Health & Safety (DEHS)

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MASMS Newsletter Articles

MASMS is accepting articles for the Newsletters.

Articles received before the 20th of each month will be considered for the following months publication. If we have too many articles, they will be held and used in an upcoming month.

Please email them to:
ruth@masms.org



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Passion & Purpose

Annie Meehan, Motivational Speaker

I believe if you're not passionate about something, if you're just doing it because you seem like it will get you rich or it's the next best thing to do, people will sense that, they'll feel it. However, if it is your passion to do whatever work you're called to do, not just to teach your own story but teach the lessons you learned through your story—well, that will show up as well.

When you have a passion and it becomes your purpose, people will lean in to listen. They'll start to ask themselves, “what am I passionate about? What is my purpose?” If we deliver an excellent message, they will feel that, and they'll be driven to spend time digging into their passion and purpose.

I know, I've taught you this before in the past, but it really is important because so many people talk about passion and purpose, but I think so few people *actually know* what that is. They give you the first answer they think of, but that's not always the truth. It's not always the right answer, not that there's a wrong answer. It's about a discovering; taking time to discover what is your passion and what is your purpose.

All of us in our lives at one time or another go through pain—sometimes physical, emotional, mental, financial, sometimes the inconvenience of a person that's difficult to work with. Whatever that pain is in your life that fuels you and gives you energy, it starts to absorb into your body whether you mean for it to or not. That pain, that irritation, it starts to fill up your body with frustration and stress, giving you tension in your neck or your belly. It's on your mind, keeping you up at night. When that pain creates energy in your body and affects you, I believe that's your passion. Now what you choose to do with that passion is up to you. If you choose to use that passion for good and be a difference maker in the world—change the world or at least change the circle of the world that you live in—that becomes your purpose.

You could also use that passion, that energy, that stress within you to be bitter, to be negative, to blame other people, to fill your life with excuses for why nothing works out for you, to feel sorry for yourself. You see, all of us have reasons why we could feel sorry for ourselves, or why we could be bitter. I just choose to use that fuel for good. It becomes my purpose.

What if I could teach people how to be more positive? What if I could teach people how to live by choice? What if I could teach people to stop blaming others or letting excuses define them? What would that look like? What would that feel like? When you work in whatever business you work in with passion and purpose in a positive way, well, that changes everything. And that game changer will not only affect your life and how you show up, but it will affect the people around you in a positive way.

So, when you choose to be successful, ask yourself “why am I so passionate about this? What is the purpose for me to do this work? What is this good work that matters to me? What difference will it make in other people's lives?”

Annie is our guest speaker at the April Metro, West, Northwest and Northern Chapter Meetings!



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A YouTube Video by Kelly McGonigal:

How to make stress your friend.

Stress. It makes your heart pound, your breathing quicken and your forehead sweat. But while stress has been made into a public health enemy, new research suggests that stress may only be bad for you if you believe that to be the case. Psychologist Kelly McGonigal urges us to see stress as a positive, and introduces us to an unsung mechanism for stress reduction: reaching out to others.

Click here to view: [Stress as your friend.](#)

JOB POSTINGS

Go to www.masms.org and select the
QUICKLINK labeled
Job Postings

Job are posted daily for positions
 throughout the state.

Find out all the answers to the
 questions you see **MASMS** members
 post during the month.

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UPCOMING MASMS EVENTS

March 8, 2022	MASMS Metro Chapter Meeting
March 16, 2022	MASMS West Chapter Meeting
March 17, 2022	MASMS Northern Chapter Meeting
April 12, 2022	MASMS Metro Chapter Meeting
April 20, 2022	MASMS Southern Chapter Meeting
April 26, 2022	MASMS West Chapter Meeting
April 27, 2022	MASMS NW Chapter Meeting
April 28, 2022	MASMS Northern Chapter Meeting
MAY 12, 2022	State Meeting, Allianz Field, St. Paul
June 15-16, 2022	Metro Custodial/Grounds/Maintenance Days
June 21, 2022	North Custodial/Grounds/Maintenance Days
June 23, 2022	South Custodial/Grounds/Maintenance Days