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# OBSERVER

SUNDAY, DECEMBER 27, 2020 | HOMETOWNLIFE.COM PART OF THE USA TODAY NETWORK

## Historic mills still owned by Wayne County

**David Veselenak** Hometownlife.com  
USA TODAY NETWORK - MICHIGAN

It's been more than a year since the Wayne County Commission voted to approve the sale of two historic mills in Hines Park. Since then, one of the proposed users has decided to back out from moving forward.

Citing costs at the site, as well as the COVID-19 pandemic, the community art center proposed by the Plymouth-based Art Foundation will no longer occupy the Wilcox Mill at 230 Wilcox in Plymouth.

"For the business model that we proposed, the project combined with the economic impact of the pandemic, just became unfeasible," Greg Hoffman, executive director of the Art Foundation, said.

The county commission voted in November 2019 to authorize the sale of both the Wilcox Mill and the Newburgh Mill, 37401 Hines Drive in Livonia, a decision that saw plenty of discussion during its two meetings held that to dis-

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Wilcox Mill is located at Hines Drive and Wilcox Road, at the north end of Plymouth's Old Village.



Newburgh Mill, located on Hines Drive at Newburgh Road. HOMETOWNLIFE.COM FILE PHOTOS



Representatives from the Garden City McDonald's cut the ribbon during the restaurant's virtual grand reopening, held Dec. 16. PHOTOS BY DAVID VESELENAK /HOMETOWNLIFE.COM

## Rebuilt McDonald's in Garden City reopens

**David Veselenak** Hometownlife.com  
USA TODAY NETWORK - MICHIGAN

A local building with some fast food history has a new look in Garden City. The McDonald's at 2205 Middlebelt in the heart of downtown Garden City has reopened after a four-month rebuild. The restaurant was completely rebuilt and sports a new look, including one that tries to fit the aesthetic of downtown Garden City, said owner Jon Campbell.

"It's a blue-collar community. A lot of heritage here, a lot of hard-working people," he said. "We've been fortunate to have a lot of young people from Garden City High School employed with us to help deliver customer satisfaction and good hospitality."

See MCDONALD'S, Page 4A



A sign welcomes customers to the McDonald's in downtown Garden City.

## Westland police use complaints to fix problems

**Susan Vela** Hometownlife.com  
USA TODAY NETWORK - MICHIGAN

We've heard it before: There are good police, and there are bad police.

But there's another category that may not immediately come to mind when pondering the badged men and women risking their lives for the sake of others.

Even Westland's Deputy Police Chief Brian Miller was initially stumped when asked if there were intrinsic truths about police work that most everyday residents don't understand.

"That's a big question there," he said before pausing. "I think that ... Yeah, I don't know. I don't really have anything very profound to answer to that other than I think 99.9% of officers are out there trying to do the right thing."

He mentioned the two categories people most hear about — the good officers and the bad officers — before mentioning those leaning toward the positive end of the spectrum.

"Sometimes there are good police that just make mistakes," Miller said. "That third category of police officers is kind of left out. Sometimes you have good cops that make mistakes or who are put in tough situations and don't make the optimal decision."

"That's why we're accredited. That's why we look into all complaints to make sure that our officer did what they're supposed to do and, if they didn't, that they get some kind of corrective action."

Because of the summer's unrest, which included Black Lives Matter protests and marches outside Westland City Hall and Westland Police Department, Hometown Life has been filing Freedom of Information Act requests with metro Detroit law enforcement agencies to review 2020 complaints made against area departments and their officers.

Westland Police Department responded to Hometown Life's Oct. 1 FOIA with a total of nine partially-re-

See COMPLAINTS, Page 2A



## Teacher facing CSC charges rejects plea deal

Susan Vela Hometownlife.com  
USA TODAY NETWORK - MICHIGAN

Jason Dean, a teacher and soccer coach charged with sexually assaulting a former middle school student, was willing to take responsibility for whatever he did if it meant less than 10 years in prison.

"My client was willing to take responsibility," his attorney Nicole Blank Becker said during a Thursday Zoom hearing. "I believe the number was somewhere around seven years, Judge. I have indicated numerous times to the prosecutor that my client does not want to have put the victim through a trial."



Dean

But Becker said the prosecution wouldn't budge from a minimum of 10.5 years in prison, and, for inexplicable reasons, the judge's nine-year Cobb's agreement was unacceptable.

During the Zoom hearing, Becker officially rejected visiting Oakland County Circuit Judge Edward Sosnick's offer of a Cobb's plea, where admission to responsibility would give Dean some certainty of his sentence.

Becker acknowledged any new Cobb's offer will have to come from a newly-appointed judge.

"It's over. It's rejected," Sosnick said, interrupting Becker's remarks about Dean. "It's time. He either goes to trial and he gets acquitted or he gets convicted or he works something else out. This dangling out here like this is not good for him and it's not good for the victims."

Sosnick scheduled another pre-trial hearing for Feb. 12 and a trial for March 9.

The visiting judge asked Dean if he was agreeable to what happened over Zoom.

"I am," said Dean, wearing a collared shirt, tie and mask while sitting next to Becker. "Thank you, your honor."

Afterward, Becker talked to Hometown Life over the phone. She didn't want to be recorded and then recanted the unrecorded statements she had made about Dean, the Cobb's offer and discussions with the prosecuting attorney.

"We're at a dead end on our resolution," prosecuting attorney Shannon O'Brien had said during the Zoom hearing.

Dean, a Northville teacher, was charged about a year ago with five counts of first-degree criminal sexual conduct. Two counts were entered in Waterford's 51st District Court; three, in Clarkston's 52-2 District Court.

A former student from Cedar Crest Academy, a private K-8 School in Springfield Township, told law enforcers she and Dean had a sexual relationship in 2010.

Dean was in his late 20s and was coaching soccer and basketball at the charter school. She was 14. She said his sexual assaults happened at places that included her home, his classroom, a hotel, and, for months, the teacher's secret apartment in the Rivers Edge complex in Waterford Township.

Dean, a Livonia resident, was then placed on administrative leave by Northville Public Schools.

Prosecutors have said Wayne Memorial and Northville high school students came forward with more examples of Dean's inappropriate behavior.

Dean is a former Livonia-based Michigan Hawks soccer coach.

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

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Observer & Eccentric Newspapers  
PART OF THE USA TODAY NETWORK

Published Sunday and Thursday by  
Observer & Eccentric Media

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#### Subscription Rates:

Newsstand price: \$1.50

\$104 per 12 months home delivery

#### Home Delivery:

Customer Service: 866-887-2737

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# Metro Detroit's plan to curb costs, pollution

Bill Laitner Detroit Free Press  
USA TODAY NETWORK

Southeast Michigan's far-reaching water-and-sewer provider is set to announce a far-reaching plan on sewage.

On Thursday, the Great Lakes Water Authority will unveil a long-range plan — truly long-range, as in 40 years — aimed at keeping more of the unmentionable stuff we flush out of our waterways while also keeping a lid on water and sewer rates.

There's a reason the region's water bills soared in the last two decades, far faster than inflation. Metro Detroit is under ever-tightening standards for treating sewage. The region is being pushed by the federal government to clean up more sewage — and more thoroughly — before the watery end product can flow to the Detroit River and the Great Lakes.

But there's a limit to what water customers can pay, especially in one of the nation's poorest big cities, and the region's water-and-sewer czars said they know it. The new plan is being touted as "unlike any other in the nation." It took more than two years of meetings with hundreds of participants, overseen by the water authority — the gigantic regional water-and-sewer system formed during Detroit's bankruptcy. It treats the wastewater of 2.8 million people in 79 communities, including Detroit and most of its suburbs.

Central to the plan is what the sewage experts say it won't do: namely, build a lot more huge and costly concrete-and-steel facilities to handle sewage, thereby running up your water bill, said Suzanne Coffey, chief planning officer for the Great Lakes Water Authority.

"People have a lot of pressures to pay bills, and we want to make sure that every dollar that goes toward the wastewater system is spent wisely," Coffey said in a statement about the new plan.

One way the planners hope to keep costs down is simply by collaborating more — from town to town, and county to county, said Oakland County Water Resources Commissioner Jim Nash, a key stakeholder in the system.

"The way we used to do things was, every county, every area, had to regulate things individually. This plan is going to allow us to combine all our assets and really optimize the use of what we already have, and not have to build more," Nash said.

The newly approved Wastewater Master Plan will blend economics with ecology by using sensors, computer modeling and high-tech communications as

well as by making some commonsense improvements — what Macomb County's board member on the authority, Brian Baker of Sterling Heights, calls "grabbing the low-hanging fruit."

Southeast Michigan's ability to treat sewage has "really come a long way" from the 1970s and '80s, "but there's still about a billion gallons a year of untreated sewage going into the river," said Baker, who is Macomb County's deputy public works commissioner.

That unseemly flow of raw you-know-what occurs almost entirely during heavy rainstorms, which overwhelm the capacity of the system's big sewage treatment plant in southwest Detroit because, across most of the region, storm water and sanitary waste water flow through the same pipes. So they must be treated at the same time, in the same plant. It's the biggest sewage treatment plant in the world, and yet it wasn't always big enough when the system was managed with less than optimal efficiency.

According to the authority's news release, here are four key facets of the plan:

**Adding a web of communications and sensors,** designed "to show areas where, during intense rainfall and snowmelts, there is too much flow in some part of the system that could be moved to areas with more capacity, thereby reducing the risk of overflows and backups across the region."

**Expanding sewer links to the Detroit River Interceptor,** the miles-long tunnel-size pipe under East Jefferson Avenue in Detroit, which could handle a far bigger load during rainstorms with relatively inexpensive improvements, thus preventing big flows of sewage from being discharged untreated into the Detroit River during storms.

**Forming a work group of water-quality workers and volunteers,** who will continually sample water in lakes and rivers in scores of locations, providing "real-time data" that will drive decisions on maintenance and upgrades for improving recreational use of more waterways.

**Partnering with state freeway engineers** and drain experts at Detroit Water and Sewerage, the city's water department, to design new routes for handling storm water flowing from freeways. Key to that approach is for sewer managers to be fully involved during major projects on I-94 and I-375 in Detroit, so that new construction includes better storm water handling to avoid overflows going to the Detroit River. Equally important? Directing the storm flows from the proposed Gordie Howe International Bridge.

Contact Bill Laitner: blaitner@freepress.com

## Complaints

Continued from Page 1A

dacted complaints. Three complaints led to obvious discipline, which included oral reprimands and union involvement.

Here is the gist of those complaints and how the department responded:

On Sept. 18, a city resident said officers responding to a Thomas F. Taylor Towers incident earlier that day were not wearing masks. One chewed tobacco. One refused to take a report of threats harassment.

"See attached memo," the complaint said. No memo was included.

"Concur. Oral reprimand," is written in the comments box.

The complaint was deemed both unfounded in part and sustained in part. As with most of the complaints, there are signatures from a commanding officer, a deputy chief and Chief Jeff Jedrusik.

On Aug. 3, a Westland resident said they and their mother called police and emergency medical services about a week earlier because of a wound but first responders took 30 to 40 minutes to arrive.

"When they arrived, I spoke with (an officer)," the person wrote. "His partner wouldn't identify himself. The partner then began telling me, 'Hasn't it been a while since we seen you?'"

"The officer seemed to be trying to get me upset, so he could use more force."

The complaint was sustained in part and Miller said in a follow-up letter that an investigation included reviewing video from body-worn cameras and speaking to the officer on the scene.

"Although we did not find any evidence that our officer called your girlfriend a 'crippled (bad word)', there were other interactions on the part of our officer that should have been handled differently.

"The issues that we have with how this run was handled will be addressed in accordance with union contract and department policy."

Only one complaint was entirely sustained, and it involved a February traffic stop. Police leaders demanded additional training in search and seizure laws to prevent a repeat of the same situation. Offering an apology, Miller also wrote that the involved officers would be disciplined according to their collective bargaining agreement.

According to the account, two Westland police officers pulled over a Dorsey Street driver around 11:30 p.m. Feb. 11.

The driver was not happy, demanding a reason for the traffic stop.

Police officers told the driver a "short stop" was the issue.

The person tried explaining they had just dropped off their brother after a trip to Bray's Hamburgers.

The driver once again demanded the definition of "short stop," to which police ordered the person to get out. An officer asked to conduct a vehicle search, according to the written complaint.

"I said, 'You do not have probable cause. I do not smell like liquor, weed or anything,'" the person wrote in the Feb. 12 complaint. "He then said, 'You cannot smell crack or cocaine.'"

"I never consented. (The officer) finally got done searching my car illegally and gave me my license back! I got in my vehicle and continued to drive home! (The officer) did not find any crack or cocaine in my vehicle."

Miller, as deputy chief, responded with a March 4 letter saying investigators had reviewed videos from the patrol car and body-worn cameras.

"The investigation is now concluded and your complaint is sustained," Miller wrote. "Even though the officers that night believed they had a valid reason to stop and search your vehicle, our independent review of the facts revealed that they were mistaken in this belief, and the necessary level of proof needed to ... conduct the stop and search was not reached."

"Therefore you should not have been stopped that night and your vehicle should not have been searched."

The Westland Police Department has come a long way in terms of repairing a spotty reputation, even earning the Western Wayne County NAACP's Community Partner Award in 2020.

The award was obvious validation for progress made in recent years.

Police officers faced criticism in December 2017, when William Marshall, a Black man, died in police custody at Westland Jail. The city settled by paying \$3.75 million to Marshall's estate.

In 2018, demonstrations took place because police officers Tasered two black men — Raymurez Brown and Jerry Shingles — during arrests.

Chief Jeff Jedrusik and his top brass began talking more routinely with local civil rights leaders. Syncing with the hopes of protesters, the department purchased body-worn cameras.

Police leaders have said the cameras help immensely when investigating complaints. Those involved are sometimes invited to watch, and what's found on screen tends to remove the emotions involved in the incident.

This year, Jedrusik fired a police officer over the use of his baton during the arrest of a young Black man with autism.

He also took a lead among western Wayne County leaders in announcing a new Listening Tour to further dialogue between residents and community leaders after the summer protests.

The department has a new dashboard with information about race, gender, arrests and citations. More complaint data is supposed to be coming.

"I believe that our police department has come a long way in regards to transparency," the chief said in a statement. "I recognize the need to continue to build upon community trust and transparency. It is so important that the community has confidence in their police department."

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

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# What to do when condo collection fees appear out of line



**Robert Meisner**  
Guest columnist

**Q:** I am a former board member of a condominium association who had to resign because I had some financial difficulties and was not able to pay my assessments.

The newly-elected board of directors has retained a collection company that is coming after me for collection fees, and I am seeing that their charges greatly exceed the attorney fees that were being charged to our association when the association's legal counsel was handling collections.

What can I do about these fees?

**A:** While I don't know the specific amounts involved, I think you may have a legitimate basis to contest the reasonableness of the fees being charged by the collection agency, which may or may not even be using an attorney, if they seem to be exorbitant.

I've seen various situations where the fees being charged by the collection agency are well in excess of legal fees being charged by law firms that do the same work of writing letters, recording liens, etc.

It would appear that collection agency fees should not be as much as, and certainly not in excess of, those fees charged by law firms who specialize in this area of the law. Indeed, the fees that you are being charged may be in excess

of what other collection agencies charge for the same work.

I would also write to the board of directors and tell them that the members of the association are being penalized because the board has hired a collection company to do the collecting as opposed to a reputable law firm, which results in the delinquent co-owner paying unreasonable fees.

While the board of directors may not care much about what you are being charged since it expects that most of the time co-owners will pay the collection fees, the board should realize that sometimes the association will be on the hook for those fees if, for any reason, they are not collectable from the co-owner. Plus, any money going to excess fees cannot be used to pay assessments.

Therefore, the board of directors needs to realize that exorbitant collection fees will affect the association as a whole, and the board has a fiduciary duty to ensure that collection fees are reasonable and within the limits of common practice in the industry.

*Robert M. Meisner, Esq. is the principal attorney of The Meisner Law Group, based in Bingham Farms, which provides legal representation for condominiums, homeowner associations, individual co-owners and developers. His book, Condo Living 2: The Authoritative Guide to Buying, Owning and Selling a Condominium is available at [www.momentumbooks.com](http://www.momentumbooks.com).*

## Mills

Continued from Page 1A

cuss the sale that month.

The original plan for the Wilcox Mill would have seen Plymouth artist Tony Roko purchase the mill and transform it into a community art center. The plan included a studio, a sculpture garden and an art center that Roko wanted to transform into a community destination.

Instead of altering the plans after the purchase was approved, Hoffman said they decided it was better to turn the property back to the county instead of changing the plans after the fact.

"Looking at the model we had of making it a community gathering space around the idea of art, it was not financially viable," Hoffman said. "Tony and I really had to make the decision to say we are not going to bait-and-switch the community."

### Former Ford mills

The Wilcox Mill is one of three mills in Hines Park put up for sale by Wayne County in recent years. The buildings were formerly used by the Ford Motor Company in the middle of the 20th century, but have largely fallen into disuse for decades since being acquired by the county.

Some buildings have been used for storage, while others have sat dormant. Selling the mills was made a priority by the county's administration after they sat dormant for decades, a move that upset some local parks enthusiasts who continued to speak out against the plans.

Another mill, the Phoenix Mill at 14973 Northville in Plymouth Township, was sold to developer Richard Cox, who plans to create a banquet center and restaurant in the space.

Cox also has a purchase agreement on the Newburgh Mill and is being considered as a potential buyer for the Wilcox Mill now that Roko has decided to pull out of the project, according to Khalil Rahal, a Wayne County assistant executive. Rahal said those plans for the Wilcox Mill could include businesses such as a local-brand coffee shop, a juicery and potentially even a bicycle shop, though those plans are not finalized.

Having Cox and his team involved the Wilcox Mill, Rahal said, makes a lot of sense given their background in restoring other mills in the area.

"With their work on the Northville mill and their work on the Phoenix Mill, what we've seen is they guys have the wherewithal," he said. "You need a special developer to handle the windows and those kinds of things."

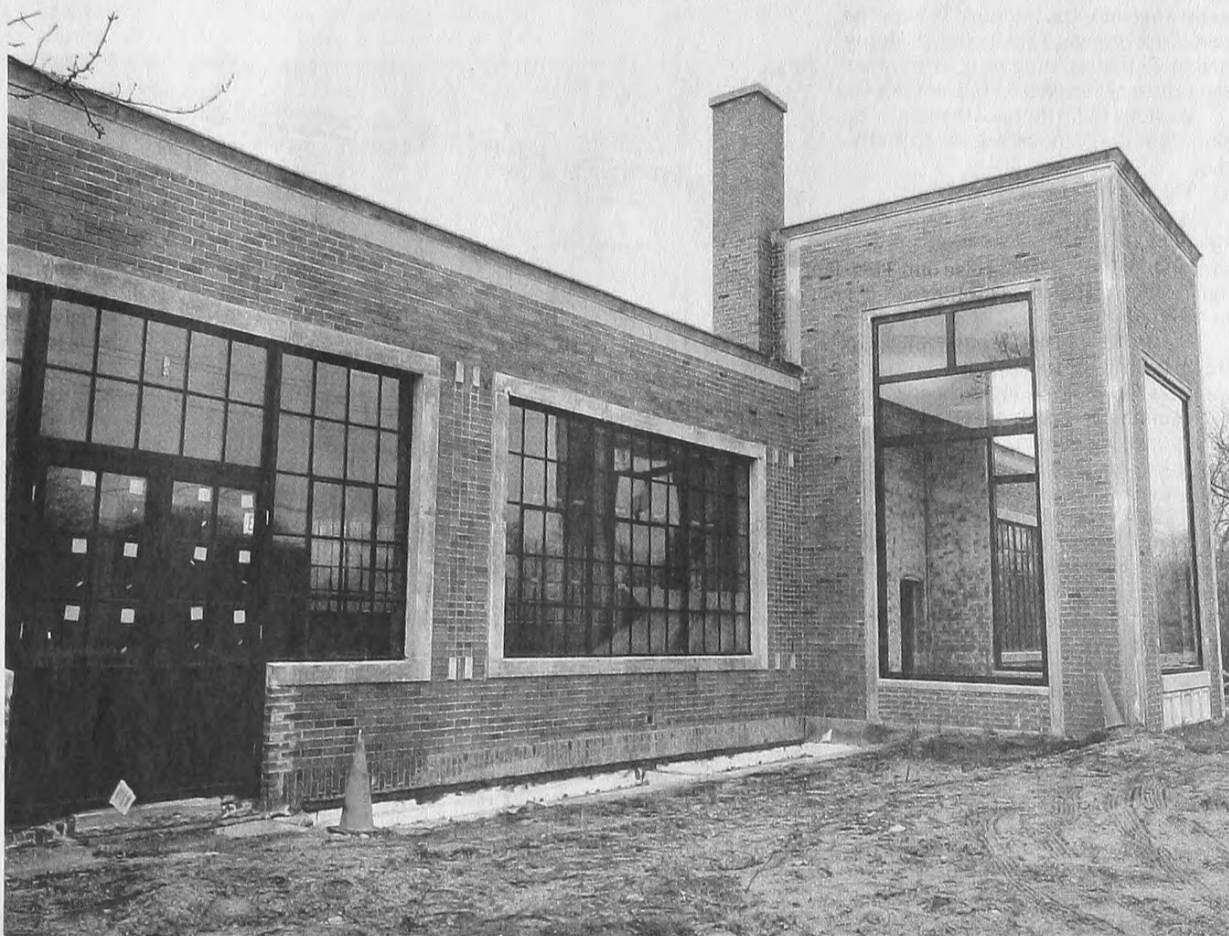
Hoffman said while they were sad at pulling out of the project, the Art Foundation hopes to continue pushing for art in the region. They've recently opened a new space along Penniman Avenue in downtown Plymouth and hope to expand some public art offerings in the future.

"We're still in discussions with Wayne County with collaborations," Hoffman said.

### Ownership remains with Wayne County

Because of the COVID-19 pandemic, Wayne County continues to own both the Wilcox and Newburgh mills. The closing on the sale of both properties was originally supposed to take place in the spring, but with the uncertainty with the spring shutdowns and limits placed on construction at that time, it was put on hold, Rahal said.

Also causing shifts in plans is the relocation of the Wayne County Sheriff's Office Mounted Unit, which uses stables near the Newburgh Mill site. The county



Plymouth Township's Phoenix Mill on Northville Road shows its new windows and doors installed.

PHOTOS BY JOHN HEIDER/HOMETOWNLIFE.COM

originally planned to relocate the horses to a site off Farmington Road in Westland near the county park headquarters at Nankin Mills, but Khalil said those plans won't be able to move forward. The closing on the Newburgh Mill isn't expected until a new stables can be built, he said.

Rahal said there's a potential new location pinpointed for the horses, but was not finalized yet. He said the mounted unit would remain stationed somewhere in Hines Park.

It's expected the county commission will take up a consideration to change the purchase agreement in the future, though it's unclear when that would happen. Commissioner Terry Marecki, R-Livonia, chairs the public service committee for the commission, which was the committee the sale of the mills went through last year. She said she had not heard of when an item pertaining to the mills could be taken up in her committee.

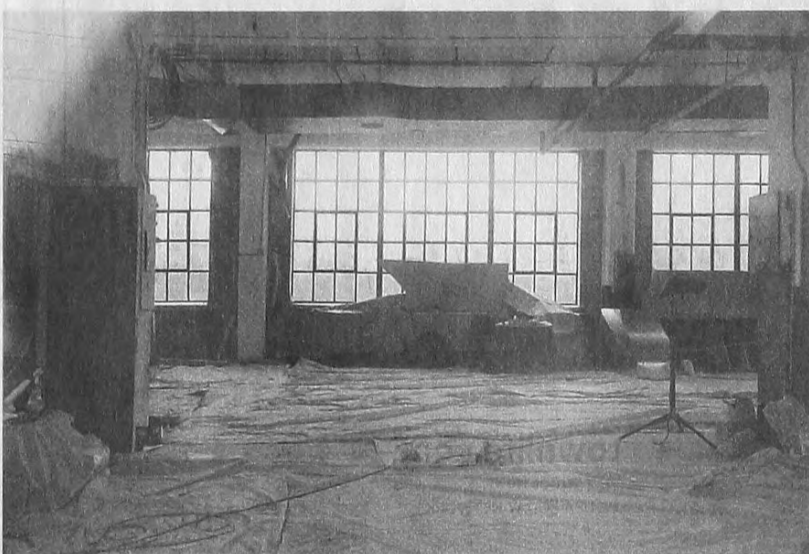
"Mill plans will be coming to the commission in the near future, I'm just not sure when," she said.

Rahal said having the tough standards for those mills shows that the county wants the best for those properties. Requiring the developers to retain the buildings' historical look and feel, as well as prep them for listing on registers for historic places, safeguard the mills from a developer looking to demolish them and construct some sort of other business on the site.

While the county was excited for the original vision planned for the Wilcox Mill, having those stringent requirements should hopefully show residents the county is not taking the sale of the historic mills lightly, Rahal said.

"The county tied so many requirements to these development agreements, that people have to really do their due diligence to make it work for residents," he said. "We knew we were doing the right thing the entire way. This just shows residents that we're trying to do the right thing the right way."

Contact reporter David Veselenak at [dveselenak@hometownlife.com](mailto:dveselenak@hometownlife.com) or 734-678-6728. Follow him on Twitter @davidveselenak.

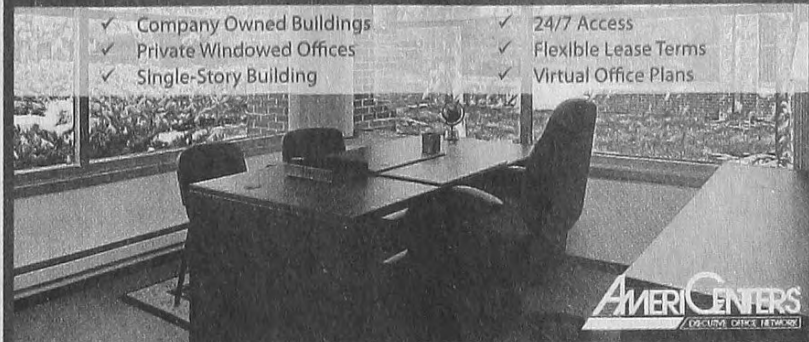


A peek inside the Phoenix Mill shows some of the work ongoing inside its upper level.

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# McDonald's

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"It's been a long journey." The restaurant has a special historical designation for the Golden Arches; the previous building onsite, which opened in 1966, was the first dine-in McDonald's in Michigan. Since then, it's served up plenty of Big Macs, french fries and McFlurries to hungry guests looking to find food from one of America's most recognizable brands.

It held a virtual grand opening Dec. 16 with speakers from both McDonald's and the city.

## Made for Garden City

Work was supposed to begin in the late winter/early spring, though shut-downs related to the COVID-19 pandemic delayed work on the new building, which does not look like many other new McDonald's buildings in the region. Campbell said he worked with the city in making sure the building fit with the rest of downtown. That included adding height to the building to fit with other structures at Middlebelt and Ford roads.

"We don't build them all that high," he said. "But they kind of wanted to match that."

"That's a historical flavor." Garden City Mayor Randy Walker, speaking during the virtual ribbon cutting, said he was proud to see so much hard work go into making the restaurant fit the community.

"We wanted a special McDonald's in the heart of our downtown. I know we probably gave you a lot of headaches, Mr. Campbell, it took several years of going back and forth, but we wanted that nice-looking McDonald's with the brick to match the two-story look of Orin Jewelers on the corner, and it was a lot of hard work between McDonald's, the DDA, the planning commission and the city to make this happen," he said. "We now have a beautiful McDonald's in our downtown and that's what we wanted."

The space sports a refreshed look and includes plenty of modern amenities, including a redesigned front cashier area with a smaller menu board, self-



The new McDonald's building at Ford Road and Middlebelt in downtown Garden City. The building replaces the former restaurant, which was the first dine-in McDonald's in Michigan. PHOTOS BY DAVID VESELENAK/HOMETOWNLIFE.COM



Jon Campbell, who owns the McDonald's franchise at Ford and Middlebelt roads in downtown Garden City, points to a new area of the recently-rebuilt restaurant dedicated for delivery pickup.



The front register at the newly-rebuilt McDonald's in downtown Garden City.

ordering kiosks and a space carved out for delivery pickup. The self-serve fountain drink section is also gone, with employees providing refills from behind

the counter.

The restaurant also has a double drive-thru as opposed to a single lane to better accommodate that aspect of the

business, which will see plenty of use, Campbell said, especially as dine-in options are currently limited.

"Think about it: 78% of our business pre-COVID is drive-thru," Campbell said. "That's pre-COVID."

Campbell, who owns 14 McDonald's restaurants in communities such as Redford Township, Farmington Hills, Dearborn and Southfield, said he began working as a cook at a restaurant in Detroit before working his way up to ownership.

He said the opportunities the company provided him in growth were incredible to have, and hopes the new restaurant in Garden City will keep customers happy for years to come.

"A lot of people kind of look at McDonald's more of flipping burgers. You're talking about a global mega corporation. There are a lot opportunities," he said. "These restaurants, they're a lot more than just making fries."

Contact reporter David Veselenak at [dveselenak@hometownlife.com](mailto:dveselenak@hometownlife.com) or 734-678-6728. Follow him on Twitter @davidveselenak.

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For more holiday safety tips, visit [oakgov.com/covid](http://oakgov.com/covid).

Paid for by Oakland County Health Division.

# Opioid recovery clinic opens in Westland

Shelby Tankersley [HometownLife.com](http://HometownLife.com)  
USA TODAY NETWORK - MICHIGAN

Even though it used to be a Montana's Steakhouse Restaurant, the new AIM Recovery opioid rehabilitation clinic in Westland looks like its something brand new.

The clinic at 34290 Ford Road opened Nov. 30, offering detox, inpatient and outpatient services for those battling opioid addiction. Through it's currently operating at half capacity because of the pandemic, the co-ed clinic will usually serve up to 32 patients. Patients in the inpatient program will usually stay at the clinic for several weeks.

"This is something really, really needed, especially in Westland, Garden City, Dearborn. Dearborn Heights and Livonia," Dr. Naim Khanafer, the clinic's CEO, said. "Really, we're here to help."

Khanafer, whose background is in chiropractic medicine, previously operated multidisciplinary clinics where he's seen people die from opioid addiction first-hand. That, and having family who struggle with addiction, inspired him to open AIM.

"A lot of our focus was sports medicine and post and pre-surgical rehabilitation," he said. "I was coming across a lot of patients who, after surgery, got hooked on opiates. They'd come back six or seven months down the line complaining of pain that really wasn't there just to try and get some pain meds."

After its approval process with local government, the clinic drew some controversy from nearby residents, some of whom did not want a drug rehabilitation center near their homes. Khanafer said his relationship with many of his new neighbors has warmed, and he hopes the stigma around opioid addiction lessens in the community.

"They're your next door neighbor, they're your uncle, they're your doctor, your lawyer, employees at Ford and GM," he said. "It's not the 'typical' drug addict for opioids."

Khanafer and Brian Cousins, the clinic's director, said the community's de-



**Aim Recovery Treatment Center recently opened in Westland at 34290 Ford Road.** JOHN HEIDER/HOMETOWNLIFE.COM

mographics were huge in their considerations prior to opening, and that impacts how the facility operates. For instance, all the clinic's catering will be halal. The clinic will also offer affordability programs for those in need.

"For Westland residents, we're actually going to run some programs for residents who can't afford this kind of treatment," Khanafer said. "I welcome everybody to just call or come by."

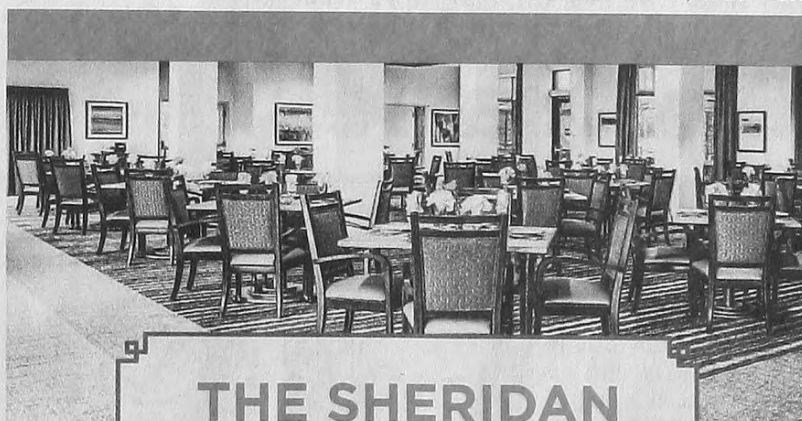
Staff is glad to have the clinic open as soon as possible after having chosen to forego a grand opening.

"COVID and the pandemic and the lockdowns have increased mental health issues," Cousins said. "Mental illness is on the rise and addiction is on the rise. So, while we were looking at having a grand opening or not having one, we looked at slating our opening for January. But we decided to not have a grand opening."

"The need is here, addiction is on the rise and we're coming into the holiday season which is a huge time for people with addiction. So, we thought 'Let's go ahead and open.'"

AIM Recovery can be reached at 734-412-8800 or online at [aim-recovery.com](http://aim-recovery.com).

Contact reporter *Shelby Tankersley* at [stankersle@hometownlife.com](mailto:stankersle@hometownlife.com) or 248-305-0448. Follow her on Twitter @shelby\_tankk.



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# Obituaries

## Richard (Dick) Carr Gause, MD

Richard (Dick) Carr Gause, MD, 90, of Bloomfield, MI, passed away peacefully due to natural causes with his family by his side on November 23, 2020.

Dick practiced Internal Medicine in Birmingham, MI, from 1962 - 2000. He was devoted to the care of his patients and to his community. Dick was a member of the William Beaumont Society, and a key contributor on the development team for the establishment of William Beaumont Hospital in Troy.

Dick grew up in Indianapolis, IN and attended Short Ridge High School. He graduated from Wabash College '52 and was a member of Sigma Chi fraternity. After finishing his undergraduate education, he completed medical school at the University of Cincinnati School of Medicine. From 1952-1954, he served his country as a Sergeant in the United States Army. Dick completed his Internship, Internal Medicine Residency, and Hematology Fellowship at Detroit Receiving Hospital.

Dick enjoyed his family and friends, loved racing his sailboat, biking, music and photography. He spent many years vacationing on Sanibel Island, FL, and Harbor Springs, MI. While living in Birmingham, MI, he was a member of Redeemer Lutheran Church.

Dick is survived by his loving wife of 58 years, Eleanor (Ellie) Walter Gause; daughters Kristen (Tom) Carey, Karen and Alison; and grandchildren Paige and Preston.

Dick's kind heart, gentle demeanor, generous spirit and twinkle in his eye will be missed by all who knew and loved him. A small family interment will be held at a future date.

In memory of Richard Gause, memorial donations may be made to The Detroit Symphony Orchestra. <https://tickets.dso.org/support/donate>



**Virginia H. Larrabee**

**BLOOMFIELD HILLS** - Virginia H. Larrabee of Bloomfield Hills, age 97, passed away peacefully in her sleep on December 6th. Virginia was devoted to learning and discovering new things. An avid reader in her later years, she would travel the world through her books. She was a supportive and open minded person that will be missed by her family and friends.



## Barbara J. Leslie

Passed away on December 5, 2020, at the age of 77. Beloved sister of Marshall (Pearl) Hall. Barbara leaves behind many loving family members and friends. Please share memories at [fredwood-funeralhome.com](http://fredwood-funeralhome.com)

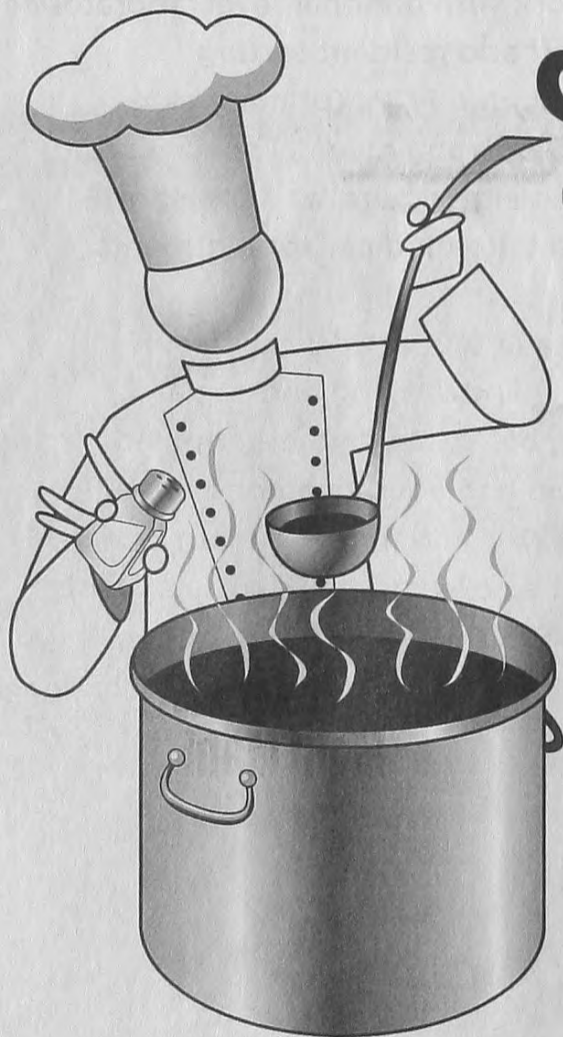
*Fred Wood FUNERAL HOME*



## Maurcine Reuss

Amazing Grace.....It is with deep sorrow and great joy that we celebrate our Mom, Wife and Grandmother as she joined God last evening.

Maurcine Reuss was mother to Charlene and Mark, Mother-in-Law to Kim and Joel, proud grandmother of Amanda, Nick, Grant, Grace, Sophia, and wife of Lloyd Reuss for 63 years. At 81 she passes peacefully into God's hands. One of five daughters born to a coal miner, milkman, pastor and his wife in Sparta, Illinois. She met her husband Lloyd while working at the popcorn counter in the local theater. They married when she was 17 and lived in Germany as Lloyd served in the US Military. They came to Detroit to work for GM in Milford, Michigan. Lloyd, Maurcine and family have been members of 1St Presbyterian Church of Birmingham for 53 years. She worked so hard to raise us correctly and was always there with laughter, a smile, and much much Love. She had a glorious life and for that we are thankful. Thank you for all that you have done Mom. We will miss you dearly. The Reuss & Grandelius Family "Through many dangers, Toils and snares, We have already come, 'Twas Grace hath brought, Us safe thus far, And Grace will lead us home." Due to COVID, a Funeral Service will be held in 2021. Memorial tributes to the First Presbyterian Church, 1669 W. Maple Rd., Birmingham, MI 48009. A.J. Desmond & Sons, (248) 549-0500. Sign tribute wall at [AJDesmond.com](http://AJDesmond.com)



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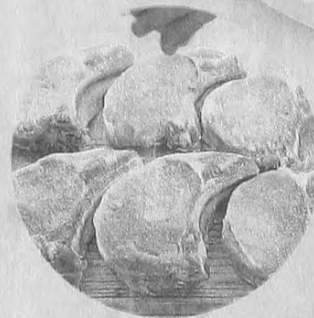
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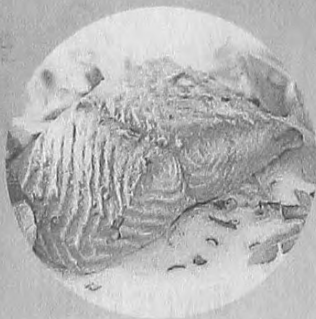
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# SPORTS

GIRLS BASKETBALL WAYNE MEMORIAL

## Micheaux, Austin bring D1 talent

Colin Gay Hometownlife.com  
USA TODAY NETWORK - MICHIGAN

Wayne Memorial head girls basketball coach Jarvis Mitchell knows he can't unite his team solely on the game of basketball. To some, the game does not come natural; others have to work to be at a high level.

He wants to unite his players on something that is natural, that is non-negotiable in his program: the "we love you regardless" mentality.

"It's all about love. The most important thing, when you are coaching children, it's you unite them with love. You don't unite them through a sport because a sport, it doesn't naturally come to you," Mitchell said. "But love is universal and it's something you can naturally inherit."

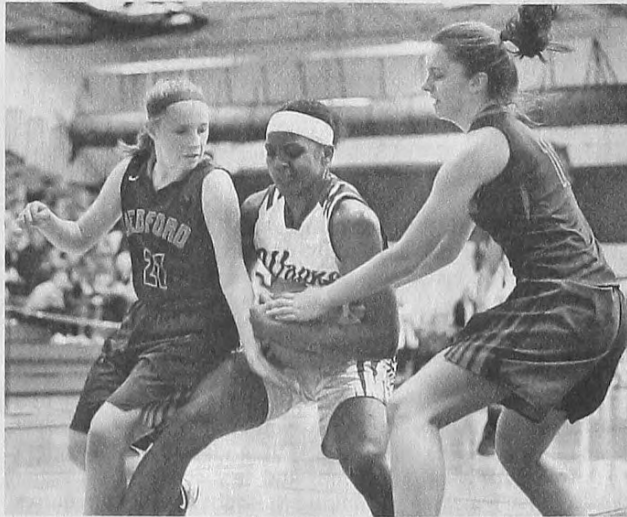
Forward Alanna Micheaux is heading into her fourth year with the Zebras while guard Lachelle Austin is heading into her second. But both have seen their games change after spending time with Mitchell.

Now both are heading to Division 1 women's basketball programs in fall 2021 and are hopeful for one last chance to grow and develop before they leave the Wayne Memorial gym for the final time.

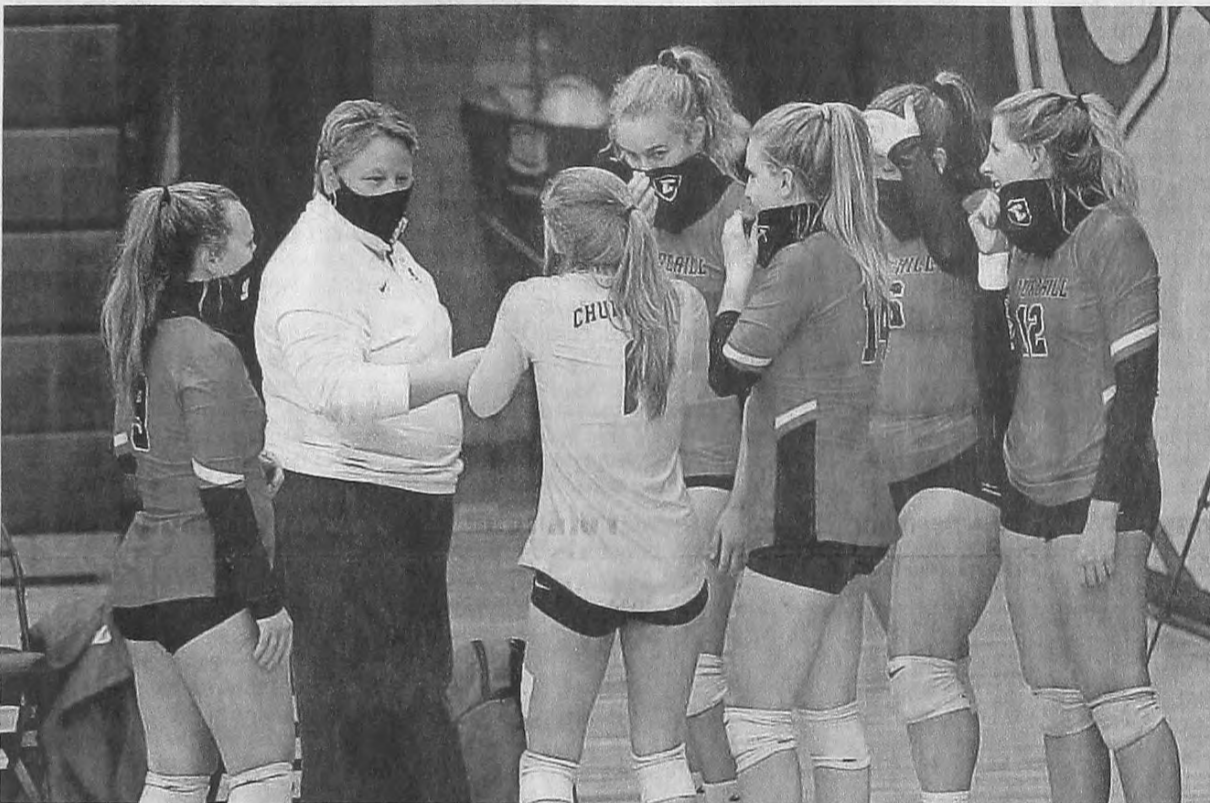
### Progress leads to Big Ten

When Micheaux first arrived at Wayne Memorial, she did not think she would be on the path to Big Ten basketball.

See TALENT, Page 3B



Wayne Memorial player Alanna Micheaux, center, plays keep-away from Temperance-Bedford players Aubrie Zuenen, left, and Grace Ryan.  
JOHN HEIDER/HOMETOWN LIFE.COM



Livonia Stevenson head volleyball coach Amy Osborn previously coached at Livonia Churchill. COURTESY OF AMY OSBORN

## Amy Osborn takes reins of Livonia Stevenson volleyball

Colin Gay Hometownlife.com  
USA TODAY NETWORK - MICHIGAN

Amy Osborn learned the game of volleyball starting in fourth grade when she became the varsity team's manager at Corunna High School.

She continued the job when her father took over the head coaching position, spending Saturday's at all-day tournaments and spending Sunday's re-watching games and making sure the statistics were correct.

At the time, all Osborn wanted to do was be with the high school kids as an elementary school student. But it turned out to be her first exposure to the game that would define much of her life.



Osborn

After years as an assistant coach at Livonia Churchill and Madonna University, while also coaching at the club level with Force Volleyball, Osborn was named the next head coach for Livonia Stevenson volleyball, the Spartans' third head coach in the past four years.

"I'm looking forward to it," Osborn said. "I'm very excited about the potential in the program and down through the pipeline. I'm really looking to stay at Stevenson and make it my home and create a program and something people talk about."

See OSBORN, Page 2B

## Fall sports are back: Here's what we know from the MHSAA

Colin Gay Hometownlife.com  
USA TODAY NETWORK - MICHIGAN

The Michigan high school football, volleyball, and girls swim and dive seasons will be complete in the next four weeks, according to an announcement made by the Michigan High School Athletic Association in conjunction with the latest guidelines released by the Michigan Department of Health and Human Services to combat the spread of COVID-19.

Those fall teams still in contention in their respective postseason tournaments will take part in a MDHHS pilot rapid testing program, allowing the department to accumulate data that can be used when schools open for in-person learning in January.

MHSAA Executive Director Mark Uyl said he found out about the rapid testing program earlier Friday and the fact that it would allow fall sports to resume practices next week, as rapid tests are being sent to schools shortly.

"What it's going to allow is for kids to have some closure on their fall seasons over the next 29 days," he said.

Michigan Department of Health and Human Services Director Robert Gordon said the sample size will give the state an idea of what the antigen testing could do when students return to in-person learning in January.

"With respect to sports, outdoor, non-contact sports are opening. We will also be offering a new pilot program for fall sports, including contact sports, that use antigen tests in order to ensure safety as students complete high school fall championships," Gordon said. "This is a very limited number of schools that had seasons interrupted."

"And this will be the chance to do two things: It will let students be able to complete a season that is, of course, very important to them. And it will allow schools and the state of Michigan to work together to learn how we can use antigen tests to encourage safe reopening in January."

See FALL, Page 2B

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# Avila won't seek winning baseball in 2021

Evan Petzold Detroit Free Press  
USA TODAY NETWORK

Underneath his mask, Detroit Tigers general manager Al Avila smiled.

He stood outside The Corner Ballpark, the old site of Tiger Stadium, and tended to the needs of families by gifting coronavirus protection supplies, baseball gear and food.

One man asked him for an autograph. "Of course," Avila responded, picking up a blue pen and signing the back of a COVID-19 screening form. "This is going in the Hall of Fame," the man shouted. Avila had made his day. The man offered up another comment: "You should lead the Detroit Lions."

Avila awkwardly chuckled. Avila has enough of his own problems to sort out. A few minutes later, the leader of the Tigers' rebuild discussed his offseason plans.

"I look at it as being disciplined this year and resisting an urge to really try to step up," Avila said Friday. "The last thing we want to do is go out and spend some money that we're trying to get rid of next year or the year after that."

Another awkward moment, seeming to portray Avila's fear of the unknown. Because if you read between the lines, it becomes clear Avila isn't bringing winning baseball back to Detroit during the 2021 season. Though it doesn't mean the Tigers will flounder forever.

Avila's comments have nothing to do with the logistics of spending or not spending. Rather, his words reflect the franchise's dilemma: Does it inch closer to a .500 record in 2021, while still standing several prospects and moves away from the playoffs? Or does it stand pat for another marquee draft pick and keep its options open for next winter's star-studded free-agent class?

Avila blames the team's inability to spend big in free agency on money problems created by the COVID-19 pandemic (such as no fans in the Comerica Park stands in 2020).

"I am very optimistic about (fans) next year," Avila said.

Sure, that might be a problem, but I'm not buying that it's holding the Tigers back.

If Christopher Ilitch — one of MLB's richest owners — needed to sign Trevor Bauer, DJ LeMahieu, J.T. Realmuto or

George Springer to win the 2021 World Series, finances wouldn't prevent it from happening. But right now, even with one of those players, the Tigers wouldn't be ready for the World Series, let alone the playoffs.

That's the point Avila is trying to convey, and it makes sense.

The on-field quality is expected to be poor in new manager AJ Hinch's first campaign. But it should allow the franchise to get a better idea of what it has at the top of its prospect ranks.

"We want some of the younger guys to get a little bit closer," Avila said. "The guys that are already there, we want them to feel a little more established. There's a timing factor from the economics and talent on the field."

Avila knows fans are sick of losing: 98 losses in 2017, 98 in 2018, a whopping 114 in 2019 and 35 in the 60-game 2020 season. The Tigers have lost 64% of their games over the past four seasons. And in the past six years, they have four last-place finishes in the AL Central.

"We're looking at long-term sustainability, so you got to be disciplined to do that," he said. "You got to have thick skin because I know people want it now. You get a little attacked here and there, but you know what, we'll see it through. At the end, we'll make the right decisions and be successful."

Making the right decisions requires the Tigers to avoid the wrong decisions.

Jordan Zimmermann's \$25 million salary came off the books after the 2020 season, as did the annual \$6 million owed to Prince Fielder, who hasn't played for the Tigers since 2013. Both salaries, along with a few others, constrained the franchise and set it on course toward the current rebuild.

In November 2015, Avila called it a "dream come true" to sign Zimmermann, his top free-agent target, to a five-year, \$110 million contract. It was his first major signing as the team's GM. But it quickly has spiraled, as Zimmermann became a liability even when he wasn't injured.

Avila won't say it directly, but it's clear he's haunted by that acquisition and others early in his GM tenure.

"To go in here right now and make a big splash, and then all of a sudden it doesn't work out, and then you're trying to dump the salaries the following year,"

Avila said, "that's not what we're looking at."

The only guaranteed contract on the budget through 2023 is Miguel Cabrera's annual \$30 million, meaning the Tigers' payroll is one of the lowest in baseball. Plus, there's a new manager in town with previous postseason and World Series experience: Hinch won it all in 2017 with the Houston Astros.

Hinch wasn't hired to lose in Detroit. Not like former manager Ron Gardenhire, who was tasked with laying the foundation of the rebuild. But the Tigers also are a step behind the Astros team that Hinch took over in 2015 and guided to the playoffs. Houston won just 70 games the year before Hinch arrived, finishing fourth in the AL West. The next season, the Astros used a compensation pick to select Alex Bregman at No. 2 overall, adding another cornerstone player to the roster for years to come.

The Tigers are still trying to figure out how many cornerstone players exist within the franchise.

Right-hander Casey Mize, lefty Tarik Skubal, third baseman Isaac Paredes and outfielder Daz Cameron made their MLB debuts in 2020, but they haven't experienced a full season. And right-handers Matt Manning and Alex Faedo, left-hander Joey Wentz, third baseman Spencer Torkelson, outfielder Riley Greene and catcher Dillon Dingler are still awaiting their turn.

It's unclear how many of them will become everyday big leaguers, but the Tigers are counting on them. Until Avila knows what he has in those investments from the draft, he has no plans to significantly upgrade the roster in free agency.

And yet?

The waiting game can't last forever. "I do believe that the organization understands that, in order to advance this, we're going to need to invest in players," Hinch said in November. "We're going to need some player development, to have some players come up and contribute. Takes a little bit of everything."

*Evan Petzold is a sports reporting intern at the Detroit Free Press. Contact him at [epetzold@freepress.com](mailto:epetzold@freepress.com) or follow him on Twitter @EvanPetzold.*

# Osborn

Continued from Page 1B

After serving as a team manager, Osborn was a four-year varsity volleyball player at Corunna, serving as the team's setter under her father. She was a three-time all-conference honoree and a two-time all-district, all-region and all-state honorable mention.

Osborn also played varsity softball for four years and varsity basketball for two.

"I value being the manager as much as I value having been part of the program and being a freshman on a varsity team," Osborn said. "Just having my dad as my coach was awesome to learn the game and to learn both sides of it. I definitely say that that helped me decide I wanted to be a coach."

While studying at Muskegon Community College, Osborn served as the junior varsity coach at Fruitport High School. Her coaching career later took her down to Farmington Hills, serving as an assistant coach at Mercy for three seasons.

But from 1997 to 2015, Osborn took a break. She said she turned her attention to raising her daughter as a single mother.

"She's a very athletic individual, but she didn't play the sports. She's a competitive dancer, so my weekends during her years of growing up were spent in auditoriums and convention centers," Osborn said. "I don't regret any of that time off either because I learned a lot even with her and just going through those stages of parenting."

Osborn returned to coaching in 2015 where her daughter graduated high school: Livonia Churchill, serving as a varsity assistant coach and freshman team coach before moving up to junior varsity.

She soon expanded her volleyball coaching to the club and college levels, giving her the unique perspective of giving players at Churchill, and later as a head coach at Stevenson, an idea of what it would take to make the next step.

"I think that's one of the things for high school coaches: they don't always know how to help their kids get to that next level," Osborn said. "Not everyone has that experience, not every high school coach has even played in college... I think for that, I can help these kids grow and tell them what's needed."

But Osborn is realistic. She said she is real and honest with them, not sugarcoating things. If players need work in one area, she will tell it to them plainly.

Despite knowing there will be challenges, Osborn knows that the process will set up her players at Stevenson for success.

"We're going to fail at things, it's going to happen because we don't learn lessons in life without failure," Osborn said. "I'm going to help them through things. I'm never going to coddle my kids, I can tell you that. If they are looking for hugs from Coach Amy, they are not going to get it all the time."

In 2020, Livonia Stevenson finished third in the Kensington Lakes Activities Association East with a 5-5 record.

Heading into 2021, Osborn knows she has height and experience on the outside, but will need someone to replace senior setter Jenna Szabelski, who was named as a Division 1 All-State honorable mention.

But Osborn knows the potential for Stevenson and for volleyball in the Livonia area as a whole. She has seen it from the outside.

"They have had some great teams that could have been even better," Osborn said. "I'm not necessarily the miracle worker, but I'm hoping I can stick around and create the program I think Stevenson can be."

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

**"I think that's one of the things for high school coaches: they don't always know how to help their kids get to that next level. Not everyone has that experience, not every high school coach has even played in college... I think for that, I can help these kids grow and tell them what's needed."**

**Coach Amy Osborn**



Churchill football charges on to the field. TOM BEAUDOIN | SPECIAL TO HOMETOWNLIFE.COM

## Fall

Continued from Page 1B

The rapid tests will be provided to schools by the MDHHS at no charge and will be added to the safety protocols already in place, and if teams or players refuse to participate, they will not be able to compete in their respective fall tournament event.

"They felt this was the perfect sample size... a small group of schools," Uyl said. "We are only talking about 4,000 total student athletes, so we will really be able to help Health and Human Services here by getting them some very valuable data with the rapid testing going on over the next four weeks."

The rapid testing resources, according to Uyl, have been reallocated to schools after going primarily to nursing homes, which has shifted focus to the COVID-19 vaccinations.

The high school football season will resume in the regional round Jan. 2, will play the state semifinals Jan. 9 and the state finals will be held Jan. 15-16.

The school with the higher total of playoff points will host the regional and semifinal games — with an opportunity to decide on a neutral site if need be. Uyl said Ford Field remains on the table for

the state finals, but that it has not been confirmed.

The high school volleyball quarterfinals will be held Jan. 5 with the state semifinals and finals being held at Kellogg Arena in Battle Creek Jan. 7-9. The girls swim and dive finals will be held at three separate locations Jan. 15-16.

No spectators will be permitted at fall tournament games, with Uyl comparing the situation to what the Detroit Lions are currently experiencing at Ford Field. He said he will continue to work with host schools to make the games accessible to the general public.

Uyl said he is thrilled for the fall athletes, but is still waiting for guidance for what the winter sports could look like. As of now, the MDHHS has halted any contact or indoor sports without the ability to have mass testing.

"As we've said going back to June, was to have three seasons and three seasons that all reached their conclusion," Uyl said. "It certainly looks like we have a path."

The MHSAA plans to release its winter sports schedule Tuesday afternoon, and plans little to no overlap with the spring sports schedule.

"I can tell you, we have been making the argument not just for volleyball, but for all of our other indoor sports based on the data we have collected, the data

we have gotten from other states. We believe those activities can be done and can be done safely," Uyl said. "But it does appear that the target date that the Gov. and our other state leaders have is Jan. 15."

Uyl said the state will likely be looking at the two-week period following Christmas and New Year's to see if there is a spike in cases, but that he is hopeful that the COVID-19 restrictions could be lifted earlier than Jan. 15.

But Uyl's focus remains on the mental health of the student athletes.

"We have heard over and over again that we have to keep mitigating all the COVID risk we can," Uyl said. "Certainly needs to be a focus, but we can't forget about kids and their mental health, really going to last March, has done to them, certainly not just physically, but more importantly, physiologically and mentally."

"The Department of Health and Human Services is confident that this is a plan that can be safe, it's a plan where kids can be able to play again."

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# Talent

Continued from Page 1B

She said her game "wasn't the best" when she first arrived, and Mitchell agreed.

"When we first got Alanna, she wasn't that good," Mitchell said. "She couldn't catch a ball, she couldn't dribble to save her life, her shot was god-awful. I'm being honest."

"But Alanna's the definition of what working hard can be. She wasn't a big name coming out of middle school. I can guarantee no one knew who she was."

But through the early development, Micheaux saw the type of player her coach wanted her to become.

"I feel like I saw the potential he saw in me, and it made me want to work harder," Micheaux said. "And through the process of working harder, it made me really, truly start liking the game and really enjoy playing."

As a junior, Micheaux, a four-star recruit, averaged 26.4 points, 14 rebounds and 3.2 blocks per game and was named first-team All-State and All-Region. Over her first three years with the Zebras, the forward picked up 64 of fers.

Minnesota first contacted Micheaux her sophomore year, and became one of her top choices through constant communication, explaining how the forward could make an impact right when she first arrived on campus.

But the recruiting process proved to be stressful for the Wayne Memorial forward, leaning for help as she navigated her decision.

"After I was contacted by a coach or something, I would go back and talk to my parents about it," Micheaux said. "They would help me write stuff down and figure out if I would be a good fit here and how I could help in school."

Micheaux felt at home with the Golden Gophers, becoming one of three players in their 2021 recruiting class.

Based on Micheaux's development from her freshman year to her senior year, Mitchell still has trouble wrapping his head around it.

"I honestly think, when it's all said and done, she will be a pro," Mitchell said. "That's just how much of a hard-working kid she is. It's insane. Some days I just marvel and shake my head



Lachelle Austin transferred to Wayne Memorial for her junior and senior seasons. COURTESY OF LACHELLE AUSTIN

because the kid, she's an extremely hard worker.

"I believe if there's any kid in the country that can physically run through a wall, I believe it's her."

### Something to prove

Arriving from Henry Ford ahead of her junior season, guard Lachelle Austin already held her offer from Eastern Michigan.

Austin loved the game of basketball, growing up watching her uncle play shooting guard at the high school level, bringing a level of energy on the court that she wanted to emulate.

But when she got to Wayne Memorial, Mitchell said there was work still to do in her game.

"Lachelle has always been a talent," the Wayne Memorial head coach said. "She just hadn't always been a hard worker because she was able to get by with her talent. When you are at Wayne, we just don't accept that. I think she's starting to see that, 'Yeah, you're good, but you are nothing different than we have seen.'"

"Now she's put that stuff together and it's like, 'Oh. You are very talented as well.' She's very underrated."

Austin's work started on the defen-

sive end, upping her steal totals to almost four a game in 2019. She said defensive drills and just going hard at all points during the games she played paid off in the end.

It also continued to catch the attention of the Eagles.

"They were never late to any of my games, they were always first and were always there the whole time," Austin said. "Usually coaches would watch a little and then they would leave. But Eastern stayed the whole time."

Austin committed to Eastern Michigan in April on her sister's birthday, who had previously passed away.

Heading into the 2019 season, Austin had to prove to Wayne Memorial she was worth a starting spot, and prove to the Eagles she was worth a roster spot. Heading into 2020, all that pressure is gone.

"I'm just here to better myself now," Austin said. "I proved what I had to last year."

### Leave a legacy

While the 2021 winter season remains in limbo — winter sports remain paused until at least Jan. 16 — Mitchell has one goal for both Austin and Micheaux.

"I just want them to continue our legacy. That's it," Mitchell said. "That's the most important thing for me right now. And keep blazing trails for the next super group or the super seniors to follow."

Mitchell does have more Division 1 level talent coming up, from sophomores Paris Bass and Mayla Ham, who have both earned Division 1 offers, to Samiyah Jefferson, with Mitchell calling this the most talented group he has ever coached.

Austin said the players are preparing for the potential season, working alone in gyms and keeping teammates accountable.

Wayne Memorial fell short last year, losing to Saline in the regional semifinal. But with everything the team has improved on and with the paths Austin and Micheaux are on, the future seems bright for the Zebras, if given the chance.

"I feel like with everything we have improved on, with everyone that we have now, that we can make it all the way to the final four and win it all," Micheaux said.

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People say our lives have changed and we will never be the same or that this is the new normal. I would like to think that we are a nation of fighters who will overcome this adversity, and that this will make us a stronger and better nation. As I always say, "Tiriamo Avanti"™, always move forward.

I would like to give a special thanks to our staff, for their loyalty and dedication to help serve the community. They have all worked hard to overcome the challenges that we had to face as a business. I also want to say thank you to our loyal customers who have supported us throughout the year and have had faith in our ability to serve them safely.

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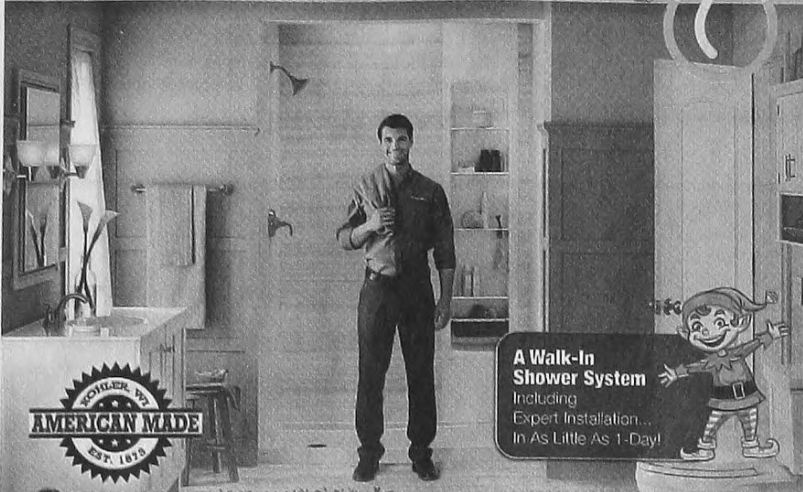


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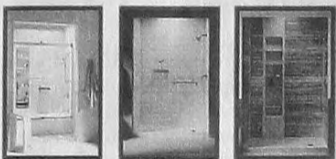
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### 1. Define your research

Jot down a brief paragraph summarizing what you are researching. What is the question you are trying to answer? What will the research help you to accomplish? These questions will define the end of your research.

### 2. Make a plan

Now that you have identified the ends of the research you are conducting, you should identify the means. Make a plan for the project. Include a timeline, potential sources and deliverables.

Create the timeline to have a visual representation of when each item must be done. Make a note of potential sources to gain an idea of what people, places or publications you might consult to find the information you need. Deliverables are products of your research that you can present to your manager in intervals leading up to the deadline. If you are on track to conduct research for three weeks, you might

present one deliverable at the start of each week.

### 3. Know your sources

The more research you do, the more familiar you will be with the resources available to you.

Internet searches are frequently a good starting place for research. You can try a few different ways of formulating your query to see what gets you the best results. You should also familiarize yourself with authoritative websites and online databases or libraries related to your particular field. For some research you may need to

seek out physical resources from museums, libraries or other facilities.

People can also be valuable resources. Consult with colleagues, local researchers and industry specialists. Start by drafting a brief email to introduce yourself, explain the nature of your research, and ask if they would be willing to share their insights with you.

### 4. Check authority and expertise

A sound source is one that is reputable. This means that you can trust the information you find

there because it has been properly researched, vetted and verified. This is especially important for information you find on the internet. You should prioritize sites with .gov or .edu domain names. Be sure to consider the authority and expertise of all your sources.

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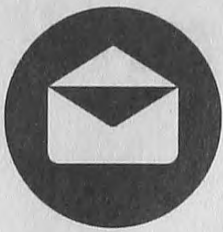
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