



MONTHLY MEETING

**WEDNESDAY, DECEMBER 10, 2025,
NOON, AT WESTVIEW INN**

This is a social time, and a great opportunity to network with your fellow members.

Gifts & Games this Year!

**Please remember a monetary donation to the
West Salem Lions Club for food baskets and
Christmas toys**

Our meetings offer networking, information, resources, and a relaxed atmosphere where everyone is welcome. Please plan to attend our meetings! Your membership dues cover an excellent buffet lunch for one representative of your business. Additional representatives pay \$10 toward the buffet lunch.



“Like” us on Facebook
And visit

www.westsalemwi.org





Make your financial future a priority

The market may change often, but your important financial goals probably don't.

We believe the best way to build and preserve your financial future is by taking a long-term approach to investing. That's why we don't follow investment fads.

No matter what your path forward looks like, I'll work with you every step of the way to develop thoughtful, tailored strategies, so you can see the road ahead and move along it with confidence.

Our process? We listen. Really listen. Stop by.

Stephen Cohen

Financial Advisor

1540 Heritage Blvd Ste 204a

West Salem, WI 54669

608-786-1480

Saturday, Dec. 20 | 10:00 AM – Noon (Doors open at 9)

📍 **Silverado's Saloon, West Salem**

Join us for a festive morning of fun!

🍸 Build-Your-Own Bloody Bar

🎄 Old Fashioned Party – classic Old Fashioneds and holiday specials

Ŷ Seasonal Holiday Bloodyys

💵 Meat & Cash Tip Boards – all proceeds benefit the West Salem American Legion

Bring your friends, sip something strong, and help raise funds for a great local cause — holiday cheer included!



“Meta-Communication”: Understand It and Avoid More Conflicts

I like your new shirt ... I think..."

Meta-communication refers to the underlying messages a person conveys beyond their actual words. It reflects how something is said—tone, body language, timing, and other cues. You notice it when the emotional message feels different from what was stated. While it is not always negative, addressing it early can prevent misunderstandings, stop conflicts from escalating, and protect morale. If you grew up where vulnerability was discouraged or authentic communication was rare, you may use meta-communication more often and detect it more readily—and sometimes even expect it when it isn't there. Feeling frustrated by mixed signals? Sensing tension with a coworker? Talk with the Employee Assistance Program (EAP). They can help you sort out what you're experiencing and identify the next healthy step for maintaining positive workplace relationships.



First Impressions Count with Your Supervisor

Making a strong first impression matters if you are a new employee. Research with supervisors shows its importance. Your first week's actions may shape how your supervisor sees you for months to come. What supervisors notice first are reliability, punctuality, follow-through on commitments, communication effectiveness, responding promptly, and engaging in conversations early on with professionalism. Also noticed is the ability to take initiative, showing curiosity, adapting to the team culture, and remaining confident even if unsure of how to handle problems or issues. What hurts first impressions are being late, appearing disorganized, and needing repeated reminders. The biggest misstep is acting like you know better before understanding how things are done. Most worrisome signs are negativity, low energy, boredom, and acting like you don't want to do the job.



Learn more: addisongroup.com [search “first impressions”]

Create a Healthy Boundaries Checklist

If December feels overwhelming, consider creating a “healthy boundaries checklist.” More than a set of tips, it’s a simple “flight plan” to help you navigate the season with greater ease. Boundaries protect four things: time, energy, finances, and emotional well-being. If anticipating the holidays brings anxiety, you may fear one of these areas stretches you too far. Decide which events you’ll attend and which you’ll skip. Set limits on travel, gatherings, dinners out, and gifts. Build in downtime to decompress. Limit conversations that trigger emotional conflict, especially with family. Which boundary will you commit to this season for more calm and control?



Should You Participate in ‘Dry January’?

Dry January”—originally a United Kingdom tradition—encourages people to abstain from alcohol for the month of January. The practice was inspired by concerns about frequent holiday drinking. Alcohol abstinence can bring noticeable benefits, including better sleep, increased energy, improved mood, less depression, and healthier weight management. These benefits overlap with those experienced by people recovering from alcohol use disorder (AUD). If alcohol is a concern, talk to your doctor before stopping drinking suddenly, as withdrawal can pose serious health risks and may even require medical supervision. If you are concerned your drinking has become problematic—meaning it negatively affects your life—contact your EAP for a confidential assessment. EAP professionals can provide guidance, resources, and support tailored to your needs, helping you determine whether alcohol use indicates a potential AUD and offering strategies to support your progress toward sobriety.





GIVE YOUR BUSINESS THE **GIFT** OF
WORRY-FREE I.T AT NO COST

3RT NETWORKS

We're thankful for the incredible businesses we've connected with this year and to show our appreciation, we're giving you something to celebrate!

**SIGN UP FOR MANAGED IT OR MANAGED SECURITY BY THE
END OF THE YEAR (12.31.2025) AND ENJOY:**

2 FREE MONTHS OF SERVICE

The Fine Print:

- Subject to a one-time onboarding fee.
- Offer valid with a signed 36-month service contract.
- Must mention this program before contract signing.



WWW.3RTNETWORKS.COM



INFO@3RTNETWORKS.COM



608-779-1323



Managed IT Services Cybersecurity Networking Solutions



Events this month at the West Salem Legion :



- Breakfast with Santa - Saturday December 13th, 8am -11am
- Army vs Navy Football game - Saturday December 13th, bar opens at 1pm
- Auxiliary Breakfast Buffet - Sunday December 14th, 8am - 11am
- Annual Bake Sale - Saturday December 20th, - 9 am - 1pm
- Ring in the New Year with music by Quenten Brown 7pm - 10pm - Wednesday December 31st, Doors open at 5 - More Details to follow...





UPCOMING EVENTS

Hazel Brown Leicht Memorial Library
702 Industrial Dr, West Salem, WI 54669
608-786-1505 | lacrossecountylibrary.org



2
DEC
6:30 PM
GINGERBREAD
JAM!

Kids, join us for a mini Story Time and decorate your very own gingerbread cookie to take home with you! Registration required.

MOVIE SCREENINGS
Free movies on Thurs, December 11 and December 18 at 2:15 PM.

EVENTS PAGE

See all library programming



Renew your membership at www.westsalemwi.org

Paper forms are also available upon request—just email
tdelong@westsalemwi.gov



READY, SET, DECORATE!

SPONSORED BY LINDA'S BAKERY

NOMINATIONS ARE DUE BY 9AM MONDAY, DEC. 8, 2025
FACEBOOK VOTING WILL TAKE PLACE 12/10/25 - 12/14/25

- 1ST PLACE PRIZE: \$50 GIFT CERTIFICATE TO LINDA'S BAKERY
- 2ND PLACE PRIZE: \$40 GIFT CERTIFICATE TO LINDA'S BAKERY
- 3RD PLACE PRIZE: \$30 GIFT CERTIFICATE TO LINDA'S BAKERY
- 4TH PLACE PRIZE: \$20 GIFT CERTIFICATE TO LINDA'S BAKERY



SAVE THE DATE!
West Salem Business
Association Annual Meeting
and Banquet is set for
Thursday, February 5, 2026,
at the American Legion
Banquet Hall. More details
next month.



West Salem Business Association
P. O. Box 84
West Salem, WI 54669