

THIS JUST INDIRECT

Volume 35 / April Issue



SAVE THE DATE

Our favorite time of year is always summer. Not because of the warm sun and beach times, or even the cookouts and pool days. It's because it's when we get to have our annual
EMPLOYEE APPRECIATION DAY!

We've got the date secured for **June 2nd** at B. Foreman Park. While it is mandatory, we also try to make sure it's fun. We'd also like to put this month's mystery right here. Email HR code word April. We always love to see everyone!

More details to follow...

JANELLE'S JOTS AND THOUGHTS

Along with the arrival of spring comes the arrival of audit season! This is the time of year that finance and HR are extra busy, and the auditors come in from Rochester to make sure everything at Finger Lakes Community Action is legal, moral, and reported. This is the time of year we also develop an annual agency budget. With a smile on my face and tears in my eyes, I can tell you that FLCA is now a *15.5-MILLION-dollar* agency. This means we are using over 15 million dollars each year to improve the lives of our neighbors and friends. Hard to believe just a few short years ago we employed about 100 people and managed 7 million dollars. We now employ about 500!

The growth of FLCA is really something to be celebrated! And our growth is directly attributed to YOU, our employees who go the extra mile each day to make sure our families are taken care of, and our mission is met.

I am proud every day to work at such an amazing agency, but extra proud today. Hard work, tough times, and perseverance DO in fact make a difference.

-Janelle

Always do your best.
What you plant now,
you will harvest later.

"Where flowers bloom, so does hope." - Claudia Johnson

GETTING INVOLVED

During our 2023 Management Retreat we looked at your opinions and identified five issues which needed immediate attention. PLEASE join one of these committees! We think these committees will help shape the future of the agency, and we want you in on the ground floor!

- Agency Re-Branding – Led by Alyssa Johnson
First mtg on Wed., April 5th @ 2pm, Zoom option available.
- Staff On-Boarding & Orientation – Led by Ryan Robbins
First mtg Wed., April 12th @ 1pm, location TBD.
- Staff Turnover Rate - Led by Rosanna Roberson
First mtg to be held Wed, Apr. 19th @ 1pm via ZOOM.
- Inter-agency Knowledge of Programs -Led by Donna J.
First meeting to be held on Wed, April 26th @ 2pm, location TBD.

**Please note: these committee meetings will be held on the same Wednesday at the same time each week. (ex: Branding Committee meets on the first Wednesday of each month at 2pm, ect.) Please email the Committee Chairs for Zoom links if applicable.

NEW HOMES



It's kind of a running joke here that "if you don't like the way things are going in the agency, wait a week, and it'll change". There's no area that rings truer than the location of employees. (In fact, we think if we move Stephanie Cooper one more time, she will lose. her. mind.) That being said...things have changed... again...

Our Healthy Families program has moved from the FEC in Lyons to our Newark Head Start center. Taking their place is Alyssa Johnson, (*Active People, Healthy Wayne Director*) and her newest hire: Melissa Kersten! (*She'll start April 4th*)

Taking Alyssa's old office is Janet from Community School Program! She is the STEADYwork HR Coordinator and has moved to the MO from Red Creek.

(← Folks from all over the Housing Efficiency area filled up this truck with furniture and supplies and moved everyone all over Wayne County. Thank you, guys!)

SUPER-KIDS!

On February 13th, FLCA was honored to receive a generous donation on behalf of our Success Center! The Lyons Elementary school fourth grade classes donated a plethora of items; all the way from toothbrushes to an Xbox! Everything is greatly appreciated, and all pieces are already being put to good use! Donations were presented to Janelle (CEO), Ryan (CDO), and The Success Center Director Shannon. We would love to give a huge shout out to all the students and families that helped their teachers - Mrs. DeCracker, Mrs. Robbins, and Mrs. Saracino – collect these items for our shared mission!



MOVIN' ON UP

We want to take a second to congratulate some employees who were recently promoted because of their hard work and dedication:

- JACOB FOLLETT – Crew Lead
- ALYSSA JOHNSON – Active People, Healthy Wayne (APHW) Director
- JORDAN KLEIN – Crew Lead
- NICK SCHRADER – Building Infrastructure Legislature (BIL) Director
- LAUREN LAPP – Weatherization Director

Thank you for all the effort you put into making our community better! We appreciate you, and these promotions are WELL DESERVED!

NEW FACES:

MARCH:



Janelle Stone – Indirect (HR)



Mackenzie Clarke – Head Start



Caitlin Shaffer – Housing Modification



Kristine Dewine – Head Start

Harry Boyd – FGP Volunteer

Marlene Cassata – AmeriCorps

APRIL BIRTHDAYS:

4/1	Sara McCloskey	4/11	Martha McConnell	4/18	Tammy Thiel
4/1	Orin Rivenburg	4/12	Julie Fuller	4/19	Colleen Peno
4/3	Lara Duckett	4/13	Nicholas Darling	4/20	Sharon Clovis
4/6	Alyssa Johnson	4/14	Kimberly Howell	4/24	Allison Burrows
4/7	Amanda Finch	4/15	Timmy McDonald		
4/8	Stacey DeGroff	4/18	Susan Lynch		

SPOTLIGHT EMPLOYEE:



JACOB FOLLETT

Crew Leader
Weatherization

ABOUT JACOB:

I'll have been with the agency for about a year and a half. I love snowmobiling, hanging out with my wife and kids, and riding my Harley. People would be surprised to find out that I really like watching children's movies with my kids. I also love all music, but I don't watch a lot of TV.

If I had one superpower, it would be the ability to fly! Finally, something on my bucket list has been to learn how to surf.



SPOTLIGHT PROGRAM:

WEATHERIZATION

The Weatherization Assistance Program is grant funded by The US Department of Energy (DOE) and The New York State Department of Homes and Community Renewal (NYSHCR) to deliver energy reduction services to program eligible homeowners and renters in Wayne, Ontario, and Cayuga Counties. Our mission is to assist Wayne, Ontario and Cayuga County residents, families with young children, seniors, and those with disabilities to make their homes safer & more energy efficient. All of the work performed on an eligible dwelling is FREE to the home owner or renter as long as they meet all of the eligibility and ownership/rental requirements of the program as set forth by USDOE & NYSHCR.

Which HR Person Do I Call?

Rosanna Roberson HR Director	Janelle Stone HR Assistant Director	Janet Cooper SW HR Coordinator
Interviews Medical Leaves Workers Comp Audits Benefits Personnel Concerns Enforces Strategy Policy & Procedure Employee Exits Compliance	Onboarding (General Agency) Benefit Billing Payroll Recordkeeping Job Posting Clearances Day-to-Day HR Functions	<i>Works with STEADYwork program primarily but can operate as backup if both Director and AD are out.</i>

**Not all duties/responsibilities of the staff are listed above.*



Rochester & Finger Lakes
Region Chapter

Caregiver Conference



Join us for an informative Caregiver Conference featuring:

- Speaker, Lynda Shrager, author of "Age in Place"
- Alzheimer's Association Programs and Services Overview
- Finger Lakes Community Action presents:
 - RSVP (Retired & Senior Volunteer Program)-" A Matter of Balance"
 - Senior Companions- "CDSMP"
 - Glen Cone- "Generation Preservation"

Lyons Community Center
9 Manhattan Street Lyons, NY 14489
April 20th, 2023
10:00am-2:00pm

*Conference attendance includes lunch and caregiver tote filled with resources, including Lynda Shrager's book, "Age in Place." Please register by April 17, 2023.



To register, scan this
QR code, or call
1.800.272.3900.



Presented in partnership with
Finger Lakes Community Action

This program is supported, in part, by grants from the New York State Department of Health.



Prevent T2 participants who **lost 5-7% of their current weight** and **added 20 minutes of physical activity per day** cut their risk of developing Type 2 diabetes by up to 58%

Prevent T2 also helps **lowers the risk of heart attack or stroke,**

How do I determine my risk level?

Go to the link below and complete the self-assessment.

<https://www.cdc.gov/diabetes/risktest/index.html>

If you are at a 5 or above, you are at risk!

What can I do about it?

CLASSES ARE FREE, AND PRESENTED VIA ZOOM

Prevent T2 is a year-long commitment for your health.

Get started NOW! **A new class is starting Wednesday., May 3 from 6:30-7:30pm**

For more information, contact:

Debby Trickey, RSVP Manager

Finger Lakes Community Action

A Division of Wayne County Action Program, Inc.

315-333-4155 ext. 3317, debra.trickey@waynecap.org



YOU MAY HAVE PREDIABETES AND BE AT RISK FOR TYPE 2 DIABETES IF YOU:

- Are 45 years of age or older
- Are overweight
- Have a family history of type 2 diabetes
- Are physically active fewer than 3 times per week
- Ever had diabetes while pregnant (gestational diabetes) or gave birth to a baby that weighed more than 9 pounds

