

# THIS JUST INDIRECT

Volume 41 / November Issue



## LONGEVITY BONUSES

Just in time for Holiday shopping, you should see your longevity bonuses in the 11/10 paycheck! *It'll be in a separate check/deposit but paid out with your normal paycheck.*

As a reminder: this is for staff who have been here for a full year or longer on November 1. You get a certain percentage of your total, regular wages from the year prior, which increases the longer you're with the agency.

Been here 1-4 years? You'll get ½ a percent of your 2022 wages.

5-9yrs – 1%, 10-14yrs - 1.5%,  
15-19 yrs – 2%, 20-24 yrs – 2.5%  
and 25+ gets you 3% of your prior years' wages.

## JANELLE'S JOTS AND THOUGHTS

Happy Holidays! Ok, I know it seems early, but Thanksgiving is quickly approaching and the folks at the main office are already in the holiday spirit! And while we like time off to spend with our families at home, don't forget to celebrate with your Finger Lakes Community Action family too! Use this month to reflect on what you are thankful for both personally AND professionally.

-Janelle



159 Montezuma St. in the SPIRIT

## WE'VE CHANGED...AGAIN!

It's a new month, so we decided to shake things up and move people around a bit! (You know us – we love a good move.) Healthy Families will be moving to the Sodus Head Start center at some point this month. Some offices have also been shifted around at 28 Canal and our MO.

We want to take a moment to **congratulate** the following employees who have moved to a new role within our agency:

**Emma DePew** has been promoted to Healthy Families Supervisor and **Allison Burrows** has been promoted to Healthy Families Director!

**Pam Precourt** has moved to Active People, Healthy Wayne as director, and **Greg Peck** will be moving to Housing Modifications as director!

**Wanda Felix** has been promoted to Foster Grandparents Director, and **Debby Trickey** has been promoted to RSVP Director!

If you see them out and about, please send them an email congratulating them! (It also wouldn't hurt to send a little luck their way, as transferring programs and/or positions is no easy feat!

## **SAFETY COMMITTEE TIPS**

Here are some Fall Tips from our Safety Committee:

1. Prevent the flu. Fall marks the start of flu season, and flu shots will be especially important this year considering the pandemic. Consider offering a free on-site vaccination clinic. Or, if that's not possible, encourage employees to get a flu shot at their local pharmacy or doctor's office.
2. Inspect your smoke alarms, fire extinguishers, and first aid kits. A small amount of effort now will ensure these are in good working order in the event of an emergency.
3. Make sure company vehicles are ready for winter by replacing wiper blades, checking tires and fluid levels, and restocking your emergency kit.

Our Safety Committee is Chaired by Stephanie Cooper and Co-Chaired by Wanda Felix. They host a monthly meeting, and the next one is Wednesday, November 15 at 2:00 pm 51 Broad Street Lyons.

## **ROC the DAY**

Help us ROC by logging in to [ROCDtheDay.org/fingerlakescommunityaction](https://ROCDtheDay.org/fingerlakescommunityaction) between **6-8am on Tuesday, November 28** and giving a small donation. We are aiming for the most donations during the 6-8am time period, so please share. Donate as little as \$1. The dollar amount doesn't matter, it's the number of donations that count!

## **OPEN ENROLLMENT**

Don't forget about open enrollment next month! December 4th and 5th from 8am – 4pm we and all of our vendors and third-party administrators will be at the BOCES center in Newark. This is MANDATORY for all full-time staff! This is the one time of year that you can meet with the experts, so we really want to have all your questions answered.

Unfortunately, we still do not have quotes for insurance, but we will send them out as SOON as they come through.

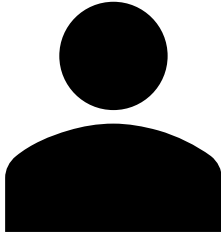
Please call/email Nelly at x3117 to schedule your appointment or one will be made for you.

## **JOB DESCRIPTION REVIEW / ANNUAL EVALS**

Your supervisors are reviewing all job descriptions now in preparation for our annual review process! These Eval Packets will be passed out to you all shortly, so you can meet with your supervisors after the new year and get on the same page. Please think about which position in the agency you are "targeting" and how we can help you get there! (ie. – don't forget we offer tuition reimbursement!) Also, how do you drop a raw egg on a concrete floor without breaking it? Send HR the answer!

**NEW FACES:**

**OCTOBER:**



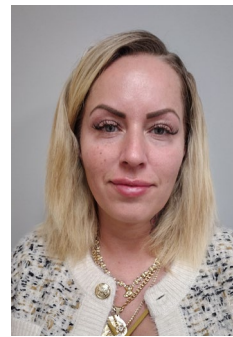
Jackie VanWinkle – Head Start



Anne Church – Family Promise



Evonne Pomerantz – Family Promise



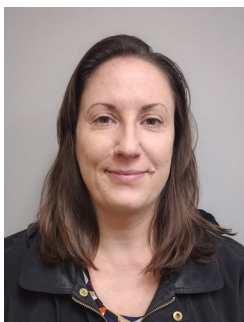
Nancy Ramos – Family Promise



Colin Bucenec – Community Schools



Josephine Doucet – Head Start



Heidi Barcomb – Head Start



Jay Roscup – Community Schools / SW



McKenna Middlebrook – Head Start



Genevieve Barron – Head Start



Christina Durham – Community Schools



Nicole Howard – Head Start

**NOVEMBER BIRTHDAYS:**

Yolanda Supersad	11/1	Helena Cuykendall	11/13
Kaitlyn Long	11/2	Janelle Stone	11/17
Adam Morrison	11/3	LaRissa Johnson	11/17
Jody DeGraff	11/4	Alaura Morahan	11/17
Gabriel Cardin	11/4	Tammy Smith	11/23
Jordan Moon	11/6	Aubrie Briggs	11/23
Maria Palmer	11/9	Nina Bishop	11/29
Christina Durham	11/10	Jessie Gile	11/30
		Alexis Joslyn	11/30

**NOVEMBER CAP-AVERSARIES:**

Amanda Finch	11/1/2022	Colleen Peno	11/18/2019
Jahaan Williams	11/7/2022	Emmalea Burnell	11/19/2004
Bridget Bennett	11/8/2018	Lara Duckett	11/26/2012
Debra Trickey	11/12/2020		

## **SPOTLIGHT EMPLOYEE:**



### **JANELLE COOPER**

Chief Executive Officer  
Indirect

#### **ABOUT JANELLE:**

I have worked for the agency for 27 years. I love reading, hiking when I have time, and pretending that I can keep flowers and plants alive. Some people may be surprised to find out that I began my career at a Head Start program in the inner-city of Rochester.

If I could have any superpower, it would be the ability to eat whatever I wanted anytime I wanted and never gain any weight! My favorite song is 'No Surrender' by Bruce Springsteen and I'm currently reading Angels Fall by Nora Roberts. One thing on my bucket list would be to visit Australia.

## **SPOTLIGHT PROGRAM:**

### **FINGER LAKES COMMUNITY ACTION**

Finger Lakes Community Action, a division of Wayne County Action Program, Inc., is a not-for-profit organization dedicated to "helping people, and changing lives" in Wayne and the surrounding counties within the Finger Lakes region. Since 1966, we have identified and offered vital programs and services to help people in need. To accomplish this, our dedicated staff and volunteers advocate for those in greatest need by cooperating and collaborating with other health and human service agencies, providing a unified, one-stop delivery system in the Finger Lakes region.

# ROC

## THE • DAY

### NOVEMBER 28



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