

THIS JUST *INDIRECT*

Volume 38 / August Issue



WELCOME BACK

As summer winds down it's last month of glory, our Head Start staff are making their way back into our centers!

We hope everyone had a great summer, and we are so excited to start the 2023-2024 school year with all of you.

There have been several leadership trainings this summer, so we are coming prepared with our refreshed toolboxes to make it the best year yet!

See you all soon!

JANELLE'S JOTS AND THOUGHTS

Our history makes us unique – as individuals, but also as an agency. As we begin another school year and passing another birthday for our agency this summer, I'd like to ask everyone to take a look at where our story started. At the end of this newsletter is a page about FLCA history, and the impact that our founder, Don Colvin, continues to make to this day. Stay safe and healthy,

-Janelle



"Please email me why I chose T. Swift for the cover photo this month to be entered in the drawing!"

- Rosanna Roberson

ALL STAFF TRAINING

In recent years, we've been unable to have our all-staff agency training. Well don't you worry about that anymore because classes are back in session! We'll be meeting on **Friday, September 8th from 8am-noon** to do mandated agency training. This day is a black-out request date – meaning NO General or Personal Leave will be approved, agency-wide. Please make arrangements to attend.

COLA

COLA was recently approved, and as you know, that means an additional 1.6% in our paychecks! We are happy to report that you will see your raise on August 18th's check as well as the retro check back to January 1. The retro check will be a separate check than your normal pay.

THANK YOU to Lou, Stacey and all executive/senior management for making this happen for us again this year – on TOP of the 5% we received in January!

ANNUAL GOLF & GALA

Covid is over and the party is on! Our annual Golf and Gala tournament: Masters of Achievement is scheduled for

Saturday, October 7th. If you've been a part of this in years past, you know it's usually a great time. Members of the community, town and state officials, board members, and employees of FLCA all come and get together to raise money for our great agency and the work we all do! There are raffles, chances to win prizes, trophies, and entertainment. We encourage all of you to try to attend this fun, worthwhile event with us!

Because this is a fundraiser, prices are set to make some money for the agency. The Gala is set at \$60 per plate, and to be in the Golf Tournament is \$75 per player. You do NOT have to attend both if you don't want to. Payroll deductions are an option, and the sooner you get enrolled, the less the weekly amount to pay is! Contact someone in HR to get started with your deductions.

NEW FACES:

JUNE & JULY:



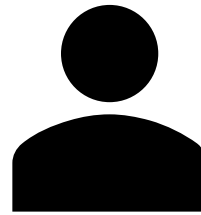
Amber Plain – Head Start



Jessica Kline - OASAS



Sarah Howell - Indirect



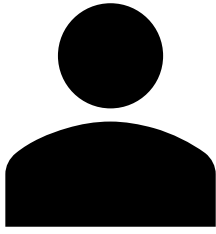
Katlin Hixson - Weatherization



Jenna Roelle – Transitional House



Zachary Zweig – Weatherization



Jasmine Bueso – Community Schools



Brandi Kuzmenko – Healthy Families



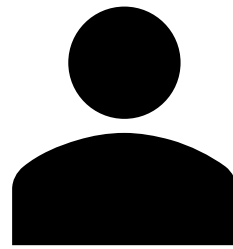
Tia Lacroix – Community Schools



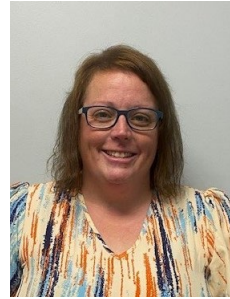
Tyre Cromartie – Community Schools



Derrick Tandle – ACE



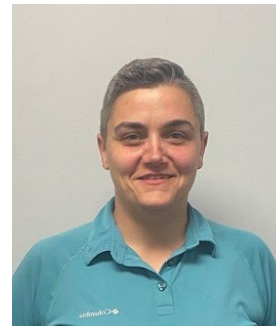
MaeBelle Zanders– Community Schools



Erin Rowley – Community Schools



Nicole Zimmerman – Head Start



Christine Shove – Community Schools



Sarah Lemon – ACE

AUGUST BIRTHDAYS:

Teresa Flye	1-Aug	Nicholas Schrader	20-Aug
Monical Frazier	2-Aug	Eric Rodas	25-Aug
Stacy LaFever	4-Aug	Sarah Howell	26-Aug
Scott Molisani	8-Aug	Rayquan Baldwin	26-Aug
Christal Moody	8-Aug	Amanda Lesterhuis	28-Aug
Ykeem Overstreet	18-Aug	Jeffrey Fisher	30-Aug
Emily Hoven	18-Aug		

UPCOMING CAP-AVERSARIES:

April Wilhelm	8/29/2011	12 years
Lou Martino	8/25/2024	8 years
Scott VanLare	8/18/2016	8 years
Stephanie DeBoerdere	8/29/2016	8 years
Karen Meyer	8/9/2017	6 years
Nicholas Schrader	8/26/2019	4 years
Devin DeRuyter	8/2/2021	2 years
LaRissa Johnson	8/19/2021	2 years

SPOTLIGHT EMPLOYEE:



JESSIE GILE

Behavioral Health Manager
ACE

ABOUT JESSIE:

I've been with the agency for 6 wonderful years! I enjoy gardening, shopping, and learning how to do my own DIY projects. People may be surprised to learn that my daughter inspired me to take a leap of faith and face my fear of heights, so we flew 10,500 feet above the earth's surface and did a tandem jump. Euphoric. If I could have any superpower, it would be the power to heal.

I don't have any specific favorite song. My playlist is very diverse in different genres. I enjoy listening to Country, Gospel, R&B, Rock, Golden Oldies, Hip Hop, and/or Christmas music (seasonal). I don't read often, and I don't really have a series that I binge watch. I'm boring. 😊 I do enjoy watching Blue Bloods 😊 On my bucket list, I have travelling to Wallasey, Cheshire, England so I can experience the culture of my ancestors and learn more about my family roots.

SPOTLIGHT PROGRAM:

Advocacy for Community Empowerment

The ACE program provides community and in-home parent education/supportive services that are confidential, safe, and non-judgmental. Workshops for all stages of parenting are voluntary and can be accessed throughout Wayne County for Parents/Caregivers that wish to expand their skill basis. This program also reaches incarcerated parents by hosting a variety of workshops in the Wayne County Jail. Contact Emmalea Burnell for more information at x 3301.

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 Benefits 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.*

Making Sure the Dream Continues...

There are those who will remember that in 1967, Senator Robert Kennedy spoke at Trombino's restaurant, here in Lyons, to introduce the concept of Community Action to the Supervisors of Wayne County. How he came to choose Wayne County over our surrounding upstate NY counties, is the story of local leaders with the vision, courage and foresight to institute Wayne County Action Program, Inc. when it was still a radical idea to many. **It is the story of how the torch you carry as an employee of Wayne CAP, was passed by legendary national and local leaders to you.**

In the 1960's, our country was in the middle of a shift in attitudes. The civil rights movement had recently gained national attention and the plight of under-privileged citizens in our country had been recognized by the highest office of our land. Because no one seemed to agree on the one way to right the terrible wrongs that existed, the result was everything from peaceful marches, civil disobedience and "radical" legislation to assassination of those leaders who seemed to be on the brink of changing the direction of our country. It was a time of great fear and also a time of great hope.

President Johnson vowed to carry out the national "war on poverty" begun by JFK during his administration. While the Community Action movement was believed by many to be the best weapon in the federal arsenal, others believed the idea to be unproven, extreme and at best, a risk. It was during this time that NYS Senator Frank Horton contacted Supervisor Don Colvin to inform him of the availability of help from the federal government to institute local positive change through Community Action. While it would take years, in some cases a decade, for other counties to recognize the monumental importance of such a program, Mr. Colvin and his colleagues heard from the President's brother how John F. Kennedy's dream of self-sufficiency for every individual could become a reality. They heard and then responded...in the face of sometimes strenuous local opposition...devoted time, financial investment and careful consideration to the foundation of an agency that would change the lives of people throughout the county.

Wayne County Action Program, Inc. is the legacy created in the fire of change and continued through the passionate, professional effort of every employee and volunteer associated with our agency. Many of the human and social service administrators and providers in the area began their careers at Wayne CAP. And we are fortunate to have people who were with us in the beginning. **In fact, Don Colvin traveled this amazing journey with us from our incorporation, continuously serving on our Board of Directors for nearly 50 years.**

You would be amazed to hear some of the true stories of how our agency came to be what it is today. Motorcade trips from church to church in villages all over the county, life-threatening "home-visits" to migrant labor camps, door-to-door canvassing for a new program called "Head Start" – all of these things are a part of our history – a part of YOUR history. Old memories still circulating in newspaper articles and photos are evidence that for over 50 years, Wayne CAP has been constantly, quietly working behind the scenes to smooth out problems and make sure all Wayne County individuals are as productive and self-sufficient as possible...continuing the dream that people who come to us receive a hand up...not a hand-out.

And Wayne County Action Program, Inc. is here for you, too.

We all hope that you never experience a need – that you never have a problem too big for you to handle alone. But if and when that time comes, thanks to us, you will never be without an answer. We are as close as a phone call – ready to step in quickly and confidentially to lend our expertise and support until you are back on track. We believe in you, and we passionately believe in this community...because we see miracles happen everyday.