

THIS JUST INDIRECT

Volume 29 / September Issue



EMPLOYEE SURVEY 2.0

We know, we know. We JUST asked you to complete one of these but hear us out!

THIS one is a *professional* survey that can be linked to personalized insights and targeted marketing, ect. It'll help us better determine what our next step should be, while also fulfilling our community action grant needs.

SO, all that being said, you will see a link come through emails on September 5th from ENERGAGE that will direct you to this survey. STILL ANNONOMOUS, and QUICKER to complete than our other ones.

Please take some time to be the change you want to see!!

JANELLE'S JOTS AND THOUGHTS

Welcome back everyone! We are excited for a new chapter in our story and a fresh new school year! I hope you had an enjoyable summer and were able to take a much-needed break.

Stay healthy and safe,
Janelle



"Autumn carries more gold in its pockets than all the other seasons."

-Jim Bishop

THE GOOD KIND OF RAIN

We just got word that COLA (Cost of Living Allowance) has *finally* been approved at 2.5%! This is wonderful news, as this has been several months in the making. The rest of this year will have numerous financial bonuses: (it's the best time of year to be a FLCA/WCAP employee!!)

1. The 1st pay period in September, we'll see our raises in our paycheck, paid out 9/2/22. (this Friday!)
2. The 2nd pay period in September, Head Start retro amount in a separate check, paid out 9/9/22.
3. The 3rd pay period in September, the rest of the programs will see their retro amounts in a separate check, paid out 9/16/22. **Date subject to change*
4. The 1st pay period in October will be the final retention/sign on bonuses, paid in a separate check on 10/7/22.
5. The 1st pay period in November will be our longevity bonuses, paid in a separate check, paid out 11/1/22!

We are so excited to be able to offer these as annual incentives (with the exception of retention/sign on). It's a benefit most places can't offer, and we are very thankful for blessings like these! Thank you to Lou and Stacey (and other administrators/directors) who have worked so hard to get these things approved! **retro check dates subject to change, but these are the targets.

CATCH-A-COWORKER

Just a reminder: you can "catch" your coworker doing good whenever you want! Please just email Rosanna your nominations at Rosanna.roberson@waynecap.org and not only will they appear in these newsletters, but they will be entered into the running for Employee of the Year 2023!! It's a great opportunity to boost morale and spread a little sunshine!

SENIOR FOLLIES

The Foster Grandparent Program will once again sponsor a Senior Follies Talent Show on Saturday October 8 at the Smith Opera House in Geneva. We are looking for talented seniors over age 55 who are musicians, singers, band members, poetry readers, comics, dancers or have any performing skills to share. The event is not a competition, but a participatory experience. Please contact Gregory Peck at 315-333-4155 ext. 3316 for more information.

WELCOME HOME

Head Start welcomes back all children and families on September 6th! Cheers to a great year!

AUDIT and MORE

This past month (and the next) we have been all. About. Oversight. We have had/have audits up the wazoo! The ACE program has had three audits, Indirect has had another 3, Head Start is having their FA2 – so is Healthy Families - and Weatherization had another. We appreciate your patience while we have been busy gathering information and attending meetings in preparation for these appraisals. We are crossing our fingers that things calm down in the next month.

VOICEMAILS

Just a quick reminder to ensure your voicemail box is *empty* and available for messages to be left!

NON-PROFIT DAY

Thank you to the Lyons National Bank for bringing over a box of donuts to our Main Office to celebrate National Non-Profit day! We so appreciate them and all the hard work YOU do – thank you!

(L-R: Janelle Cooper, Megan Nagle, Julie Downey, & Lauren Lapp)



PROMOTING PROMOTIONS!

Congratulations to the following employees, whose dedication and hard work earned them some promotions this summer!

- Jessie Gile – ACE Behavioral Manager
- Lauren Lapp – Senior Program Coordinator
- Nicholas Schrader – Senior Auditor

SPOTLIGHT EMPLOYEE:



SUSAN LYNCH

Accounts Payable Coordinator
Indirect Program

ABOUT SUSAN:

I joined the agency in 2015 and the Finance Department in 2018. I am a nature and animal enthusiast. I enjoy boating, fishing, & photography. People may be surprised to find out I'm planning on opening a Bail Bonds Agency for my retirement gig. If I could have any superpower, it would be teleportation. I have several favorite songs. Living on a Prayer is one of my favs by Bon Jovi. I'm currently binge-watching Virgin River on Netflix. One thing on my bucket list would be to visit/volunteer at an elephant rescue/rehab center in Thailand.

SPOTLIGHT PROGRAM:

Finger Lakes Community Action

Finger Lakes Community Action, a subsidiary of Wayne County Action Program, Inc. (also known as Wayne CAP), 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.

We house programs such as:

Advocacy for Community Empowerment (ACE)
ESL IMPACT
Healthy Families Wayne County
Head Start
Housing Efficiency
Main Street Program

National & Community Services
Older Adults Safe & Sound
STEADYwork
Success Center
& Weatherization

NEW FACES:

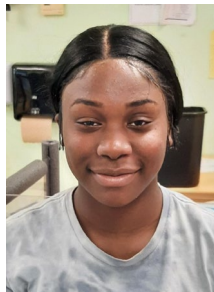
AUGUST:



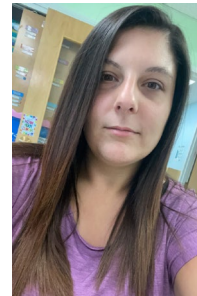
Jenna Bunce – Healthy Families



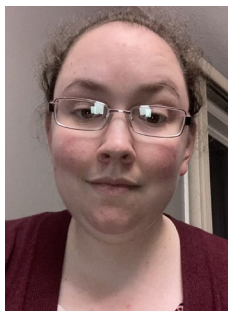
Cathy Fagner – Healthy Families



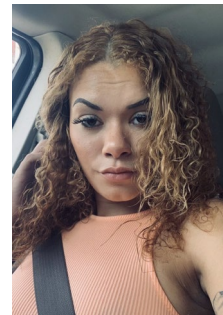
Christal Moody – Head Start



Giovanna Thayer – Head Start



Anne Monahan – Head Start



Ayona Lewis – Head Start



Morgan Ball – Head Start



Orin Rivernburg – Head Start



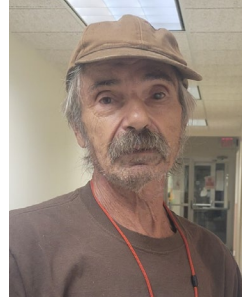
Caitlyn Learo – Head Start

FGPs:

Sara Jane O'Mara

Mary Tobin

Marilyn Aberth



Bjarne Sorensen – Head Start