

THIS JUST *INDIRECT*

Volume 46 / September Issue

JANELLE'S JOTS AND THOUGHTS

It is time to celebrate! Many years ago, far too many than I would like to admit, we had a vision of growing what was then Wayne County Action Program from a 3-million-dollar agency to a 10-million-dollar operation. We also wanted to own a building that would house our program administrative staff. Fast forward to today, and I am pleased to say that not only do we have an agency budget of 17 million, but we have also just begun construction on the FINAL phase of our main office, which is expected to be completed in the next 6 months.

This means that Finger Lakes Community Action has grown from an agency that employed 100 people to one that employs over 700. And while we used to expend our resources in only Wayne County, we now work in many surrounding counties too!

Bottom line: we are poised to provide an array of services to our friends and neighbors that strengthen our communities not only today, but for many generations in the future.

As always, I am proud of this agency and proud of our staff who sacrifice daily to make our community a better place.

-Janelle



Wanda F. joined a crew of volunteers who used one of her 12 release days to go clean and touch up paint at a local school! I think birds ran into that window afterwards, it was so clean... *(just kidding, no birds were harmed)* Don't forget: all staff get 12 volunteer release days a year!

COLA

Don't forget we've got COLA coming up! As you know, we got a 2% COLA raise back in January. We'll be getting another 1% paid out on Sept 13th! This is going to be retro back to January, so you'll be seeing that additional money in a separate check. While COLA only came down at 2.3% (this number is given to us, we do not get to choose it), we are able to give a full 3% thanks to Lou and our managers!



WELCOME BACK

Ah, new beginnings.
What fabulous things.

The whole school year is ahead of us, and we are so excited to see what it brings. Even more so, what role we have to play in making it the best year yet!

As we welcome back the head start staff and the children who are benefiting from this program, we want to encourage ALL of you to take some pride and personal responsibility in the happenings around you.

We are in control of our own mindsets and efforts!!

PAYCHEX

Soon we say goodbye to an old friend...Our payroll system.

We are making the switch from CPP to Paychex! Some of us have been using this payroll system for 10 years...please be patient with us and yourselves as we are all just learning. We will start clocking in/out and approving on 9/22/24, and our first paycheck will be 10/4/24. *(Please don't forget to approve the week prior in CPP!)* Same rules apply: you MUST approve your timecard by Tuesday at 8am AT THE LATEST. If we can't process in a timely manner, none of us will get paid – and we don't know about you, but we kinda like to get a check each week... This system should allow each one of us to check our paystubs beforehand, make our own changes – address, bank accounts, ect. We don't know exactly what it all looks like, but it should be much more user friendly!

ANNUAL SURVEY

Each year, we send out an employee survey so we can get feedback from everyone on how things are going...This is completely anonymous conducted by a third party, so the only thing we'll know about who wrote your answers is the program area you are from. Please give solutions to any problems you see. We truly use this as a tool and use whatever is funder and board-allowed to make necessary changes. As the world is evolving, we are doing our best to change with it!

This survey will be coming from Energage and will start to be sent out on Sept 13th, and closes on Sept 20th, so please make sure you complete it within this timeframe!

OPEN ENROLLMENT

While we don't have any concrete, specific data on health insurance, rest assured we are working on it. We have already met with 5 different brokers this summer! We have dates for the event, though: December 4th and 5th from 8am – 4pm. Due to employee feedback after last year's event, this will again be MANDATORY for ALL full-time employees. More information to come!

NEW PROGRAM ALERT!

LEAP is a before and after school program serving those children in need from grades Pre-K through 2nd in the Red Creek and Sodus Central School Districts. Our goal is to enrich the lives of the students, families, and communities in which we serve through STEAM activities, social-emotional education, and community partnerships. The program will run from 7:45 a.m. to 8:15 a.m. and 2:45 to 5:45 p.m. Monday - Friday when school is in session. We are really excited to offer this amazing opportunity for the young children in the community and to build a strong resilient family connection with the parents of these young children. We look forward to expanding the before and after school services within our surrounding communities!

LISTEN IN

You may have already heard some of your esteemed colleagues on the radio over the summer. If not, tune in! This is happening the second Monday of each month at about 8:35. The next one is Monday the 9th. Link to website where you can listen online here: <https://www.fingerlakesdailynews.com/onair/flx-morning>

SAFETY COMMITTEE

Share the road with harvesting equipment. In rural areas, fall brings the harvest season with large farming equipment on the roads. Be alert for slow-moving vehicles, and give them plenty of space. This provides better visibility to you and the other driver. Remember that they may turn unexpectedly into fields or driveways. Just because you can see the equipment does not mean the other driver can see you.

Watch for new roadway hazards. Going back to school brings traffic changes. School buses, students on bicycles and teen drivers are out on the roads.

Slow down and take extra care to look for children in school zones, near playgrounds and residential areas. Also, never pass a bus with flashing red lights on, or another vehicle stopped for a pedestrian.

NEW FACES:

THIS SUMMER:



Susan Kniffin – Healthy Families



Aidan Martinez – ACE



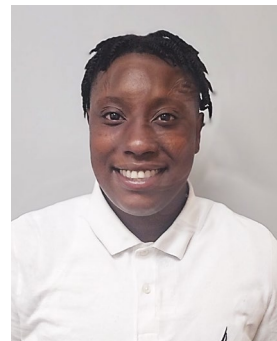
Kevanasha Johnson-Harrison – Success Center



Jessica Taradena – Success Center



Cathleen Couturier – Head Start



Daisha Brown – Success Center



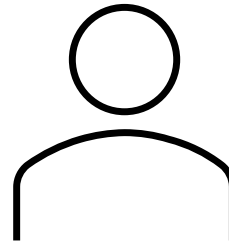
Dana Devlin – Head Start



Laura Tickner – Head Start



Linda Gordillo – Head Start



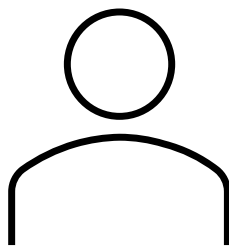
Jennifer Johnson – Community Schools



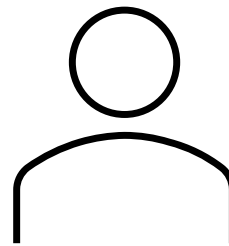
Brenden Reed – Weatherization



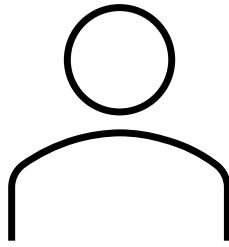
Lisa Ryan – Community Schools



Tiffany White – Community Schools



Linda Paris – Community Schools



Lynn Lucca – Community Schools

AUG & SEPT BIRTHDAYS:

Michael Moran	8/1	Eric Rodas	8/25
Stacy LaFever	8/4	Rayquan Baldwin	8/26
Scott Molisani	8/8	Sarah Howell	8/26
Dana Devlin	8/9	Chelsea Mayo	8/27
Emily Hoven	8/18	Amanda Lesterhuis	8/28
Patricia Lomire	8/18	Jeffrey Fisher	8/30
Nicholas Schrader	8/20		
Maliq Gilliam	9/1	Catherine Wilson	9/22
Christine Shove	9/4	Tia LaCroix	9/27
Laura Tickner	9/16	Jeremy Hughes	9/28
Kaprina Peters	9/17	Leah Grzyboski	9/30

AUG & SEPT CAP-AVERSARIES:

Lisa Ford	8/1/2023	1 year	Makaila Wirth	8/21/2023	1 year
Kevin Meehan	8/1/2023	1 year	Alexis Joslyn	8/23/2021	3 years
Orin Rivenburg	8/2/2022	2 years	Lou Martino	8/25/2014	10 years!
Clive Guy	8/7/2023	1 year	Nicholas Schrader	8/26/2019	5 years
Leslie Vecchiotti	8/7/2023	1 year	Teagan Lynn	8/26/2022	2 years
Karen Meyer	8/9/2017	7 years	Hayden Miller	8/26/2022	2 years
Chana Bearce	8/15/2023	1 year	Stephanie DeBoerdere	8/29/2016	8 years
Morgan Ball	8/15/2022	2 years	Amanda Lesterhuis	8/30/2021	3 years
LaRissa Johnson	8/19/2021	3 years	Tammy Thiel	8/30/2021	3 years
Lori Randolph	9/6/2022	2 years	Juan Alfaro	9/13/2023	1 year
Tammy Smith	9/7/2021	3 years	Gabriel Cardin	9/14/2023	1 year
Adam Morrison	9/9/2020	4 years	Maggie Lapp	9/14/2023	1 year
Patricia Lomire	9/9/2016	8 years	Stephanie Cooper	9/20/2002	22 years!!
Andrea Baley	9/10/2019	5 years	Wanda Felix	9/21/2021	3 years
Donna Robbins	9/11/2000	24 years!!	Lauren Lapp	9/22/2021	3 years
Allison Burrows	9/12/2019	5 years	Donna Johnson	9/23/2005	<u>19 years!!</u>
Jody DeGraff	9/12/2023	1 year	Olivia DeBoerdere	9/27/2023	1 year
Kayla Kern	9/12/2023	1 year	Debra Cimineri	9/28/2023	1 year
April Wilhelm	8/29/2011	13 years!			

SPOTLIGHT EMPLOYEE:



ALEXIS COUNTRYMAN

Site Supervisor
LEAP

ABOUT Lexi:

I have worked for our agency for a little over a year full-time. (I've been working summers/per-diem for longer than that!) Some of my favorite hobbies are hanging out with my cat, being out in nature or at the lake, and playing soccer or basketball.

I'm currently binge-watching criminal minds (for about the 7th time haha) and my favorite songs are Sailor song by Gigi Perez or Orange Juice by Noah Kahan. A superpower that I would like to have is teleportation, and one thing on my bucket list is to travel as many countries/islands as I can. I want to enjoy the sights, the food, and the warmth!

SPOTLIGHT PROGRAM:

LEAP

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