

# THIS JUST *INDIRECT*

Volume 40 / October Issue

## JANELLE'S JOTS AND THOUGHTS

With the leaves changing and the weather slowly cooling, it is fair to say that we have kissed the summer of 2023 goodbye. However, that's no reason to be sad because fall is a time when things heat up at Finger Lakes Community Action! With our kiddos back in session at Head Start and new opportunities daily, we are busier than ever at the CAP! Don't forget to visit our website often and read your newsletter for the most up to date agency information. We try to get new information out as quickly as possible, so we remain current with our communication. As always, if you have a question just ask your supervisor.

I hope you enjoy a fall filled with laughter and of course, pumpkin spice.

-Janelle



## CALM SESSIONS

As a reminder, we are doing weekly virtual CALM sessions at 7am and 3:15pm each Wednesday.

These help us learn healthy ways to deal with anxiety/stress and how to shake off any negativity that's holding you down.

There will be a few more of these "trial periods" so if you think this is a tool the agency should continue with, please attend!

Questions to  
[Rosanna.roberson@waynecap.org](mailto:Rosanna.roberson@waynecap.org)



*Pat L. from Huron Head Start molding our future leaders!*

## ROMA (Results Oriented Management & Accountability)

What Do I Need to Know?

1. ROMA is not a set of rules, procedures, and forms. It is a way of thinking about what the community action network does.
2. Essentially, the management of community action agencies is driven by outcomes (the results of service.)
3. Managing for outcomes involves planning, carrying out those plans, measuring results, and using those measurements in the next cycle of planning.
4. The "Results" in ROMA are often discussed as outcomes. When we talk about outcomes, we mean the changes that occur in the lives of families, in communities, or in our agencies because of our agencies' activities.

5. Because it is a management system, ROMA is more than just outcomes. But it is outcome driven, and the emphasis to be placed on measuring outcomes because that is the part of ROMA that most agencies have the least experience with and knowledge of.

6. Every state that oversees community action is required to implement ROMA and to report to Congress on our outcomes.

The agency is required by the NYS Dept of State to ensure that every FLCA staff member receives ROMA training annually. Stay tuned for a Mandatory Digital Training that will be sent to all via e-mail! If you have any questions, please contact Donna Robbins: [donna.robbins@wayencap.org](mailto:donna.robbins@wayencap.org).

## **SAFETY COMMITTEE TIPS**

Here are some Fall Tips from our Safety Committee:

**Leaf Hazards** Leaves, while pretty, can pose hazards for motorists. Fallen leaves can gather on roadways and when they become wet, they can create very slick conditions. Add freezing temperatures to the mix and your vehicle will have zero tracking, like driving on an icy road. In addition, leaves can cover important road markings (double yellow lines, for example) or deep potholes. So, it's important to slow down when driving on a leaf-covered roadway. And always give yourself plenty of room between you and the cars around you in case anyone must stop short. Children often play in leaf piles so be alert! Never drive through a pile of leaves. Many "leaf peepers" are out on the roadways and many can be distracted by foliage vistas. Be alert to what other motorists are doing.

**Get your furnace serviced.** Before winter arrives, it's a good idea to call a professional to do your annual furnace servicing now. Your furnace is by far the most important appliance in your home. Have the filters cleaned or replaced. Check to see if you have an annual service contract, which will greatly bring down costs on this important maintenance step.

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.

## **ANNUAL GOLF & GALA**

The annual golf & gala has been postponed until June 2024! More information on that date when it's been confirmed.

## **WHAT'S GOOD?**

Instead of a riddle this week, we'd like to ask people to send us what they love best about working for their programs/the agency OR what they've done to improve the environment around them.

Please email your responses directly to [Rosanna.roberson@waynecap.org](mailto:Rosanna.roberson@waynecap.org) to be entered into the drawing! (Sorry in advance – the answer "making a difference" will not be accepted...ONLY BECAUSE we want to encourage people to look at their normal, day-to-day. 😊)

## YOU

We asked your directors for ONE picture of staff for the front page, but they were so excited to show off all you hardworking people, I got all these!



Tammy S. from Head Start



Scott M. from Head Start



Rachel R. from Head Start



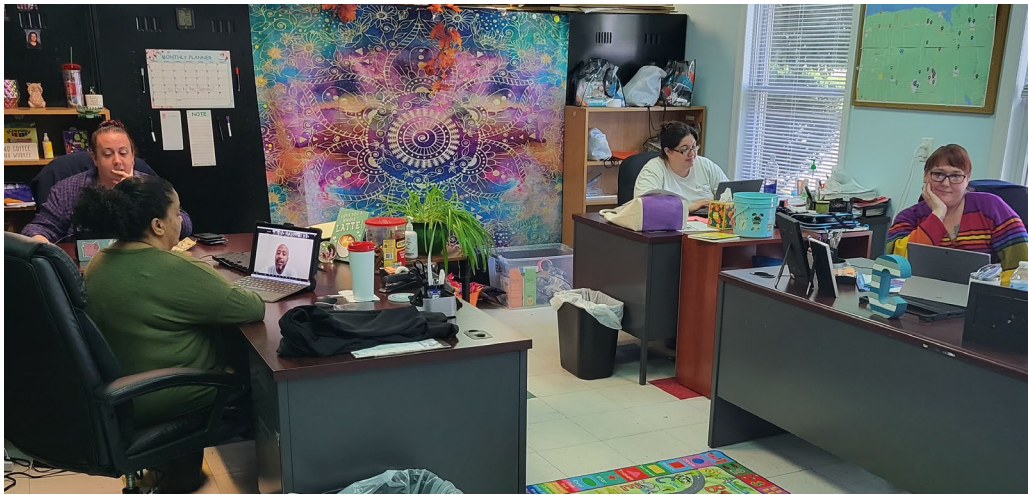
Casey O. from Head Start



Karen M. and Deb C. from Indirect



Debby T. and Lori L. from NCS



Brandi, Marilyn, Emma, and Courtney from Healthy Families on a Statewide Zoom Meeting



Jeff F. from Weatherization



Jordan K. from BIL



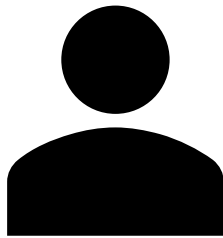
Devin D. and Eric R. from Weatherization



Ryan R., Lou M., Donna R., and Janelle C. from a meeting someone interrupted.

**NEW FACES:**

**SEPTEMBER:**



Jody DeGraff – Success Center



Kayla Kern – Weatherization



Juan Alfaro – Community Schools



Gabriel Cardin - Weatherization



Maggie Lapp – Head Start



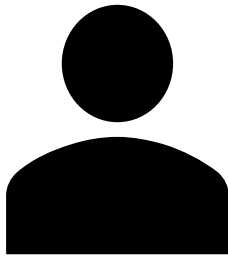
Katelynn Jackson – Head Start



Maria Palmer – Head Start



Alyssa Gruschow – Head Start



Megan Thompson – Head Start



Leslie Vecchiotti – Community Schools



Carol Wright – Foster Grandparents



Carolyn Benjamin – Foster Grandparents

## SEPTEMBER BIRTHDAYS:

David Weaver	5-Oct	Karen Meyer	19-Oct
Marcy Gardner	6-Oct	Robert Weaver	25-Oct
Jose Qunitero	9-Oct	Wanda Felix	26-Oct
Devin DeRuyter	9-Oct	Valgeen VerPlank	27-Oct
Ravone Burnell	11-Oct		

## UPCOMING CAP-AVERSARIES:

Teresa Flye	10/2/2015	8 Years	Amanda Arango	10/14/2021	2 Years
Martha McConnell	10/2/2015	8 Years	Helena Cuykendall	10/14/2022	1 Year
Nina Bishop	10/3/2022	1 Year	Nicole Storrs	10/23/2007	16 Years
Jeremy Hughes	10/3/2022	1 Year	Brian Marshall	10/23/2012	11 Years
James Salerno	10/3/2022	1 Year	<b>William Allen*</b>	<b>10/27/2009</b>	<b>14 Years</b>
Faylinn Tousey	10/4/2022	1 Year	Teresa VanBuskirk	10/29/2004	19 Years
Timothy Watson	10/4/2022	1 Year	<b>Jeffrey Fisher</b>	<b>10/31/2003</b>	<b>20 Years</b>

*\*2023 Employee of the YEAR!*

## SPOTLIGHT EMPLOYEE:



### STEPHANIE COOPER

Program Coordinator  
Head Start

#### ABOUT STEPHANIE:

I have worked for the Head Start program in the agency for 21 years. My favorite hobbies include travelling, having picnics and Foster Care baby kittens. I currently have four! People may be surprised to find out that I did Musical Theatre for 20 years and then became the President of the Humane Society of Wayne County and have held that position for the last 20 years - it's a full-time job by itself! I've been married to my wonderful Husband for 41 ½ years. If I could have any superpower, it would be the ability to be psychic, read minds, and tell future events. (Some people think I have this superpower already.) My favorite song is the 'Happiness Song' from You're a Good Man, Charlie Brown, and I love to read mystery novels – although, I don't get much time to do this activity. Lastly, one thing on my bucket list would be to travel to Arizona again.

## SPOTLIGHT PROGRAM:

### HEAD START

Head Start / Early Head Start is a federally funded program that provides comprehensive services to pregnant women, infants, toddlers, preschool children, and their families. Services are provided in the areas of education, health, nutrition, family services, parent involvement and mental health. The program philosophy recognizes parents as the primary educators of their children. We welcome and encourage parent involvement in all program functions and work as partners with the family. Special efforts are made to provide services for children with special needs.