

THIS JUST INDIRECT

Volume 34 / March Issue



SAVE THE DATE

Our favorite time of year is always summer. Not because of the warm sun and beach times, or even the cookouts and pool days. It's because it's when we get to have our annual

EMPLOYEE APPRECIATION DAY!

We've got the date secured for **June 2nd**. We know it's a while out, but we wanted to make sure everyone had ample time to add this to your calendars. While it is mandatory, we also try to make sure it's fun. And we love to see everyone!

More details to follow...

JANELLE'S JOTS AND THOUGHTS

Welcome to a new edition of the newsletter. Many changes occur this month including day light savings time and the arrival of spring! This means we have more sunshine, longer days and pretty soon, mild weather. While nature is always changing with the seasons, Finger Lakes Community Action is also always changing. New programming, new staffing and new opportunities are always just around the corner. Speaking of new opportunities, don't forget to join one of our workgroups! The more involved you are in the agency, the more ownership you feel.

I am also pleased to let you know that although everyone received a 4% increase effective January 2023, we have also recently received word that COLA has been announced on a federal level and we are able to give everyone ANOTHER 1.6%. As usual, with COLA being announced by OMH and OHS, this amount will not actually be seen in your paycheck until approval by the feds (usually around July, August, or September), but the amount will be retro back until January 2023. Please ask me or Rosanna if you have any questions!

Talk to you soon!

-Janelle



"I'm where yesterday follows today and tomorrows in the middle."

- What Am I?

ANNUAL TRAINING

It's time to have a good time...or a least a knowledgeable time...It's time for our mandated annual trainings! This will be from our Training Portal called Mineral. You should get an email asking you to complete the required videos. We have used this for the past few years, so your username is your email,

and your password should be whatever you created. There will be two this year we need to complete: "NYS Harassment Training" and "OSHA; Slips, Trips, and Falls". Please contact Rosanna if you have any questions about this or need your password reset. These are due to be completed by **March 31st**.

GETTING INVOLVED

During our 2023 Management Retreat we looked at your opinions and identified five issues which needed immediate attention:

- Integration into Counties of Service
- Agency Re-Branding
- Staff On-Boarding & Orientation
- Inter-agency Knowledge of Programs
- Staff Turnover Rate

Some of us broke into a specific Work Groups to lay a foundation for the work that will be done this year by YOU, our staff. Your ideas, enthusiasm, talents, and time are what will empower our agency to make significant, measurable strides in this area over the next few months.

All work groups will have representation by every level of management and front-line staff. This is the chance to get to know people from other programs and arenas in a fun and meaningful way...and to make your voice heard...shoulder to shoulder with your co-workers.

In the near future, your director will give you more information on all of these work group opportunities. Please pick the one that interests you and Let's Roll!!

Speaking of...A picture from our most recent fundraising committee meeting!

L-R, around the table:

Amanda, Kathy, Alyssa, Emma, Nikki, Donna J., Rosanna, Valgeen, Kaitlyn, Heather, Emily, Shannon, Donna R., Aubrie, Janelle, & committee leader: Tim!

Our amazing volunteer Fundraising Specialist, **DEB C.** was behind the camera.



RESTORE

We have been awarded another program to add to our repertoire: The RESTORE program! Congratulations to Pam Precourt and Amy Sanzotta who wrote for the grant and will be leading the program. Here's some information about what it does:

"The RESTORE program, is an assistance program for low-income, elderly homeowners. This program was designed to eliminate unsafe conditions in the home where the homeowner cannot afford the cost of emergency repairs within a reasonable period of time, as determined by the program administrator.

The RESTORE program covers a variety of repairs, including structural, electrical, plumbing, and heating or "Hazardous" conditions. Measures to improve accessibility, such as grab bars and wheelchair ramps, improvements, such as the replacement of appliances, intended to help the elderly remain living independently and safely in their homes."

BICENTENNIAL



We don't know if you know this, but Wayne County is celebrating its 200th birthday this year! There are several events being held from April 11th to August 19th. These are great places to not only participate in the fun personally, but also professionally. Recruit for your programs; get the word out there about all the work your program does and can do for our community! This is our moment to be especially proud of where we come from in all aspects of our lives! (It's also our moment to eat all the cake we want in honor of Wayne County's birthday. 😊)

JEAN DAY

A lot of you are – we hope – familiar with the "Colvin Fund Jean Day"; (*where you pay a \$1 in cash or check to your site supervisor, and they give you a fancy sticker to wear and you get to wear jeans to work on that Friday.*) WELL, we've stopped it for a bit, but we've missed it so much that we're BRINGING IT BACK! – only this time you'll be able to wear your jeans on THURSDAY instead. Contact your supervisor if you have any questions about this. (NEW this year: Payroll deductions are an option to participate in this; just shoot Rosanna an email!)

NEW FACES:

FEBRUARY:



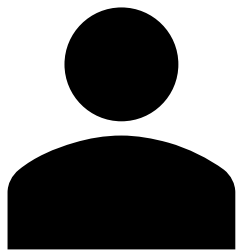
Aubrie Briggs – ACE



Caitlin McCormick – Head Start



Helena Cuykendall – Community Schools



Enjoli Lyon– Community Schools

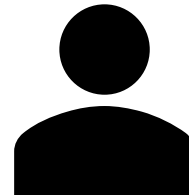
Pamela Klingman – FGP
Lily Ayotte - FGP



Carlie Mayo – Head Start



Maria Osborn – Head Start



Catherine Wilson – Head Start



LeeAnn Payne – Community Schools

SPOTLIGHT EMPLOYEE:



KATHLEEN DAVENPORT

Teacher
Head Start

ABOUT KATHY:

I'll have been with the agency for fifteen years in June. I love "Momming", taking care of my two cats, reading, writing, gardening, crafting, canoeing, singing, playing musical instruments, music, music, music. I'm not sure what people would be surprised to find out about me, but I'd like the power to be able to make anyone smile with a simple finger snap!

I love any musical genre, any song. Seriously – play anything and I'll be happy. I'm binge watching "Making the Cut", but I also like to read anything historical, and anything related to psychology (lots of statistics preferred!) One thing on my 'Bucket List' would be to raise the best human possible!

SPOTLIGHT PROGRAM:

Head Start / Early 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.