

# THIS JUST *INDIRECT*

Volume 57 / December Issue



## CHANGES IN HR

Rosanna has made the very difficult decision to take a big step back from her role here in the agency to spend more time with family. Lauren Lapp, from the Housing program area will be joining the HR team starting in January as the Assistant HR Director.

Please congratulate Nelly as she moves into the director role and Janet as she moves into the Administrator role!

We have no doubt these ladies will do a phenomenal job in carrying on the mission we started not only HR, but in the agency overall.

Please show them some grace as they transition into these new roles.

## JANELLE'S JOTS AND THOUGHTS

This is in here for a second month, because it deserves the recognition. She won NY State Community Action Agency's Community Impact Award!

This is testament to her transformative leadership and unwavering commitment to community empowerment. This state-wide award recognizes an existing employee of the Community Action Network who, "through excellent leadership, has positively and significantly impacted a specific community or the Network at large and works to promote greater economic opportunity for children and families," NYSCAA and Finger Lakes Community Action celebrate Janelle's visionary efforts in reshaping this agency and driving meaningful change. Under her guidance, Finger Lakes Community Action has become a beacon of hope and progress, helping families thrive and communities flourish.

*-Congratulations, Janelle!*



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*Hoping everyone has a wonderful holiday season and a happy New Year!*

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## OPEN ENROLLMENT

TODAY and THURSDAY is OPEN ENROLLMENT! This will be held at our main office – 51 Broad Street in Lyons, and ATTENDANCE IS MANDATORY FOR ALL FLCA FULL-TIME EMPLOYEES. Additional information is also online on the employee section of the website. Please contact Nelly to schedule your appointment! There are a LOT of people who

haven't signed up for anything yet, and to make wait times and the process as streamlined as possible, we need to plan.

## COLA

We are pleased to announce that, effective your 1/9/25 check date all employees will receive a Cost-of-Living Adjustment (COLA) increase of 2%. *(minimum wage employees will go up to \$16/hr.)* This adjustment is part of our ongoing commitment to support our workforce and ensure that compensation keeps pace with rising living expenses.

We value the dedication and contributions each of you brings to our organization, and we hope this increase helps provide additional financial stability. Thank you for your continued hard work and commitment to our shared success.

## DATES TO REMEMBER

- o December 3+4 – OPEN ENROLLMENT – Mandatory for FT Staff
- o Holiday Box pick up is 12/10/2025 between 11am—5pm @ 7188 Ridge Road, Sodus.
- o December 24<sup>th</sup> + 25<sup>th</sup> – Agency CLOSED for Christmas Eve and Christmas Day!
- o December 26<sup>th</sup> – EXTRA holiday given by Agency Leadership!!

## NEW FACES – NOV:



Kanoah Markham - Weatherization



Ed Rose Jr. – Community Schools



Paige Wright – Head Start

## DEC & JAN BIRTHDAYS:

Jennifer Johnson	01/02	Lisa Ryan	01/14
Nicole Storrs	01/11	Makaila Wirth	01/16
Nicole Zimmerman	01/12	Lori Lancaster	01/17
Eric Rosales	01/13	Rebecca Gates	01/19
Kathleen Davenport	01/14	Susan Kuck	01/19
Christian Burgos	01/14	Michelle Graves	01/20
Lisa Ryan	01/14	Ryan Robbins	01/21
Heather Engle	12/03	Jennifer Plucinik	12/21
Colin Bucenec	12/08	Katelynn Frey	12/24
Stephanie Demmon-Maddox	12/10	Mackenzie Clarke	12/25
Louis Martino	12/11	Nolan Benedict	12/25
Marquese Burton	12/11	Olivia Deboerdere	12/28
Mary Webber	12/12	Odin Patanzo	12/29
Kemberly Terhune	12/15	Sarah McRobbie	12/30
Kilah Atkins	12/17		

## DEC & JAN CAP-AVERSARIES:

Jordan Klein	12/1/21	Madason Mason	12/12/23
Katelynn Frey	12/2/20	Meagan Christian	12/13/22
Samuel Robinson	12/3/20	Timmy McDonald	12/14/12
Marques Wigent	12/4/20	Nicholas Burgess	12/14/23
Marquez Wigent	12/4/20	Susan Lynch	12/28/15
Susan Williams	12/5/13		
Andrew Englert	1/1/23	Andrew Crowther	1/9/25
Tycal Johnson	1/1/24	Michael Moran	1/10/24
Kemberly Terhune	1/2/24	Alexander Church	1/11/24
Shawnte Hollis	1/3/06	Kaitlyn Long	1/11/22
Ronald Gill	1/6/20	Collin Degraff	1/19/23
Rachel Rivera	1/6/21	Valgeen Verplank	1/26/22
Jennifer Butterbaugh	1/9/20	Rhea Hayes	1/29/25
Charlene Gill	1/7/25	Rosanna Roberson	1/30/18

## SPOTLIGHT EMPLOYEE:



### SARAH ROELANDS

Education Specialist  
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### ABOUT SARAH:

I have been with the agency for a little over 2 ½ years. I love to travel. I've been to the west coast, the Caribbean, Europe and down the east coast. My husband and I love to go to away Buffalo Bills games, this year we went to Miami (unfortunately the Bills did lose...). When we are home, I love spending time outside gardening, when it's not snowing, and taking my 2 dogs for walks around the neighborhood. When I was getting my bachelor's

degree, I studied abroad in the Netherlands for a semester! If I could have a superpower I would love to have telepathy, mainly so I could know what my dogs are thinking. My favorite song is hard to pick just one but if I had to, Northern Attitude by Noah Kahan. I am currently watching the last season of Stranger Things and reading the Housemaid series by Frieda McFadden. I would love to take a cross-country road trip, stopping at some of the big National Parks, like the Grand Canyon and Joshua Tree.

### **SPOTLIGHT PROGRAM:**

#### **INDIRECT**

Finger Lakes Community Action, a division 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.

Mission Statement: Coordinating resources to empower and inspire people in need to reach their full potential.

Vision Statement: Wayne CAP is a highly effective, passionate and innovative resource, prominent in the region for the engagement of its Board of Directors, the expertise of its staff and dedication of its volunteer base; who collaborate