

THIS JUST *INDIRECT*

Volume 54 / August Issue



NEW BENEFIT ALERT!!

As we go into the colder months, there's going to be less and less to do to keep our kids entertained. (We know we're not trying to make 70 "reading forts" a week and have blankets hanging all over the house...)

ANYWAY, we're so excited to be able to offer employees and their families some more time together with FREE PASSES to the **ROCHESTER MUSEUM AND SCIENCE CENTER!**

These passes are located in the HR office and will be signed out a week at a time, so as many people as possible can take advantage. Reach out to one of us to get your name on the list!

JANELLE'S JOTS AND THOUGHTS

What a glorious summer we have had! It is so hard to believe that August is upon us and soon pumpkin spice will be everywhere. Although it is sad to see the summer start to wind down, on the upside: our Head Start staff will be returning shortly! Welcome back to all of you who have had the summer off. I hope you are relaxed and refreshed and ready for another great year in the classroom with kids and helping our families.

I know the political landscape continues to be confusing, but rest assured Finger Lakes Community Action stands ready for whatever climate we face. We are heading into our 60th year in 2026 stronger than ever and poised to provide even more needed services in our community.

As a final note: please remember that if you or someone you know is in need of food, please reach out to Shannon at 315-573-2336 or 315-333-4155 x3319. This service is FREE, CONFIDENTIAL and AVAILABLE! We want to support our employees along with the community so please reach out to Shannon with your needs.

Again, welcome back to our HS folks and let's look forward to an autumn filled with kindness and growth.

-Janelle



Remember how much fun Employee Appreciation Day was? Heres some members of Head Start and PC showing that HEAD START STRONG PRIDE!

There has been some confusion with the discount program we've partnered with – RARES. Do not worry – we have not lost them! They've changed their name to My Better Benefits and are still offering the same, great deals. Our agency's information is here:

RESOURCES ARE AVAILIABLE

If you or someone you know is facing a tough time, please remember that support is available—and there's absolutely no shame in seeking help. We offer resources like food boxes and other assistance to ensure everyone feels cared for and supported. Life can be unpredictable, and we're committed to standing by our team through every season. If you need a hand, we're here for you—confidentially, respectfully, and without judgment. Contact the pantry in Sodus at x3119 or just stop by!

A photograph of a brick walkway leading to a white double door. The walkway is composed of red bricks with several rectangular stones embedded in it, each bearing an inscription. The walkway is flanked by green plants and flowers. The background shows a white building with a double door.

Please consider Buying a Brick for our Legacy Lane Phase II walkway...to be placed in front of the porch at 51 Broad Street. A chance to (literally) have your name cemented in history!

For hassle-free payment(s), Payroll deductions are available to employees, and you can also order and pay online at:

<https://www.fingerlakescommunityaction.org/legacylane>
Pass this along to anyone who you think might be
interested in having their own piece of the story in
Lyons, because **THERE'S A CONTEST STARTING!**

The employee who sells the most bricks gets to have one for free! Just write your name on the top of the order forms you pass out so we know who sold the bricks and we will keep track. Winner will be announced in the October newsletter! Good Luck!

Now more than ever, your input matters to us as we begin to define what the “new normal” looks like for our organization. We’d like to hear about your experience working at Finger Lakes Community Action, so we are conducting an employee engagement survey that will enable us to make people-informed decisions. (This very newsletter came from a staff survey like this... 🙏)

On **August 15th**, you will receive an email that includes an access link. Please take a few minutes to complete the survey and provide us with your feedback.

Energage, an independent research company, is conducting the survey. To protect your confidentiality, they will not disclose your responses to us. Department, team, or group scores are revealed only when there is a minimum of 5 survey responses. Managers at Finger Lakes Community Action may see the comments you offer on the survey's final page, so please do not write anything that could reveal your identity if you do not feel comfortable doing so.

A few things to note...

- If you do not receive the survey email on the 15th, please check your spam or junk email for a message from "Energage Survey." To open the survey invitation, you may have to confirm the email is not spam.
- If you delete the survey email accidentally, you will receive a reminder message within a few days that includes another access link.
- Please do not forward the survey email to a colleague. Each email has a unique code to prevent multiple responses from a single person.

Thanks for taking the time to complete the survey. We (really do!) look forward to your feedback!

STAY INTERVIEWS

Ever wonder what keeps you coming back to work with a smile—or at least a tolerable level of caffeine? Our HR department is on a mission to find out, one Stay Interview at a time. Nelly will be blocking off a day in her schedule to sit with anyone who wants to share insights on what's working, what's not, and what might make your experience even better. (And she will keep it anonymous and just list your department when relaying the feedback to supervisors!) Your voice helps shape a workplace that's not just productive, but actually enjoyable. So don't hold back - we're all ears!

WE REALLY RECOMMEND MIXING PROFESSIONAL WITH PERSONAL *(at least in this capacity...)*

Know someone who'd be a perfect fit here? Send them our way—and get rewarded for it! Program Areas like Housing Efficiency and Early Childhood Education will be offering referral incentives to employees who help us bring top talent on board. It's a win for all: you strengthen the team, they find a great opportunity, and you earn a little extra *tangible* appreciation. Let's grow together—one great hire at a time. (***Referral awards will only be given to employees who bring candidates on to their own programs, since directors can't make decisions for other director's budgets.*)

DATES TO REMEMBER

- August 11th & 12th
 - C2C Summit – 8a-3p - <https://www.thruwaycoalition.org/cradle-to-career-summit>
- August 23rd
 - Active People, Healthy Wayne's Bike Rodeo! 9am – 11:30am
- Fresh Air Fridays:
 - August 1st- Sodus Point Beach Park, 7598 First Street - Team Players/ Water Safety
 - August 8th - Wayne County Fair Grounds, W Jackson Street, Palmyra - Scavenger Hunt
 - August 15th - LCC Trail of Hope, 9 Manhattan Street, Lyons - Move Through Your Senses

- August 22nd- Marshall Park, 5214 5th Road, North Rose - How We Grow
- August 29th - Perkins Park (Pavilion 3), 199 Lillie Street - Fall into Fitness

NEW FACES:

JUNE & JULY:



Ted Thayer – Success Center



James Hiltunen – Community Schools

JUNE, JULY, & AUG BIRTHDAYS:

Alani Herd	6/1	Kayln Norton	6/20
Janet Klein	6/1	Andrew Crowther	6/21
Jazmine Johnson	6/2	Jennifer Butterbaugh	6/22
Debra Ciminieri	6/3	Caitlin Shaffer	6/24
Tyrese Jenkins	6/9	Debra Trickey	6/26
Emmalea Burnell	6/11	Shannon Supa	6/26
Steven Hughes	6/12	Tayler Watson	6/27
Molly St Cyr	6/13	Marquez Wigent	6/27
Shawnte Hollis	6/13	Marques Wigent	6/27
Bridget Bennett	6/16	Dashia Brown	6/30
Alexander Church	6/20		
Stephanie Cooper	7/3	Jordan Klein	7/16
Justine Quackenbush	7/5	June Muto	7/16
Josephine Doucet	7/7	Spencer Lippert	7/16
Michele Zimmer	7/7	Janelle Cooper	7/17
Jocelyn Eller	7/8	Kimberly Bulman	7/22
Lori Randolph	7/9	Misty Kopetchny	7/25
Faith Sharkey	7/11	Andrea Baley	7/25
Rhea Hayes	7/14	Mason Vandemortel	7/26
Kayla Kern	7/15	Joseph Church	7/27
Michael Moran	8/1	Nicholas Schrader	8/20
Stacy LaFever	8/4	Eric Rodas	8/25

Wanda Strawser	8/6	Chana Bearce	8/25
Scott Molisani	8/8	Sarah Roelands	8/26
Christal Moody	8/8	Rayquan Baldwin	8/26
Emily Hoven	8/18	Amanda Lesterhuis	8/28
Patricia Lomire	8/18	Jeffrey Fisher	8/30
Ykeem Overstreet	8/18		

JUNE, JULY, & AUG CAP-AVERSARIES:

Terrance Barber	06/04/2021		Sarah Roelands	06/13/2023	
Kathleen Davenport	06/04/2008	17 years!!	Zachary Zweig	06/14/2023	
Emily Lorenzen	06/05/2023		Cortney Simmons	06/26/2009	16 years!!
Marquese Burton	06/07/2023		Steven Hughes	06/27/2023	
Jessica Kline	06/07/2023		Jaiuan Ortiz	06/27/2023	
Janet Klein	07/02/2020		Ravone Burnell	07/23/2008	17 years!!
Mikayla Bush	07/02/2024		Jessie Gile	07/24/2017	
Erin Rowley	07/05/2023		Shannon Supa	07/27/2021	
Nicole Zimmerman	07/06/2023		Alani Herd	07/29/2002	23 years!!!
Lynn Lucca	07/10/2024		Christal Moody	07/26/2022	
Tyre Cromartie	07/10/2023		Eric Rodas	07/29/2021	
Brian Wagner	07/11/2006	19 years!!	Linda Gordillo	07/30/2024	
Christine Shove	07/17/2023				
Lisa Ford	08/01/2023		Alexis Joslyn	08/23/2021	
Clive Guy	08/07/2023		Louis Martino	08/25/2014	11 years!
Karen Meyer	08/09/2017		Nicholas Schrader	08/26/2019	
Chana Bearce	08/15/2023		Stephanie Deboerdere	08/29/2016	
Larissa Johnson	08/19/2021		Tammy Thiel	08/30/2021	
Makaila Wirth	08/21/2023		Amanda Lesterhuis	08/30/2021	

PHONE EXTENSIONS for 315-333-4155

MAIN OFFICE

51 Broad Street, Lyons / **Fax – 315-871-4017**

3100 – **Front Desk** – Deb Cimineri – Community Interface Specialist - Email: debra.cimineri@waynecap.org

3109 – Janelle Cooper - **Chief Executive Officer**

3107 – Donna Robbins - **Chief Operating Officer**

3102 – Lou Martino - **Chief Financial Officer**

3104 – Sarah Roelands – *Financial Assistant*

3105 – Susan Lynch - *Accounts Payable Finance Coordinator*

3106 – Rosanna Roberson – **Human Resource Administrator**

3117 – Nelly Stone – Assistant Human Resource Director

3313 – Janet Klein – **Human Resource Director** – Steady Work time sheets

3116 – Ryan Robbins – **Housing Administrator**

3101 – Lauren Lapp – Office Manager

3103 – Cameron Bowser - Program Coordinator/Auditor

3118 – Zach Zweig - Program Coordinator/Auditor

3121 – Tori Cooper – Administrative Assistant - **forward any calls regarding Housing Rehabilitation, Weatherization, BIL, Safe Homes, Impact or Restore**

3122 – Kayla Kern – Program Coordinator/Auditor

3123 –

3112 – Nicholas Schrader- **Assistant Administrator**

3111 – Bill Allen - *Energy Auditor*

3108 – Ronald Gill – **Director of Quality Assurance & Training**

3206 – Pamela Precourt- **Director of Active People, Healthy Wayne**

3207 – Melissa Kersten – *Program Coordinator, APHW*

3208 – Karen Meyer- **Director of Information Technology**

Email preferred – karen.meyer@waynecap.org or IT ticket

3209 – Caitlin Shaffer – Program Coordinator

3210 – Michelle Graves – *Occupational Therapist*

3211 –

3212 - Wanda Felix- **Safe Homes/Impact Director**

3120 – Jessica Kline – Program Coordinator- forward Safe Home calls

3110 – Lori Lancaster- **Community Support Administrator** - OPEN EXTENSIONS # - 3302; 3304; 3306; 3307; 3311; 3312; 3318; 3320

3301 - Emmalea Burnell- **ACE Director**

3303 - Lara Duckett-Scoville – Family Educator/Parent Support Worker – all parenting classes

3305 - Emily Hoven- *Peer Support Specialist*

3308 – Jessie Gile- *ACE Behavioral Health Manager*

3310 – Brian Wagner- *Support Specialist*

3316 – Kem Terhune - **Foster Grandparent Program Director**

3317 – Debra Trickey - **Retired & Senior Volunteer Program Director**

3315 – Transportation Calls

3319 – Donna Johnson – **Grant Support Administrator** email: donna.johnson@waynecap.org

Head Start-Main Office Huron

11359 Ridge Road, Wolcott / **Fax: 315-594-2565**

Stacey DeGroff- **Early Childhood Administrator- call: 315-573-1236**

3202 - Stephanie DeBoerdere – **Assistant Director- Families calling for Daycare/Questions – call: 315-573-1236**
(Huron HS calls)

3203 – Stephanie Cooper- *Head Start Administrative Coordinator* – **(Calls for parents looking to enroll)**

3309 – April Wilhelm – Family Services Coordinator - **Head Start – Enrollment** - april.wilhelm@waynecap.org

(If a parent calls & they can't get a hold of April- send them to Stephanie Cooper ex.3203)

Courtney Simmons- cell: 315-573-8342 email: courtney.simmons@waynecap.org

Sodus Head Start

Stacey DeGroff – Admin. for Healthy Families (at Huron HS) call: 315-573-1236

315-907-2991 – Allison Burrows - **Healthy Families Program Manager/Director**

315-907-2905 – Emma DePew - *Healthy Families Program Supervisor* – **(Referrals/Enrollment Contact)**

Success Center Campus

7188 Ridge Road, Sodus

Director and Housing Service Intake - 315-333-4155 ex. 3314

Emergencies (Shelter, food, etc.) – 315-573-2336

Transitional House Cell (ALL SHIFTS) – 315-263-5698

Pantry: Daily Business – 315-333-4155 ex. 3319

Updated –7/23/2025

Occupational Safety and Health Administration

Heat

Occupational Heat Exposure Menu

Workers' Rights

Heat-Related Illnesses and First Aid

Several heat-related illnesses can affect workers. Some of the symptoms are non-specific. This means that when a worker is performing physical labor in a warm environment, any unusual symptom can be a sign of overheating.

Heat-Related Illness	Symptoms and Signs
Heat stroke	<ul style="list-style-type: none">• Confusion• Slurred speech• Unconsciousness• Seizures• Heavy sweating or hot, dry skin• Very high body temperature• Rapid heart rate
Heat exhaustion	<ul style="list-style-type: none">• Fatigue• Irritability• Thirst• Nausea or vomiting• Dizziness or lightheadedness• Heavy sweating• Elevated body temperature or fast heart rate
Heat cramps	<ul style="list-style-type: none">• Muscle spasms or pain• Usually in legs, arms, or trunk



Heat syncope	<ul style="list-style-type: none"> • Fainting • Dizziness
Heat rash	<ul style="list-style-type: none"> • Clusters of red bumps on skin • Often appears on neck, upper chest, and skin folds
Rhabdomyolysis (muscle breakdown)	<ul style="list-style-type: none"> • Muscle pain • Dark urine or reduced urine output • Weakness

Employers and workers should become familiar with the heat symptoms. When any of these symptoms is present, promptly provide first aid. Do not try to diagnose which illness is occurring. Diagnosis is often difficult because symptoms of multiple heat-related illnesses can occur together. Time is of the essence. These conditions can worsen quickly and result in fatalities.

When in doubt, cool the worker and call 911.

See below for further first aid recommendations.

First Aid



OSHA's Medical Services and First Aid standard and the Medical Service and First Aid in Construction require the ready availability of first aid personnel and equipment. First aid for heat-related illness involves the following principles:

- Take the affected worker to a cooler area (e.g., shade or air conditioning).
- Cool the worker immediately. Use active cooling techniques such as:
 - Immerse the worker in cold water or an ice bath. Create the ice bath by placing all of the available ice into a large container with water, standard practice in sports. **This is the best method to cool workers rapidly in an emergency.**
 - Remove outer layers of clothing, especially heavy protective clothing.
 - Place ice or cold wet towels on the head, neck, trunk, armpits, and groin.
 - Use fans to circulate air around the worker.
- Never leave a worker with heat-related illness alone. The illness can rapidly become worse. Stay with the worker.
- When in doubt, call 911!

Confusion, slurred speech, or unconsciousness are signs of heat stroke. **When these types of symptoms are present, call 911 immediately and cool the worker with ice or cold water until help arrives.**

Workers who are new to working in warm environments are at increased risk of heat-related illness. See the Protecting New Workers section of this website for more details. Especially **during a worker's first few days, absolutely all symptoms should be taken seriously. Workers who develop symptoms should be allowed to stop working. They should receive evaluation for possible heat-related illness.**

Submit Feedback

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U.S. DEPARTMENT OF LABOR

Occupational Safety and Health Administration
200 Constitution Ave NW
Washington, DC 20210

FINGER LAKES COMMUNITY ACTION

WE ARE HIRING!

JOIN OUR TEAM & GROW YOUR CAREER

Competitive Wages • Bonus Options • 15 Paid Holidays • Paid Volunteer Time Off • Annual Longevity Bonus • Unemployment Pay in Summers • Paid Family Leave • Employer Medical Contribution • Dental/Vision • Paid Life Insurance • Paid Long Term Disability • 2+ Weeks Leave • Ample Sick Time • Tuition Reimbursement • 4-day Work Weeks AND MORE!

Teachers

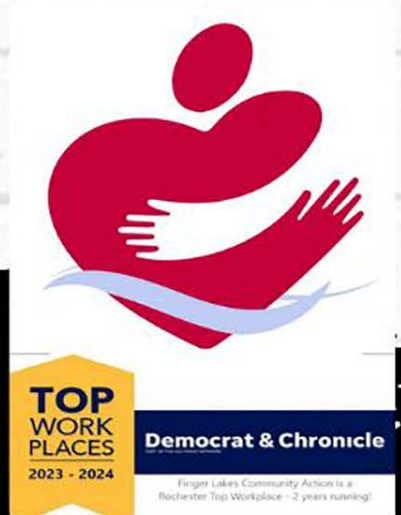
Aides

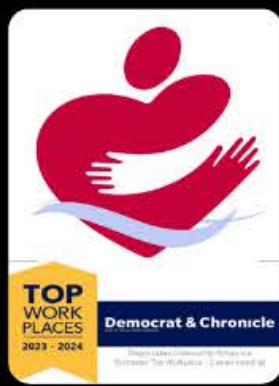
Crew Members

Family Service Support



janelle.stone@waynecap.org





WE ARE HIRING!

Join our team and grow your career with us!

Open Positions :

- ☒ Teacher
- ☒ Aide
- ☒ Crew Member
- ☒ Family Service Support

Apply Now

Send your application to :

 janelle.stone@waynecap.org



LEGACY LANE & LANDSCAPE

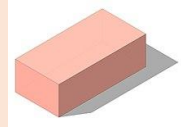
Finger Lakes Community Action has COMPLETED renovations at 51 BROAD STREET, LYONS

We are inviting YOU to help create the walkway leading up to our Front Porch.

LEGACY LANE is bridging Lyons' rich historical past with its' new and exciting future.

How can YOU be a part of LEGACY LANE???

BUY A BRICK



Each brick will be 4" X 8"; Up to Three Lines of Text; Cost per Brick is \$100

LINE 1: CHOOSE ONE PHRASE

___ In Memory Of ___ In Support Of ___ In Honor Of ___ Sponsored By

LINE 2: UP TO 15 CHARACTERS, INCLUDING SPACES

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LINE 3: UP TO 15 CHARACTERS, INCLUDING SPACES

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YOU MUST COMPLETE ONE FORM PER BRICK

TOTAL DUE: \$100.00

NAME:

ADDRESS:

TELEPHONE:

EMAIL:

PAYMENT WITH CHECK ONLY, PAYABLE TO:

Finger Lakes Community Action

- Please put **LL BRICK** in Check Memo line.

PAID WITH CHECK # _____

**RETURN COMPLETED ORDER
FORMS & CHECKS TO:**

**Finger Lakes Community Action
Attn: Donna Johnson
51 Broad Street
Lyons, NY 14489**