

THIS JUST *INDIRECT*

Volume 50 / Mar Issue



CATCH-A-COWORKER

There's only a couple more months to make your nominations for FLCA's 2025 EMPLOYEE OF THE YEAR!

Please submit your nomination to Rosanna or Nelly, simply by typing up an email of who your nomination is and why they deserve to be the winner!

The Board of Directors makes the final decision on this during their May board meeting so we can be ready to announce by **JUNE 6th** – *(please reserve this day in your calendar for our annual, mandatory fun!)*

There are SEVEN candidates for this prestigious award so far...is it anyone from YOUR program? You'll find out next month when voting opens!

JANELLE'S JOTS AND THOUGHTS

Many of you have been asking lately just what is happening in Washington and how does it affect us? A federal funding freeze announced earlier this year has created a tremendous amount of uncertainty for many organizations, including Finger Lakes Community Action.

The freeze has unfortunately led to some temporary disruptions as we work to navigate these new waters. Quite frankly, in some cases we are still trying to ascertain exactly what the freeze will mean for programming. That being said, Finger Lakes Community Action prides ourselves on diversity and creativity and while some programming may shift or look different in the future, I am confident we will continue to provide thoughtful services to our communities as we are able.

Things are changing very rapidly in the federal government at present, and while I wish I had a crystal ball to reassure you that our services will not be affected, I simply cannot tell you that for sure. I can tell you, however, that we have faced MANY obstacles over our almost 60 years in operation and we will face this one with maturity, grace and professionalism. In the meantime, should you have any questions or concerns, please don't hesitate to ask.

Here's to an early spring and many brighter days ahead!
-Janelle



Our agency leadership team attended the annual directors and managers summit in Geneva to learn how to better guide our programs.

NYS MANDATED HARASSMENT TRAINING

For us, March Madness means “You must be *mad* if you haven’t completed your Harassment Training!” Just kidding...but we do all have to complete it...

An email will be sent to you from Mineral prompting you to complete this training. You do NOT need to worry about sending HR your certificates, because it will automatically send to us for your files. This is a NY state mandated training and must be completed by Monday, March 31st.

FIGHTING HUNGER

The whole agency came together for a food drive for one of our Success Center program. Here is a picture of a crew dropping off some donations! Thank you to all who participated in fighting hunger in our community! We are so proud to be able to work alongside caring people like our employees!



FREE TRAININGS

Did you know that as an employee of Finger Lakes Community Action, you have hundreds of FREE trainings, accessible to you whenever you'd like? WELL, YOU DO! Agency-paid learning management systems like Mineral and NYSCAA offer trainings on leadership, conflict resolution, and many others. Check them out today and see how you can further your education and skills at no cost to you!

Speaking of benefits the agency pays for that you should take advantage of...Did you know that Total Care EAP services are not just for mental health counseling? They offer a wide range of services from chronic pain management, time management training, and financial counseling! More information can be found on the Employee Section of the website under Benefit -> Extras.

NEW FACES:

FEBRUARY:



Stacy LaFever – Head Start



Brittany Cuturia – Head Start



yKeem Overstreet – Community Schools



Faith Sharkey – Head Start

MAR BIRTHDAYS:

Nicholas Burgess	3/4	Emma Depew	3/17
Lisa Ford	3/5	Colby Balcom	3/18
Susan Williams	3/6	Donna Johnson	3/19
Julie Steffler	3/7	Karen Concepcion	3/24
Charles Wolcott	3/12	Collin Degraff	3/25
Pamela Precourt	3/13	Brian Wagner	3/26
Alexis Countryman	3/16	Lauren Lapp	3/28
Tyre Cromartie	3/17	Brittany Cuturia	3/28
Margarita Kotok	3/17	Meagan Christian	3/29

MAR CAP-AVERSARIES:

Cheryl Hutchings	03/01/2019	Janelle Desens	03/15/2023
Caitlin Shaffer	03/02/2023	Alaura Morahan	03/16/2021
Karissa Lake	03/05/2024	Gregory Peck	03/18/2019
Dashawn Smith	03/07/2024	Charles Wolcott	03/19/2012 13 years!
Mackenzie Clarke	03/07/2023	Julie Fuller	03/24/2022
Tammy Fisher	03/08/2018	Kimberly Howell	03/24/2022
Heather Engle	3/10/2006 - 19 years!!	Christine Michel	03/25/2015 10 years!
Rebecca Gates	03/12/2024	Misty Kopetchny	03/31/2022

SPOTLIGHT EMPLOYEE:



JORDAN ST. ANDRE

Community Coordinator
Community Schools

ABOUT JORDAN:

I have been with the agency for almost a year now. I enjoy singing and theater, I keep fish and reptiles, and I love puzzles. One thing most people don't know about me is that I am actually in a movie called the Puppetman, but my car actually got more screentime than I did...

If I could have any superpower, it would be super strength. It would make my home renovations so much easier! My favorite song right now is Weatherman by Eddie Benjamin. For TV, I actually just finished binge watching Dr. Stone, but I frequently rewatch Breaking Bad. One thing on my bucket list would be to see an Emperor Penguin in the wild.

SPOTLIGHT PROGRAM:

Community Schools Program

Issues of poverty, trauma, and transience create hardships that students and their families find extremely difficult to overcome. Students cannot learn and grow if their most basic needs – food, shelter, and personal safety – are not being met. A school cannot even begin to teach skills and academics until our students and families are taken care of. It is unrealistic to expect a school – any school – to provide for every need facing our communities.

Community Schools start with the idea that a school cannot be all things to all people. Services to assist families in overcoming their challenges are available throughout our communities. Literacy, mentoring, tutoring, food pantries, mental health services, physical health services, legal services, and financial guidance (to name a few) are offered by many agencies and organizations. A school cannot, and should not, recreate and duplicate these services. Doing so is beyond their abilities, skill sets, and finite resources.

A community school partners with service providers, welcoming them and weaving them into the fabric of the students', families', and community's daily lives.



FUNCTIONS

1. Conduct Safety/Housekeeping inspections of applicable buildings and identifies corrective measures that could eliminate hazards
2. Review and update safety rules, data and safe operating procedures
3. Review accidents and incidents reported and suggest preventative measures
4. Promote safety awareness among all employees through safe attitudes and interactions
5. Maintenance of building safety tools such as fire extinguishers, evacuation maps, and fire drill binders

"Safety is not just a policy, it's a commitment — when we prioritize safety in the workplace, we protect not only lives, but also the future of our team."

ORGANIZATION MEMBERS

Director-Ryan Robbins

Chairperson-Stephanie Cooper

Co-Chair-Wanda Felix

Team Members-Caitlin Shaffer, Lauren Lapp, Jessica Kline, Karen Meyer, Tori Cooper, Christine Shove



WHO WE ARE

We are the Finger Lakes Community Action Safety Committee. We are an advisory committee that provides information and recommendations to fulfill its mission of protecting the health and safety of its employees

UPDATES FROM 2024 TO PRESENT DAY

Updated documentation:

Incident Report
Health and Safety Manual
NYS Hero Act (Safety Committee Policy)
Building Inspection Form
Fire Drill Form
Safety Committee Responsibility Form

OTHER UPDATES FROM 2024 TO PRESENT DAY

Building Inspections and Repair Coordination
Fire Extinguisher Maintenance and Replacements
Evacuation Map Updates
Fire Drill Binder Updates/Fire Drill Coordination

THE YEAR AHEAD

As we step into the new year, our workplace safety committee is more committed than ever to fostering a culture of safety and well-being.

In 2025, we will continue to strengthen our safety protocols, provide comprehensive training, and encourage open communication across all levels. Our goal is to ensure that every employee feels supported in maintaining a safe environment, where risks are minimized, and health is prioritized. Together, we will work proactively to identify hazards, implement solutions, and ensure that safety remains a shared responsibility. Let's make this year our safest yet!