

# INSIDE OUT

To Provide Services, with Dignity and Respect, That Help People Become Self-Sufficient.

# WINTER IS COMING

## BE SAFE



### Winter Driving Safety

Winter can bring with it rain, sleet, and snow. It takes extra effort to drive safely in these conditions. Before you hit the road, prepare yourself and your vehicle for winter driving. For example:

- Allow ample travel time to avoid going faster than conditions will allow
- Maintain a safe following distance as braking may be difficult
- Learn how to steer your vehicle out of a skid
- Keep an emergency roadside kit inside your vehicle in case of a break down

Remember these tips and get to your destination safely!

### Executive Director's Update:

- 2011 has certainly been a challenging year here at Community Action! The political and funding environment is the most difficult that I can remember in my 24 years with the agency. As a result, we have been put in the difficult position of reducing services, reducing staff, and reducing costs. We have cancelled our staff picnic and winter in-service, we have restructured our management structure, we reduced transportation services in Head Start, and reduced other staff positions. Thank you to all staff who responded to our survey in the Spring by providing your ideas for cutting costs. The directors team has reviewed all of the suggestions and many have already been implemented. We will continue to refer back to the list of ideas as we move forward. I have faith that the economy will eventually improve and that the funding environment will also improve. We are a solid organization and are well positioned to “weather the storm”. Certainly, the need for our services is not going away anytime soon!

- We are keeping a close eye on the budget process in Washington as it relates to funding for our programs. As of today, Congress has not passed a budget for the Federal fiscal year that started on Oct. 1<sup>st</sup>. That means that the funding levels for Head Start, Weatherization, and CSBG have not been set. For Head Start and Weatherization, our agency's funding cycle is delayed (Feb 1<sup>st</sup> for Head Start, Apr 1<sup>st</sup> for Weatherization) from the timing of the Federal budget, therefore, delays in passage of a budget do not create immediate concerns. For CSBG, however, our funding cycle is the same as the Federal budget. Therefore, as of today, we are over two months into a budget year and we don't know our funding level. In a "normal" year, we wouldn't get too excited or concerned. This year is not "normal"! I am working closely with the board to make decisions on how to handle the uncertainty created by this lack of action by Congress. I'm aware that some other Community Action agencies have already reduced programs as a result of this uncertainty and proposed funding cuts. So far, we are in a position of not needing to do that and the board has been supportive of taking some risk to continue our CSBG funded programs/services.
- The Salvation Army bell ringing campaign is upon us. In Orleans County, the funds raised play a huge role in us being able to meet client needs. I ask that staff consider helping out by signing up for a time slot of bell ringing at Wal-Mart in Albion. Unfortunately, bell ringers must stand outside to ring the bell (WalMart policy), therefore it's more difficult to get volunteers. If you are able to ring, plan for the weather conditions! As an agency, we will again this year allow staff up to 4 hours of paid time to ring bells during work time as long as it's approved by your supervisor and director and can be scheduled within your normal scheduled hours with minimal disruption to agency operations/services. Please contact Annette Finch for further information. **Thank you** to all who have already volunteered!
- Reminder: Vacation balance carry-over from one calendar year to the next is limited to 25 days. Unused time in excess of the limit will be lost. Please be sure to use your time!
- Thank you to everyone involved in the Head Start refunding application, especially Bonnie, Tina, Nate and Carol for their hard work in again submitting a great application. We regularly receive high marks from the regional office on the quality of our applications.
- Congratulations to the CCR&R program staff on completing 100% of their milestones (again!) for their contract year that ended 9/30/11.
- Congratulations to the Weatherization program staff on successful completion of the "third round" of RESTORE funding. This funding provided emergency home repairs to 17 low income senior citizens in Orleans/Genesee counties. All of this while staying ahead of the service outcomes of both the ARRA and regular Weatherization contracts! Great Job! We are currently waiting for the State to make funding awards for the next program year.
- Congratulations to the Main Street Store on being selected for funding from the Women's Foundation of Genesee Valley. This funding (\$7,500) will support the economic self-sufficiency programs at the Store.
- CATS has received 2 new replacement buses, ridership numbers are up, and the financials are solid so far this year. Thanks go out to Heidi and her staff for continuing to do a great job of meeting the daily challenges of juggling the service needs of our riders.
- Save the date: We have tentatively set March 30, 2012 as the date for our Spring In-Service. Please keep the date open on your calendars.
- I wish everyone a very healthy and happy holiday season!

# PERFECT ATTENDANCE

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## April – May - June

Ann Bartel	Donna Caton	Julie Clark	Kathy Clemens
Cheryl Cotton	Jackie DeMarco	Willie Drisdorn	Hank Dykes
Gary Elich	Ed Fancher	Carl Fields	Annette Finch
Michele George	Kim Gloskowski	Cheryl Kent	Kari Powers
Peggy Race	John Read	Edna Schramm	Angel Slick
Kim Sucrese	Cheryl Way	Heidi Wyant	JoAnn Zajaczkowski

## July – August – September

Jan Albanese	Cheryl Babcock	Virgie Brooks	Julie Clark
Willie Drisdorn	Hank Dykes	Alana Fabry	Carl Fields
Annette Finch	Janet Foppes	Jennifer Forward	Michele George
Kim Gloskowski	Pam Hage	Deb Olivani	Rion Pawlak
Angel Slick	Nate Varland	Heidi Wyant	

## ***QUOTES BY ANDY ROONEY***

I've learned..... That the best classroom in the world is at the feet of an elderly person.

I've learned..... That when you're in love, it shows.

I've learned..... That just one person saying to me, "You've made my day!" makes my day.

I've learned..... That having a child fall asleep in your arms is one of the most peaceful feelings in the world.

I've learned..... That being kind is more important than being right.

# IN THE SPOTLIGHT

## JIM WATTS – CATS DRIVER FOR 35 YEARS



I was hired at CATS on 11/15/1976 as a Bus Driver. I was hired under the 1976 CETA program and 18 months later hired under the CATS program. Ron Smith was the head of CATS at the time and I substituted for him as dispatcher for 12 years and then full time for about 10 months after Ron left his position.

**Family:** My wife, Cheryl and I have 2 sons, James Jr, age 26 and Matthew, age 25. We have a daughter, Ashton, age 23. She and her husband Ryan Langhan are expecting a child in June - to my 1<sup>st</sup> grandchild.

**Favorite food:** I love seafood and a good medium steak as well as prime rib. I do enjoy most food as long as it is with my family and friends.

**Pastime:** Watching TV, Cooking, and woodworking

**Favorite Movie:** any Indiana Jones

**Favorite drink:** A good COLD Sam Adams and also whatever lager is in season

**Favorite color:** All the colors of Autumn

**Favorite place to vacation:** The Adirondack Mountains

**Favorite song:** Enjoy all music, but right now – I'll Be Home For Christmas. In 1968 I was in Vietnam at Christmas and missed being with my family so that song holds special meaning for me.

**Favorite TV Show:** the DIY or Food Network and NCIS and Bones

**Pets:** An aquarium full of fish, a bird named "Molly" and a dog named "Murphy"

**Dislikes:** Loud, Obnoxious people, people who think the world owes them something. AND Don't get be going on stupid drivers; I deal with them all day long.

**People would be surprised if they knew –** It is no secret that I am a proud Vietnam Veteran, but most people don't know that I've been awarded the Purple Heart and the Silver Star!!

**THANK YOU JIM FOR YOUR SERVICE – FOR DRIVING BUS  
AND FOR SERVING OUR COUNTRY.**

# **ANNIVERSARIES - APRIL - MAY - JUNE**

## **JULY**

Way, Cheryl. 07/07/2004    Babcock, Cheryl    07/31/2006    Powers, Kari 07/31/2006

## **AUGUST**

Tracy, Cathy 08/08/1995    Clemens, Kathleen . - 08/26/1996    Lester, Amy. - 08/14/2002  
Davies, Marguerite - 08/24/1998    Price, Theresa - 08/27/2001    Martino, Judith - 08/09/2004  
Pritt, Kenneth . - 08/01/2005    Olivani, Debra - 08/22/2005    Bater, Jeffrey - 08/27/2007  
Robertson, Christina - 08/11/2008    Standish, Richard L. Jr. - 08/03/2009    Gardner, Joy . - 08/30/2010

## **SEPTEMBER**

Elich, Gary - 09/24/1981    Guzik, Mary - 09/19/1983    Seager, Samuel- 09/02/2003  
Demarco, Jacquelyn - 09/09/1991    Malakie, Bonnie . - 09/01/2000    Boyd, Jenelle - 09/08/2008  
Rothmund, Deborah .- 09/24/2001    Radford, Stacey .-09/03/2002    Smith, James -09/14/2009  
Woodworth, Donna . -09/03/2002    Feldman, Christina .-09/16/2002    Clark, Julie -09/07/2010  
Wadhams, Pamela - 09/22/2003    Zajaczkowski, Joann - 09/10/2007    Conley, Anmarie - 09/20/2010  
Mattison, Melissa -09/08/2008    Gloskowski, Kimberly - 09/09/2009    Donovan, Leanne - 09/13/2010  
Klineline, Darlene -09/13/2010    Richardson, Alisha - 09/13/2011

## **OCTOBER**

Harvey, Laura -10/23/1978    Church, Lisa - 10/04/1999    Dix, Joni - 10/22/2001  
Foppes, Janet - 10/18/2002    Higgins, Ruth -10/21/2002    Bartel, Ann -10/20/2008  
Karp, Linda -10/22/2010    Moyle, Taryn - 10/25/2010

## **NOVEMBER**

Watts, James - 11/15/1976    Soccio, James -11/04/1987    Fancher, Edward -11/23/1987  
Lee, Lawrence - 11/26/1990    Schramm, Edna - 11/24/1999    Stevens, April - 11/08/2005  
Wolfe, Jennifer -11/08/2006    French, Catherine -11/13/2006    Montello, Lawrence -11/10/2010

## **DECEMBER**

Finch, Annette -12/05/1977    Mrzywka, Joan -12/12/2005    Bruce, Diane - 12/02/2008  
Sucrese, Kimberly -12/02/2008    Bell, Ruth -12/08/2008    Capwell, Becky -12/08/2008  
Hage, Pamela - 12/08/2008    Willis, James -12/08/2008    Cook, Jessica -12/09/2008

# CONGRATULATIONS TO:

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Stacey Radford from ACT – she and her husband Justin had a little girl born on May 30, 2011



Eleanora Renee Radford - 6 pounds 6 oz - 19.5 inches long

Alisha Richardson from Head Start in Medina had her little one on November 23, 2011.



Hannah Marie Richardson

8 lbs 7 oz

21 in long

# **NEW STAFF**

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**Sally Snider – 05/23/2011– Head Start Sub – Medina**

**Cassandra Ploessel – 05/23/2011 – Head Start Substitute**

She lives in Albion and is a single Mom. She loves being with her boys, ages 6 and 4. She likes to watch wrestling, likes to read and play outside with her children.

**Terri Taylor – 08/23/2011 – Head Start Teacher – Batavia**

Terri lives in Bergen with her husband, Curtis They have 3 children, Travis, age 19, Courtney, age 17, and Hunter, age 13.

**Danielle Wyder- 08/23/2011 – Head Start Teacher – Batavia**

Danielle lives in Elba.

**Amy Kingsbury – 08/23/2011 - Head Start Lead Teacher – Albion**

Amy lives in Medina with her husband and 4 children. She enjoys spending time with her family.

**Juanita Webster – 08/29/201 – Teacher Assistant/Bus Monitor -Kendall**

**Kimberly Miller – 09/09/2011 – Head Start Home Visitor – Medina**

Kim lives in Holley with her husband, Jason and their 7 year old daughter, Olivia and their 5 year old son, Aiden. She is the Administrative Vice President of the MOMS Club, a Girl Scout Leader for an Albion Troop. She enjoys scrapbooking and baking.

**Lynda Litchhult – 09/12/2011 – Head Start Sub - Kendall**

**Francis Albanese – 10/25/2011 – Sub Bus Driver - CATS**

**Christine Schuster – 11/07/2011 – Head Start Family Advocate – Medina**

Chris lives in Lyndonville with her husband Mark. She enjoys gardening.

**Thomas Valovic – 11/07/2011 – Bus Driver – CATS – Orleans County**

Tom lives in Medina with his son Taylor who is 16. Tom likes to cook and bake.

**Amber Hofmeister – 11/08/2011 – Head Start Sub - Medina**

# The News from Bonnie

## CCR&R

Kari Powers, CCR&R Trainer/Community Educator, will be receiving her Masters of Education in Early Childhood Special Education from the University of Toledo later this month and will be graduating summa cum laude with a 4.0 grade point average. Congratulations Kari, this is a wonderful accomplishment!

Judy Martino, CCR&R Specialist in Genesee County received an exceptional rating (43.5 out of 46 points) for how she conducted a referral phone call when she received a “blind call” from NACCRRRA, the National association through which we are in the process of obtaining CCR&R certification. Although we knew the call was going to be made sometime during the summer, NACCRRRA staff make the call, pretending to be a real parent, and rate the call on 46 different items. The information given was the same that is given by Judy and Taryn Moyle (Specialist in Orleans County) every time they receive a call about a referral for child care. Each call takes about 30-45 minutes. Judy’s exceptional score shows that she has excellent customer service and also knows her job very well! Great job Judy!

Lisa Friesen, CCR&R Coordinator and all of the staff are to be congratulated for meeting all of the milestones in their contract, which ended on 9/30/11. They were able to do this even with having to put a lot of extra work into this certification process. Lisa is busy writing and implementing new policies and procedures that bring the program up to a very high level of quality in all areas. Thank you all CCR&R staff for a super job!



## ACT

As ACT completes their first year of new services and focus, it seems that Jan Albanese and the staff (Stacey Radford and Cathy French) have more than surpassed the expectations of the grant. One of the major changes was that they now provide services to youth in Genesee County as well as Orleans. Each group they work with has at least 8 sessions about accurate sexuality education and promoting healthy sexual behaviors for teens. A major accomplishment was fitting these sessions into their summer program and also conducting these classes in the Batavia High School Health classes. In addition, Stacey took time off to have and bond with her beautiful daughter! It’s been a very busy year for ACT!



## **SAFETY COMMITTEE ..... WORKERS COMPENSATION**

We have had a number of worker's comp cases this year which has really increased our workers comp costs as you can see by Tina Feldman's report below. So, the Safety Committee would like to ask everyone to please be aware of any Safety Issues or Hazards you may see. You can notify your director, anyone on the Safety Committee or if you wish to remain anonymous you can go to our website ([www.caoginc.org](http://www.caoginc.org)) and under Staff Resources use the anonymous email at the bottom of the page and it truly is anonymous. There is no way it can be traced back to the person sending it. – Diane Bechteler

Agency premiums for our workers compensation insurance will increase 30% next year, which means over \$28,000 in additional costs. So our total workers comp premium for next year is \$122,315. There are two main reasons for the significant increase. The rates that all employers pay for each employee classification went up. Most of them increased 8 or 9 %; weatherization worker rates went up 19.8%. These increases are a direct result of an increase in the weekly benefits paid to those out on comp; a change that was made a few years ago.

The second reason for the significant increase is that Community Action's claims are 40% higher than average, so we receive an additional charge in proportion to the higher incidence and scope of claims. These two factors have contributed significantly to the large increase in premium expense. The Safety Action Team has discussed this issue and is looking at what the agency can do to address it. – Tina Feldman

## **Genesee County Buzz**

Check out [www.thebatavian.com](http://www.thebatavian.com) click on Announcements

Ferrellgas holds first toy drive, will benefit Community Action of Orleans & Genesee  
Submitted by Billie Owens on November 30, 2011 - 5:04pm

Ferrellgas, located at 655 Ellicott St. in Batavia, is holding its first Toy Drive to benefit Community Action of Orleans & Genesee.

The toy drive will allow residents to drop off a new, unwrapped toy in its original packaging and, in exchange, receive a FREE certificate toward a BBQ tank refill.

Toys can be dropped off at 8 a.m. until 5 p.m. Monday through Friday at the Ellicott Street facility. Or Ferrellgas customers may call the office at (585) 343-9460 to arrange toy pick-ups at their home if needed.

## **REMINDER**

**Your Health Insurance enrollment forms are due in the Fiscal Office by Friday, December 16, 2011. Everyone who wants insurance in 2012 must submit an enrollment form or you will not be covered.**

# News for Community Action Angels in Orleans County



- We are BUSY, BUSY, BUSY
- ABATE held its annual Toy Run in September. They collected \$300 and 40 toy items to start our holiday campaign.
- The radio station from SUNY Brockport 89.1the point held a coat drive in October. They collected over 75 coats to be distributed to families in Orleans County.
- Albion Students collected 95 lbs of candy from their Halloween Treats to give to our Troops. These items will be delivered to the Lockport Armory along with personal care items that were collected and then transported to our military.
- The Scouts held their annual Food Drive on Nov. 19<sup>th</sup>. They collected 1884 items for the food pantry.
- Coupon Club has started anyone needing more information can contact Joni at 585-589-5605. This is open to anyone wanting to learn-our goal is to help families save on their food bill. Kristen Ostrander is the coupon queen who will be teaching you her tips on ways to save.
- There is a Toy Challenge in Orleans County. Factories are competing with each other to see who can give the most toys to Community Action for the holidays. The toys are weighed each week-check out to see who is in the lead through the Medina Journal or The Daily News! The winner will receive a plaque along with bragging rights!
- Future Farmers of America (FFA) are collecting 5,000 lbs of vegetables to be passed out during the holiday season. Great job!
- We are looking for Bell Ringers for Salvation Army. Anyone interested please contact Grace Denniston or Annette Finch. The money raised stays in Orleans County and is a HUGE help to families in need.
- Girl Scouts are having their annual Secret Santa held at the Methodist Church on Platt and State. Money raised goes to Community Action Angels so stop by on December 17 between 1 and 4 PM.
- The Albion Students have volunteered again this year to pack over 200 food boxes for our Holiday Basket Program. Thank you so much!

## Disability Resource Program

"I want to work but I need help finding a job!"

Many people feel this way. This sentiment is even more common among people with disabilities. New York has several work incentive programs for individuals receiving Social Security Disability Benefits. These work incentive programs put individuals earning Disability Benefits in touch with employers and hone their job skills so that they might be able to return for work. One such program is the Ticket to Work program.

The Ticket to Work program is a voluntary program that offers individuals who are earning Social Security Disability Benefits a number of choices in getting the support and services they need to return to work. The program's goals are to put individuals who are on Social Security Disability or Supplemental Security Income in touch with the vocational rehabilitation, training, job referrals, and continuing support that they need to begin working again. Ticket to Work has been in effect since January of 2002 and is currently available in all 50 states, the District of Columbia, and all of the U.S. territories.

***Eligibility is easy!*** With a few exceptions, anyone over the age of 18 who is either a Social Security Disability Insurance beneficiary or a Supplemental Security Income recipient because of disability or blindness and is receiving both monthly Social Security cash benefits and monthly Federal cash benefits is eligible.

After receiving your Ticket, you can choose from one of several local Employment Networks (EN). An EN is either a state agency or a private entity that takes responsibility for providing the job training and coordinating referrals. The EN is responsible for helping you find a job and getting training, at absolutely no cost to you.

After you have chosen the Employment Network that is best for you, you work together with the EN to develop an Individual Work Plan, which states the goals for the kind of work that you want to do and how much you want to earn. The plan will also state the services the EN will provide you.

You may continue on the Ticket to Work program for a period of 60 months. However, in order to remain the program you must demonstrate that you are making progress on your Individual Work Plan. This means that during the initial 24 months on the program, you must actively participate in the Individual Work Plan and for each subsequent 12 month period you must be undertaking increased work activity and earnings.

The great benefit of this plan is that, while on the Ticket to Work, the SSA will suspend your periodic medical reviews. Typically, your medical condition is reviewed from time to time under Social Security laws to ensure that you should still be receiving disability benefits. Under the Ticket to Work program, the SSA will not conduct a review of your medical condition as long as you continue to meet certain requirements. Information about those requirements will be available to you when you receive your ticket.

New York has over 100 ENs. To date, New Yorkers have applied for and received over 700,000 Tickets to Work.-

### ***Programs, Services, and Support to Help You***

- **Ticket to Work and Self-Sufficiency (Ticket) Program:** Access information about this free, voluntary program that offers you choices in receiving the services and supports you might need to help you get employment-ready and find a job.
- **Work Incentives:** Learn about the disability program rules that allow you to continue to receive health care and cash benefits while you are working.
- **Work Incentive Seminar Events (WISE):** Attend a free event located near you. Set up like a classroom, WISE teach you and your family about Ticket to Work and Work Incentives in an informal, accessible setting. You can also learn about the Ticket program and Work Incentives by attending an online WISE Webinar. Register for a WISE online or near you or call 1-866-968-7842 / 866-833-2967 (TTY/TDD).
- **Work Incentives Planning and Assistance (WIPA) Projects:** Locate organizations in your area that can help you understand the complex rules and regulations that apply to your benefits when you go to work.
- **Protection and Advocacy for Beneficiaries of Social Security (PABSS) Projects:** PABSS provides legal advice related to your employment. Learn more about PABSS projects and how they assist SSDI and SSI beneficiaries with any issue or concern that negatively affects their ability to secure, maintain, or regain employment.

For help with information on SSA Ticket to Work Program please call Jennifer Forward GLOW- Disability Resource Coordinator @ 585-409-9723

~ Goodwill Committee ~  
of  
Community Action of Orleans & Genesee

*The Community Action Goodwill Committee would like to take this opportunity to thank its members for all of the donations made throughout the year. These are very difficult economic times, and, when unexpected things happen, trying to make ends meet may seem to be an overwhelming task. A small gift from the Goodwill Committee fund can make a big difference.*

*Gifts go to those who are experiencing illness or have close family members who are ill, those who have been injured, or those who have lost a close family member. Also, we are pleased to help members celebrate weddings, the arrival of new babies, the purchase of new homes, and graduation from high school or college. Below are the representatives of the Goodwill Committee. If you know of anyone who should be recognized or assisted in some way, please contact the representative in your area, so we can get an appropriate gift to them.*

*This is a wonderful program, and we urge anyone who is not yet a member to seriously consider becoming one. The donation can be any amount, with as little as .50¢ automatically coming out of each paycheck. If you're already a member, please think about the possibility of increasing your donation. Even an increase of .10¢ a paycheck would help.*

*If you have any questions, or you would like to sign up, please feel free to contact any of the representatives below.*

<u>Representative</u>	<u>Phone #</u>
Janet Foppes	343-3807
Amy Lester	589-5605
Judy Martino	343-7727
Pam Wadhams	589-5683

## Tattoos & Piercings for Charity

On Friday, December 16<sup>th</sup>, **High Voltage Tattoo & Piercing**, 110 W Main St, Batavia NY, will be raising money for charity. The event will start at 10:00 am and will go until there are no people left to tattoo or pierce, or we drop from exhaustion. We will be doing tattoos for \$25 and body piercings for \$15. All proceeds raised will be donated to Community Action of Orleans & Genesee ([www.caoginc.org](http://www.caoginc.org)). All jewelry and aftercare product sales will also be donated. Mark, Lisa and Kevin will be designing an assortment of tattoo flash that will be available for tattooing. Free refreshments will be provided by South Side Deli, Michelle's Catering Co & Bakery and High Voltage Tattoo.

Mark and Lisa are from Genesee County and Kevin is from Orleans County, so we decided to seek out a charity that contributes directly to the local community. Community Action helps people from pre-schoolers to the elderly and those in between in a wide a wide variety of services (please see their list of services below). Our community has treated us well and we would like to return the favor. Stop in to help us raise money to help people and change lives. We hope to see you.

# *E*mployee *A*ssistance *P*rogram

This is a program that is available to all part time and full time employees and their families. The Employee Assistance Program is a very valuable benefit that we have here at Community Action of Orleans & Genesee, Inc. Most of you are probably not even aware of the access we have to this helpful service. This service can help with so many daily issues, or what some people refer to as life issues. If you are having problems with juggling family & work, marital problems, depression or just need some support to make some changes in your life, this service is there for you to help with these frustrations.

**CALL 1-800-451-3281 for help**

**REMINDER – THIS IS A CONFIDENTIAL PROGRAM**