

2PAYCHECK NEWS

February 9, 2001

*Staff is encouraged to use the Paycheck News for communicating events or personal items to employees of CAO.
Deadlines for submitting announcements is Tuesday noon prior to payday. Contact Carol Hadley at 503-693-3252, or save your item to
I:\Common\paycknews. Please note the origin of any reprinted material. All items must be accompanied by the author's name.*

I LOVE YOU!

Burmese:	chit pa de	Hungarian:	Szeretlek	Russian:	Ya vas ljubliu
Cantonese:	Moi oi y neya	Indonesian:	Saya cinta padamu	Sioux:	Techihhila
Dutch:	Ik hou van jou	Irish:	taim i' ngra leat	Slovak:	lubim ta
Filipino:	Mahal ka ta	Italian:	ti amo	Spanish:	Te quiero
French:	Je t'aime	Japanese:	Kimi o ai shiteru	Swedish:	Jag a"lskar dig
German:	Ich liebe Dich	Latin:	Te amo	Turkish:	Seni Seviyorum
Greek:	s'yapo	Navaho:	Ayor anosh'ni	Yugoslavian:	Ya te volim
Hawaiian:	Aloha I'a Au Oe	Polish:	Kocham Cie		



PRESIDENT'S DAY HOLIDAY!

Submitted by Carol Hadley

Monday, February 19 is a holiday, CAO offices will be closed.

The original version of the holiday was in commemoration of George Washington's birthday in 1796. By the early 19th century, Washington's Birthday had taken firm root in the American experience as a bona fide national holiday. Its traditions included Birthnight Balls in various regions, speeches and receptions given by prominent public figures, and a lot of revelry in taverns throughout the land. Then along came Abraham Lincoln, another revered president, who was a fellow February baby. The first formal observance of his birthday took place in 1865, the year after his assassination. While Lincoln's Birthday did not become a federal holiday like George Washington's, it did become a legal holiday in several states.

Federal legislation now designates the third Monday in February President's Day, a day for honoring both Washington and Lincoln, as well as all the other men who have served as president.

JOHN F. KENNEDY/ABRAHAM LINCOLN COINCIDENCES

Submitted by Jerrahynn Ness

Abraham Lincoln was elected to Congress in 1846. — John F. Kennedy was elected to Congress in 1946.

Abraham Lincoln was elected President in 1860. — John F. Kennedy was elected President in 1960.

The names Lincoln and Kennedy each contain 7 letters. Both presidents were particularly concerned with civil rights.

Both presidents' wives' lost children both while living in the White House, and after living in the White House.

Mrs. Kennedy advised Lincoln not to go to the theatre and Mrs. Lincoln advised Kennedy not to go to Dallas.

Both were succeeded by Southerners. — Both successors were named Johnson.

Andrew Johnson, who succeeded Lincoln, was born in 1808. — Lyndon Johnson, who succeeded Kennedy, was born in 1908.

Abraham Lincoln died in 1865; Andrew Johnson died in 1875.

John F. Kennedy died in 1963; Lyndon Johnson died in 1973.

Both Johnsons faced the next election against men whose names began with "G" (Grant and Goldwater.)

Both successors left the presidency in disgrace without running for reelection.

Both presidents were shot on a Friday. Both presidents were shot in the head.

Both presidents were shot while seated next to their wife. Both presidents were assassinated by Southerners.

John Wilkes Booth, who assassinated Lincoln, was born in 1839.

Lee Harvey Oswald, who assassinated Kennedy, was born in 1939.

Both assassins were known by three names, both names contain fifteen letters.

Booth ran from the theater and was caught in a warehouse. — Oswald ran from a warehouse and was caught in a theater.

Booth and Oswald were assassinated before their trials.

Lincoln was shot in the Ford theatre. — Kennedy was shot in a Ford Lincoln.

INDOOR PLANT CUTTING EXCHANGE

Submitted by Beth Dasher

As we all know, plants are good for an office. They give off oxygen in exchange for the carbon dioxide we exhale, and they make offices look good. Therefore, the Staff Morale & Wellness committee is hosting another Indoor Plant Cutting Exchange from February 12 – 16. It will be held in the CAO Café. Please bring any indoor plant starts or cutting in a paper cup with water, and any special instructions for planting and growth.

“~~B~~ring some, ~~T~~ake some, ~~S~~tart some.....”

NEW KEYS FOR PLAY IT AGAIN

Submitted by Jeri Alcock

This week the locks were changed at the Play it Again building to improve security. The Coalition for Sheltering the Homeless and several CAO programs use the Play it Again site for storage purposes. If you are seeking furniture, household or other items for a client, please check with Cliff Hildebrandt before removing anything. Cliff coordinates Play it Again volunteer schedules and storage space. He can be contacted at Play It Again (503) 644-7692 Tuesday, Wednesday and Thursday mornings. If you have questions about keys for Play It Again, contact Jeri Alcock 503-693-3230.

COMMUNITY HEALTH VAN CLINIC

Sponsored by The Adventist Medical Center

Submitted by Pam Otton



Tuesday February 20, 2001, 12:00 noon - 2:00 p.m.

Community Action Organization, Hillsboro

There will be **free** medical care for illnesses and minor injuries for persons of any age who either do not have medical insurance or is income-eligible for the Oregon Health Plan, but do not have a family doctor.

FREE KITTENS

Submitted by Wendy Crislip

For health reasons I must find homes for my cats and kittens. If you are interested in a loving, warm furry friend, I have several to offer. Remember, studies have shown that people with pets to live longer and that having a pet can help relieve stress. If you have any questions, contact me at Vose Head Start, 503-526-9462.



EMPLOYMENT OPPORTUNITIES

Submitted by Winnie Althizer

<u>POSITION</u>	<u>DEPT</u>	<u>SALARY</u>	<u>CLOSING DATE</u>
Assistant Teacher	Head Start	\$7.61-\$9.51/hr.	Ongoing
Bus Driver	Head Start Transportation	\$8.34-\$10.42	Until filled
Family Advocate SAFAH	Neighborshare Tigard	\$10.36-\$12.95/hr.	Until filled
Family Support Worker	Opening Doors Tualatin	\$10.36-\$12.95	Until filled
HS Family Services Coordinator	Head Start Hillsboro	\$12.20-\$14.36/hr.	Until filled
Lead Teacher - Substitute	Head Start Hillsboro	\$10.36-\$12.95/hr.	2/17/2001
Shelter Resident Assistant	Family & Comm. Resources	\$6.83-\$8.54/hr.	Ongoing
Teacher	Head Start		Ongoing

EXECUTIVE DIRECTOR'S COLUMN — FEBRUARY 9, 2001

I have been very touched by all of your kind words, your prayers, your cards and the beautiful floral basket I received in response to my father's unexpected death. Your caring concern has brought me much comfort. I know that many of you have experienced losses and know how difficult this is. I will miss my father terribly but am so grateful that he didn't suffer. Thank you for reaching out to me and my family, we are all so appreciative.

At our last all staff, Kay Sohl gathered a great deal of input from all of you regarding your priorities for investing CAO resources. As I mentioned, your input will be provided to the CAO Board in preparation for their strategic planning retreat. The retreat has been postponed until March 16th. They will receive your input at their February 15th board meeting. Each Director will have a copy of Kay's report which you can request a copy. In summary, this is what we learned:

“How would you invest \$1 million to improve staff satisfaction and performance”?

- Improve pay
- Improve benefits
- Improve access to technology and needed equipment
- Add more staff to reduce workload demands

“How would you invest \$1 million to improve agency infrastructure”?

- Improve technology and needed equipment
- Provide technology training
- Re-look at automated phone service for clients
- Adequate work space

“How would you invest \$1 million to improve services/resources to low income people”?

- Expand current CAO programs
- Develop programs which provide direct access to money for clients who have immediate needs
- Help clients address language barriers to accessing needed services
- Assist clients with “life skills”
- Provide more assistance with housing
- Improve client access to effective help with mental health issues

Client barriers to self-sufficiency and quality of life:

- Difficulty accessing help
- Lack of education and job training
- Lack of living wage employment
- Language barriers
- Personal insecurity and difficulty asking for help
- Immigration status and fear of apprehension or harassment
- Transportation
- Difficulty meeting basic needs which prevents addressing education and employment

Barriers to participating in CAO Programs:

- Reluctance/dislike of asking for help
- Severe personal problems
- Past experience of being unable to qualify for assistance or bad experiences receiving assistance
- Fear of INS or SCF or other governmental authorities
- Language and cultural barriers
- Lack of info about availability of services and difficulty accessing CAO due to automated phone system

Elements contributing to positive work environment:

- The dedication of co-workers and enjoyment in working together
- The deep satisfaction in working with program participants
- Support from supervisors and a positive tone from management
- The availability of training, opportunities for advancement and recognition for their work
- Flexibility, the sense that CAO cares about both the employees and their families and wants to be flexible in order to help staff have satisfying family lives
- Respect for independence and faith that employees will find good ways to do the work
- Pride in the work of CAO and the support from the community for its work
- Resources and systems in place to help staff do their work well

Barriers to job satisfaction and effective performance:

- Too much work to do and not enough paid hours to do it
- Communication breakdowns/unclear expectations
- Frustration in seeing that families cannot get the help they really need
- Need for better technology, facilities and supplies
- Lack of consistent funding for programs
- Too much change and turnover
- Language barriers and the sense that the bi-lingual are asked to do two jobs when they must translate for other staff and clients
- Sense that staff are asked for input on issues which have already been decided

Your input to the questions posed at our all-staff day has provided us with extremely useful information as we move ahead to improve and strengthen the organization. I will keep you informed of the results of the board planing retreat and the next steps for staff. Thank you for your willingness to share your thoughts and ideas.

WELCOME - WELCOME - WELCOME

Just when we thought we were losing all the New Yorkers, we hired Anne Schlereth as our new Program Assistant for Energy and Emergency Assistance. Anne graduated from college in New Hampshire, worked in Boston on a health research project, and drove out west after travelling in eastern Europe. Ask her about Latvia! Anne likes the outdoors and already has camped out in the Gorge this month. We expect her to get us super-organized!