



Community "IN" ACTION

Newsletter March 16th, 2009

Deadline is the second Friday of the month; Contacts for articles are: Child Dev. - Farzana Siddiqui, F&CR & Layout - Barb Dame, Morale & Wellness - Phyllis Johnpoll, Development - Lisa Brown, All others - Nancy Peters. Editor: Renée Bruce

DIRECTOR'S CORNER



Jerralynn Ness
Executive Director

Community Action has never been more relevant! Last week our incoming board chair, Ron Sarazin, and I attended the National Community Action Legislative Conference in Washington DC. We had an opportunity to meet with our new Senator, Jeff Merkley as well as with Senator Wyden's staff and Congressman Wu. They are all very supportive of our work and the role that has been carved out for Community Action in the American Recovery and Reinvestment Act, commonly referred to as the economic stimulus bill. Every year when I go back to DC to talk to our elected officials, I have always described Community Action as a national network that is flexible, nimble and able to carry out federal anti-poverty initiatives. If Congress needs to get something done at the local level to address issues of poverty, we are the organizations to work through. And that is exactly what is happening with the federal response to our economic crisis. We are in line to receive increased funding for Weatherization, Head Start, Community Services Block Grant and probably a few other areas where we have partnerships developed. Planning for growth and a rapid response is challenging, but this is an amazing opportunity for us to demonstrate what we can do and to be able to help many more people in need.

I attended a day long session on "The Future of Social Service Programs in the

Directors' Corner continued

Obama Administration." President Obama has four priorities: Economy, Energy, Healthcare and Education. We are very aligned with these priorities, which is also what makes us so relevant. We heard from Representatives David Obey, Barney Frank, Zack Space, Mark Schauer, Earl Pomeroy and Senators Tom Harkin and John Sununu (former). And over and over again they talked about how critically important we are to America and how grateful they are for our services to those who are economically insecure and struggling to get through each day. We also heard from our new Secretary of the US Department of Energy, the Honorable Steven Chu. He was delightful and inspiring with his competence and humility.

So we will move forward to do our part to stimulate the economy and lessen its devastation on families and our community. And we will do so with our trademark integrity, transparency and the utmost respect for the people that we serve and the partners we count on. I have such confidence in all of you and the work of Community Action. This is Community Action's time to shine and show how we are part of the solution, especially during this challenging time for our communities and the families that have become newly impacted by the economic crisis. ***You have all made this possible and I can't thank you enough for what you do.***

COMINGS & GOINGS

WELCOME:

Cynthia Frame, HS Program Assistant
Kelsie Dille, Teacher II
Laura Armstrong, TII/FS Substitute
Patrick Rodeman, TII/FS Substitute
Tracy Kristensen, Courier

NEWS OF NOTE



The staff at Community Action Main would like to say "Thanks" to Todd & Randall for all their hard work and patience during the new phone installation.



You guys rock!



Wellness Day 2009
Friday, May 8th
Sunset Presbyterian
See Page 2 for more information



UPCOMING EVENTS!

IS Committee Meeting	4/07
Safety Committee Meeting	4/08
Hillsboro Building Meeting	4/21
Head Start Policy Council	4/21
Board Meeting	4/23

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April 2009 BIRTHDAYS



Lolis Martyniuk	4/1
Giselle-Anne Kim	4/1
Laura Armstrong	4/3
Miriam Pleitez	4/3
Silvia Campuzano	4/4
Mojgan Hashmat	4/4
Rama Sundaram	4/5
Mary Jones	4/7
Heather Ross	4/8
Heather Roberts	4/15
Audrey Cardenas	4/22
Kristen Long	4/22
Art Rossomondo	4/22
Veronica Padilla	4/25
Sarah Gall	4/28
Karen Henkemeyer	4/30
Chris Kuran	4/30
Serena Villafaña	4/30
Annette Zahler	4/30

(If you want your birthday acknowledged, be sure to complete an authorization form – contact HR)

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April 2009 ANNIVERSARIES



Vicki Ware	23 years
Maria Rodriguez-Perez	9 years
Gray Eaton	8 years
Trisha Thomsen	6 years
Alicia Perez	4 years
Milagros Carranza	2 years
Jamie Hauth	2 years
Samantha Kitchen	2 years

HUMOR through the years!

**Community Action
Wellness Day 2009**

**Friday, May 8
8:30 am — 5:00 pm
Sunset Presbyterian Church**

Door Prizes/Workshops/Gift Baskets/Awards/
Fun/Speakers/Jokes/Food

More information will be coming soon.

MORALE & WELLNESS

APRIL IS

- Stress Awareness Month
- National Autism Awareness Month
- Child Abuse Prevention Month
- Garden Month
- Humor Month
- Animal Cruelty Prevention Month
- Mathematics Education Month
- Keep America Beautiful Month



- April 1 is April Fool's Day. No joke!
- April 5 is National Raisin & Spice Bar Day
- April 6 is the 78th anniversary of the sale of the first Hostess Twinkie
- April 7 is World Health Day
- April 9 is the first night of Passover
- April 10 is Good Friday
- April 15 is the last day you can file your taxes without an extension
- April 12 is Easter Sunday
- April 22 is Administrative Professionals Day
- April 23 is Take Our Sons and Daughters to Work Day



Hot Tip for Celebrating Stress Awareness Month:

Source: Beverly Beuermann-King, www.WorkSmartLiveSmart.com

Health is dynamic, apt to break down as conditions change. Optimal health though, allows us to quickly come back to order by having a strong stress management system. Remember that stress is a necessary part of life and unavoidable - how you cope with the stress, however, is within your control. Develop strategies and grow your stress management tool belt.

The more tools – the less stress will impact you.



'Health is wholeness and balance, an inner resilience that allows you to meet the demands of living without being overwhelmed.' Weil, 1997



CHILD DEVELOPMENT

Do you ever wonder about the impact teachers have on children? Our Head Start teachers have the opportunity to make a difference in the lives of their students and families every single day. Here is a story about a child in the Tualatin Head Start and the positive influence the teachers had on the entire family.

At the beginning of the school year there was a student of concern. His teachers were concerned about his behavior and worried about the safety of the other children in the classroom. They worked together and came up with a plan. Through daily routines, rules, and positive discipline the child's behavior began to improve at school. The Teacher II/Family Support staff helped mom get the support she needed through LifeWorks NW and the child began to change at home also. There was consistency between school and home which affected positive changes.

Today this child is a great friend in the classroom. The teacher II/FS was in the library where she saw his parents. They talked to her and asked how their son was doing in school. She reported the positive steps he had been taking and asked how things were going at home. Dad's response was the child had turned his school rules into home rules as well. He instructs the rest of the family on using nice words at home, not screaming at each other, and the need to use "walking feet". He also has his own circle time at home and reads books to his family. The father explained that he didn't have much school and he wants his son to succeed in school. He asked how he could help him more.

Perhaps in 20 years this child will be a Head Start teacher! It is because of the dedication of the classroom teachers and the support of the entire program that this child and his family are able to make such constructive changes in their lives. So if you ever find yourself wondering about the difference you can make in the world remember this story.

Why Recycle?

Five Good Reasons!



1. Recycling **conserves** our valuable **natural resources**.
2. Recycling saves **energy**.
3. Recycling saves **clean air** and **clean water**.
4. Recycling saves **landfill space**.
5. Recycling can save **money** and create **jobs**.



CHECKS & BALANCES

Fiscal –

The Fiscal office will be closed Friday April 3rd for training and team building.

Remember, if you need a copy of your 2008 W-2, contact Javier at 503-357-6054 x740 or Kim at 503-357-6057 x741.

Please, also remember that time sheets without program codes cannot be processed. Time sheets with white out on them or that are written in pencil cannot be processed, either. If your timesheet cannot be processed your paycheck will not be processed with the regular payroll.

WHAT'S DEVELOPING?

Many of you may be hearing from community members wondering how the current economy is impacting Community Action and those we serve.



These are a few talking points that may be helpful in responding: During these tough economic times, Community Action is in a unique position to play an essential role in responding to the increased demand for assistance from struggling families, while also having a positive impact on the growth of the community safety net and the revitalization of the local economy.

- * The number of people in Washington County seeking assistance has grown significantly.
- * A lack of stable income has forced many people to seek assistance for the first time and they are turning to Community Action for help.
- * Community Action is well-positioned to respond to potential increases in available resources coming out of the federal economic stimulus package.
- * With solid programs already in place, increasing the delivery of resources can happen efficiently and strategically.
- * By providing the right mix of services at the right time, Community Action will help people through the challenges of this economy.
- * As we offer vital support that can stabilize families and raise them out of poverty, we can also provide a sense of hope for the future.

And as always, you can direct questions or concerns to:

Resource Development:

Lisa - lbrown@caowash.org
or Scott - sschlegel@caowash.org

HR ~ from Nicole

Hi all,
This is a quick summary of what's going on in HR:



Compensation

We've finished our wage comparability study with the help of Dianne Burt-Greene from the MBL Group. We look forward to rolling out new grades and salary ranges by the end of this fiscal year. Each employee will receive a customized letter that describes the placement of your position in the new salary structure and where your current rate of pay is positioned within the range.

Benefits

We've received preliminary cost forecasts for health and dental insurance for the next fiscal year and are currently in the process of analyzing impact to program budgets. The Director's team made the decision to move Open Enrollment to November so that new benefits will begin on January 1, 2010. We are also investigating the possibility of adding an Employee Assistance Program and a Health Savings Account to our benefits portfolio if budgets permit affordability.

Employee Handbook Revisions

The newly formed Employee Handbook committee met last week and Larry Hauth has graciously agreed to act as our chairperson. This committee will meet monthly for 6-7 months and our end goal is deliver a revised handbook to all employees in the Fall of 2009.

COBRA

The American Recovery and Reinvestment Act of 2009 expanded eligibility for COBRA and provides a premium reduction to certain qualified individuals. For those of you are impacted by summer layoff, we are preparing materials that you will be able to use to determine your eligibility and to better understand the reduced premium amount that you may be eligible for if you elect COBRA coverage after you leave the agency. You must be enrolled in our health plan on your last day of employment to be eligible for the premium reduction.

That's it for now.
~ Nicole

LOOKIN' FER WORK IN ALL THE RIGHT PLACES

Job Opportunities may be viewed online at:

www.communityaction4u.org/employment.php

*NOTE: Please check this web site weekly for current information and details. We have many jobs in development that will be posted before the next publication and we will take applications as each job is posted.

FAMILY & COMMUNITY RESOURCES



I&R Networking Breakfast Meeting:

Thursday, April 2nd, 8am-10am at Tuality Community Hospital Conference Rooms 1 and 2. Our topic will be: **Services for Youth Experiencing Homelessness or Housing Instability.** Read more about our networking breakfast meetings and find the flyer our web site at: <http://www.communityaction4u.org/find/brkfst.php>

Opening Doors:

COME AND JOIN US FOR A FUN AND INFORMATIVE PARENTING CLASS

At the heart of this class is the belief that parenting is the most important job there is and that parents are their children's most important guides and teachers. You will experience a warm and safe environment where you can feel comfortable sharing experiences and learning about parenting.

You will learn to:

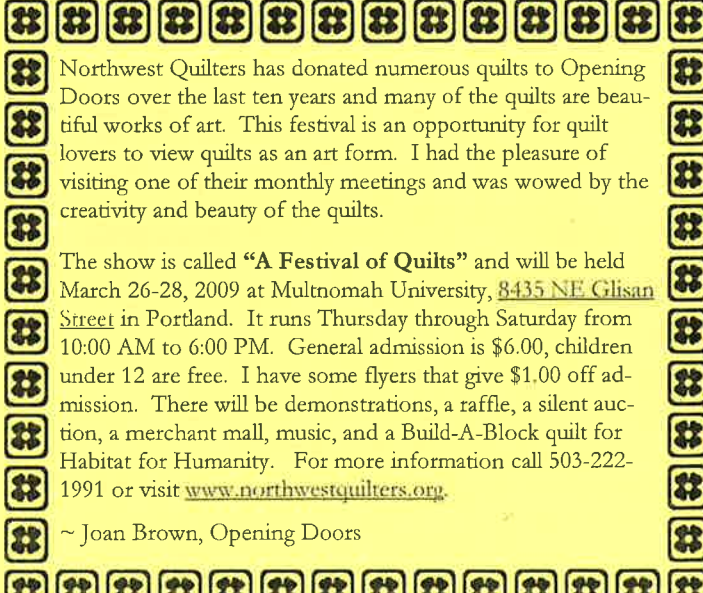
- Feel positive about your parenting skills
- Learn skills to promote good communication
- Organize your time more effectively

Your children will benefit from this course too:

- Encourage responsibility & initiative
- Promote cooperation and successful attitudes
- Develop good decision making skills
- Enhance a high self-esteem

Tuality Health Education Center
334 SE 8th Avenue, Hillsboro
Thursdays (April 2 – June 25, 2009)
Time: 10:00 AM to 12:30 PM

Child care provided. For more information call
Opening Doors at 503-517-5798.


 Northwest Quilters has donated numerous quilts to Opening Doors over the last ten years and many of the quilts are beautiful works of art. This festival is an opportunity for quilt lovers to view quilts as an art form. I had the pleasure of visiting one of their monthly meetings and was wowed by the creativity and beauty of the quilts.

The show is called "A Festival of Quilts" and will be held March 26-28, 2009 at Multnomah University, 8435 NE Glisan Street in Portland. It runs Thursday through Saturday from 10:00 AM to 6:00 PM. General admission is \$6.00, children under 12 are free. I have some flyers that give \$1.00 off admission. There will be demonstrations, a raffle, a silent auction, a merchant mall, music, and a Build-A-Block quilt for Habitat for Humanity. For more information call 503-222-1991 or visit www.northwestquilters.org.

~ Joan Brown, Opening Doors