



Community "IN" ACTION

Newsletter September 15th, 2008

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

Renée Bruce, Lisa Brown and I attended the 2008 Community Action Partnership Annual Convention last month in Chicago. It was titled **"Sowing the Seeds of Change"** and over 1200 Community Action folks attended. There were many quality, relevant training topics to choose from. This year the partnership added a training focus on issues of diversity and racism, many of which I attended. One workshop on "Structural Racism" introduced participants to the structural arrangements that create barriers to opportunities and achievement which are based on race. The presenter talked about how poverty looks different by race because of the structural systems; it's experienced differently. For example, in terms of proximity to jobs nationally, white workers live much closer to where the jobs are than workers of color. This "structural arrangement" creates a disconnect and unique barriers for people of color. Another workshop covered how to communicate a message about racial equity and economic well-being across racial groups. These workshops were very timely since this year our fall All Staff is going to have a focus on cultural competency, diversity and challenging communications. We have heard from many of our staff about their desire to improve their working

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knowledge and skill levels in these areas.

The national CCAP Commission offered an exciting workshop to individuals who had obtained their certification know as "CCAP - Certified Community Action Professional". The workshop was called "Creating Economic Security: A Comparison of Different Approaches." The Partnership had identified 17 national organizations who had conducted studies about how our nation should address the challenge of ending poverty. We were invited to come together to compare and contrast the approach used by Community Action with those of other organizations such as the Center for American Progress, Catholic Charities, the Urban League and the Economic Policy Institute. After reviewing and analyzing the seventeen reports, we discovered the following four themes emerged as common to most of the reports:

- Government has a role and responsibility
- (Need to) create and ensure equal access (to opportunities/services)
- (Need to) promote opportunities to thrive, to learn, to earn, to own and to prosper
- Work should provide an adequate income

Our national CAP President, Don Mathis, has done an outstanding job in moving the Partnership forward and up a notch. It's exciting times for the work we are doing; poverty has become an important issue for many organizations and policy makers across our country. Our week closed with a presentation from David Bradley, our lobbyist from the National Community Action Foundation. He stated strongly that poverty is back

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on the American agenda and that organizations studying poverty are fascinated by Community Action and the idea that we have a national network. But he cautioned us and said that we need to "shout out louder who we are and what we are doing." On October 7th, David Bradley will be doing a full day presentation on the History of Community Action at our state conference in Salem. We hope to be able to send a number of our staff to that training.

If you are interested, please let your supervisor know.

NEWS OF NOTE



**Save the Date:
Friday, 12/05
All Staff**

(Location to be announced
at a later date)



UPCOMING EVENTS!

Safety Committee Meeting	10/01
Energy Fair	10/11
Holiday (Columbus Day)	10/13
Head Start Policy Council	10/14
Board Meeting	10/16
Hillsboro Building Meeting	10/21
IS Committee Meeting	10/28

October 2008 BIRTHDAYS



Michelle	Allen	1
Nancy	Miller	1
Antonieta	Narcio	1
Ann	Hering	3
Kathleen	Casey	4
Lorena	Alvarez	6
Carrie	Clays	6
Susana Martha	Castaneda	8
Eva	Gallardo	10
Betty	Chung	11
Ana	Franco	11
Kelsie	Dilley	13
Rosalva	Reyes	14
Ann	Rodriguez	16
Roberta	Burns	17
Val	Laws	19
David	Lindell	19
Willy	Silva-Cruz	19
Brent	Wilson	21
Donna	Bennington	23
Melissa	Carrick	26
Farzana	Siddiqui	26
Terry	Andersen	29
Tracy	Robison	31

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

October 2008 ANNIVERSARIES



Congratulations to all of you that will have a Community Action anniversary this month!

COMINGS & GOINGS

Welcome to the following new employees:

Kelly	Alvarez	Teacher II/FS
Ana	Barrios	Program Assistant
Sharmane	BearCub (Humphrey)	Teacher II
Desirae	Blake	Teacher I
Roberta	Burns	Bus Monitor/Driver
Grace	Chin	Teacher III
Alycia	Costa	Teacher III
Sherry	Court	Teacher II/FS Sub
Elizabeth	Draper	Food Service Assistant
Sarah	Gall	Teacher III
Kimberly	George	Teacher II/FS Sub
Emma	Hanley	Teacher II
Karen	Hayes	Pre-K Teacher III
Elizabeth	Hosler	Teacher II/FS
Christian	Jensen	Teacher III
Brittany	Johnson	Teacher III
Mirna	Matias	Bus Monitor- Temporary
Aurora	Ornelas	Teacher III
Debra	Owsley	Bus Monitor/Driver
Monica	Oyola	Teacher II
Ashley	Peterson	Teacher I
Ann	Rodriguez	Teacher I
Faria	Scamarone-Garcia	Teacher II
Theresa	VanHove	Teacher II
Angela	Vargas	Teacher II/FS
Steven	Wilgus	Bus Driver
Cleta	Woods	Teacher II Sub

Sadly we say goodbye to:

Araceli Delgado, Kathryn Gressett, Jennifer Scheib, Leta Maggio, Norma Steward, Yesenia DeLaPaz, Erin Saint Romain, Chrystal Carlen, Ana Suazo-Munoz, Ana Diaz, Kristina Hargie and Vanessa Graham.

OCTOBER IS

Breast Cancer Awareness Month
Dental Hygiene Month
Domestic Violence Awareness Month
Auto Battery Safety Month (no, really!)
Book Month
Crime Prevention Month
Dessert Month (YAY!)
Energy Awareness Month
Pickled Pepper Month (who knew?)
Sarcastic Awareness Month
UNICEF Month



October 7 is Canada's Thanksgiving Day
October 9 is Yom Kippur, the Jewish Day of Atonement
October 13 is Columbus Day (observed on the second Monday in October)
October 16 is World Food Day
October 23 is Mole Day (celebrating the study of chemistry, of all things!)
October 24 is United Nations Day
October 28 is Diwali, a Hindu festival of light
October 31 is Halloween



In fall, some of us tend to pick up way too many vegetables at the farmers' market. Here's a yummy way to use all that bounty!

Curried Vegetable Hash Serves 4 to 5



1 1/2 Tbs. vegetable or olive oil
1 large onion, diced
1 bay leaf
1 medium clove garlic, minced
1 Tbs. all-purpose flour
2 tsp. mild curry powder
2 cups peeled, diced winter squash (1/2-inch pieces)
2 cups peeled, diced all-purpose potatoes (1/2-inch pieces)
1 1/2 cups fresh corn (3 medium ears), or frozen
1 small green bell pepper, chopped
1 1/4 cups low-sodium vegetable broth
1/2 tsp. salt
1 ripe medium tomato, halved, seeded and diced
1 to 2 tsp. chopped fresh basil
1 to 2 tsp. chopped fresh parsley

In large skillet, heat 1 tablespoon oil over medium heat. Add onion and bay leaf and cook, stirring often, until onion is softened, about 8 minutes. Add remaining 1/2 tablespoon oil, garlic, flour and curry powder and cook, stirring, 1 minute.

Stir in squash, potatoes, corn, bell pepper, broth and salt until well combined. Bring to a boil, stirring occasionally. Cover, reduce heat slightly and cook until potatoes are barely tender, about 10 minutes.

Stir in tomato and cook uncovered, stirring occasionally, until most of the liquid has evaporated and vegetables are tender and coated with medium-thick gravy, 5 to 6 minutes. Remove from heat and stir in basil and parsley. Let stand, covered, 5 minutes. Remove bay leaf and serve hot.



CHILD DEVELOPMENT

Lasting Impact

Teachers, do you believe you have a long-lasting impact on the lives of your students? What helps children overcome adversity?

Psychologist Julius Segal wrote that "one factor turns out to be the presence in their lives of a charismatic adult -- a person from whom they gather strength. And in a surprising number of cases, that person turns out to be a **teacher**."

Research about at-risk students noted, "Possibly the most critical element to success within school is a student developing a close and nurturing relationship with at least one caring adult. Students need to feel that there is someone within school whom they know, to whom they can turn, and who will act as an advocate for them."

What is done in the classroom today becomes the indelible memories of tomorrow. Teachers should never minimize the role they play in influencing students' lives. Hopefully, that role will be a positive teacher who not only touches students' minds but also their spirits -- the way they see and feel about themselves for the rest of their lives. Such influence is a rare privilege that should be prized and nurtured.

US TO US – SALES, SERVICES, NEEDS

This space is for anyone who has an item to sell or buy, or announcements. Please contact Barb at bdame@caowash.org with your request.



Program Assistant's Corner



Thank you everyone who participated in the barbeque on September 4th, and a big thank you to Leanna for coordinating this fun fall activity!



CHECKS & BALANCES

Fiscal –

CONTACT INFORMATION: 503-357-6572

Accounts Payable:

Phyllis Johnpoll X 742 & Kurt Cabrera X 744

Payroll: Javier (Francisco) Pena X 740 & Kim Pastor X 741

Accounts Receivable: Ann Hering X 743

Program Assistant: (AP/AR Support) Katie Casey X 746

Tip IT ~ A few tips to help the Fiscal department in supporting you and your program.

1. Please put both your name and location on each PO request. It makes it much faster for us to send you your Purchase Order.
2. Be sure all check and PO requests have proper authorizing signatures. The same holds true for mileage/travel reimbursement requests.
3. Make sure your program code/codes is on your time sheet, and that there is at least one signature on it.

WHAT'S DEVELOPING?

Community Action's annual **People You Should Know Breakfast at the Kingstad Center in Beaverton is set for Wednesday, November 19, 7:30 - 8:30 a.m.**



The PYSK Breakfast is a free event with a program focused on sharing Community Action's mission, successes, and the compelling stories of those we serve. In addition to being an awareness building event, this is one of our largest fundraising activities of the year. The PYSK breakfast is our opportunity to tell the community about the urgent need for financial support of our programs and how their support will allow us to continue to assist low-income families in Washington County. This event is also a chance to make new friends, connect with current supporters, and bring our community partners together for an inspiring morning that demonstrates the impact of Community Action, as well as the ongoing need for our programs and services. Along with an interesting program, guests will be treated to a complimentary breakfast made possible by our event sponsor, Kaiser Permanente.

We invite staff to participate in the PYSK Breakfast by hosting a table, bringing guests, or volunteering with event logistics. Consider which of your community partners or contacts would be interested in learning more about what we do, as well as meeting many of our most faithful supporters.

If you would like to attend by hosting a table or bringing guests, or if you have names you'd like added to the invitation list, please contact Leanna Woodall at x230. We would be delighted to welcome new "People We Should Know" at this year's breakfast!

HR – from Nicole

September is Open Enrollment Month!

September is a very busy time in HR right now. Not only are we working on all of our new hires and employees returning from lay-off but it's also Open Enrollment month! "Open enrollment" means that you can make changes to your benefits plans such as adding dependents to your health insurance, adjusting your supplemental life insurance policy or enrolling in our retirement program.



Many of you are approaching your second or third year of employment at Community Action! Did you know that you can add one dependent on your first anniversary and two or more dependents on your second anniversary? If you have any questions about rates or to pick up an enrollment form, please visit Nancy Peters or call her at extension 202!

Remember, if you are making coverage changes that are related to your anniversary date, the changes become effective on the 1st of the month that is 60 days after your anniversary date. That means that if your anniversary date is in January, then the effective date of the new coverage will be April 1st, 2009. If you are making changes that are not related to your anniversary date, then coverage will be effective on October 1, 2008. Changes in co-pays and premiums are also effective on October 1, 2008.

We've recently realized that many employees are not taking advantage of Community Action's retirement plan ("403(b)") that is administered through the Lincoln Financial Group. Just by enrolling in the program, you can get free money! After two years of employment, where you were paid for 1,000 hours or more, Community Action begins contributing to your account even if you are not! But you have to be enrolled to receive this contribution. A representative from LFG will even visit with you at your convenience to explain investment options and help you choose the investment strategy that is right for you!

September is also a great time to update the amount of salary you are having withheld and to refresh your beneficiaries in case you've had changes in your life. Nancy can help you with proper forms and connecting with our representative at LFG.

On a final note, does everyone know what "Section 125" means? Well, it's not a landing zone for aliens...it's part of the IRS code, which might be even scarier! Just kidding! It's really a good thing. It allows you to have your premiums for insurance and your 403B contributions deducted from your paycheck before taxes are calculated. The effect of this allowance is that you pay less in taxes and the net effect of your deductions is reduced! How wonderful is that!

Nicole

LOOKIN' FER WORK IN ALL THE RIGHT PLACES

Job Opportunities may be viewed at
Common/Agency Info/HR Resources/Job Postings
Or check out the new web page:

www.communityaction4u.org/employment.php

*NOTE: Please check this address 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 for October:

Community Action and the Washington County Commission on Children and Families are working together to bring you a special event for the October 2nd Information & Referral Networking Breakfast.

Please join us for this extended breakfast meeting featuring "Navigating Systems" to learn more about how to help families access critical services in complex systems.

We're expecting a larger than normal crowd and we will be providing a lot of extra information, so we've extended the time to four hours - 8am to Noon, and it will be held at Sunset Presbyterian Church, 14986 NW Cornell, Portland.

COMMUNITY ACTION ENERGY FAIR

Learn how to lower your energy bill and make your home more safe, comfortable and energy efficient at Community Action's 6th Annual Energy Fair. This is a free event and everyone is welcome. The fair is on Saturday, October 11th from 9:30 am to 2:00 pm at Aloha High School, 18550 SW Kinnaman Road in Beaverton.

Over 30 vendors will be there, providing information on energy conservation, lead safety, home weatherization, transportation options, solar power and more.

Free workshops will be held from 10:00 am-1:00 pm. Topics include Furnace Basics, Plumbing Basics, Solar Applications, Reducing Your Carbon Footprint, and Lowering Your Energy Bill. In addition, there will be a free car seat clinic from 10:00 am-1:00 pm.

For more information or if you'd like flyers, contact Margaret in Weatherization at mspringer@caowash.org.

One-Credit Class available through PCC

Title: "Field Trips in Early Childhood Education (ECE 185)"
Field trips are worth the hassle! Field trips build on child interests and contribute to children's developing knowledge of the world. This course explores the positive benefits of field trips in early childhood programs. Students will explore field trip possibilities in the Portland area, develop field trip protocols, and problem-solve common field trip issues.

Dates: October 18 & 25
Time: 10:00 a.m. - 3:20 p.m.
A 20 minute (on your own) lunch break will be taken
Instructor: Andrew S Forshee,
PCC Early Education & Family Studies
Location: Community Action

Register on-line at www.pcc.edu/schedule
Any questions regarding the above class, please contact Christyn Dundorf at 503-977-4028 or dundorf@pcc.edu