



Paycheck News

April 4, 2003

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DIRECTOR'S CORNER

Jerralynn Ness
Executive Director



Last week over two dozen people from Community Action, including four board members and a major donor, went on a field trip to Wilsonville to tour Coffee Creek Correctional Facility. We learned that Oregon has one of the lowest rates of recidivism in the nation, at around 30%. Even better, the recidivism rate for females in Oregon is an amazingly low 3%. Somewhere along the way Oregon has learned that you don't just incarcerate offenders and expect them to come out better able to deal with life. It takes well thought out programs and services to get at the core issues of why people commit crimes in the first place and to prepare them for "re-entry", equipped to succeed. At the end of our tour, we got to meet with a panel of 5 women, all of whom participated in our Early Head Start and/or the institution's parenting programs. Their stories were incredibly powerful and made me so proud of the outcomes we are achieving in a very short time with our Early Head Start/Corrections partnership. We ended our visit with a tour of our impressive birth to three year old center and witnessed the significant work we are doing.....**bravo!**

NEWS OF NOTE

April 24 is Bring a Child to Work Day. This event is designed for children aged 8-12 to accompany parents to work, expose the kids to future opportunities, & to find out more about what Mom or Dad does at work. Community Action supports this event and asks that employees check with their immediate supervisor and/or Director to get prior permission to bring a child to work - some positions do not lend themselves to this event, or may be a safety concern. If you are bringing a child to work, you need to plan activities for them, preferably ones that are work connected so your child has an authentic work experience, and ensure they are not disruptive to others. Remember, this is for 8 to 12 yr. olds.

COMINGS & GOINGS

Welcome! Bridgette Pisarak our new Teacher 1 at JB Thomas.

Sadly, we said goodbye to Carol Gilliam and Claudia Rodriguez.

"The Coffee Creek tour was so interesting and eye-opening. I went because I didn't have a clue as to what incarceration looked like, although this one may be pretty primo in the world of jails. There is good happening in the form of valuable programs and women's lives being changed so that was heartening! To see just one life turned around is so inspiring, attests to the wonderful and inherently good nature of the human spirit. Thanks for including me."

- Nancy Johnson, friend and supporter.

CA STAR



Byline M.J. Milam

There are very few real Heroes in a person's life, however one in mine is an incredible woman by the name of Jerralynn Ness. She has been more than an Executive Director of Community Action, she is indeed the Keystone. Jerralynn is a quiet woman with boundless energy, a sharp intellect and contagious smile. Many, including myself, would like to pattern themselves after this amazing woman. I have said it many times "I want to be just like her when I grow up."

Jerralynn came to CAO 30 years ago and has grown and developed right along with CAO. She has seen social changes, funding shortages and fiscal setbacks. Through them all she stands, like one of the Lighthouses along the Oregon coast – a beacon to those who work under her leadership. She would be the first to say that CAO is a group of amazing people facing social issues with courage and dedication. Once again, as we are facing social issues and fiscal reform, many look to Jerralynn to guide us through these times. We know we'll weather this with the grace of leadership that Jerralynn Ness has set as a standard for CAO.

Thank you for 30 years.

-- here's to many more!

UPCOMING EVENTS!

Safety Meeting	4/07
At-a-glance Tour	4/08
Building Meeting	4/15
Head Start Policy	4/15
Board Meeting	4/17
Wellness Day	4/25

FAMILY & COMMUNITY RESOURCES

Diversity Luncheon Videos The team at Metro Child Care Resource and Referral attended a statewide CCR&R Diversity conference. The speaker for the 3 days was Father Oleska, a Dean of an Orthodox church and professor of the Alaskan Pacific University in Alaska. Being a white male from Pennsylvania who married a Yupik (traditional Alaskan) woman, he had some incredible stories to tell from personal experience. To view Father Oleska's lectures on video please join us for a brown bag lunch at CAO on Tuesdays, April 8, 15, 22, 29 from 12 - 1 p.m. Each video is one hour in length and filled with a wonderful look into humanity and diversity.

I&R - Have you got a client who is looking for work? Community Action's partnership with the Workforce Alliance provides us with an ongoing supply of information about job opportunities in our area. When the Alliance emails information about job openings, it is being placed in the black "Outside Job Opportunities" notebook behind a red divider marked "Workforce Alliance". The notebook is located on the round table next to the community phone in our Hillsboro office lobby. If your client finds a job through this resource, please send me an email at jsmith@caowash.org so I can pass the good news along to the Alliance. I'm sure they would like to know their efforts are paying off.



CHILD DEVELOPMENT

On Friday March 21st A Kid's Domain Echo Shaw held their first Spring Dance Fundraiser. With overwhelming support from Echo Shaw Elementary school staff, parents, teachers, students and family members, AKD was able to raise \$141.83. These funds were raised through admission, refreshments, and sale of pet rocks that children worked hard to make.

The foosball table has already been ordered and children will have it pretty soon! **Thanks for the support everyone!**

A Kids Domain provided a week long Camp at Cornelius Elementary school during Spring Break from 6:00am to 6:00pm. It was fun, relaxing and enjoyable!

Welcome back to Head Start Pre-K (Part day) staff - hope your Spring Break was restful and relaxing.

Fear -

is "interest paid on a debt you will probably never owe, yet many people pay it every day."

(Something to think about.)

MORALE & WELLNESS

Topics - Think Green

This spring, be sure to give yourself plenty of access to the great outdoors. Studies suggest it might help you live longer. Motivate yourself to get active by taking long strolls along tree-lined streets, by hiking in grassy parks, or by making use of your own backyard. The color green is considered calming and thought to be conducive to creative thinking.

Recipes

Do you have a healthy recipe that you would like featured in the new **Community Action Wellness Day 2003 Cookbook?**

Please submit recipes to Brooke Zimet at the Main Office by April 11th

Tips

IT CAN PAY TO LOSE WEIGHT

Need an incentive to slim down? The Internal Revenue Service (IRS) has provided a financial one: a deduction for the cost of a weight loss program on your income tax return.

To qualify, you must have a Body Mass Index (BMI) of 30 or more (to calculate yours, go to <http://www.cdc.gov/nccdphp/dnpa/bmi/calc-bmi.htm>). Your body mass index is an approximation of how much of your body mass (weight and height) is represented by fat. A BMI of 30 + is considered obese; a BMI between 25-29.9 means you're overweight. If you're obese, you now qualify for a deduction. If you're overweight, you qualify if your doctor prescribes a weight loss program in connection with treatment for health problems related to weight such as heart disease, high blood pressure or diabetes. You can deduct the cost of a weight loss program, but not the cost of diet foods, health club dues, exercise equipment or nutritional supplements.

WHAT'S DEVELOPING?

April is Volunteer Appreciation Month at Community Action

Make sure to thank all your generous volunteers who have worked hard to create positive changes in Washington County by helping Community Action programs. We couldn't do our work without the dedication of these great volunteers. Resource Development will be visiting Community Action programs to thank our great volunteers for their continued support. If you have a volunteer that you want recognized, please call Jodi 503.693.3254

Many of you know that Community Action has adopted a new logo to better express who we are and what we do in our community. Please ONLY USE the new logo in your publications. This new logo can be found in the common drive under "logos". Resource Development has ordered new stationary, envelopes, and business cards with our new updated logo that will be available to staff in the coming weeks!

LOOKIN' FER WORK IN ALL THE RIGHT PLACES

See this info * at:

Common CAO MainCAOInfo/HR ResourcesCurrent Job Descriptions.

Administration

Facilities Maintenance Specialist \$ 13.65-16.58

Child Development

Teacher I Subs (2 positions)-Beaverton \$ 8.00 – 9.20

Teacher I -Tualatin \$ 8.00 – 9.20

Teacher III-Beaverton/Tigard \$10.55 – 14.09

Teacher II-Summer Plus \$ 8.79– 10.67

Development Advancement

Family & Community Resources

*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.



CHECKS & BALANCES

Fiscal - Facilities -

Tip IT - New Timesavers

Voice mail, e-mail, the Internet – so many "time-saving" devices, yet so little time. Here's how to keep timesavers from becoming "time stealers"



Phone enders. Stuck in a phone conversation that's dragging on? Try these phrases: "I don't want to take too much of your time... I know you are busy, so I'll wrap this up... I'll let you get back to what you were doing."



*They say it takes a minute to find a special person,
An hour to appreciate them,
A day to love them, but an entire life to forget them.*

USTOUS-

All of us at Community Action want those of you who have loved ones (children, siblings or parents) serving in the Middle East to know that you have our sympathy and support. We know these are difficult times for you, filled with worry and anxiety for them. Many of us who do not have immediate family members in the armed forces have these same feelings.

This is not the time to carry this burden alone – so let us, your co-workers, know what we can do to help you through this tough time.

HR - Ask Winnie

Benefits, Diversity...

Q&A

It's sometimes hard to get folks interested in being on a committee for a staff event, but when they come together and start putting a plan in place, there is nothing so wonderful as the excitement and energy of a creative process. This "magic" is taking place with the Wellness Day Committee, as plans proceed for all kinds of interesting activities. This year the focus is around BALANCE in your life. With worry about our troops & the war, perhaps a specific family member sent to Iraq, government budget cuts and just plain ol' day-to-day life issues we all need BALANCE. This year there are rumors of Wellness Day music events, art events, an author telling us about his book on hiking trails in Oregon, massages, power walks, bus rodeos, nutrition, retirement investments, and numerous other topics - all sound absolutely wonderful! All of us love to attend the events because the committee members do such a wonderful job, and we can show our appreciation for their hard work, by having a great time when we are there.

Being on such a committee is a terrific leadership opportunity and adds to your career skills. Make that investment in yourself when calls go out to form committees for future staff events - allow us to experience your great ideas and leadership skills.

SAFETY

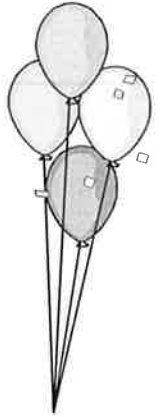
Look around you - do you see someone performing an activity that could result in an accident? Let that person know you think it's unsafe; let your Safety Committee representative & your Supervisor know it's unsafe, and suggest some safety training that may prevent future accidents.

Safety Committee members are:

Anne Schlereth, Brooke Zimet, Cory Jensen, Danny Cox, Diana Green, Donald Shaw, Farzana Siddiqui, Jan Ostby, Jewell Taylor, Rosie Garza, and Vicki Ware.

April BIRTHDAYS

4/01	Maria Martyniuk
4/03	Miriam Pleitez
4/08	Lolita Velez
4/13	Shannon Pujada
4/15	Gema Hernandez
4/16	Danny Cox
4/16	Doris Harris
4/17	Patricia Tellez
4/22	Kristen Long
4/23	Ingrid Alquinta
4/23	Thomas McKeating
4/25	Veronica Rivera
4/25	Winnie Althizer
4/30	Serena Villafaña
4/30	Karen Henkemeyer
4/30	Chris Kuran



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

April ANNIVERSARIES

Vicki Ware	12 yrs	4-01
Judith Del Porto	2 yrs	4-02
Lu Lamping	25 yrs	4-10
Maria Rodriguez-Perez	3 yrs	4-19
Christina Taft	2 yrs	4-27



SPRING FORWARD - APRIL 6th