



Community IN ACTION

Newsletter November 19, 2007

Deadline is the second Friday of the month; Contacts for articles are: Child Dev. - Farzana Siddiqui, F&CR – Barb Dame, Morale & Wellness -Phyllis Johnpoll,, Development – Scott Schlegel, All others – Nancy Peters. Editor: Winnie Althizer

DIRECTOR'S CORNER



Jerralynn Ness
Executive Director

This month we held our annual fundraising breakfast, "People You Should Know." We unveiled our new video, "Help, Hope and Change", which you will all get to see at our December All Staff. Our board chair, Kevin Aguirre was our host and did a wonderful job welcoming our guests and connecting them with his passion for our work. One of our own employees, Mika Nukaga, deeply touched the hearts of everyone when she shared her personal story. And our former board chair Leslea Smith did an outstanding job of communicating her conviction and spreading her enthusiasm as she invited our guests to consider making a contribution. As part of the program, I do a "vision" speech. I focused on issues of poverty and the work of the entire agency, rather than spotlighting a program. I talked about the strengths of our community and how we have what we need to prevent and reduce poverty and the hardships it causes. And yet the strength of our communities is being threatened as never before with the cost of living outpacing earnings. The poverty rate is growing six times faster than the overall county growth and on any given night over 1200 children and adults are homeless. Here are some excerpts:

(Next column)

(continued)

It is critically important to understand that the majority of people who experience poverty will manage to escape after a short spell of being poor, if needed services are available. Only a minority stay trapped in poverty. Each family's situation is unique they are experiencing poverty in different ways and for different reasons. But with the right mix of support, low-income families can thrive and connect with opportunities for greater economic security and self-sufficiency. Poverty can be prevented, reduced and its impact eased. And I talked about what works and how Community Action is providing these essential services every single day. From the positive response from our guests, we can see that we will have many opportunities to continue this important discussion.

COMINGS & GOINGS

Welcome to the following new employees:

Rebecca Aguila, P.A. H.S., Maria Delgado-Ferrerira, Bus Monitor, H. S., Martha Dominguez-Mondragon, TII Sub Hillsboro CDC, Nicole Russell, TII Sub H.S. Mayra Barrera-Bejarano TIII Sexton Mt., Nathan Griffin TII Sub H.S. Laura Young TII/FS Sub H.S. Rebecca Baron TII Sub H.S.

Sadly we say goodbye to:

Silva Rodriguez-Atrian, Bus Monitor
Teresa Vasques, TII FS
Danielle Orfield TI
Doris Harris, Bus Driver
Cilicia Burrell, Payroll

NEWS OF NOTE



Friday, December 7th is the **Fall All Staff** will be held at Trinity Lutheran Church on River Road in Hillsboro. Starts at 8:30 and ends at 5:00pm. Attendance is required.

Book exchange in the CAO Café. This has been an on-going effort to share and exchange books for employees. Our plan is to cull out the books that have been here for a long time and donate them. Please be sure to check it out and use it.

Christmas Tree Decorating for the front lobby is scheduled for December 10th everyone is invited to help.



UPCOMING EVENTS!

Building Meeting	11/20
Head Start	
Policy Council	11/20
Thanksgiving	11/22 & 23
Safety Meeting	12/03
I & R Network	
Breakfast	12/06
Fall All Staff	12/07

Decembers 2007 BIRTHDAYS



Jonielle Bright	4
Rukshana Hafez	4
Dominica Webber	5
Joan Ellen Jones	7
Cherlyn Page	7
Vianey Nunez-Quevedo	8
Imdela Cirilo-Avelino	10
Julia Perez	10
Nancy Alderman	11
Ana Alvarez	13
Stefanie Huff	14
Francis Nichols	14
Carolina Olivas	15
Linda Watt	17
Carla Chilton	19
Joy White	19

Continued next column

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

Birthdays continued from column 1

Rosanna Ferguson	20
Carolyne Westlake	21
Sonia Sanchez	22
Natalie Horne	23
Irma Perez	23
Mayra Barrera-Bejarano	24
Robyn Gonzales	31
Rachelle Mejia	31

December 2007 Anniversaries

Tracy Robison	15 years
Wendy Crislip	13 years
Corie Jensen	12 years
Darlene Dacey	9 years
Brenda Neri	9 years
Sonia Espinoza	7 years
Missy Banek	6 years
Ruzica Djurdjevic	6 years
Miriam Pleitez	6 years
Janie Alonzo-Hernandez	3 years
Kathy Zane	3 years
Jennifer Scheib	3 years

MORALE & WELLNESS

December is



Drunk and Drugged Driving Prevention Month
Safe Toys and Gifts Month
National Book Month

- Dec 1 World AIDS Awareness Day
- Dec 1 Rosa Parks Day
- Dec 5 First Day of Hanukkah (starts the night of the 4th)
- Dec 7 Pearl Harbor Day
- Dec 10 Human Rights Day
- Dec 12 Feast of Our Lady of Guadalupe
- Dec 22 Winter Solstice
- Dec 24 Eggnog Day
- Dec 25 Christmas
- Dec 29 New Year's Eve



A seasonal soup for Thanksgiving.



RECIPE

Butternut Squash Soup with Caramelized Onions

- 1/4 cup butter or margarine
- 1 medium white onion
- 3 or 4 cups cooked pumpkin or other squash
- 1/2 teaspoon salt (optional)
- 1/2 teaspoon ground black pepper
- 1 1/2 cups soup stock

Chop the onion coarsely. Melt the butter in a large saucepan. Stir the onion into the melted margarine, add the salt and pepper, and lower heat; cook until the onion is very brown but not burned, about 30 minutes, on low to medium heat. Stir frequently and keep covered. Add the cooked squash and stir in the soup stock. Bring to a boil, reduce heat, and simmer for at least 45 minutes, covered, on low to medium heat. If the soup seems too watery, simmer uncovered until it reduces. Roasted pumpkin seeds and sour cream or plain yogurt would be nice garnishes.



CHILD DEVELOPMENT

Studies show teacher education is directly related to the quality of preschool education and the development of children in preschool classrooms.

Many of our Head Start people are involved in some form of continuing education program. We have folks working on getting their CDAs, AAs, Bachelors, Masters, and even a PhD. What makes someone want to work all day and study all night? The individual reasons are as diverse as the people taking classes. The one thing they all have in common is a dedication to their profession and the desire to become better educated.

A number of the teachers in our Head Start program started out as classroom parents. They began by volunteering in the classroom where they were encouraged to try the teacher I position. The next step was taking classes from the CCR&R or PCC and becoming a teacher II. Many of these teachers get great satisfaction working with our Head Start families. Others decide to keep going and work towards getting their CDAs or AAs where they are then qualified for the teacher III position. Some of our teachers continue on and work toward their Bachelor degree and then the Masters.

Marian Wright Edelman writes, *“Education is for improving the lives of others and for leaving your community and world better than you found it.”* CAO encourages those who want to further their education in many ways. Check it out and see how you can be supported in continuing your education.

LOOKIN' FER WORK... ...IN ALL THE RIGHT PLACES

Job Openings may be viewed at
Common/Agency Info/HR Resources/Job Postings

*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 – PLEASE READ THE FOLLOWING IMPORTANT INFORMATION:

There have been a few job changes at the Fiscal Office.

Cilicia Burrell is no longer with CAO, she has moved on to a new position with The Children's Museum.

FOR PAYROLL CONCERNS:

Please contact Francisco Pena at 503-693-3285.

Email address: fpena@caowash.org

Phyllis Johnpoll is now the lead person for Accounts Payable. To contact her, please call 503-693-3256 ext 256. Email address:

pjohnpoll@caowash.org

Ann Hering is now the lead person for Accounts Receivable. To contact her call 503-693-3243.

Email address: ahering@caowash.org

WHAT'S DEVELOPING?

Thank you to all who participated in this year's "People You Should Know Breakfast" on November 14. As a newcomer to Community Action I was truly inspired by the enthusiasm and support of the staff and the generous response of our guests. We raised nearly \$57,000 for Community Action programs and services, and enjoyed one of the best turnouts ever for this event – 180 guests. The outstanding response speaks to Community Action's solid reputation and demonstrated impact in our community. We have a great story to tell and I look forward to making sure that our community knows that Community Action is making a real difference for families in Washington County. Thank you for making me feel so welcome. I am proud to be part of this great team! – Lisa A. Brown

Oregon Food Bank



Because no one should be Hungry!

Coming Soon -

Watch for it in the CAO lobby.

PORTLAND, Ore. (Nov. 14, 2007) -- Oregon had 11.9 percent of its households struggling with hunger or food insecurity from 2004-06, according to the U.S. Department of Agriculture's (USDA) annual report.

ASK WINNIE

A big THANK YOU to the HR & payroll staff for getting through the September open enrollment and getting all the new staff enrolled. While we tried to answer most questions at the Sept. meetings, not everyone can remember due to the very busy time of the year. First, to be eligible for any benefit you must be scheduled to work a min. of 1,040 hrs. in a year. The exception is the 403(b) where you may start making pre-tax salary deductions from day one (if over age 18). If you are scheduled to work between 1,040 and 2,080 hrs. in a year you are eligible for benefits. If you are not sure of what your work schedule is, please check with your supervisor. New hires and staff adding dependents at their 1yr. & 2 yr. anniversaries have the same enrollment effective period which is: medical & dental coverage is effective on the 1st of the month, following 60 days from hire (or anniversary) date. Here is the formula – hired or anniversary date 4-25 + 60 days + first of the month = July 1st as the day coverage is activated. After your 2nd anniversary, you may add dependents only at open enrollment (usually in September).

REMINDER regarding lunch & rest breaks: Our staff are entitled by agency policy (& state & federal regulations) to take 2ea. 15 min. paid breaks (half way thru the shift in the morning and in the afternoon), and a 30 min. unpaid lunch. There is still some confusion how to fit them into the work day. The actual hours from start to end of work day that you are at work will be ½ hr. longer than stated i.e. To be paid for an 8 hr work day you are actually at the workplace for 8.5 hrs. The .5 hr. accommodates the 30 min. unpaid lunch period. Another way to look at it is to say that the 4 hr. worked in the am & pm are composed of 3 hr. 45 min. of work & 15 min. breaks. Work may not be performed during the breaks or lunch. Many staff wish to work hard and sometimes they do not take the lunch & rest breaks & often feel it is in the best interest of the Agency. This thinking is one of those “no good deed goes unpunished” times and while it looks like a good thing for the agency, in reality, failure to take rest & lunch breaks may result in 100’s of thousands of dollars in penalties. In some programs it may be difficult to manage, but manage it we must. We all need breaks from work and for your health (& sanity) we should be taking them. If you have a question about this subject, please call or email me.

FAMILY & COMMUNITY RESOURCES



Breakfast Meeting for December -

The next I&R Networking Breakfast Meeting will be held on Thursday, December 6th. The topic will be “Our Safety-Net Health Clinics?” Check out the flyer on our website at: www.caowash.org/find/find_docs/brkfstflyer.pdf Remember, these breakfast meetings fill up the parking lot – if you’re coming to CAO main, please car pool, or use public transportation that day.

Directories:

We are preparing the 2008 Edition of the Washington County Resource Directories, which will be available in January. We are taking “pre-orders” and a new order form will be available on our website. There have been many changes in the contact information for the resources in the directory. Call Barb @ x 238 for more information on ordering one for you or your program.

Energy Tips: Appliances

- There is not just one price tag on an appliance, there are two: The price of buying it **and** the price you pay for the energy to run it. You may be spending more money than you think! Over the lifetime of an appliance you may spend much more to use it than it cost to buy it.
- Energy Star qualified products meet energy efficiency guidelines set by the U.S. Environmental Protection Agency and the Department of Energy. These products include appliances, ceiling fans, electronic equipment, phones, compact fluorescent list bulbs, computer equipment, and several other products that use energy. Go to www.energystar.gov for a complete list of Energy Star products.
- An appliance that qualifies for Energy Star meets tough federal criteria for energy efficiency.

The next Hillsboro CERT class runs on Wednesdays, January 16th through May 5th, 6:30 - 9:30 p.m. at the Ronler Acres Fire Station. It's a great way to prepare your family for any kind of disaster, and learn how to be of assistance in your neighborhood. Check out this link: www.hillsborocert.org