

AzCAnections

A QUARTERLY NEWSLETTER FOR THE EMPLOYEES,
FOSTER FAMILY PARTNERS AND BOARD MEMBERS
OF ARIZONA'S CHILDREN ASSOCIATION
AND ITS FAMILY OF AGENCIES



Budget Challenges

By now, all of you have read the e-mail that I sent out regarding our agency's budget challenges for the new fiscal year. We are a large, strong agency with wonderful staff and it will be the expertise and ideas of those staff that will get us through this period.

Already, we have received a number of suggestions on how to reduce expenses from staff members across the state. There is no idea that is too small to consider. I would encourage all of you to think about your areas and to bring forward your suggestions.

In addition, I want to strongly reiterate what I stated in my e-mail. Namely, that all of us can help move this budget forward. Ask your supervisor about workloads and drawing down contracted dollars, particularly with DES contracts. On the behavioral health side, we need to utilize the dollars that have been given to us.

In each and every program, there are activities in which we are all engaged that impact our budget. Talk among yourselves about what they are and how best to do them.

Consult with administrators and your supervisor for support and help.

Staff benefits and salaries, as well as training dollars that impact staff, are the highest priority for all of us. Together, we can reinstate them and move salary increases up.

Goings On . . .

PHOENIX

The Celebrate Fashion Show and Dinner Dance

Date: September 30th
Time: 6:30 p.m.
Location: Westin Kierland Resort, Scottsdale
Cost: \$250 per person

Max Mara Fashions. Entertainment: Alice Tatum.

For more information, contact Lee Hartmann at 602-234-3733 x302 or lhartmann@arizonaschildren.org

Family to Family, Faith to Faith Statewide Summit

Date: October 4, 2006
Time: 10:00 a.m.-4:00 p.m.
Location: State Capitol Building, Phoenix
Cost: \$25 per person.

Keynote Speaker: Father George Clements. Arizona's first statewide, faith based effort to engage faith communities in providing unique solutions for stabilizing families and keeping children safely in their homes.

Contact Representative Leah Landrum-Taylor for more information: 1-800-944-7611 or 1-800-352-8404 x 65864 or llandrum_taylor@arizonaschildren.org

YUMA

Penny Pitch Golf Tournament

Date: December 9, 2006
Location: Cocopah Golf Resort, Yuma

Contact Dubia Zaragoza at 928-726-4335 or dzaragoza@arizonaschildren.org.

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ARIZONA'S CHILDREN
ASSOCIATION

Protecting Children. Preserving Families.
Across Arizona Since 1912.

Would You Believe?

CELEBRATING AzCA ANNIVERSARIES

20 Years

Nora Herren

10 Years

Lori Feingold
Anthony Lemme
Amy Becker
Shirley Martinez
Lynette Vernon
Maria Gonzalez
William Brubaker

5 Years

Bennie Benitez
Kimberly Marshall
Rebecca Rountree
Jennifer Frazier
Christina Carrilo
Laura Rowan
Ruth Johnston
Guadalupe Pelayo
Wendy Wooddell
Kim Yonda
Nina Bone
Raul Solorzano

Corporate

When you stop by **Linda Selsor's** office you'll probably notice the beautiful artwork on her walls...what you may not know is that Linda is the artist. Her interest in art began in college. "Doing art is a fully engaging experience," said Linda. Linda takes classes when she can and is currently working in pastels and acrylic paint.

Lilia Corona, corporate human resources manager in Phoenix relieves the tension of her job by creating genuine Swarovski crystal flip flops. These one-of-a-kind shoes feature beautiful designs on quality flip-flops, and range in price from \$25 to \$60 in most cases. Lilia also creates crystal designs on clothing, hair clips and cell phones.

The Parent Connection

Alison Tibbals and **Sharon de Long** are avid quilters. Alison says she came to quilting in 'self defense' because all of her friends were quilters. She learned to quilt while she was based at a teenage parent program that started a quilting class. Alison said she always thought of herself as an 'appreciator of beautiful things,' not an artist. "It turns out I'm an artist too," said Alison.

Sharon was an avid sewer who took up quilting about ten years ago. She has created two wall hangings that have been raffled to support Parent Connection programs; one of them for the 10-year anniversary of the Parent Connection in 2002. Sharon likes to work with bright, primary colors. She recently completed a quilt for her son's wedding.

Central Region

Welcome **Don Erickson**, a new Regional Director for the Central Region where he will oversee Arizona's Children Association behavioral health services. Brenda Tomlin will continue to oversee foster care, adoption and Golden Gate Community Center. Don and his wife came to Arizona about one year ago. "We were debating between Seattle and Phoenix," said Don, "and sunshine won out." Don brings significant experience working in the mental health field to his new position. "I realized pretty early on that I could make a difference in the quality of people's lives," he adds. Don is also a licensed white river guide who has run rivers in Montana, Idaho and Washington. His wife, Karen is a marathon runner.

Mid Central Region

Robin Bradley is a family support specialist in the Mid-Central Region and an aspiring Doula. Doulas recognize birth as a key life experience that the mother will remember all her life and assist pregnant women and their partners in preparing for and carrying out their plans for the birth. "We advise women to make a birth plan to let their provider know the type of birth they are expecting to have, and the different interventions they would or would not like during their delivery. We try to establish a relationship in advance with this family so we're not trying out things to see what works during childbirth." Robin finds her work as a Doula "rewarding and so much fun."

Western Region

Have you heard the one about **Shelly McCarty**, assistant regional director for the Western Region? She's supervising Arizona's Children Association operations in Bullhead City, Kingman and Lake Havasu...and, on the weekends, runs the longest running off-the-strip comedy show in Las Vegas, "Laughs at the Beach," at 'The Beach' in Las Vegas. Seriously folks...Shelly brings more than 15 years experience to her new position, and said that one of the things that convinced her to come to AzCA was "the heart of the people I would be working with." That's no joke. Welcome Shelly.

Southern Region

Welcome **Steve Sisson**, new director of Nellie P. Covert School. Steve brings an impressive background including four years as principal of Catalina Mountain High School, and some unique skills to his new position. Steve has the unique ability to reach his students through music. He plays the guitar and piano, and recently played some of his original music as part of a Covert School assembly. Steve is currently looking for 'gently used' instruments to provide to interested students.

For two years, **Carolyn Damko**, a special education teacher at Nellie P. Covert School had a secret. She was Wilma the Wildcat at the University of Arizona. Carolyn is deaf. She says she never thought for a minute that not being able to hear could stop her from playing Wilma. Wilma's fur suit weighs about three pounds - not including the head which Carolyn says, "is really humid and hot inside." Wilma's mascot duties included high fiving fans, mingling with the crowd, dancing and standing on top of the cheerleading pyramid. Due to Carolyn's hearing issue, she would

watch the crowd to see what was going on and feel the band playing through the vibrations in the floor. She reads lips, talks and uses American Sign Language. A highlight of her Wilma career was traveling with the men's basketball team to the Final Four in 2001 in Minneapolis. Carolyn says that, "it shows that deaf people can do anything...can be whoever or whatever they want....they can be a doctor or a Wilma!"

Northern Region

They came, they climbed....they conquered. Team AzCA participated in the Flagstaff Climb to Conquer Cancer on August 19. Congratulations to team leader **Lori Barfield** and team members **Julie and Dave Wood, Natalie Randolph, Laura Leff-Allen, Carol Reiman, Hayes Paden, Nikki Galloway and James Barfield** who took the 7 1/2 -mile, uphill walk to the top of Arizona Snowbowl in support of the American Cancer Society walk. The team completed the walk in 2.5 hours and reports that they all had a great time!

Lora Senske, program coordinator for AzEIP in Apache County is a "real advocate for chil-

dren." She has been a foster parent for more than 10 years and cared for, advocated for, gone out of her way for and brightened the future for 82 children who have lived in her home. Lora also serves on a DES BreakThrough Committee and Community Action Group for Special Needs Families. Her current vision is to improve the quality of child care in Arizona.



Team AzCA participated in a 7 1/2 -mile, uphill walk to the top of Arizona Snowbowl in support of the American Cancer Society walk

No Winner for AzCA Tagline Contest

As you know, we recently asked for employee input to develop a new tagline for AzCA. The good news is we got more than 250 responses. The bad news is the team of seasoned professionals that reviewed the submissions did not find the perfect fit for us. So, we will continue to search, and begin asking clients for their input. We will keep you informed.

Human Resources Happenings

Open Enrollment

It's that time again! Open enrollment informational meetings started July 31 and will continue through September. These mandatory sessions provide vital updates regarding AzCA's group-sponsored medical, dental, life and optional insurance benefits. Hosted by Human Resources throughout all five AzCA regions, these gatherings help employees refresh existing benefits selections and review benefit changes for this year.

Meeting highlights include: four plan options for medical care including a Health Savings Account (HSA), Health Reimbursement Account, Voluntary Long Term Care Insurance, and Individual Supplemental Insurance options from Colonial including Short Term Disability.

HR thanks everyone for making this a successful event. Remember, your selected benefits start on October 1, 2006. If you have any questions regarding benefits at anytime, feel free to call Elizabeth Hightower at 520.622.7611 ext. 1442.

Allocation of PTO2

Newly hired regular part-time (20 hours/wk +) and full-time AzCA employees receive a specific Paid Time Off benefit, called PTO2. This benefit is permitted after 90 days of employment. This is intended to serve as an interim benefit prior to eligibility for the regular Paid Time Off (PTO). PTO is initiated at the employee's first year anniversary and may be used flexibly. However, PTO2 is intended to be spread out over the first year of employment and primarily used for personal illness, medical issues of family members, emergency situations, and intermittent personal leave - all with the approval of a supervisor. To ensure PTO2 is administered properly, beginning August 11, 2006, all employees hired on or after October 1, 2005 will have a PTO2 accrual number (a divided hourly distribution) included on each paycheck. Regular status, 40 hour employees will accrue PTO2 time at a rate of 3.076 hours per pay period for a maximum of 10 days or 80 hours. Regular employees working more than 20 hours but fewer than 40 hours will receive a pro-rated

Watch Us Grow

Welcome New AzCA employees since June 1, 2006.

NORTHERN REGION

Rachel Griffin	Robert Seymour
Michael Hays	Summer Smith
Ashley Huddleston	Sandra Stanley
Jodi Kellet	Deborah
Heather McFadden	Steinman-Hays
Karen Perry	Brandy Verderosa

SOUTHERN REGION

Patricia Barrios	Erika Ortega
Robert Boyer	Valley Owen
Tanya Elliot	Eric Nunez
Edna Gonzalez	Albert Oropeza
Stacey Heinrich	Christie Rodriguez
Adriana Jimenez	Stephen Sisson
Brandie White	Armando Urbano

WESTERN REGION

Alma Chavez	Tammy Ravenberg
Elaine Holman	Joy Sides
Richard Knutson	June Trubia
Shelly McCarty	Rosa Villa
Dora Navarrette	Virginia Villaneda
Sharon Neece	

CENTRAL REGION

Genevieve	Jessica Lunn
De La Garza	Barbara Lyall
Don Erickson	Marlowe Nicole
Deysi Garcia	Myers
Angela Horn	Margarita
Carrie	Rodriguez
Jackson-Brown	Natasha Wilhelm
Ellen Lee	

MID CENTRAL REGION

Louis Adams	Muriel
Shannon	McCraney-
Barousse-Payne	Gonzalez
Jenny	Kimberly Pulliam
Davis-Tindall	Reginald Riley
Beverly Forte	Charlotte
Crystal Foster	Schuttinga
Nila Martinez	Audrey Vasquez

CORPORATE & DIVISIONS

Eileen De Shong	Myra Lijek
Kris Jacober	
Christina	
Kupferschmidt	



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Date _____

Human Resources Happenings continued

amount based on the number of hours worked. At the time of an employee's first anniversary, the PTO2 benefit will stop and any unused PTO2 time will be carried over to the official PTO balance. This will be reflected on the first paycheck following that anniversary date. For more details, contact HR or Accounting representative Diana Crawford (520.622.7611 ext. 1314).

Protecting Social Security Numbers

At times, employees accidentally submit incorrect Social Security Numbers (SSN) and other identifying information on their employment documents. Simple errors can create an enormous amount of work for HR and Payroll staff trying to maintain precise documentation. Inaccuracies can also significantly impact an employee's pay and tax information. To correct this, Micki Chiero, records specialist (520.622.7611 ext 1335), will compare SSNs with the Social Security Administration web site. This will permit rapid detection of any errors prior to entry into our ADP payroll system. The new process will increase protection of our employees and help prevent difficult situations in the future. Remember, HR protects and keeps all employment documents confidential.

AzCA's HR Department has partnered with the Pima Association of Governments to promote the Trip Reduction Program in our Southern Region. For more information, contact Michelle Machado-Rooney in HR at 520.622.7611 ext. 1406.

Training Update:

Online Learning and More

As a reminder, please access your Essential Learning online training courses.

Employees can access this info either at the workplace or from a home computer. Simply enter the Essential Learning website (www.essentiallearning.net/student) using the EL Quick Guide. The Quick Guide can be obtained on the AzCA server under TrainingDocs/Essential Learning or by contacting Micki Chiero, EL administrator, or Diane Dvoskin (520.622.7611 ext.1329). Employees also receive a monthly EL newsletter specifically created by Diane to update them on the new courses pertaining to their jobs currently available online.

SAZ Quarterly Forums

Diane Dvoskin, training coordinator, has planned and facilitated the first of many quarterly training forums for the Southern Region staff. These forums are presented by our own subject matter experts and involved classes such as Dealing with Difficult People; Child and Adolescent Development; Behaviors, Symptoms, and Diagnoses; and Court and Legal Issues. The first forum was held on August 18th and over 50 employees participated in this successful event. Kudos to Diane!

Editor's Note: We hope you enjoyed this issue of AzCAnections.

If you would like to give us feedback or submit an article, please email us at AzCAnections@arizonaschildren.org or fax to AzCAnections 602.248.8150.

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