



CANIChronicles

Fighting Poverty. Building Hope.

Outbound Executive Director Shares Words of Advice



Photo Contributed

CANI Executive Director Joe Conrad plans to end his 33-year tenure in April. In the meantime, he's busy reflecting on his time spent at the agency.

Joe first came to CANI as a young and hopeful 20-something, eager to sink his teeth into work. He tackled grant writing and was later promoted to Director of Grants Administration. Although more than three decades have passed, Joe still remembers his early days at CANI. For example, one of the first grants he wrote was for a food and nutrition program.

Later, the timing was right and he was offered the position of CANI Executive Director. Years later, Joe has not forgotten his roots. Experience, he said, is the best teacher:

"I've learned a lot about life from this job," he said.

Instrumental to his success are the agency's quality employees, he contends. "Surround yourself with good people and give them space," he said, as a word of advice.

Another learned lesson: discretion is an acquired skill. Knowing when to let other people help or do it yourself is not always easy. Joe shared his internal struggle: "I once tried to do everything myself because no one else did it to my standards, then realized people were just doing jobs differently."

"Different isn't always bad...it's just different. It's a matter of letting go," he said. "I learned to get out of the way."

Some great things happened at CANI when staff were set free to take action. For example, Joe cited the incubation of the Community Harvest Food Bank, WIC and other programs

as examples of CANI's achievements.

In closing, Joe stressed the value of virtues in the work of Community Action:

"Be patient, be kind. Let things take time to mature."

Joe said he's not sure what lies after CANI, but knows he will find a new passion to pursue.

In closing, he said, "I will miss all of the very good people I have been privileged to work with."

While Joe does not know what the future has in store for him, he's proud of his past at CANI. The board of directors will conduct a national search to find his replacement.

CANI Congratulates the Following Employees for their Service:

- | | | | | | | | |
|-----------------|---------------|---------------------|------------------------|----------------------------|------------------|------------------|-------------------|
| 5 years | • Jana Baker | • Elizabeth Ensley | • Guadalupe Garza | • Jennifer Renner | • Rhianna Starks | • Paige Wilkins | • Martha Williams |
| 10 years | • Lesa Cassel | • Aura Cuevas | • Laretha Green-Manuel | • Nyla Hardy | • Leah Hazelton | • Steve Hoffmany | • Gail Mooney |
| | | • Sanjay Nallaballi | • Tammy Sheppard | • Patricia Cooper-Pinkston | | | |
| | | • Janice Maust | • John Robb | • Mike Slater | | | |
| | | 25 years | • Mike Esslinger | • Carolyn Maydell | | | |
| | | 30 years | • Deb Brase | • Mary Harris | | | |

CANI Board of Directors

- | | | |
|--|----------------------|---------------------|
| Mr. Robert Lee
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| Mr. Todd Fleetwood
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CANI's Mission: CANI helps communities, families, and individuals remove the causes and conditions of poverty.

CANI Offices		
COUNTY	LOCATION	PHONE
Allen	227 E Washington Blvd Fort Wayne, IN 46802	423-3546 or 800-589-2264
DeKalb	209 N Jackson St. Auburn, IN 46706	927-0162
LaGrange	109 E Central Ave, Ste 4 LaGrange, IN 46761	463-5276
Noble	119 W Mitchell St. Kendallville, IN 46755	349-0713
Steuben	1208 S Wayne St. Angola, IN 46703	665-1160
Whitley	Lehmborg Medical Building 333 N Oak St, Ste K Columbia City, IN 46725	248-2848
<i>The following offices only provide childcare assistance...</i>		
Elkhart	421 S 2nd St, Ste 420 Elkhart, IN 46516	574-293-3460
Kosciusko	1515 Provident Drive Warsaw, IN 46580	574-267-2817

Regular CANI hours are
 7:30 a.m. to 5:30 p.m.
 Monday to Thursday, and
 7:30 to 11:30 a.m. Friday.

**CANI will be closed from
 Dec. 24-Jan. 1.
 The office will re-open on
 Mon. Jan. 4.**

CANI Management Team

Joseph H. Conrad
 Executive Director

Pamela Brookshire
 Director of
 Community Services


Mary Lee Freeze
 Head Start Director


Steve Hoffman
 Director of Administration and
 Development

CANI Chronicles

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 Coordinator, Lauren Caggiano, unless otherwise noted.
 Subscriptions are free.
 For more information call (260) 399-4109.**





To find out more about CANI, visit our website at www.canihelp.org.

Steve Hoffman: Putting the “Community” in Community Action

Serving the community is more than a full time job for Steve Hoffman – it is what he does in his spare time too. In addition to being the Director of Administration & Development at CANI, Steve also is an exemplary volunteer at another organization.

Steve was recently acknowledged for his work at the Southeast Youth Council's Cornerstone Youth Center (Monroeville) with the Foellinger Foundation's prestigious Carl D. Rolfsen Stewardship Award. He was chosen out of 28 nominees recognized this year for work on behalf of local non-profit organizations.

The Rolfsen award brings with it a \$10,000-grant to Cornerstone for operating support, as well as a \$7,500 grant for board governance training.

The grant amount is appropriate when considering the amount of hours Steve has invested in the youth center. As a volunteer consultant, Steve worked with the organization's executive director, Kent Castleman, to improve planning processes. According to

Kent, he “helped create a planning process that is very user friendly and manageable for our organization.”

Additionally, Steve was instrumental in board development. As a board member himself, he was concerned about the future of the organization, which ultimately hinges on the board. Steve introduced the Ten Basic Responsibilities of Non Profit Boards, which stresses strong, carefully selected leadership for the success of a non-profit. Steve also had a hand in organizational restructuring to include committees and term limits. His contributions also include the creation of a board profile, board job descriptions, and code of ethics.

At CANI, Steve is no stranger to challenge. His position requires a high level of responsibility. Still he hasn't lost sight of the big picture:

“For me...helping other organizations do their work is a part of fighting poverty,” he said.



Photo Contributed

Steve Hoffman, Director of Administration & Development at CANI receives the Foellinger Foundation's prestigious Carl D. Rolfsen Stewardship Award at a ceremony held on Oct. 20. Steve received the award for his volunteer contribu-

According to Steve, it's a matter of finding a cause to identify with. Often times, the organization's mission can indirectly lead right back to fighting poverty.

Steve was honored with the award Oct. 20 at The Landmark Conference and Convention Center.

CANI GROUP NIGHT

Sunday, Jan. 31st • 5 p.m. • Memorial Coliseum

SPECIAL MEET AND GREET

- Before the game, meet the players and coaches!

HALFTIME ENTERTAINMENT

- Special half-time performance by the Russian Bar Act!

HIGH-FIVE TUNNEL

- Group members will be able to form the starting line-up tunnel!

SPECIAL RECOGNITION

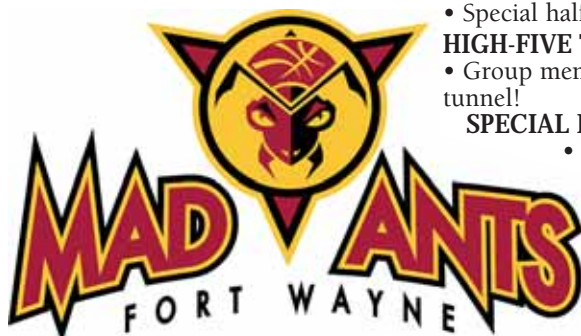
- CANI group will receive a special PA recognition during the game!

GET THERE EARLY

- CANI group members will be allowed to enter the arena early to watch warm ups and interact with the players.

MAD ANTS PROGRAM SALES

- CANI will be selling game programs and retaining half of the proceeds.



Contact Kim Myers, (260) 760-8927 ext. 223 for tickets. Cost is FREE to clients and \$1 for staff, donors and board members.

Have you heard?
CANI has a blog.
Check it out here:

www.insidecani.blogspot.com

Inside CANI offers news and commentary on poverty-related issues and the programs and services of CANI.

Please bookmark this page for easy accessibility. We welcome feedback and suggestions.

To find out more about CANI, visit our website at www.canihelp.org.

HPRP: Hope for the Homeless

You might not always see them, but they are there. "They" are the homeless population in northeast Indiana.

This population, due to its transient nature, is not easy to pinpoint. However, what the rough numbers do tell us is that there is a real need for services for those without a place to rest their heads at night.

The Homeless Prevention and Rapid Re-housing Program (HPRP) is a new way to get homeless people off the streets and out of shelters into permanent housing.

HPRP involves case management and housing assistance to help people learn how to break the cycle of homelessness. If they have the tools to succeed, they are less likely to end up on the streets again.

Housing Resource Specialist gives individual and families these tools. At CANI, Judy currently assists families and individuals with any housing related needs, as well as helping households resolve their housing issues or crisis.

The additional HPRP program responsibilities significantly expand and increase her responsibilities. Geographically, HPRP covers nine

increases my contact with other agencies and services in the area," Judy explained.

And that communication with outside agencies is crucial to the program's success. According to Director of Community Services Pam Brookshire, CANI has partnered with six local shelters and 211 for the planning and execution of this program. The organizations are currently working together as part of a national pilot project funded by the American Recovery and Reinvestment Act.

Services are delivered in the following counties: Adams, Allen, DeKalb, Huntington, LaGrange, Noble, Stueben, Wells and Whitley. The addition of the southern counties: Adams, Huntington and Wells means CANI is now serving a total of eleven counties in Northeast Indiana.

The HPRP program is based on other cities that have seen success with a similar model. If the local program is successful, it could become a national model, Pam noted.



Stock Photo

Preventing the causes of homelessness is an aspect of the HPRP program. Through the program, local agencies will work together to deliver services to needy families.

counties in the Region 3 Continuum of Care, which allows her to expand outside Fort Wayne.

"HPRP also broadens my job beyond resources, referrals, and case management, to coordinator and administrative responsibilities, and

"Without the help of John Robb and Andrea Young, my family would have been in danger of not only not having heat this winter but possibly not even a home."

-Energy Assistance Program Client

To find out more about CANI, visit our website at www.canihelp.org.

The Voice of CANI

“Family Support Allen County...John speaking...how may I help you?”

You can hear the enthusiasm in his voice as his answers the phone. John Martin is the newest addition to the Family Support Services department. In simple terms, John connects callers to help, usually in the form of energy and child-care assistance.

Working at CANI suits John well because he was once in a vulnerable position not too long ago. Laid off from a skilled labor job, he had fallen behind on his bills. John sought help from the Wayne Township Trustee’s office, where a chance meeting changed his fate. He attended an employment workshop presented by CANI Client Education Coordinator Dianne Jenkins, who later helped him tweak his resume.

“I was amazed...she was very professional,” he said about his interaction with Dianne.

Dianne’s help did not stop here; she informed him of a position open at CANI he might be qualified for. John took the initiative to apply and started work on Sept. 21.

CANI felt like home in a matter of days.

“I noticed it’s kind of a family,” he said. “There is lots of teamwork.”

John thrives in this atmosphere because he’s not afraid to ask questions and ask for help when needed.

Absorbing all the details of the job was challenging at first, but he said he feels more comfortable as the days pass.

As his confidence increases so does his faith in CANI’s mission:

“It’s a job that I can feel good about when I come in,” he said. “That’s the



Photo By Lauren Caggiano, Development Coordinator

John is the first point of contact many people have with CANI, so a good first impression is key. He does his best to ensure quality customer service.

first time I can say that.”

John said he is “enthused” about his position and hopes it’s contagious over the phone lines.

“My objective is to make everyone somewhat happy,” he said. And by default, that gives CANI a “good name.”

“That’s what makes me feel good about my job,” he said.

Boys, Books & Barbershops



Thanks to a “Boys, Books and Barbershops” grant from Target, more young boys will discover the joy of reading. The program encourages father and male role models to be more engaged in boy’s lives through time spent together reading.

Photo By Fey Fey Moussou, CANI Head Start Male Involvement Leading Children(MILC) Coordinator

To find out more about CANI, visit our website at www.canihelp.org.

Want to Give a Gift that Grows and Lasts Forever?

Community Action of Northeast Indiana (CANI) has started an Agency Endowment with the Community Foundation of Greater Fort Wayne. This Agency Endowment was opened by CANI to establish a fund which is kept in perpetuity to provide an ongoing stream of revenue generated by the investment of principal. This holiday season (or any time of the year) your gift becomes 20% bigger when you give to CANI's Agency Endowment and the Community Foundation of Greater Fort Wayne matches 20% of your gift up to \$10,000 per calendar year. So your donation of \$100 becomes a gift of \$120. Your donation, plus the 20% match, will be added to CANI's endowment fund.

Celebrate this season of giving with a tax-deductible charitable contribution to the Community Foundation to support CANI and help make our community an even better place to call home.

Donor Information:

Name _____ Address _____

City, State, ZIP _____ Phone _____ Email _____

I want my gift to be Anonymous

In Memory of _____ In Honor of _____

Please notify _____

Address _____ City, State, ZIP _____

Please make your check payable and send to:
 Community Foundation of Greater Fort Wayne
 555 E. Wayne St.
 Fort Wayne, IN 46802

Amount of Gift (A minimum gift of \$50 would be appreciated)

- | | |
|---------------------------------|---|
| <input type="checkbox"/> \$ 50 | <input type="checkbox"/> \$ 500 |
| <input type="checkbox"/> \$ 100 | <input type="checkbox"/> \$ 1,000 |
| <input type="checkbox"/> \$ 250 | <input type="checkbox"/> Other \$ _____ |

Why do charitable organizations establish Agency Endowment Funds at the Community Foundation?

- 20% match to qualified agencies on new gifts to the agency endowment fund
- Creates additional opportunities for charitable giving
- Access to planned giving services, such as Charitable Gift Annuities
- Protects the organization's endowed monies to meet future needs of the organization
- Provides a relatively constant source of annual income
- Demonstrates the organization's security, stability, and long-range financial planning
- Enables an organization to obtain funds for current operations more easily
- Increases investment yield since the endowment is pooled with other funds at the Community Foundation to receive maximum return and lower fees due to the size of the funds. (All funds at the Community Foundation of Greater Fort Wayne are operated in compliance with Internal Revenue Service Regulations, including variance authority requirements.)

For more information, call CANI at (260) 399-4103 or the Community Foundation of Greater Fort Wayne at (260) 426-4083, or e-mail info@cfgfw.org.

To find out more about CANI, visit our website at www.canihelp.org.

CANI Reaches Out to Uninsured

The work of Community Action hinges on just that-Action. Sometimes that means reaching out to the people who need help, as opposed to waiting for them to come to you.

That was the strategy Oct. 14 at the health insurance fair at Anthony Medical Center, sponsored by CANI, St. Joseph Hospital and St. Joseph Community Foundation.

Several state-funded health insurance programs are available, yet according to recent U.S. Census Bureau figures, approximately 46,000 Allen County residents have no health insurance coverage. The health insurance fair was an opportunity for families to learn about Healthy Indiana Plan (HIP), Hoosier Healthwise, and Medicaid. Attendees also had the opportunity to fill out applications for these programs.

Case managers were on hand to help applicants with the paperwork. Spanish and Burmese interpreters helped non-English speakers navigate through the process.

About 150 people attended and 35 applications were completed. According to CANI's Covering Kids and Families Coordinator Paige Wilkins, these figures don't necessarily tell the whole story. Some people at the event might have been eligible, but did not have all the documentation necessary to complete the process. For these people the event served to create awareness about help available:

"A lot of people do not know about the health insurance programs available, especially for children," she said. "While Hoosier Healthwise has high income guidelines, still 8 percent of Indiana children remain uninsured."

That is where her job comes in. Paige is charged with working with community organizations to reach out to individuals who are uninsured or underinsured.

For more information about the state-funded insurance plans, contact Paige at (260) 423-3546 ext. 276.



Photo By Kim Myers, Development Coordinator

Lutheran Health Network's Kenna Fast assists a Burmese family with insurance paperwork. Burmese refugees are a growing segment of the local population without health insurance.

Enrollment Sites:

- CANI: (260) 423-3546
- Catholic Charities: (260) 422-5625
- Parkview Hospital: (260) 373-4000
- Lutheran Hospital: (260) 435-7001
- St. Joseph Hospital: (260) 425-3000
- Dupont Hospital: (260) 416-3000
- Park Center: (260) 481-2700

CANI Thanks Our Donors

We'd like to thank the individuals, businesses, foundations, and organizations that have recently supported CANI. Your financial gifts and in-kind contributions help us fight poverty and build hope - thank you for all you do!

November - 2009

Ambassador (\$500 - \$999)

Steuben County
Community Foundation

Friend (\$1 - \$99)

Hall's Restaurant
Golden Corral
Tickets-N-Tickets

Thank you

Thank you

To find out more about CANI, visit our website at www.canihelp.org.

Do you dine at Halls?



CANI has free Community Partnership cards available for use at any Hall's Restaurant or specialty service. CANI earns a 5-percent rebate for restaurant dining, catering or specialty services. The reward increases to 10 percent when you show your card at the Guesthouse Hotel for lodging needs. It's a win-win situation: it costs you nothing but a good meal and CANI earns a monthly rebate check reflecting your activity. Call Kim Myers, (260) 399-4106, to get your card today.

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Fort Wayne, IN 46802

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Yes, I would like to give to CANI so I can help fight poverty and build hope!

Name _____

Phone number _____

Address _____

City _____ State _____ ZIP _____

Email address _____

Please write amount of your donation on the appropriate line.
 I want to be a:

_____ Hero (\$10,000 +)	_____ Guardian (\$250 - \$499)
_____ Visionary (\$1,000 - \$9,999)	_____ Advocate (\$100 - \$249)
_____ Ambassador (\$500 - \$999)	_____ Friend (\$1 - \$99)

Your name will be published in CANI's annual report and newsletters.

CANI Fighting Poverty. Building Hope.
 COMMUNITY ACTION OF NORTHEAST INDIANA

Please mail this completed form to:
CANI
PO Box 10570
Fort Wayne, IN 46853-0570

Or you may donate online at
www.canihelp.org.

Thank you

And remember, your gift is tax-deductible.

To find out more about CANI, visit our website at www.canihelp.org.