

“As senior human resources director, I also see myself as someone that there is nothing that I wouldn’t do necessarily to support the management and the running of PEACE, Inc. ... Dedicated to PEACE, Inc. since 2002.”



# Cathy Green



EMPOWERING PEOPLE TO THRIVE | EST. 1968

## **PLEASE TELL ME ABOUT YOUR ROLE AT PEACE, INC.**

**GREEN:** I am in human resources overseeing the human resources department, which consists of four staff. In addition, I oversee the IT department and I have food services reporting to me.

With human resources we try to keep employees employed and happy through various things. We want people to be satisfied with their benefits and fringes that they receive given the parameters we have to work within. We strive to service employees. We receive many requests for information - information for mortgages or social services or dealing with workers comp issues, disability issues. Our department touches every employee in this agency in some manner. It's either when they first walk in the door, us providing them with policies, benefits, and other information, or them requesting information - in some manner human resources is that connect. Human resources also tries to balance management and employees in disagreements - ensuring we are following the different laws and we have seen over the years how so many laws impact employment and employee relations, you know. We have to ensure that balance - that what we are doing and how we are doing it is in conjunction with laws, and being fair and equitable.

I have oversight of two other components - IT being the communications part of it and linking these different elements. Again, it's one of the things that we have to try to keep employees, to provide them with a level of satisfaction in their jobs - having the necessary tools through technology to work with. I think the IT department does a good job with that.

I think these two departments - IT and HR - don't get enough credit for the work they do. My staff works very hard to maintain and to do their jobs and to do them well.

With food services, I find it is self-sufficient. Randy LaManche does a good job in managing and overseeing that component. He works kind of independently, but has a number of good staff. He's able to maintain and keep his staff motivated and dedicated. They serve meals to over 40 sites, including Head Start, senior nutrition, and specialty meals. His turnover in that department is relatively stable - despite the strenuous task. He has an outstanding, hardworking staff.

I also see myself as someone that there is nothing that I wouldn't do necessarily to support the management and the running of PEACE, Inc. You'll see me at the front desk, answering calls - you know. Just helping out at different sites, volunteering, answering questions. I wear a multitude of hats.

I also oversee the free tax program (EITC You've Earned It!), which runs from the end of November through May. With that program, it's a hectic time of the year particularly when it kicks off right through to the end of the tax season. We rely on volunteers to do the work. We have four paid staff as staff support. It's always a challenge during that time. But, by the end of the program year, we get through it.

## **WHY DID YOU JOIN THE PEACE, INC. ORGANIZATION?**

**GREEN:** When I came to PEACE, Inc., I came from the American Heart Association, which had downsized. I saw the ad in the newspaper for this position. Before coming here, I was looking to relocate, go down South. I saw the ad and sent my resume. A vendor I was working with also told me about the position. I was called for the interview. I didn't anticipate I was going to be hired. The interview went quite well. And, the rest is history. Fifteen years later, I'm still here and it is a part of my DNA so to speak.

## **DESCRIBE YOUR CHILDHOOD AND THE INFLUENCE IT HAD ON YOUR LATER DECISIONS.**

**GREEN:** I grew up in South Carolina - a small family. I think the impact that my mom and my grandmom and granddad had was a lasting effect. I was an only child. I think what I have received from my family is the element of hard work. No job can be too good for you to take on, and the willingness to give of yourself the best of yourself - for whatever task you take on. My mom was a stickler for if you are going to do something, do it right. If you are going to devote yourself to something, go at it full-heartedly. She was a hard worker herself having overcome challenges in her life. Her strong will, ability to survive regardless of the circumstances and our faith - relying on your faith to bring you through most circumstances. I think had I not had a foundation growing up, I don't know where I would've ended up.

## **WHO IS THE PULSE OF PEACE, INC.?**

**GREEN:** The pulse of PEACE, Inc. is not one person. PEACE, Inc. thrives or survives because of the devotion, dedication, commitment of all of its staff. We have people who will go the last mile because they enjoy what they do. They enjoy working with the families. They put themselves out there. We did a survey one time and heard people firsthand talk about the passion for their work. It's not the pay. It's 'I want to be there. I want to try to make lives better.' If we didn't have people with that kind of passion, then this agency wouldn't exist - from the top and to the lower ranks, PEACE, Inc. has people with a love for their work.

## **HAVE YOU CHANGED AS AN INDIVIDUAL AS A RESULT OF WORKING AT PEACE, INC.?**

**GREEN:** How things have changed for me since I've been at PEACE, Inc. - I've grown certainly as an individual. I think PEACE, Inc. brought out more of the compassionate element of me. I see people maybe through different lenses and when I say that I say it to say that I mean you can't look at the surface of someone - regardless of what state they are in - and make a judgment about who they are because you don't know the person and what brought them to where they are. Understanding that you take on a different persona. Not one of judgment, one of what can be done perhaps to move that person on a different direction. Even when I'm counseling people, it's counseling with openness because I don't mind exposing myself and my weaknesses to help them see that I'm not any different. I may be doing different things. I may be in a different position. But deep down under - if certain circumstances had not occurred, it could be me sitting there and having to reach out for help. Not that I've ever been really judgmental, but I think it shows and it has enhanced that part of me to just be real and to be accepting of other people's weaknesses. You know, we all have a vulnerable spot.

## **SUM UP ONE THING YOU WANT OTHERS TO ALWAYS REMEMBER.**

**GREEN:** If this agency is going to continue to thrive, it takes everyone or people working together for that to happen. No one person, no one department, no one position makes it happen alone. When you look at the organizational chart, all those components tie into each other. One failure can impact the entire agency. So, we can't look at one department and say 'Oh, they're bad' because if they're bad, we are all bad. But if we look at their failure and say 'How can we bring that person up, embrace their mistakes?' we can help to make it better. It's the we, the coming together to help this agency maintain its presence and keep it going forward for the future.

## **IF YOU WERE A FEELING, WHAT WOULD YOU BE?**

**GREEN:** I would be happiness - I don't know if happiness is a feeling. But I'd be happiness because I enjoy laughing and making people laugh and just being fun. If we didn't have fun, then everything else would just be blah! I try to project that with the happy face. I try to smile and laugh as much as I can. So, I would be happiness, sunshine, glowing - a glow stick in the dark.