Happy New Year to all of you! There were so many reasons to take pride of the accomplishments in 2014. I would like to share with you each department’s accomplishment meeting our vision to be recognized as premier social service agency at the state or national level.

**Victim Services:**
On January 9, 2014 Victim Services and I shared that the National Children’s Alliance Board of Directors accredited the Madera County Child Forensic Interview Team. During the reception we recognized and thanked the team members representing city and county agencies that support the victims of sexual assault for their hard work, devotion and commitment to the CFIT Team. Later in the year, Congressman Costa presented the Victim Services Staff with the Ed Stout Award of Outstanding Advocacy.

**Fresno Migrant Head Start**
As a delegate of the Community Action Partnership of San Luis Obispo, the staff was recognized as a Program of Excellence by the National Head Start Association Quality Initiative for continuous exhibition of excellence in all components. On January 24, 2014, Bill Castellanos, CYFS Division Director submitted a letter stating the outcome of the Office of Head Start, Federal Review outlined 100 compliance measures and we were found to be compliant with all of them. The Parlier Migrant Head Start Center was accredited by the National Association for the Education of Young Children.

**Madera Head Start**
On March 18, 2014, The Office of Head Start acknowledged that the Regional Head Start program was in full compliance with all applicable Head Start Performance Standards, laws, regulations and policy requirements by issuing a letter to the Board of Directors. With regards to the CLASS assessment, the department exceeded the 2013 National Average in Instructional Support. The Head Start team was also recognized for several strengths throughout the program by their Grantee Central California Migrant Seasonal Head Start a division of Stanislaus Office for Education for services provided to the Migrant/Seasonal Head Start families.

**Alternative Payment Program**
In July 2013 the California Development Division, Ca. Department of Education requested that the department assume the PACE contracts to continue services for families by absorbing the contract previously provided in Madera by the PACE agency. Staff quickly realized they needed to prepare to serve an additional 423 children. Liz Delano and her team accepted and met the challenge and complied with the expectations of CDE. Resource and Referral continues to provide exceptional support to the Family Child Care Home providers.

**Community Services**
Transitioning is the theme for this department in 2014. One of the highlights is the Senior Food Program for the sites located in Madera County. The annual review conducted by Fresno Madera Area Agency on Aging found all areas in compliance. CSD conducted reviews for the weatherization program and has recognized the service to be the best in the state. The department may be small but they are meeting the Mission and Vision and ready to be challenged.

**Support Services of Fiscal and Human Resources**
Lead by Irene Yang, Human Resources Director, the Leadership Team completed the first internal Salary Study for CAPMC. Program Accountant Managers and Directors utilized the study to address disparity in wages and the 1.3% Cost of Living Adjustment. Donna Tooley and the fiscal team continue to achieve the highest opinions for annual audits by Randolph Scott and Co, Certified Public Accountants, Inc. The CAPMC management team will select a committee to begin the planning of events to celebrate our 50th Anniversary. CAPMC attained the non-profit status on December 1, 1965. For five decades CAPMC has made a positive impact in the lives of many residents in Madera County. Our services have assisted low-income seniors, veterans, children, families and victims of crime to support self-sufficiency. If you would like to be a part of the planning committee please let me know. Thank you again for your continued efforts to follow the mission of Helping People, Changing Lives...
CATCHING PEOPLE... DOING THE RIGHT THING

XAI VANG AND TINA GOMEZ, for assisting in getting the senior bus cell phone working again!

PEARL ERIGIO AND ANA IBANEZ for cleaning the closet and the refrigerator.

YOLANDA SHEPARD, for her assistance in setting up CPR class for two new employees.

KARINA GARCIA AND ROD CHANEY for helping another staff member jump start their vehicle after work hours. Making Time, the most valuable gift of all!

KELLY HANNA, for setting up the conference room for a Regional Head Start training.

JOHN HOWLAND, AND HIS MAITENANCE CREW, for installing the dividers in the bathroom stalls at Pomona. The children are very excited!

COTTONWOOD HEAD START CENTER STAFF, for keeping the center flowing during the Center Directors absence. Also, a thank you to Angela Martinez for taking the lead!

ROD CHANEY AND JAMES CHANDLER, for coming in on Christmas Day to ensure that payroll was available to all staff the following day. In addition, KELLY HANNA, CARRIE CHAPMAN came in on their day off to help with the payroll distribution.

ROSIE GONZALES, for stepping in for Liz Delano during the holidays.

MARK YOUR CALENDAR...

FEBRUARY 6, 2015: Gill Avenue Pancake Breakfast
FEBRUARY 12, 2015: Board of Director Meeting
FEBRUARY 14, 2014: Valentine’s Day
FEBRUARY 16, 2015: President’s Day Holiday Observed

HUMAN TRAFFICKING INFORMATION

By: Tina Rodriguez

The Victim Services Department spent the month of January participating in Human Trafficking Awareness events. We would like to share some important information that we learned about human trafficking with you. Human trafficking is commercial sexual exploitation through the use of force, fear, or coercion. Human trafficking is also labor exploitation by use of the same tactics. The victims of human trafficking come from various ethnicities, ages, and socio-economic backgrounds.

Researchers estimate that 70% of trafficking victims are women, and more than half are children. Each year about 14,500-17,500 people are trafficked into the United States. In the United States most human trafficking occurs in California, New York, and Florida. Human trafficking is one of the fastest growing crimes because it provides an opportunity for fast access to money, with little to no immediate investment.

It can be extremely difficult for human trafficking victims to seek help because often they are isolated, and confined to places that are locked or monitored by traffickers. Victims are typically lured in by promises of employment opportunities. Traffickers take control of the victim’s identification documents and intentionally place them in locations that they are not familiar with. Since 2009, several laws have been passed to combat human trafficking.

The prison terms have doubled for human trafficking violations. Victims that are documented and undocumented can get help. Human trafficking is a global issue that is frequently referred to as modern day slavery. Please encourage anyone you know that is or has been affected by human trafficking to get help by calling 1-888 373-7888 or text BeFree.

SAFETY GAME PIECE

Due: 1/30/2015 — 12 noon

NAME:

I.D. #

WORKSITE:

QUESTION: According to the guidelines, what do you avoid when eating out as a savvy dinner?

ANSWER:

Do you know someone who wants to enroll in a Covered California Health Plan?

The Community Services Department at CAPMC are providing enrollment assistance services for individuals and families who want to enroll for health insurance! Open enrollment through February 15, 2015. Call Community Services today for an appointment at...
On January 15, 2014, the Mis Tesoros Head Start center held a Community Helpers Day to emphasize the importance of serving the community as well as safety awareness. The center had some Very Important People (VIP’s) in the community come including:

- Max Rodriguez (Madera County Board of Supervisor and Alternate Member of the CAPMC Board of Directors),
- Mr. Carrillo, Madera County District Attorney Criminal Investigator, and
- Mr. Luis Padgett, Madera County Sheriff Deputy with the K9 unit who brought along his partner “DJ”.

Welcome to CAPMC!
New Employees & New Positions

**SUSAN O’HARO**
Fiscal Accountant–Program Manager

**OPEN POSITIONS**

For more information, contact the HR Department at 673-9173 or at www.maderacap.org. The following positions are open until filled:

- **ADVOCATE III**
  Victim Services
- **CENTER DIRECTOR**
  Madera Migrant Head Start

**Pancake Breakfast**

Information Technology Relay for Life Fundraiser
Friday, Feb. 6, 2015 – 8:30-10:30 AM
Conference Room 1/1A
Pancakes – Sausage – Orange Juice
Ticket – $5.00
See an IT Staffer for tickets

2015 New Employee Orientation Dates:

- March 18-20, 2015
- May 20-22, 2015
- July 15-17, 2015
- September 16-18, 2015
- November 18-20, 2015

**RINGING IN THE NEW YEAR**

**COMMUNITY ACTION PARTNERSHIP**

**LEADERSHIP CONFERENCE**

Mattie Mendez, Irene Yang and Elizabeth Wisener attended the national Community Action Partnership Leadership Conference held in Dana Point, California on January 6-8, 2015. The sessions included important topics that will influence the future funding of many of the programs offered at CAPMC. Some of the topics were:

- Community Services Block Grant Organizational Standards - Introduction to the 56 Standards
- OMB Super Circular Training
- Strategic Planning Nuts and Bolts
- Head Start and Community Action
EMPLOYEE SPOTLIGHT

Name: Jose Martinez
Job Title: Instructional Aide/Janitor
How long have you worked for CAPMC? 7 months
Where were you born and raised? I was born and raised in Mexicali, Baja, California (Mexico)
What do you do in your spare time?
Reading and gardening
Family: My wife Angelica and my son, Adam (14)
Pets: 1 dog named Spy and 1 turtle
Favorite Holiday: Christmas and Easter
Favorite Color: Black and Blue
Favorite Movie: Courageous
Favorite junk food: Bubulubus
Favorite Vacation Spot: The beach
Favorite Sport Teams/Individuals: Soccer
Of all people, who would you like to have dinner with and why? Pope Francis, because he is a wise and kind person
If you were stuck on a desert island and could only have three things, what would they be? Bible, notebook and pen
Greatest Achievement: Obtaining my American citizenship
Best Advice Ever Given: “Todo se puede en Cristo”
Please include some thoughts about your job, co-workers: I have the best coworkers and supervisor

Victim Services volunteer training will begin on May 26, 2015. If interested in becoming a volunteer, the application can be found on the website at www.maderacap.org or you can contact either Beryl Raviscioni or Leticia Lujan-Rojas at (559)661-1000.

CSUF Nursing Students at Shunammite Place
By Gabriela Salazar

This past year has brought a lot of new changes, growth, and educational opportunities for the Shunammite Place. One of these opportunities included the partnership between California State University Fresno. Professor Cheryl Edgars connected the interested Shunammite Place participants with a nursing student. The collaboration included the nursing students providing case management services, resource, referrals, community and holistic approaches, support and education to the participants. Some of the participants were referred to more suitable health care providers. Others were educated on their medical conditions. Some were given ideas about holistic approaches to deal with weight or other goals they have. Some were read their blood pressure levels each time they were seen. On the opposite side, the nursing students learned what it is like to case manage and they learned skills and techniques. Many learned what it is like to do home visits, they learned about community needs, and learned that each client should be seen as a person first and that their needs matter. All in all, six of the Shunammite Place participants successful completed a semester with a nursing student this past December.
Together with the collaboration of Cheryl, Shunammite Place staff, and the amazing nursing students, the Shunammite Place participants were offered an exceptional service.
January brings more opportunities, as this upcoming school semester the Shunammite Place will welcome their first group of registered nurses from Fresno State that will be offering similar case management services to interested Shunammite Place participants.

Do you know of an Agency event that you would like to see covered in the Action Connection? Do you have input about the newsletter? Would you like to contribute an article or pictures?
All submissions are welcome and appreciated!
Please contact: Melisa DaSilva, Assistant to the Executive Director at: mdasilva@maderacap.org Phone: (559) 675-5748 Fax: (559) 673-2859
Making Healthy Choices When Eating Out

Many Americans live “on the run,” and busy lifestyles often mean that more meals are eaten in restaurants. It is not always easy to make healthy choices in restaurants, but it isn’t impossible either.

A few guidelines can help you become a savvy diner when dining out:

**Choose sensible portions:** Different portion sizes are available. It is often wise to choose a more sensible portion, such as a child’s meal.

**Choose condiments wisely:** Many fast food restaurants now offer the option of leaving off the more fattening condiments, such as mayonnaise or cheese. Try some of the more flavorful and lower fat options like ketchup and mustard.

**Avoid “combo” meals:** Side dishes can be very unhealthy and are usually served in oversized portions.

**Avoid fried foods:** A hamburger is healthier than a fried fish or fried chicken sandwich. A grilled chicken sandwich is healthier than a fried chicken sandwich. A baked potato is healthier than French fries.

**Choose vegetables when possible:** When ordering pizza, choose vegetable toppings instead of meats. Meats add fat and calories to pizza.

**Choose low fat salad dressing:** When having a salad as a side dish, choose a dressing that is low in fat and calories. A poor dressing choice can cancel out the healthful benefits of a salad.

**Avoid sugary drinks:** Instead of drinking a sugary caffeinated soft drink with your meal, ask for water instead, or buy the bottled water that is often available at restaurants. Sugary soft drinks are like liquid candy and boost the calorie and carbohydrate count of a meal that is likely already loaded with fat.

**Ask how food is prepared:** When ordering, remember to ask how the food is cooked. This will help you make a healthier choice.

**Choose desserts carefully:** Consider desserts such as fruit and Jello, which are sweet, delicious and low in calories.

Remember, if you make healthy choices, you can eat well at any restaurant.
PHYSICAL ACTIVITY IMPROVES QUALITY OF LIFE

Do you want to add years to your life? Or life to your years?

Feeling your best boosts your zeal for life!

The American Heart Association recommends at least 150-minutes of moderate activity each week. An easy way to remember this is 30 minutes at least 5 days a week, but three 10-minute periods of activity are as beneficial to your overall fitness as one 30-minute session. This is achievable! Physical activity may also help encourage you to spend some time outdoors.

Here are some reasons why physical activity is proven to improve both mental and physical health.

Physical activity boosts mental wellness.

Regular physical activity can relieve tension, anxiety, depression and anger. You may not only notice a “feel good sensation” immediately following your physical activity, but most people also note an improvement in general well-being over time during the weeks and months as physical activity becomes a part of their routine.

Physical activity improves physical wellness.

Reduced Risk Factors

Too much sitting and other sedentary activities can increase your risk of cardiovascular disease. One study showed that adults who watch more than 4 hours of television a day had a 46% increased risk of death from any cause and an 80% increased risk of death from cardiovascular disease.

Becoming more active can help lower your blood pressure and also boost your levels of good cholesterol.

Physical activity prolongs your optimal health.

Without regular physical activity, the body slowly loses its strength, stamina and ability to function well. People who are physically active and at a healthy weight live about 7 years longer than those who are not active and are obese.

<table>
<thead>
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<th>Activity</th>
<th>100 lb</th>
<th>150 lb</th>
<th>200 lb</th>
</tr>
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<tr>
<td>Bicycling, 6 mph</td>
<td>160</td>
<td>240</td>
<td>312</td>
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<tr>
<td>Bicycling, 12 mph</td>
<td>270</td>
<td>410</td>
<td>534</td>
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<tr>
<td>Jogging, 7 mph</td>
<td>610</td>
<td>920</td>
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<tr>
<td>Jumping rope</td>
<td>500</td>
<td>750</td>
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<tr>
<td>Running 5.5 mph</td>
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<td>660</td>
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<tr>
<td>Swimming, 50 yds/min</td>
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<td>500</td>
<td>650</td>
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<td>Tennis, singles</td>
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<tr>
<td>Walking, 4.5 mph</td>
<td>295</td>
<td>440</td>
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403(b) RETIREMENT PLAN
Community Action Partnership of Madera County, Inc. (CAPMC) sponsors a 403(b) tax-deferred retirement plan. You have the opportunity to save for and contribute to the employee account though a payroll deduction. You have the opportunity to save for retirement by participating in CAPMC’s 403(b) Retirement Plan by electing to make pre-tax contributions.

NOT YET CONTRIBUTING?
To start your contribution, complete and return the Salary Reduction Agreement available in the Human Resources Office. You may select a fixed dollar amount or a percentage that will be deducted from your paycheck each pay period. Small amounts, even $10.00 per pay period, add up over time. Please note that in addition to completing and returning a Salary Reduction Agreement, you must also establish an account with VOYA (formerly ING) Financial Services, the agency’s plan sponsor. You will need to complete an application and beneficiary designation.

ALREADY CONTRIBUTING? Great news! You can increase your contributions?
You may elect to contribute up to $18,000 in 2015. This amount is the general limit on what you can elect to defer under the 403(b) plan and this amount is adjusted annually. Additional catch-up contributions may be permitted if certain criteria are met. Specifically, if you are at least 50 years old by year’s end, you may make additional catch-up contribution of up to $6,000. To increase your contributions, complete and return a Revised Salary Reduction Agreement.

STATUS CHANGE
Are you recently married or divorced? Do you have a change in status? If so, please update your beneficiary designee by contacting Donna Tooley at (559)675-5755.

NEW EMPLOYEES
You will be eligible for the discretionary employer contribution on either January 1 or July 1 after you have met the one year of service requirement and work a minimum of 1,000 hours and you are still employed by CAPMC. You must be 21 years of age to qualify.

Neither your employer nor the VOYA investment provider can provide you with tax or legal advice. Employees are encouraged to contact their financial representative or tax professional with any questions.

MEET OUR VOYA REPRESENTATIVE
Joanne Redmond, CAPMC’s Financial Representative from VOYA, will be available as needed to complete sign-ups for new employees. She will also be available to meet with current participants to discuss their investments and retirement goals. Contact Charmaine Pickens at (559)675-5771 or Donna Tooley at (559)675-5755 to schedule your appointment.

If you have any questions, you may contact Donna Tooley at 675-5755.