For more than 30 years, David Bradley has been one of Washington’s leading advocates on behalf of the low-income programs. In 1981, David helped found the National Community Action Foundation (NCAF). As a private non-profit organization funded solely by non-governmental contributions, NCAF represents funding and policy interests of the nation’s 1000 community action agencies before Congress and the Executive Branch. In his role at NCAF, David was the primary architect of the Community Services Block Grant (CSBG). Besides the CSBG, David’s legislative activities include Weatherization Assistance, the Low Income Home Energy Assistance Program, Head Start, and job training programs.

On January 12, 2014 Congressman Fitzpatrick, Congresswomen Betty McCollum, and Congressman Jim Costa introduced a bill to reauthorize CSBG entitled the Community Economic Opportunity Act. This bill prevents re-direction of CSBG funds and as a block grant, it is unique in that the funding is discretionary—agencies choose how to spend it in the most effective and efficient way for their community. Block grants like CSBG are crucial because they provide needed choice in program allocations. The bill had not been reauthorized since 1998 and was the catapult for a new day of community action. Since this bill was introduced, Community Action has taken the lead on the introduction of new organizational standards to include management systems to provide results and operations data. The US. Department of Health & Human Services released an Information Memorandum on January 26, 2015 regarding the roles and responsibilities for the establishment of organizational standards for CSBG. The standards outline and clarify 58 standards for private, nonprofit eligible entities.

Although we at CAPMC have work to do to meet the Organizational Standards, we are thankful for the work of David Bradley and the National Community Action Partnership for safeguarding this funding in order for our agency to continue to be innovative, creative and have better delivery systems in place.
**CATCHING PEOPLE…**

**DOING THE RIGHT THING**

**MARITZA GOMEZ,** for helping out Victim Services with snacks for a CFIT interview.

**IRENE YANG,** for leading the CAPMC team while Mattie and Donna were away at a training.

**FISCAL STAFF MEMBERS,** for using safe and sane practices with a fellow co-worker in need of an ambulance.

**VICTIM SERVICES STAFF,** for all their hard work and dedication for another successful Walk A Mile event which raised over $7,808!

**COMMUNITY SERVICES DEPARTMENT,** for coordinating both the Tostada sale and Easter Basket raffle to benefit Relay for Life.

**ANGIE LOPEZ,** for sharing her story with the prison inmates resulting in the implementation of the VO Hope program (victim/offender reconciliation program).

**LETICIA LUJAN ROJAS,** for staying late to finish up tax returns through VITA for APP/R & R customers, and for always working hard at everything she does. In addition, to **DONNA TOOLEY,** **PEARL ERIGIO,** and **YOLANDA SHEPARD** for their time and expertise resulting in another successful VITA year.

**FRESNO MIGRANT OFFICE STAFF,** for being proactive and placing safety cones out where there is standing water - resulting in no slip and falls!

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**SAFETY GAME PIECE**

**Due: 4/24/2015 — 12 noon**

**NAME:**

**I.D.#**

**WORKSITE:**

**QUESTION:** Name the primary defense to maintain work safety.

**ANSWER:**

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**MARK YOUR CALENDAR…**

**APRIL 17, 2015:** Zumba for Life—Gill Avenue Conference Room

**APRIL 19-25, 2015:** Victim Rights Week

**APRIL 23, 2015:** National Take Your Daughters/Sons to Work Day

**APRIL 29, 2015:** Denim Day

**MAY 2-3, 2015:** Relay for Life

**MAY 25, 2015:** Memorial Day

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**S.A.F.E**

**Staying Accident Free Everyday**

Stay ahead of your allergy symptoms with prevention. Take steps to adjust your lifestyle for a bolder, more confident season.

**Celebrate little victories over allergies and asthma**

Take control of your allergies with 5 top things for allergy relief at home.

1. **Leave your shoes at the door**
   - Wear slippers or socks instead of spreading allergens from outside.

2. **Shed those clothes**
   - Change your clothes to help stop transferring pollen all over your home.

3. **Keep your place squeaky clean**
   - Regularly vacuum, dust, and do laundry to help keep your allergies at bay.

4. **Start a “closed door” policy**
   - Keep the pollen outside by keeping your door closed.

5. **Use an air purifier**
   - A good-quality air purifier can help filter out allergens and control the dust.

**Congratulations**

To Marisabel Tornero of Sunset Head Start!!!!

Marisa won a new rice cooker for participating in the March 2015 Newsletter Safety Quiz.
OPEN POSITIONS

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

- **ASSOCIATE TEACHER**
  - Madera Head Start—Los Baños
- **ADVOCATE II/III**
  - Madera Head Start
- **ASSOCIATE TEACHER**
  - Fresno Migrant Head Start
- **CENTER DIRECTOR I/II**
  - Madera Migrant Head Start
  - Fresno Migrant Head Start
- **DATA ENTRY TECHNICIAN**
  - Madera Head Start
- **ESCORT DRIVER**—Community Services—Oakhurst
- **FOOD SERVICE COOK**
  - Fresno Migrant Head Start
- **INSTRUCTIONAL AIDE II/JANITOR**
  - Madera Head Start
  - Fresno Migrant Head Start

WE’RE BACK AND WE NEED YOUR HELP! The CAPMC Buddy Program has been on hiatus for an extended period of time and a committee has convened to update this valuable tool in our CAPMC tool box. Help us choose a catchy name to inspire both new and seasoned employees. The names are as follows:

1. H.E.L.P. (Help Employees Learn Pathways)
2. B.U.D. (Buddies Undergoing Development)
3. CAPGuide
4. CAPAdvisors
5. CAPTogether
6. Buddy Program
7. PAL (Partners and Liaison to Learning)

Please take a moment and vote for your favorite name by signing on to the CAPNet home page and choosing your winner! The contest will go through May 1, 2015 and the name will be announced through CAPNet. Thank you in advance for taking the time to assist the committee with a new, catchy name!

Each year, more than 4 million people in over 20 countries raise much-needed funds and awareness to save lives from cancer through the Relay for Life movement. 2015 will mark the 16th year the agency has adopted Relay for Life as their signature giving back program. In 2014 CAPMC donated $13,221 to the Madera County Relay for Life campaign and received the top fundraising business award! This year the theme for the event is Be Inspired! The Madera Relay is scheduled for **May 2, 2015 at Lions Town and Country Park**….it is less than 1 month away and we still need walkers! Call Tina Gomez at 675-5761 or Donna Tooley, Relay Chair, at 675-5755 with questions. GO CAPMC!!
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.

EMPLOYEE SPOTLIGHT

Name: Susan O’Haro
Job Title: Accountant
Program Manager
How long have you worked for CAPMC? 4 months
Where were you born and raised? Born in The Dalles, Oregon, and raised in Daly City, CA
What do you do in your spare time? Camping, reading, puzzles, visit my family, go to Pismo
Family: Daughter-Tiffany, 23 and Son-Christopher, 18
Pets: Cat named Sadie and a horse named Alice
Favorite Holiday: Christmas
Favorite Color: Purple
Favorite Movie: The Proposal
Favorite junk food: Pizza
Favorite Vacation Spot: Anywhere on a cruise ship
Favorite TV Show: Blue Bloods, Big Bang Theory
Favorite Song: Amazing Grace
Favorite Sports Teams/Individuals: 49ers and Giants
Of all people, who would you like to have dinner with and why? Oprah Winfrey and Iyanla VanZant because their message is so inspiring
Greatest Achievement: Raising my children to be responsible adults
Best Advice Ever Given: “Don’t ask the Good Lord to guide your steps if you’re not willing to move your feet.”

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:
Ensuring a safe work environment is a duty that all workers and management share.

The safety of those working around you is in your hands. Unsafe choices that you make can injure both you and your coworkers. Everyone needs to take safety seriously, or everyone is at risk.

Your coworkers and you are the first line of defense against workplace incidents. You are provided with the training and equipment to do your job safely, but it is up to you use safe practices every day.

Take an active role in keeping your workplace safe.

Learn about the safety programs of the organization.
Learn the proper techniques to safely perform any job assigned to you.
Help your coworkers learn and use safe practices.
Respect guards, locks, tags and other safety devices that you come across.
Report all missing and damaged devices.
Only use the tools and equipment you are trained and authorized to use. Use them only for their intended purposes.
Only use chemicals you are trained and properly equipped to use.
Don’t take unnecessary risks.
Report any dangerous behavior immediately.
Report any hazardous conditions immediately.
If you are unsure about the safety of a situation, contact your supervisor.

More than your own safety is at stake.
Money is a deeply personal subject and financial circumstances vary greatly from individual to individual and family to family. There are no one-size fits all rules regarding money but there are some general tips that work well for most people.

Here are 7 tips to creating the abundance and calm you deserve:

1. Where are you over-extending? Do an honest expense report for yourself. Where are you spending too much? Rent is a common culprit -- experts say this should not be more than 20 percent of your income. Moving to a cheaper place is extremely freeing!

2. Automate your savings. This is a trick many financially savvy people know about. Before you spend a single cent -- put away at least 10 percent of your income into a savings account. If you can, put all bonuses (or any expected income) into this account too. Name it something fun like "Round the world ticket" or "Dream Home" to remind you why you are socking cash away each month.

3. Limit the entertainment overdose. Eating and drinking out are often the reason the old catch phrase was coined -- to have too much month left at the end of the money. Only commit to things you can afford and don't say yes to things just because you are invited.

4. No spending one day a week. This can be played creatively like a game! If you have a transport pass, food in the fridge, coffee in the cupboard and wifi at home -- you are set. A walk outside, making lunch for your partner and Skyping a friend are all free and fun!

5. Remember less is more -- need all those cable channels? Need that gym membership if you only go once a week? Look for cheaper alternatives. How much is a drop in exercise class? Is there a free first pass? Is Hulu a better option? Refer to your report to see where you can cut back.

6. Carry cash. Not only does this make you feel wealthy -- you are less likely to want to dole out cash on things like cabs and the small things that add up (another mimosa, a t-shirt on sale). Swiping plastic does not have the same realization as to what you are spending as handing over cold, hard cash.

7. Give! Paradoxically, being generous makes us feel abundant and the universe rewards us by giving us more.