May is Community Action Month.

Whether our neighbors are experiencing a temporary set back or have been priced out of affordable housing – too many struggle to achieve a good quality of life. Despite America’s economic recovery, nearly 40 million of us are still living in poverty and even more are just one missed paycheck away from hardship. Community Action believes everyone should be able to take care of their families and have an equal opportunity at success. The nation’s Community Action network – including 1,000 plus Community Action Agencies – are a robust, national, state, and local force, reaching children and families in 99% of America’s counties with life changing services that create pathways to opportunity and prosperity.

The Community Action Network:

Connects individuals and families to approaches that help them succeed – including high quality education programs for children, job retraining for adults, stable and affordable housing for families, utility assistance for seniors, and so much more.

Promotes community-wide solutions to seemingly stubborn challenges throughout our cities, suburbs, and in rural areas – whether it’s the lack of affordable housing or the need to promote economic growth that benefits all families.

Shares expertise with national, state, and local leaders looking for evidence on what works to promote greater economic opportunity for children and families.

#CommunityActionWorks  #WeR1000Strong
Messages from Human Resources:

- Human Resources Generalist, Ms. Charmaine Pickens’ office moved to inside of the HR Department, no longer across from the conference room.
- Remember CAPMC’s core values and Standards to Live-By expectations are enforced as a part of your employment terms and conditions.
- New Performance Review Development (PRD) tools will be available soon on CAPnet.
- When facing limitation on major daily activities and instrumental activities, you may be eligible for FMLA/CFRA.
- Share CAPMC’s employment opportunities.
- Next NE/VO is on May 22, 2019; please contact Ms. Pickens at 675-5771 if you plan to attend.

Upcoming Holidays and Agency Events

5/9: Board of Directors Meeting
5/27: Memorial Day (Office Closed)
5/30: Mattie’s Birthday

CAPMC hosted a total of six (6) Fresno State interns for the fall semester. Susana Lopez and Denise Martinez interned at the Shunammite Place. Ismael Trujano and Madeline Hernandez interned with the Community Services team. Lizzbeth Leon and Vanessa Villegas (not pictured) interned with APP/R&R. Your smiling faces, brilliant ideas, and eagerness to learn will be missed. Thank you for your service and dedication. Wishing you all the best in your academic and career endeavors!

Safety Game Piece

Due to the H/R Department—
Monday, 05/06/2019 at 12 p.m.

NAME:________________________
I.D.#:__________________
WORKSITE:____________________

How often should you replace smoke and carbon monoxide detector batteries?
Victim Rights 2019 Awards Recipients: Caitlin Smith, Albert Luna, Mexican Consulate, Catalina Alcorn, Beryl Raviscioni, Baldwin Moy, and John Markle

The #NCVRW2019 theme is “Honoring Our Past. Creating Hope for the Future,” reminding us of our progress and inspiring us to keep pushing forward.
First You Walk the Walk
There is an old saying: "You can't really understand another person's experience until you've walked a mile in their shoes." Walk a Mile in Her Shoes® asks men to literally walk one mile in women's high-heeled shoes. It's not easy walking in these shoes, but it's fun and it gets the community to talk about something that's really difficult to talk about: gender relations and men's sexual violence against women.
Not Just a Women’s Issue
Sexual violence does not just affect women. It affects the men who care about them, their families, their friends, their coworkers, and their communities. Sexual violence is epidemic. Every two minutes someone in America is raped. One in six American women are victims of sexual assault. That means someone you know, someone you care about, has been or may become the victim of sexual violence. It may be your mother, your sister, your friend, your girlfriend, your wife, your coworker or your daughter.

Thank you to the Maintenance team for restoring the Giant Heel and helping setup for the event. Thank you to Victim Services Center staff for going above and beyond to make this event a success.
Here’s the Scoop

Thank you to all of the departments who participated in the Easter basket decorating competition and silent auction. Together, we raised a total of $494! All proceeds benefit Relay for Life. Congratulations to Fresno Migrant Head Start on their first place truck shaped basket! A special thank you to the Community Services department for coordinating this event.

Warm wishes to Beryl Raviscioni on her retirement. Beryl would like to thank CAPMC and Victim Services Center for giving her the opportunity to be part of the CAPMC family. She has met great people, made lifelong friends, and has positively impacted the community. Thank you Beryl, for your 35 years of service to CAPMC and to victims of crime in Madera County. You will be missed, but your legacy will carry on.

Mis Tesoros Head Start proudly showcases their class picture! Teaching staff worked together to create a beautiful background and set up for their class pictures.
Site Supervisor: Catalina Rodriguez
Teacher: Danielle Garcia
Instructional Aide: Liz Mendoza.

Thank you to Fresno Migrant Head Start on their first place truck shaped basket!
We had so much fun with our insect study! Our classroom showcased different types of insects, from bees to butterflies, ants to beetles, and many more. Our children learned about insect’s habitats, types of food they eat, their characteristics, etc. They enjoyed going outside to find insects and sharing their observations with their peers.

The parents played a critical role because they were involved with the study by dedicating their time into helping with their child’s projects. Parents helped with making an insect diorama, a binocular, and a habitat. Every child who brought in their project walked in the classroom with excitement! The parents shared how they enjoyed working on the projects themselves. In all, our children are moving forward knowing more about insects; and most importantly, they are now more careful about handling them.
Ergonomics

Ergonomics is the study of the kind of work you do, the environment you work in, and the tools you use to do your job. The goal of office ergonomics is to set up your office workspace so that it fits you and the job you are doing. When your workstation is set up right, you may:

- Be less likely to have problems such as headaches or eyestrain
- Reduce neck and back pain
- Prevent bursitis or tendon problems that are linked to doing the same task over and over (repetitive tasks)

Why should your work area be ergonomic?

It's common for injury and illness to happen at work. Both can cost you and your employer time and money. They can also affect how well you do your job. Most on-the-job injuries are caused by:

- Falls
- Repetitive movements
- The way you sit or stand (posture)
- Bending over, lifting heavy objects, or using pressure or force
- Working with vibrating tools

Office ergonomics can help you be more comfortable at work. It can help lower stress and injury caused by awkward positions and repetitive tasks. It focuses on how things are set up in your office workspace, such as:

- Your workstation setup, how you sit, and how long you stay in one position
- How you do a certain task, the kinds of movements you make, and whether you make the same movements repeatedly
- Your work area, including light, noise, and temperature
- The tools you use to do your job and whether they are set up to fit your needs

What kinds of injuries happen at work?

Most injuries that happen at work are caused by physical stress and strain, such as sitting in the same position for a long time, making repetitive movements, and overuse. These injuries can cause stress and strain on your muscles, nerves, tendons, joints, blood vessels, and spine. Symptoms can include pain in your:

- Back
- Hand, wrist, or arms
- Neck and shoulders

How can you prevent injuries at work?

- Try to place your work in front of you and sit tall while you work
- Try not to put too much stress on one area of your body, such as your lower back or arms
- Change your position often
- Turn with your whole body instead of twisting to face your work
- Take breaks to stretch or get out of your chair every 20 to 40 minutes
Today, more than 50 percent of all children and adolescents in the U.S. are not getting the hydration they need, according to research from the Harvard T.H. Chan School of Public Health. This summer, keep your family on top of its game with these six hydration-boosting tips:

1. **Help Yourself to Hydration Boosting Nutrients**
   To stay hydrated, you and your family often need more than water. You also need electrolytes and carbohydrates, explains Jenniffer Williams, a research scientist with Abbott. While both nutrients can help your body absorb whatever fluids you drink, electrolytes – sodium, chloride, potassium, magnesium and calcium – are especially important because they are critical to healthy nerve and muscle function. And, all of these electrolytes can be lost through sweat, she says.

2. **Don’t Forget Foods**
   Your food (not just beverage!) choices can account for approximately 20 percent of your daily fluid intake, and are therefore a major contributor to you and your family’s overall hydration status. Luckily, many foods that are in season in the hot summer months – such as melon, tomatoes and strawberries – are naturally rich in water, carbohydrates and minerals, including those all-important electrolytes.

3. **Check the Toilet**
   Without getting too vivid, your urine color can function as a simple indicator of your hydration status, Williams says. Before, during and after outdoor activities, take a quick look at your urine output. If your urine is a light lemonade color, it’s likely that you are properly hydrated. Dark yellow urine (as in dark or darker than apple juice) typically signals dehydration and need for immediate rehydration, she says.

4. **Weigh Yourself Before and After Exercise**
   Sweating is a major contributor to dehydration during summer sports. Sweat quickly evaporates off of the skin, especially when you are in extreme temps. To gauge your sweat losses and consequent hydration needs, Williams recommends weighing yourself unclothed both before and after exercising. Every pound lost between the beginning and end of an exercise routine represents 16 ounces of water – gone. Losing less than 1 percent of your bodyweight during the course of your workout is optimal, she says. Once you lose 1 percent of your body weight in water (so if you weigh 180 pounds, 1.8 pounds), exercise performance begins to suffer and fatigue can set in. “You might be running an 8-minute mile, but it will feel like you are pushing a 6-minute pace,” she says.

5. **Drink the Night Before a Morning Workout**
   To stay one step ahead of the disastrous effects of dehydration, it’s important that everyone starts their day and or workout hydrated, drink during activity and rehydrate when it’s over. If you or your kids have a morning workout on the agenda (summer camps and tournaments, anyone?), you need to prioritize hydration the night before, Williams says. That’s because, after spending eight hours in bed not drinking anything, it’s easy to wake up in a dehydrated state, and that’s even before you factor in exercise.

6. **Opt for Water (Not Soda!) During Airplane Flights**
   During summer travel with your family, stints in airports and on airplanes can be very dehydrating. It’s easy not to drink as much as you usually do when you’re on the go, and airplanes are known for low-humidity air that contributes to low hydration statuses upon touchdown. Pack an empty refillable water bottle in your family’s carry-on bags and, after going through security, fill them up with water. Many airports now have water fountains designed specifically for refilling water bottles.

**Messages from the Safety Committee**
1) Assess the functionality of your tools, equipment, and furniture  
2) Know the building entrances and exits of where you are  
3) Know the security protocols at your worksite  
4) Indicate your whereabouts during business hours for safety accountability purposes  
5) Check worksite fire extinguishers monthly
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<tr>
<th>Wellness Committee Members</th>
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<td><strong>Administration</strong></td>
<td>Cristal Sanchez</td>
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<td><strong>Community Services</strong></td>
<td>Aniana Gomez</td>
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<td>Ana Ibanez</td>
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<td><strong>APP/R &amp; R</strong></td>
<td>Jessica Mendoza</td>
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<td>Melissa Mendoza</td>
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<td>Tina Gomez</td>
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<td><strong>Fresno Migrant Head Start</strong></td>
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<td>Charmaine Pickens</td>
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<td>Stefanie Sinks</td>
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<td><strong>Victim Services:</strong></td>
<td>Alejandra McBrearty</td>
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<td>Beatriz Salazar</td>
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**What does it mean to be mentally healthy?**

Mental health refers to your overall psychological well-being. It encompasses the way you feel about yourself, the quality of your relationships, and your ability to manage your feelings and deal with difficulties. Strong mental health isn’t just the absence of mental health problems. Being mentally or emotionally healthy is much more than being free of depression, anxiety, or other psychological issues. Rather than the absence of mental illness, mental health refers to the presence of positive characteristics. Stress takes a heavy toll on mental and emotional health, so it’s important to keep it under control. While not all stressors can be avoided, stress management strategies can help you bring things back into balance.

**Talk to a friendly face:**

Face-to-face social interaction with someone who cares about you is the most effective way to calm your nervous system and relieve stress. Interacting with another person can quickly put the brakes on damaging stress responses like “fight-or-flight.” It also releases stress-busting hormones, so you’ll feel better even if you’re unable to alter the stressful situation itself.

**Appeal to your senses:**

Does listening to an uplifting song make you feel calm? Or smelling ground coffee or a favorite scent? Or maybe squeezing a stress ball works quickly to make you feel centered? Everyone responds to sensory input a little differently, so start experimenting now to find what works best for you. Once you discover how your nervous system responds to sensory input, you’ll be able to quickly calm yourself no matter where or when stress hits.

**Make leisure time a priority:**

Partake in your favorite activities for no reason other than that they make you feel good. Go to a funny movie, take a walk on the beach, listen to music, read a good book, or talk to a friend. Doing things just because they are fun is no indulgence. Play is an emotional and mental health necessity.

**Make time for contemplation and appreciation:**

Think about the things you’re grateful for. Meditate, pray, enjoy the sunset, or simply take a moment to pay attention to what is good, positive, and beautiful as you go about your day.

**Take up a relaxation practice:**

While sensory input can relieve stress in the moment, relaxation techniques can help reduce your overall levels of stress—although they’re likely to take more time to learn effectively. Yoga, mindfulness meditation, deep breathing, or progressive muscle relaxation can put the brakes on stress and bring your mind and body back into a state of balance.
• **RECOMMENDATION: F-1**
  Update on the 2019 Community Needs Assessment process. (Informational Only)
  
  **SUMMARY:**
  The Community Services Block Grant (CSBG) requires a Community Needs Assessment be submitted every two years. The assessment describes and reviews the geographic area, the economy, characteristics of the residents and the needs of families in Madera County. The assessment also highlights the current status of affordable housing, employment rates, safety, and the drought in Madera County. The Community Needs Assessment is a useful tool in establishing agency priorities and justifying the need for funding on current and future grant applications.
  
  **FINANCING:**
  N/A
  
  **BOARD ACTION:** Informational Only

• **RECOMMENDATION: F-2**
  Review and consider accepting the Executive Director’s recommendation to end Eastern Madera County Transportation services effective June 30, 2019.
  
  **SUMMARY:**
  The Eastern Madera County Transportation Program utilizes a Senior Bus, which transports residents of Ahwahnee, Bass Lake, Coarsegold, and Oakhurst to doctor appointments, shopping, and nutrition. This bus provides service Monday through Friday during the hours of 9:00 a.m. to 4:00 p.m. The program also has a Medical Escort van that transports resident of Ahwahnee, Bass Lake, Coarsegold, North Fork, and Oakhurst to medical appointments in Madera, Fresno and Clovis on Tuesdays and Thursdays. Raymond residents are served on Wednesdays. This service operates from 8:30 a.m. to 4:30 p.m.
  
  **FINANCING:**
  There will be a reduction in county money in the amount of $156,000.00.
  
  **BOARD ACTION:** Approved

• **RECOMMENDATION: F-3**
  Review and consider ratifying the Executive Director to sign and submit the Homeless Navigation Services application for the California Emergency Solutions Grant (CESH) and Homeless Emergency Aid Program (HEAP). Budget to be distributed at meeting.
  
  **SUMMARY:**
  The objective is for Community Action Partnership of Madera County, Inc. (CAPMC) to continue to provide emergency services to the homeless or persons at risk of homelessness. CAPMC has been assisting the homeless since 1993. These funds will fund one Homeless Navigator who will provide assistance to the homeless in helping them become document ready and find housing.
  
  **FINANCING:**
  Year 1 $64,353
  Year 2 $62,876
  Total $127,229
  
  **BOARD ACTION:** Update presented to the Board of Directors regarding the application. Informational Only.

• **RECOMMENDATION: F-4**
  Review and consider ratifying the Executive Director to sign and submit the Rapid Rehousing application for the California Emergency Solutions Grant (CESH) and Homeless Emergency Aid Program (HEAP). Budget to be distributed at meeting.
  
  **SUMMARY:**
  The objective is for Community Action Partnership of Madera County (CAPMC) to provide rapid rehousing services for the homeless or at risk of homelessness.
  
  **FINANCING:**
  Year 1 $399,103
  Year 2 $366,442
  Total $765,545
  
  **BOARD ACTION:** Update presented to the Board of Directors regarding the application. Informational Only.

• **RECOMMENDATION: F-5**
  Review and consider approving the indirect cost rate for the year ended June 30, 2018 and the proposed rate for the year ended June 30, 2019.
  
  **SUMMARY:**
  An indirect cost proposal with the required supporting information must be submitted to the Division of Cost Allocation for each year that the Agency claims indirect costs for grants and contracts awarded by the federal government.
  
  **FINANCING:**
  The indirect cost rate supports costs that are incurred for joint purposes, but cannot be readily and specifically identified with a particular project or activity. They are the expenses of the Executive Director and administrative staff, fiscal, IT, human resources and other maintenance staff.
  
  **BOARD ACTION:** Approved

**COMMUNITY ACTION PARTNERSHIP OF MADERA COUNTY, INC.**

**BOARD DISCUSSION ITEMS...Board of Directors**

The following is a synopsis of the Action Items from the Board of Directors Meeting on April 11, 2019. If you are interested in seeing any items in more detail, please contact Cristal Sanchez.

**CONGRATULATIONS:**

- **Mr. Donald Holley,** for being awarded the 2019 Public Health Champion Award on behalf of the Madera County Public Health Department.
- **Ms. Ruthie Carral,** for her service on the CAPMC board since 2009. She most recently served as a Board Secretary/Treasurer. Thank you Ms. Ruthie for your time, dedication, and commitment to CAPMC.
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 Cristal Sanchez, at:
Email: c.sanchez@maderacap.org   Phone: (559) 675-5748  Fax: (559) 673-2859

**Name:** Ronald “Ronnie” Bustos Jr.
**Job Title:** Family Services Associate I

**How long have you worked for CAPMC:** 3 months
**Where were you born and raised:** Born in Fresno, California and raised in Madera, California

**What do you like most about your job:** Helping people
**What do you do in your spare time:** Run and workout

**Family:** My wife and I have 5 crazy beautiful kids

**Favorite junk food:** Pizza or tacos, but tacos are not junk food

**Favorite saying:** Actions speak louder than words

**Greatest achievement:** Will be finishing school and purchasing a home

**Of all people who would you like to have dinner with and why:** Jesus Christ

**Best advice ever given:** Do not rely on others so that nobody can let you down

**Favorite color:** Black and grey

**Favorite Movie:** A Bronx Tale

**Favorite Song:** Currently it is “God Only Knows” by King & Country

**Favorite T.V. Show:** Currently Game of Thrones

**Favorite holiday:** Saturday...just kidding, Christmas

**Favorite sports team/individual:** Football—Dallas Cowboys, Baseball—San Francisco Giants, Hockey—San Jose Sharks, Basketball—Los Angeles Lakers

**Favorite vacation spot:** Wish list—Sandals Resort and Atlantis Resort

If you were stuck on a desert island and could only have three things, what would they be: Water, food, flint striker

A random or fun fact about you: I race Spartan Races (obstacle course races) and competitive heats

Please include some thoughts about your job, co-workers or the families you work with: Our jobs can be stressful, but we have to remember how much we are helping. The team is great and the families are as well.

**Where do you see yourself in 2 years:** Hopefully here at CAPMC and closer to my B.A.

**Best thing about your position:** Snack week and that we help people

A must-know fact about you: I have a good sense of humor and can be a bit of a prankster

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**2019 Volunteer Income Tax Assistance (VITA)**

The 2018 Tax Season has ended! Thank you to our Volunteer Income Tax Assistance (VITA) volunteers, CAPMC was able to assist **412** families/individuals prepare and file their 2018 Federal tax returns. These returns helped obtain a total of **$716,280** in Federal refunds. **130** families/individuals received a total of **$239,396** in Federal Earned Income Tax Credit.

There were **394** State returns filed that helped obtain **$133,817** in State tax refunds. **95** families/individuals received a total of **$30,941** in California Earned Income Tax Credit.

A sincere “Thank You” to this year’s volunteers, Aaron Chambers, Jose Garay, Leticia Lujan-Rojas, Rose Martinez, Randy Mata, Norma Ortega Stephens, Evelyn Parker, Daniel Ronell, Mary Ronell, Donna Tooley, and our partner United Way of Fresno Madera Counties.