

# Securing the Future of the Community Action Movement: Opportunities for State Offices and State Associations to Pursue and Promote Certified Community Action Professional (CCAP)

9-9-2020



# Agenda

- Overview of the Certified Community Action Professional Credential
- Panel Discussion: The Value of CCAP
- Panel Discussion: The Role of State Associations & State Offices
- Study Groups, Support, and Next Steps



- The only national, peer review based, recognition of community action managers and leaders.
- Developed by Community Action leaders in 1991 with advisement from a certification industry expert.
- Oversight by the Certification Commission appointed by the Partnership Board Chair.

# CCAP Across America

An analysis of CCAP completed earlier this year, before the 2020 class was certified revealed:

- 746 Active CCAPs + 63 in 2020 Class (still working in the Network).
- 746 Active CCAPs spread across 230 CAAs (out of 1,000), 17 State Associations, 3 CSBG State Offices, 3 National Partners.
- In 24 States we have fewer than 10 CCAPs.
- In 8 States we have no CCAPs.

# Who is Eligible for CCAP Candidacy?

- Individuals who have held a leadership role for at least 2 years.
- Individuals employed by a qualifying organization: a CAA, delegate agency or sub-grantee of a CAA, a CSBG eligible entity, a state or regional CAA association office, or a state CSBG office member.

# CCAP Body of Knowledge



CCAP is Based on two “pillars”

**FIRST PILLAR** is...

The Community Action Body of Knowledge

A five-section list of the knowledge and skills which community action managers and leaders need in order to function in a position of leadership in their community and agency.

# CCAP Body of Knowledge

1. History of the Community Action Movement
2. Vision and Values of the Community Action Movement
3. Community Action Agency Traditional Management Skills
4. Leadership in Community Action
5. Theories: Causes of Poverty and Strategies to Address Them

# Code of Ethics: Standards of Conduct for Professionals

**SECOND PILLAR** is...

The Community Action Code of Ethics:

A standard for professional behavior that guides the decisions a community action leader makes. All candidates sign an agreement to abide by the Code of Ethics.





# CCAP Steps

- Review CCAP Brochure
- Find a Mentor and Study Group
- Complete Enrollment Form, Code of Ethics and Fee
- Complete the Candidate Data Form (1/20/2021)
- Complete the Executive Skills Portfolio (1/17/2021)
- Pass the Written Exam (Mid-June 2021)

# Why CCAP?

- Generational Shift
- Investing in the Community Action Movement's Future-Quality and Impact
- Rejuvenating



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# What is the value of CCAP?

## Our Panel Today

- **Denise Harlow**, CCAP, NCRT, Chief Executive Officer, National Community Action Partnership
- **Maribeth Schneber-Rhemrev**, CCAP, NCRT, State Assistance Director, NASCSP
- **Tom Tenorio**, CCAP, CCAP Commissioner, Chief Executive Officer of Community Action Agency of Butte County, California
- **Kris Schoenow**, CCAP, Bureau of Community Action and Economic Opportunity, Michigan
- **Leah Pauletti**, CCAP, NCRT, CCAP Commissioner, Director of Operations, Minnesota Community Action Partnership

# What Role Do State CSBG Offices and State Associations Play?

- Minnesota
  - **Leah Pauletti**, CCAP, NCRT, CCAP Commissioner, Director of Operations, Minnesota Community Action Partnership
- Indiana
  - **Ed Geradot**, CCAP, Director, Indiana Community Action Association
  - **Amy Carter**, CCAP, Network Training Manager, Indiana Community Action Association
  - **Steve St. John**, CCAP, Indiana Housing and Community Development Authority, Indiana
- Michigan
  - **Kris Schoenow**, CCAP, Bureau of Community Action and Economic Opportunity, Michigan

# State and Association Strategies Recap

- State CSBG Office and State Association Collaborate on Study Group
- Sponsor CCAP fee (\$600) (Especially for CAAs with no CCAPs)
- Encourage State Staff and Association Staff to Pursue CCAP and be a Part of a Study Group with CAAs
- Intentionally Sponsor/Coordinate Training on Community Action History; Vision and Values; Management; Leadership; and Theories of Poverty to help CAA leaders master the CCAP body of Knowledge content (**Build this into the state T/TA Plan.**)
- Celebrate CCAP Together!!!

# Current Known CCAP Study Groups

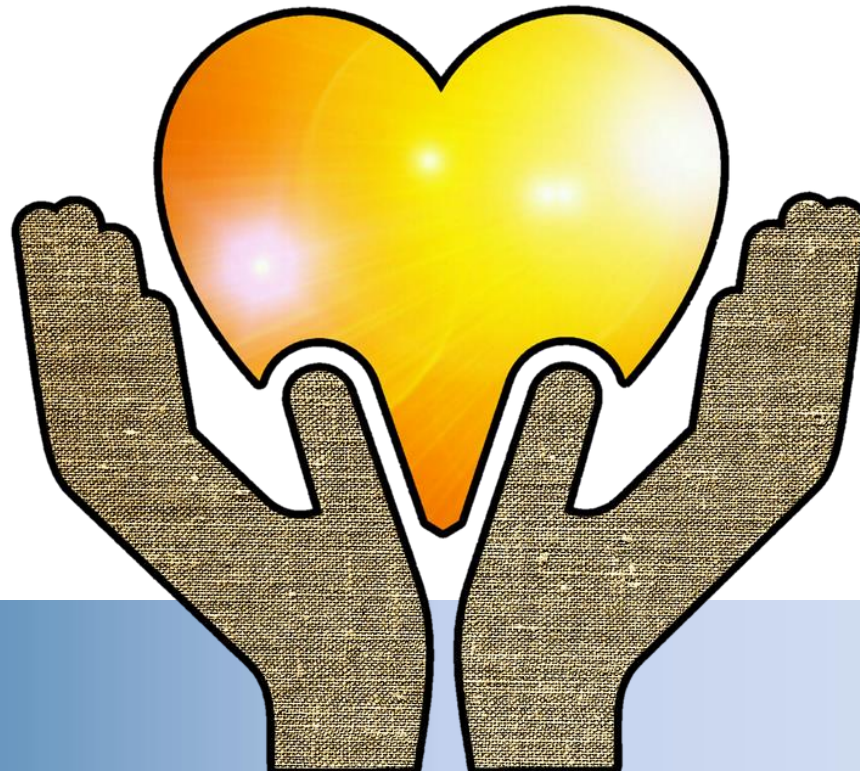
- Missouri (St. Joseph), Tuesday, September 15 AM
- Florida, Tuesday, September 15, PM
- Missouri (St. Louis), Wednesday, September 16, AM
- Kentucky, Wednesday, September 16, PM
- Illinois, Thursday, September 17, AM
- Indiana, Thursday, September 17, PM
- Minnesota, Tuesday, September 22, AM
- South Carolina, Tuesday, September 22, PM
- Alabama, Wednesday, September 23, AM
- North Carolina, Wednesday, September 23, PM
- **National, Thursday, September 24, PM**
- Michigan, Friday, September 25, PM
- Iowa, November- TBD

**Most with  
support from  
Commissioner  
McCann!**

# What can we do to help?

We know this is a busy and difficult time.

- Do you need assistance to support CCAP in your state?



## BECOME A CCAP

1. Submit **enrollment form and fee**
2. Complete a **Candidate Data Form**
3. Develop an **Executive Skills Portfolio**
4. Pass the **Written Exam**

## GET SUPPORT

Meet with your Executive Director or Board Chair to determine the level of support you can expect from your organization.

## FIND A MENTOR

Find a CCAP mentor. By establishing a working relationship with a mentor in your area, you will have personalized support and encouragement every step of the way towards your CCAP.

## START YOUR JOURNEY

Sketch in your Candidate Data Form to see where you need extra points or experience, join a local or online study group, and start studying the Community Action Body of Knowledge!



# For More Information

- Materials
- Brochure
- Three-year process

<https://communityactionpartnership.com/ccap/>





# 2019 CCAPs Recognized at Partnership Annual Convention Chicago, 2019

# Contact Info

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