



CSBG Advisory Council Report September 2024

As the Community Action Association in New York, NYSCAA uniquely provides specialized services to the NY CSBG Network. NYSCAA staff have specific expertise, access to the latest technologies, a broad understanding of the particular needs of CSBG-funded entities, deep knowledge of the CSBG Performance Management Framework, and positive long-term working relationships with national and regional organizations.

The T/TA NYSCAA provides reflects regional trends and relevancy to Community Action Agencies (CAAs) and broad statewide training needs. Targeted professional development activities are provided to a wide range of CAA staff, including Executive Directors, Fiscal Officers, Human Resources staff, board members, agency management, and program and direct service staff. Topics are determined based on requests from CAAs, training needs surveys, and requests from the NYS Department of State Division of Community Services (DOS/DCS).

Resource materials are developed and routinely distributed or made available on NYSCAA's website, including the annual Poverty Report, the Community Action Resource Guide, The Executive Director/CEO Manual, monthly newsletters, video and web-based training aids, and other relevant materials to support the work of CAAs.

NYSCAA Learn

NYSCAA continues to expand NYSCAA Learn, an online learning hub that houses eLearning interactive courses and other resources designed specifically for Community Action staff, board members, and volunteers; all courses are free. There are 18 interactive courses and over 60 recorded webinars from past trainings NYSCAA has hosted. Recently, NYSCAA has added a course on the Art of Writing Good Case Notes and the Economic Opportunity Act. NYSCAA is developing a new course about poverty/economic hardship in NYS, which will provide information about poverty in NY regions.

Network-wide trainings/webinars

NYSCAA has recently hosted a few network-wide webinars including

- Home Visiting Safety: Strategies for Frontline Workers

- Getting to Know NYSCAA's Data Hub

- Supporting young children who are homeless or in temporary housing

- Addressing Biases in the Workplace: Implementing Diversity, Equity, & Inclusion (DEI)

Introduction to ROMA Trainings

NYSCAA continues to hold regular virtual ROMA training for the network; the most recent training was held in March.



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NEAR Science/ACEs Training

Utilizing the ACES Interface Master Trainers, NYSCAA provides quarterly training on Adverse Childhood Experiences (ACE) to the staff at CAAs. The most recent one was held in July and presented by Community Action-certified ACE trainers. Fifteen trainers have renewed their certifications for another six years through ACE Interface.

Annual Professional Development Conference

It will be held at the Lake Placid Conference Center next week, September 17 -20. The first day will be a pre-conference for HR/Finance staff, and the core conference will start on the 18th.

Emerging Leader Institute (ELI)

The group has 52 participants: 40 in the 1.0 group and 12 in the 2.0 group, representing 20 CAAs. Three seminars are held in April, July, and October. April and October are in-person, with July remote, held over three afternoons. Seminars include sessions such as Team Building Strategies, Strategic Planning, Leadership that Gets Results, Assessing Your Leadership Style, Implementing ROMA, CAA Executive Leadership Stories, Having Difficult Conversations, and Effective Communication.

Executive Director/CEO Seminar

The annual seminar is held in November each year. It provides an opportunity for both new and experienced EDs to learn, share, and network. A specific part of the seminar is for new EDs.

Certified Community Action Professional (CCAP)

For the first time in several years, NYSCAA facilitated a study group for CCAP candidates. Four CAA staff and one NYSCAA staff member completed all the requirements and received their certification at the National Community Action Partnership Annual Convention.

Community Action Young Professionals

NYSCAA developed the group at the start of the year. To date, the group has met twice and discussed the top challenges affecting staff and CAAs across the network. Committee members shared their insights and recommendations about what factors could help address some of the difficulties identified.

Community Action Plan Template Development

Over the past two years, NYSCAA and DOS have developed ten Community Action Plan templates with a group of CAA staff. The templates have been shared with the network as guidance documents when CAAs develop their Community Action Plans. Developing guidance around reporting community-level work has also been discussed. The group is on pause until OMB approves revisions to the CSBG Annual Report. We will then modify the current templates to reflect the new changes.

ROMA Alliance

The Alliance meets quarterly with NYSCAA and DOS staff, co-facilitating the group.



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Regional Meetings

This year, two regional meetings were held in June via webinar. The meetings provided the opportunity for DOS and NYSCAA to update the network and invite partners. Representatives of the Permanent Commission on Access to Justice attended the meeting to share how technology can help the courts better serve the needs of court users, and the local access to justice committees spoke about wanting to broaden stakeholder engagement to best meet the legal needs of local communities.

List-Servs (Affinity groups)

NYSCAA continues to support peer-group meetings and listservs in the areas of finance, human resources, executive assistants, Artificial intelligence (AI), housing, social enterprise, and information technology (IT), including groups of CAP 60 and CAP Systems users. Each group meets on a schedule they determine.

NYSCAA Resources

NYSCAA released the 2024 Poverty Report, a source that provides a statewide look at poverty. NYSCAA publishes a monthly newsletter highlighting news from Community Action Agencies in NY, providing information/tools/resources from CSBG national partners and other relevant and timely information of interest to CAAs.

Region II State Association Lead

In partnership with the state associations in NJ and PR, CAA staff participated in a four-week course about storytelling with the goal of helping attendees understand the importance of narrative as a form of communication, how to tell effective stories, and how to capture and use stories in virtually all aspects of day-to-day work.