

Maryland Community Action Network





LEADER-SHIFTS

Supporting the State's CAA Network Through Leadership Changes

**Collaborating to Empower New
Executive Directors**

OVERVIEW

SUCCESS TOGETHER

Objective #1

To illustrate how MD State Lead and State Association collaborate to support new Community Action Agency (CAA) leaders.

Objective #2

To highlight the importance of collaboration to ground new leaders in the mission of Community Action.

Objective #3

To share tools, strategies and resources developed for addressing key challenges faced by new Executive Directors.



CHANGE

The Changing of the Guard in the Maryland CAA Network



Overview of Executive leadership changes within Maryland.

Key Challenges for New Executive Directors

1 | Funding and resource management

2 | Building relationships with local government officials and state agencies.

3 | Navigating the political landscape

4 | Compliance/ Best Practices



State Office Support

1

Connecting Early: Emphasize the importance of building relationships with new EDs early in their tenure.

2

CSBG Compliance Overview: Providing an overview of CSBG compliance requirements.

3

Identifying Needs & Challenges: Discussing the needs and challenges faced by new EDs.

4

Facilitating Linkages: Coordinating connections with other state agencies and funding sources.



State Association Support

1

Plugging New ED's into the Network: New ED Academy (Pairing and Mentoring, introducing new ED's to National Partners)

2

Introducing new Executive Directors to the unique aspects of Community Action through a comprehensive manual of key acronyms and essential resources.

3

Creating a Safe Place - MCAP State Association Orientation- fosters open communication, build trust, and provide the necessary support and guidance they need to navigate their roles effectively.

4

New ED First 40 Day's Checklist



How We Collaborate

1

Linkages - State Office & State Association -Virtual Resource Fairs introduce CAA's to new funding opportunities and partnerships within State Departments

2

Advocacy Training- In-depth training provided to new ED's by the Association and State Office host meetings with Secretaries

3

New ED Academy- Ongoing quarterly training for new ED's and mentoring from seasoned ED's – National Partners invited to share.

State Lead and State Association Collaboration Support

1

State Lead provide support for State Association events related to New ED training.

2

State Lead Agency serves a facilitator during NEW ED Academy

3

Co-Host Virtual Resource Fairs

4

State Lead and State Association provide joint trainings and conduct a joint T&TA Survey





Why Its Important to Ground New Leaders in the Mission of Community Action

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Mission-Driven Decision Making

Strategic Alignment

**100% of the Agency
Identity
vs percentage of CSBG**

**Governance and
Maximum Feasible
Participation**

Connect to the history/movement

Inspiration and Motivating Teams

Effective Advocacy and Representation



Practical Examples

Ensuring New Ed's have the support needed to be successful.

Navigating regulatory compliance through tailored training sessions.



Addressing funding gaps through partnership facilitation.

Facilitating Partnerships and Coordination



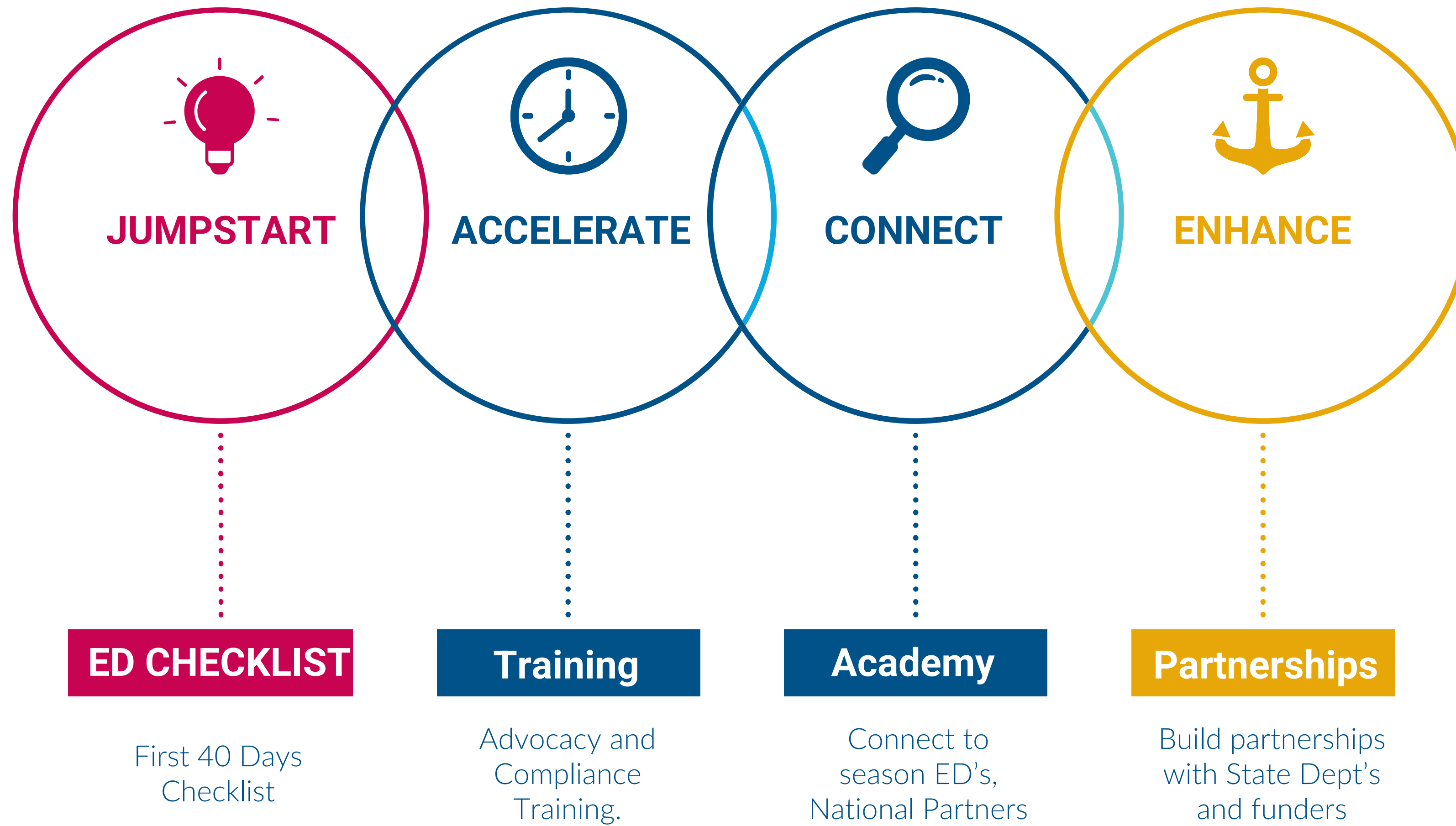
The state office's role in facilitating connections with other agencies and funding sources.



Amplifying the work of Community Action Agencies and their impact in the community.



Tools and Resources for New Executive Directors





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QUESTIONS?

Thank You For Joining In!

QR Codes For Resources

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MCAP WEBSITE



MCAP
WEBSITE

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MCAP NEW ED CHECKLIST



NEW ED
CHECKLIST

Please scan here
to complete the
evaluation for
this session!

