

# 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 Maryland's State Office 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

Building relationships with local government officials and state agencies | 2

3 | Navigating the political landscape

Compliance & Best Practices | 4



# 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, Peer Audits)

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-** State Office provides in-depth training to new ED's; State Office hosts meetings with heads of state government agencies. State Association host a Community Action Advocacy Day in partnership with State Office.
- 3** | **New ED Academy-** Ongoing quarterly training for new ED's; mentoring from seasoned ED's; Engaging with national partners

# State Office and State Association Collaboration Support

1

State Office provides support for State Association events related to New ED training

2

State Office serves as a facilitator during New ED Academy

3

State Association and State Office co-Host Virtual Resource Fairs

4

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





# Grounding New Leaders in the Mission of Community Action

# Why Is It Important to Ground New Leaders in the Mission of Community Action

**Mission-Driven Decision  
Making**

**Agency Identity vs.  
Percentage of CSBG**

**Connect to Community  
Action's History & National  
Movement**

**Effective Advocacy &  
Representation**



**Strategic Alignment**

**Governance and  
Maximum Feasible  
Participation**

**Inspiration and  
Motivation for Teams**

# 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.

Promptly identifying compliance and performance issues. Providing guidance and support to resolve them.

# Facilitating Partnerships and Coordination



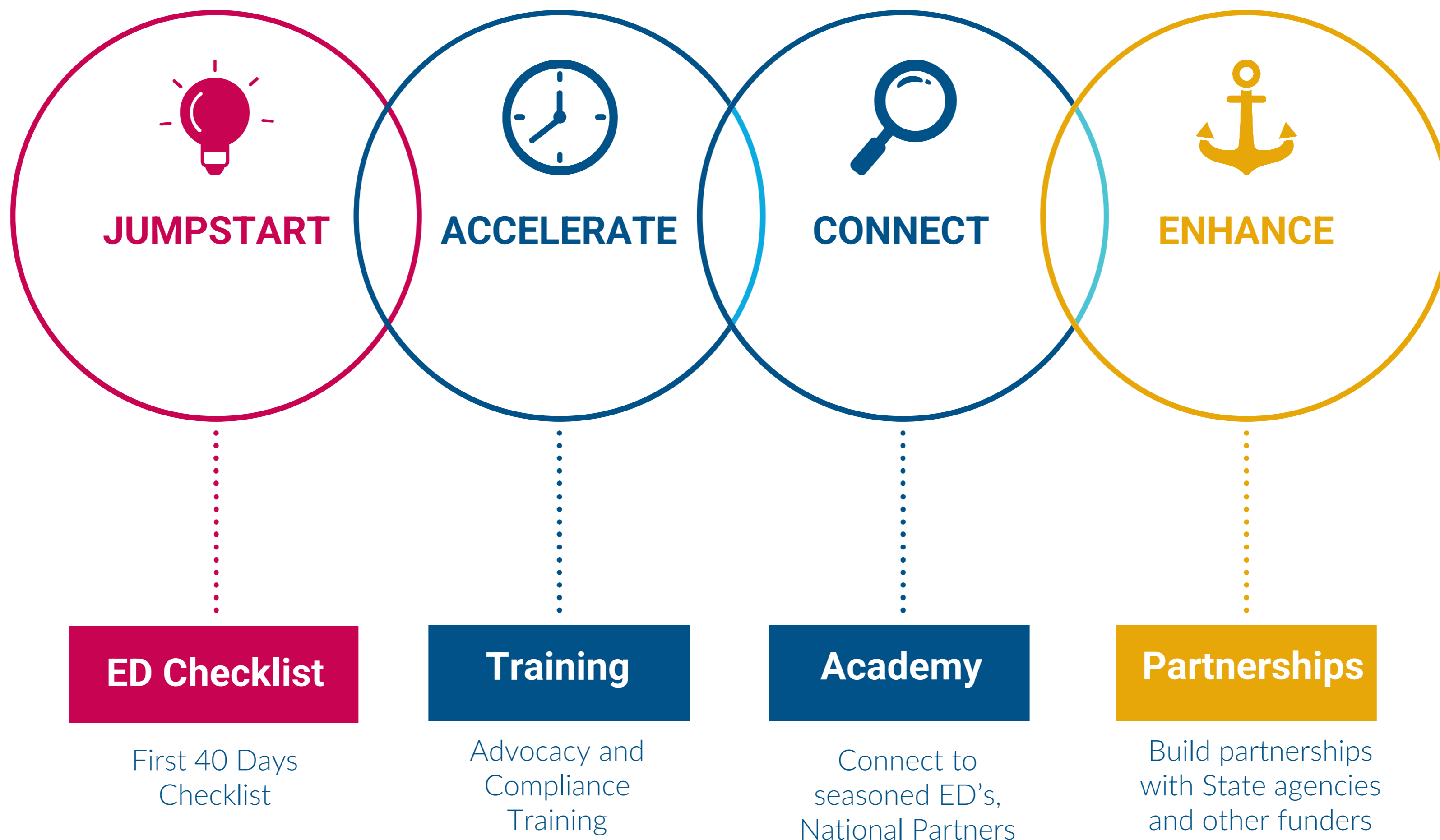
State Office facilitates connections with other state agencies and funding sources.



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!

