

NC Empowered

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North Carolina Community Action Association / 2016 / JUNE EDITION

PIECES COME TOGETHER FOR NCCAA 2016 ANNUAL CONFERENCE

All of the "Pieces Came Together" for a successful NCCAA 2016 Annual Conference at Sunset Beach, May 10-13 for the nearly 400 Association members, staff, board members, partners, sponsors, and exhibitors to assemble and **CONNECT**.

There were numerous opportunities to "connect" with peers and colleagues starting with the President's Reception where guests were entertained by a stand-up comic,



eight (8) individual and specialized Roundtable Lunch Discussions, energizing Morning Walks with Coach Rodgers, bustling exhibit hall, a well-



attended Awards Luncheon featuring luncheon speaker, Patricia Beier, NC Head Start Association President/ WAGES Director for Children and Families, and let us not forget Community Action's Got Talent, aka Party, hosted by talented song writer and guitarist, David White from Western Carolina and our very own radio personality, Dr. Irish Spencer, from Welfare Reform, with



music provided by DJ Amazing, Derrick Horton of Davidson CA, where everyone was able to let their hair downsome should be quite

bald after this fun evening.

Keynote speaker, Terie Dreussi, Author, National Consultant and Speaker for aha! Process, Inc., shared insightful information about the "new secret weapons" in the fight against poverty that can be used to **ADVOCATE** on behalf of our customers, in addition to more than 27 capacity-building and strategic workshops to leverage veteran, aging, reentry, weatherization, housing, ROMA, executive leadership, and fundraising programs. Allison Ma'luf, CAPLAW, speaks to the crowd at the closing session.



David Bradley provided updates and informed us of new developments on the Hill.

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PIECES COME TOGETHER CONTINUED....



Ms. Verna Best presents session during NCCAA Board Summit which concluded the conference.

At least three new concepts were presented at the conference to **INNOVATE** and create excitement – the Holy Cow – read more about him/her in the **Name That COW** article, second, the new **ESSENTIAL PIECE Award** recognizing NCCAA Employees of the Year and third the power-packed **Board Summit**.

Two employees received Outstanding Employee Awards this year, after being nominated by their agency. One of them received the new NCCAA ESSENTIAL PIECE Award. Each received a cash prize sponsored in part by Allyson Lee Design and William Moody of J&E Printing.

Life is like a jigsaw puzzle, you have to see the whole picture, then put it together piece by piece!
~ Terry McMillan

MORE CONFERENCE PICTURES..



Conference planning for the SEACAA Conference is also underway and will take place at the same, popular location as last year...the Embassy Suites Myrtle Beach at Kingston Plantation, September 13-16. Register and make your reservations now!



2016 SEACAA CONFERENCE
EMBASSY SUITES MYRTLE BEACH
SEPT 13TH - 16TH
CLICK HERE TO REGISTER!



SAVE THE DATE
SEACAA ANNUAL CONFERENCE 2016

www.seacaa.org

PEOPLE
PERFORMANCE
and
PARTNERSHIPS

Please join us
September 13-16, 2016
Embassy Suites Myrtle Beach
9800 Queensway Boulevard
Myrtle Beach, SC 29572
For reservations call 1-800-876-0010
Cut-off date: August 19, 2016

photo courtesy of VisitMyrtleBeach.com

INSTALLATION OF NEW NCCAA OFFICERS AND BOARD MEMBERS

The year 2016 is a time of change for the Association with the installation of newly elected officers by Ms. Verna Best, Director, NCHHS OEO, at the Closing Session. The results of the election were revealed at the conference and the new officers were presented as follows:



PAULA DICKSON, PRESIDENT

Executive Director, Coastal Community Action, Inc., Newport, NC



TINA RAY, FIRST VICE-PRESIDENT

CSBG Director, Johnston-Lee Harnett Community Action, Inc., Smithfield, NC

PATSY DOWLING, SECOND VICE-PRESIDENT

Executive Director, Mountain Projects, Inc., Waynesville, NC

GLORIA WILLIAMS-WILSON, TREASURER

CSBG Director, NEED, Inc., Rocky Mount, NC

E. MARIE WATSON, SEACAA REPRESENTATIVE

Executive Director, Johnston-Lee Harnett Community Action, Inc., Smithfield, NC

BRYAN DUNCAN, SEACAA REPRESENTATIVE

Executive Director, I-CARE, Inc., Statesville, NC



KAREN BRACKETT-BROWNING, COED CHAIR

Executive Director, Charlotte Area Fund, Inc., Charlotte, NC

RUBY BRYANT, CENTRAL CHAIR

Human Resource Director, Johnston-Lee Harnett Community Action, Inc., Smithfield, NC

FRED BAZEMORE, WESTERN CHAIR

Director of Program Operations, Experiment in Self Reliance, Inc., Winston-Salem, NC

DEB HAIGHT, FAR WEST CHAIR

Community Services Director, Western Carolina Community Action, Hendersonville, NC

DR. LANDON MASON, EASTERN CHAIR

Executive Director, Economic Improvement Council, Edenton, NC

SHARON C. GOODSON, EXECUTIVE DIRECTOR

North Carolina Community Action Association, Raleigh, NC

You will also find them listed on the NCCAA website. Just go to the Who We Are tab, and look for the Board Members dropdown. Pictures available at <http://www.nccaa.net/#!/board-members/jpfol>

MISSED THE CONFERENCE OR NEED COPIES OF A HANDOUT? [Check Out NCCAA Conference Online Resources](#)

Thank you to Conference sponsors, partners, exhibitors, speakers, and participants for making the 2016 NCCAA Conference a success! Be sure to check out the online resources from the Conference including the Conference brochure, presentation slides, and photos! *Click here* to view the Conference webpage and keep checking back for more information.

OUT—STANDING AWARDS PRESENTED AT 2016 CONFERENCE

A number of awards were presented at the 2016 conference, including the three (3) Standing Awards – the **Roselle Copeland Stewardship Award**, the **Lonnie D. Burton Achievement Award**, and the **Gloria Williams Award**, all of which were created in 2001 to recognize individuals and partners of Community Action annually.

STANDING AWARD CATEGORIES

LONNIE D. BURTON ACHIEVEMENT AWARD

The Lonnie D. Burton Achievement Award is presented annually to an individual who, through the assistance of a Community Action Program, has achieved a significant level of self-sufficiency and independence while recognition is given to the local Community Action Agency's role in helping the nominee(s) to help themselves. This award focuses on the personal progress and achievements of the individuals nominated. **Awarded to Tommy Upchurch, nominated by Johnston-Lee-Harnett Community Action, Inc.**

ROSELLE COPELAND STEWARDSHIP AWARD

The Roselle Copeland Stewardship Award was presented to an individual member of the NCCAA. Nominees shall have been in good standing with the Association not less than two (2) years. This award focuses on exemplary individual contributions to the Association, to the local community or agency and/or the low-income community at large. **Awarded to Ericka J. Whitaker, Executive Director, Southeastern Community and Family Services, Inc. nominated by her agency.**

GLORIA M. WILLIAMS AWARD

The Gloria M. Williams Award is presented annually to a corpora-

tion, foundation, or other valuable partner that has advanced the cause of the North Carolina Community Action Association or one of its members. The focus of this award will be substantial financial, volunteer, or political support of the association or one of its members. **Awarded to Jim Currin, nominated by Johnston-Lee-Harnett Community Action, Inc.**

INTRODUCING “THE ESSENTIAL PIECE” COMMUNITY ACTION EMPLOYEE OF THE YEAR AWARD.

This year was an inaugural year for “The ESSENTIAL PIECE” Community Action Employee of the Year Award introduced to recognize staff members nominated by their agencies, who demonstrate the heart of community action. Nominees who consistently go above and beyond agency expectations and/or have demonstrated consistent service and results to their agency, their co-workers and their communities were chosen for this recognition. All nominees were recognized at this year's conference and automatically qualified for “The ESSENTIAL PIECE” Community Action Employee of the Year Award. There were two nominees this year, **Christiana Adeyemi**, an organizational management, problem-solving and training expert who serves as Head Start Director for Action Pathways, Inc. in Fayetteville, NC and **Larry Alston**,

a job finding expert and agency fund development guru who is currently a Job Development Specialist at Choanoke Area Development Association, Inc. in Rich Square, NC. **Allyson Lee Design** and **J&E Printing of Raleigh, NC** jointly sponsored this award with the Association. Mr. Alston was awarded “The 2016 ESSENTIAL PIECE” award. We are hopeful that there will be many more nominees at the next conference.

AGENCY AWARDS

Agencies committed to supporting the work of the Association through their advocacy and education were recognized and included: **Blue Ridge Community Action, Inc., Blue Ridge Opportunity Commission, Inc., Choanoke Area Development Association, Inc., I-CARE, Inc., Johnston-Lee-Harnett Community Action, Inc., Mountain Projects, Inc., Nash-Edgecombe Economic Development, Inc., and Western Carolina Community Action, Inc.**

SOCIAL MEDIA SMACKDOWN

Participants in the NCCAA Social Media Smackdown were recognized with Action Pathways leading the way. Followed by YVEDDI and WAMY. Powerhouse Project, an agency outside of the network in Charlotte, picked up on the fun and ranked 1st for non-NCCAA agencies. A big THANK YOU to all contest participants - more than 800 new “likes” were gained.

NAME THAT COW! — AND JOIN THE MOOVEMENT TO END POVERTY

Did you know?More than 17% of North Carolinians live in poverty.

“We’re looking forward to educating people and raising unrestricted dollars while having a little fun with our yet to be named cow” ~ Sharon C. Goodson, Executive Director of the NC Community Action Association.

Goodson added, the pre-launch was designed to coincide with Community Action Month. A new fundraising initiative entitled, “Holy Cow! Join the Moovement to End Poverty” has been developed and pre-launched in May at the NCCAA 2016 Annual Conference. The campaign will officially launch in August and features a cow and cow tales to educate and inform the community about poverty in a clever, eye-catching way, while providing a revenue opp to help agencies raise unrestricted funds.

If you missed it, there is still time to get in on the fun. Help us to Name Our Holy Cow and Join the MOOVement. Stay tuned and up to date by visiting www.jointhemoovement.com.

NCCAA HOLY COW MAKES LOTS OF MOO-FRIENDS AT 2016 CONFERENCE



ANNOUNCEMENTS

NCCAA LEADS THE WAY WITH CJH

NCCAA is serving as the Lead Independent Evaluator for a Federal Competitive Abstinance Education grant awarded to CJH Educational Grant Services, Inc. from the US Department of Health of Human Services, Administration for Children and Families. The lead evaluator has devised pre and post-tests, survey administration protocol, the facilitator script, has submitted the first semi-annual evaluation report, and has completed two site visits for this project. A focus group is also currently being formed.

SEACAA WEBSITE GETS NEW USER-FRIENDLY FORMAT IN TIME FOR 2016 CONFERENCE

The SEACAA website has launched and includes a new logo and fresh, user-friendly design and layout. A comprehensive communications plan, which includes increasing social media presence, is being developed as well. Visit SEACAA-US.org and check it out!

GOVERNOR MCCRORY DECLARES MAY COMMUNITY ACTION MONTH

NATIONAL COMMUNITY ACTION MONTH in May was created by the Community Action Partnership to reinforce Community Action Agencies' role helping low-income families achieve economic stability.



READ MORE ABOUT THE FLSA OVERTIME EXEMPTION RULE

<http://www.advocacy.shrm.org/overtime>

FLSA Overtime Exemption Rule
The Department of Labor released its final rule on May 18, 2016, revising the overtime exemption regulations of the Fair Labor Standards Act (FLSA) and making millions of exempt employees eligible for overtime pay.

OLD Overtime Rule	NEW Overtime Rule
\$23,660 Previously, full-time, salaried workers who earned this amount annually (or \$455 a week) were not eligible for FLSA overtime protections.	\$47,476 The DOL has more than doubled the salary threshold, requiring employers to pay workers making this annual amount (or \$913 a week) overtime pay.

The final overtime rule includes an exempt employee threshold of **\$47,476**—less than the proposed rule's \$50,440, but more than double the old threshold of \$23,660.

The salary threshold will be updated every 3 years and employers must implement the rule by **Dec. 1, 2016**.

OverTime Is Money
Employers will spend **\$592.7 million** to comply with the new rule, the DOL estimated, saying that each of the 7.4 million affected establishments will need one hour to get up to speed on the changes.

The Society For Human Resource Management and many business groups believe it will take a much longer time than one hour to make the changes needed.

Dec. 1, 2016
is the day all employers must comply with the new regulations.

The salary threshold will be updated every 3 years to keep up with inflation. Based on wage growth projections, the threshold is expected to rise to more than **\$51,000** with the first update on: **Jan. 1, 2020**

SHRM
SOCIETY FOR HUMAN RESOURCE MANAGEMENT
<https://www.shrm.org>



2016 NCCAA CALENDAR

AUGUST

August 30-September 2 • Austin, TX
NASCP Conference

Community Action Partnership Annual Convention

SEPTEMBER

September 13-16 • Myrtle Beach, SC
SEACCA 2016 Annual Conference

AGENCY HIGHLIGHT

COASTAL COMMUNITY ACTION ASSOCIATION, INC., NEWPORT NC

"Our Mission: To respectfully and responsibly help people help themselves."

"Our Vision: To be a leading force in improving the lives of those we serve."

Coastal Community Action, Inc. is a pivotal community partner in providing support services to more than 3,000 low income, disabled, and/or elderly residents in 9 counties in Eastern North Carolina annually.

Today Coastal Community Action works in partnership with over 120 community based organizations and institutions, leveraging resources, coordinating referrals, and actively participating in our community dialogue to reach all our low-income residents.



TIMELINE

- Aug 1965 – Head Start Services in Carteret County.
- July 1967 - Family Planning Program
- June 1979 - HUD Section 8 services in Carteret County
- 1981 – Community Services Block Grant Program
- Aug 1983-Expanded Head Start services to Craven, Jones and Pamlico Counties.
- Sept 1985- Foster Grandparents Program
- Jan 1988 – Retired Senior Volunteers Program
- June 1988- Weatherization Services Program
- 1992 – Senior Companion Program
- March 1998- Carteret Community Action became Coastal Community Action
- Aug 1999- Early Head Start Services
- April 2002- Single Family Rehabilitation Program
- 2004- Urgent Repair Program
- 2015 - Coastal Community Action celebrated its 50th Anniversary.



COMING SOON....

NCCAA is excited to announce our partnership and new member benefits available through our discounts provider, Working Advantage! Save up to **60%** on ticketed events, online shopping, movie tickets, theme parks, live shows, sporting events, local attractions, hotels and much more. Members will be provided with a company code to access these special offers.

LOG IN TO NEW NCCAA MEMBERSHIP SITE.

By now, you should have received an email request to set up your personal log-in for your membership. If not, email member@nccaa.net to request it. You will need to keep up with the happenings within the network – trainings, updates, events, benefits, etc. Annual memberships are extended to the paid staff members of any community action agency that is a current member (dues-paying agency). Staff members whose agencies may not be current, can opt to join as at-large members. Board members are also invited to join as at-large members. Visit nccaa.starchapter.com for more information.

AGENCY UPDATE

Perry Worthington, Job Placement Specialist, joins NEW Reentry Services

With almost 10 years of experience as an Operations Manager working with developmentally disabled adults, Mr. Worthington applies his detail-oriented and patient nature to his daily work. Also active in the local community, he volunteers weekly at the local Head Start program working with youth, organizing programs, and connecting parents to under-utilized resources. His history of working with adults with disabilities and underprivileged youth highlights his compassion and passion for serving under-served populations. He is currently a job placement specialist with the reentry program and helps to secure employment for individuals with criminal records.

JOHN EDWARDS MOTIVATES AND INSPIRES NCCAA CASE MANAGERS

The NCCAA just concluded its most recent training series, The Accountable Case Manager. Case managers from across our network came to Raleigh, NC for a two-day intensive training with John Edwards of The Edwards Group Florida, Inc. Mr. Edwards shared much of the knowledge he has gained from decades working within the CAA network at the local, state and national levels. Attendees came out of the experience energized and excited about the information they are now able to take back to their agencies.



Participants in the two-day session learned the discipline, principles and practices of effective case management in a structured framework designed to lead themselves, as well as their customers to achieve results. Attendees were provided with the necessary tools to acquire an understanding of case management practices, and walked away with a better understanding of how to support their clients as they work to achieve their goals and chart a map to success.



One of the biggest takeaways voiced by many of the attendees as the session came to a close was the new system of self-awareness and self-discovery goal setting techniques that Mr. Edwards walked the group through. This important goal setting technique is useful, not only to their clients, but to all of the case managers themselves.

The NCCAA is thankful to Mr. Edwards for bringing his knowledge and experience gained from working in community action and sharing that knowledge with the NC Community Action Network. We offer year round Training on Demand and look forward to potentially offering this series again to energize and inspire even more members in our network.

Want to learn more? Contact Krystina Dillard at Krystina.dillard@nccaa.net or info@nccaa.net.