



New York State Community Action Association  
**Helping People. Changing Lives.**

**November  
2021**

**NYSCAA News**

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## **The Promise of Community Action:**

*Community Action changes people's lives, embodies the spirit of hope, improves communities, and makes America a better place to live. We care about the entire community and we are dedicated to helping people help themselves and each other.*

## **NYSCAA News:**

### **A Word from NYSCAA's CEO**

Dear Friend,

I would like to take this opportunity to wish all of our friends, colleagues, and supporters a Happy Thanksgiving! The spirit of giving is alive and well in Community Action. Thank you for all of the work you do every day to ensure a better tomorrow for your clients and communities.



Thank you,

**Jacqueline Orr**

A handwritten signature in blue ink that reads "Jacqueline Orr".

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### What's New on NYSCAA Learn:

We are excited to announce a new course has been added to NYSCAA Learn:  
***Understanding N.E.A.R. Science.***

This course will increase your knowledge of the Adverse Childhood Experiences (ACE) Study and the impact of ACEs on health and opportunity. Research has shown that the leading causes of disease and disability, learning and productivity problems, and early death have roots in the cumulative neurodevelopmental impacts of Adverse Childhood Experiences. The goal of this training is to share the findings of the ACE study and how we can use these findings to help promote change and increase resilience. The training features Nationally Certified ACE Interface Trainers Laura Rossman, Pro Action of Steuben and Yates, Inc., Tina Zerbian, and Al Meyers, both of Connecting Communities in Action (CCA).



**Understanding N.E.A.R.  
Science**

The course provides an opportunity to receive a certificate of completion. As with all of our NYSCAA Learn courses, it is **free** for all NY CAA staff, Board members, and volunteers. [Take the course today!](#)

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## Highlights from New York's CAAs:

### ***Albany Community Action Partnership - 1 of 16 CAAs/State Associations Awarded Grants Through "Project Impact: CSBG Rapid-Cycle Projects"***

Please join us in congratulating the [Albany Community Action Partnership \(ACAP\)](#) as 1 of the [16 Community Action Agencies / State Associations that have been awarded grants](#) for a wide range of community-based projects implemented during the pandemic to meet the needs of low-income individuals and families. Through an initiative called Project Impact: CSBG Rapid-Cycle Projects, the Office of Community Service's (OCS) Community Services Block Grant (CSBG) program will provide over \$3.7 million in funding to support these innovations!



### ***Pro Action of Steuben and Yates Recognized for its Service in Working Collaboratively with Cornell Cooperative Extension of Steuben County***

The Pro Action of Steuben & Yates Inc. Youth Development Program (est. 2020) was recognized for working collaboratively with Cornell Cooperative Extension-Steuben County.

Pro Action's Youth Development Program staff received recognition and joined in the celebration of community at the Cornell Cooperative Extension Steuben Annual business meeting and dinner. For them, the best part of the night was placing the winning bid in the auction for a barn quilt that was contributed by one of the YDP youth. Pro Action is excited and proud to display their students' amazing work!



## Monthly Myth Series:

**Myth:** In a country as wealthy as the United States, no one goes hungry at Thanksgiving. - **FALSE!**

**Fact:** Millions of Americans live in food-insecure households and struggle to provide a nutritious meal for their families at Thanksgiving.



As an official national holiday, Thanksgiving was born not from a Pilgrim feast with Native Americans but in the height of the Civil War when President Abraham Lincoln designated the day to express appreciation for “the blessings of fruitful fields and healthful skies.” Yet as many of us sit down to enjoy a turkey dinner this week, it’s important to remember the millions of Americans who have little in the way of bounty to be grateful for.

More than 42 million Americans live in food-insecure households defined as uncertain of having or unable to buy enough food to meet the needs of all their members. State-level prevalence ranges from 9 percent in North Dakota to 21 percent in Mississippi. Among the most affected are households with children headed by a single woman, and households headed by black and Hispanic individuals.

[Click here](#) to read the full article "*Thinking About Hunger and Poverty on Thanksgiving.*"

## CSBG National Partner News & Resources:

### **CAPLAW - CAA Board Meetings: Template Meeting Minutes and Index of Form Resolutions**

Community Action Agency (CAA) boards perform vital governance and oversight functions for their organizations. Nowhere is this more evident than at board meetings, where board members hear reports, deliberate, and make decisions that guide organizational efforts. Meetings are the main venue where board members fulfill their fiduciary duties of care and loyalty to the organization. The duty of care is a legal obligation to act diligently in service of the organization, to be informed about the issues that impact the board’s oversight of the organization, and to actively participate in discussions

#### **Template Meeting Minutes and Index of Form Resolutions**



and decision-making. The duty of loyalty requires that when engaged in board business, members place the interests of the organization above their own personal interests.

CAPLAW, in partnership with NCAP, created this new resource to help CAA board members and the staff who work with them create effective board meeting minutes and board resolutions. The resource includes template board minutes and resolutions that can be customized to reflect the ways your agency board operates. [Check out the resource here.](#)

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### **CAPLAW - New Resource Library**

All of CAPLAW's resources and publications are now available in CAPLAW's new [Resource Library](#). Navigate the different topics to find the resource you need, including:

- CARES Act Benefits for Nonprofit CAAs
- Coronavirus Updates
- Employment
- Sustainability



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### **National Community Action Partnership (NCAP) - Enroll in Pathways to Excellence!**



The National Community Action Partnership is excited to relaunch its [Pathways to Excellence program](#). This program is designed to empower and support CAAs interested in taking their agency to the next level by pursuing excellence through an intentional process of assessment, planning, and capacity building to institutionalize known best-in-class practices from the Community Action network and outlined in the 35 Standards of Excellence. Pathways to Excellence utilizes a new tiered approach, allowing agencies to engage at the right level and supporting the incremental journey towards excellence.

Interested in learning more? Check out the new [Pathways to Excellence webpage](#) for information on the [Standards of Excellence](#), tiered approach, and pricing. [Enrollment is open now](#) to join cohorts starting in December 2021 and January 2022.

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### **National Community Action Partnership (NCAP) - New Community Action COVID Resources Webpage and COVID-19 Resource Series in Spanish**

The Community Action Network's response to COVID-19 is impressive. This page provides access to tools and resources showing how Community Action was and continues to be ready to act, rapidly respond to help individuals and families recover from crisis and create greater resilience. Resource topics include:

- Child Tax Credit
- Emergency Broadband Benefit
- Vaccination



[Click here to navigate to the new COVID Resources page!](#) Also new are the Spanish language versions of the Community Action COVID-19 Resource Series, which can be [accessed and downloaded here](#).

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### **National Community Action Partnership (NCAP) - *Whole Family Approach Design Briefs***

The NCAP team, with support from the Annie E. Casey Foundation, has released a series of [Whole Family Approach design briefs](#) showcasing accomplishments of peers and stakeholders, that will be useful to agencies working towards making transformations and in conversations with existing and potential partners, funders, and other stakeholders. Select from the following agencies to access the design briefs:

- [Aroostook County Action Program](#) (Presque Isle, ME)
- [Blueprints](#) (Washington, PA)
- [Community Action, Inc.](#) (Topeka, KS)
- [Community Action Project of Tulsa County](#) (Tulsa, OK)
- [Community Action Partnership of Sonoma County](#) (Santa Rosa, CA)
- [Mahube-Otwa Community Action Partnership](#) (Detroit Lakes, MN)



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### **National Professional Development Opportunities:**

#### **NASCSP Winter Training Conference**

February 23rd - March 3rd, 2022

#### **National Community Action Partnership's 2022 Management and Leadership Training Conference (MLTC)**

February 2nd - 4th, 2022  
The conference will be presented virtually

### **National Community Action Partnership 2022 Annual Convention**

Pre-Convention Training: August 29th - 30th, 2022  
Convention: August 31st - September 2nd, 2022  
Marriott Marquis New York

### **CAPLAW 2022 National Training Conference**

June 28th - 30th, 2022  
Swissotel, Chicago, IL

## **Tips, Tools, & Resources:**

### **New York Project Hope - *New Grieving and Healing Online Wellness Groups***

NY Project Hope Online Wellness Groups are support groups that provide a time and place to talk about the emotional challenges and the stress of COVID. Whether you're feeling anxious or you're struggling with a relationship, there's a support group that can help you cope.

The online wellness groups are open to everyone and no registration is needed. The groups are free, confidential, and anonymous. You can join online, or by phone. For more information about all of the NY Project Hope Online Wellness Groups, see [this flier](https://nyprojecthope.org/wellnessgroups/) or visit: <https://nyprojecthope.org/wellnessgroups/>



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**NYSERDA - *Climate Act: Barriers Report***

NYSDERDA is excited to share an important update with New Yorkers. New York State is creating a report that examines the barriers that historically overburdened and under-resourced communities face in receiving protection from air pollution and the impacts of climate change. The report also examines barriers to accessing clean electricity, energy-efficient buildings, and cleaner transportation options, like electric cars and buses. As such, New York State agencies are seeking your input to ensure it is responsive and reflects the needs of all New Yorkers. We especially encourage those who live or work in historically overburdened and under-resourced communities to provide comments and input.

#### New York's Nation-Leading Climate Targets

85% Reduction in GHG Emissions by 2050  
100% Zero-emission Electricity by 2040  
70% Renewable Energy by 2030  
9,000 MW of Offshore Wind by 2035  
3,000 MW of Energy Storage by 2030  
6,000 MW of Solar by 2025  
22 Million Tons of Carbon Reduction through Energy Efficiency and Electrification

This report is required by New York State's [Climate Leadership and Community Protection Act \(Climate Act\)](#), which has ambitious goals that will provide New Yorkers with clean and affordable energy, keep our communities safe and healthy, prepare our homes and buildings for climate change, and create family-sustaining jobs. Advancing New York's Climate Act and achieving its goals to reduce climate pollution will change how we generate and use electricity, heat and cool our homes, and travel to school and work. As such, public input is requested to inform the development of the report in response to the [project fact sheet](#).

[Join the Climate Act mailing list](#) to receive updates on what New York is doing to combat climate change.

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### **Occupational Safety and Health Administration (OSHA) - New Rule Regulating Vaccine/Testing Policies for Employers with 100+ Employees**

The Occupational Safety and Health Administration (OSHA) released an [Emergency Temporary Standard \(ETS\)](#) regulating employee vaccination, testing, and safety policies for employers with 100 or more employees. The rule went into effect November 5, 2021 with vaccine/testing requirements beginning January 4, 2022.



Some key highlights:

- By December 5, 2021 covered employers must establish policies to implement the rule, determine employee vaccination status, and implement other safety protocols.
- Beginning January 4, 2022, employees of covered employers must be vaccinated, or test negative for COVID-19 weekly and wear face coverings in the workplace.
- Employees who are 100% remote count towards the 100 employee threshold, but may be exempt from vaccination/testing requirements if they do not report to the workplace.
- Employees are considered vaccinated for purposes of the rule if they have received all shots, even if the subsequent two-week waiting period until full vaccination has not yet passed.

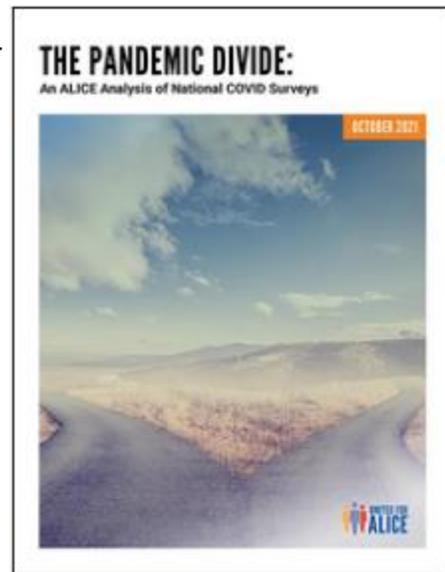
OSHA has created a [landing page](#) with [text of the new rule](#), [fact sheets](#), and [FAQs](#).

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### **United for ALICE - *The Pandemic Divide: An ALICE Analysis of National COVID Surveys***

The COVID-19 pandemic has exposed critical shortcomings in our economy and intensified hardship for many households who were already struggling. Before the pandemic, 42% of U.S. households were already unable to make ends meet. This includes households with income below the Federal Poverty Level (FPL) and ALICE (Asset, Limited, Income, Constrained, Employed) households. With income above the FPL, ALICE (Asset Limited, Income Constrained, Employed) households earn too much to qualify as “poor” but are still unable to cover basic household expenses in the counties where they live.

A new report from United for ALICE, [The Pandemic Divide: An ALICE Analysis of National COVID Surveys](#), provides the first look at the impact of the pandemic on ALICE households. The Report reveals that experiences and realities diverged during the pandemic: ALICE families fared significantly worse than higher-income households — financially, physically, and emotionally.



This research, along with the [ALICE & COVID-19 Tracker](#) and other resources, aims to shed light on the experiences of ALICE households, fill gaps left by traditional economic measures, and help policymakers and community stakeholders make data-informed decisions to address the root causes of financial hardship.

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### **Wipfli - How Succession Planning Can Help You Compete in the Talent Market**

Employers are struggling to find talent in today's competitive market. One of the reasons for this is the historically low number of people in this country over 18.



Another reason is COVID-19-related. People are re-examining their lives as a result of their experiences throughout the pandemic and, in many cases, making drastic changes — including dropping out of the market altogether. The Department of Labor recently released data indicating that in April, May, and June of 2021, 11.5 million people self-selected out of the marketplace. We are facing a talent crisis that will continue for several more years, at minimum.

Now, more than ever, employers must implement practices to retain talent. One highly effective practice is succession planning. When employees feel valued and are provided with a future vision of their opportunities, they are more inclined to stay with their current employer. [Click here to read more.](#)

## The NY Network:



**[Connect with New York's Community Action Agencies.](#)**

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