



SEACAA
Southeastern Association of Community Action Agencies

spotlight *on community action*

A Newsletter of the Southeastern Association of Community Action Agencies
Summer Edition • Number 16 • June 2015

REGISTRATION NOW OPEN FOR THE 2015 ANNUAL SEACAA CONFERENCE!

~RIDING~
THE WAVES

~of~

OPPORTUNITY, EXCELLENCE
AND OUTCOMES

October 19-23, 2015
Myrtle Beach, SC

MYRTLE BEACH, SC -
You and your staff are invited to the SEACAA 2015 Annual Training Conference in Myrtle Beach, SC, October 19-23. Take advantage of sessions presented by passionate professionals who understand the changing needs and concerns of community action in today's society, network with peers and learn from leaders in similar organizations to help your agency thrive. This opportunity is too important to miss!

INVEST IN YOUR FUTURE AND REGISTER NOW to take advantage of discounted rates.....Look for more conference information online at www.seacaa-us.org.

 **2015 SEACAA CONFERENCE**
OCTOBER 19-23 • MYRTLE BEACH
REGISTER NOW

LIKE US ON FACEBOOK!

The Southeastern Association of Community Action Agencies (SEACAA) is now active on Facebook. To stay up to date on the latest SEACAA news, trainings, success stories and upcoming events and surrounding Community Action Agencies "Like" the SEACAA Facebook page by searching "Southeastern Association of Community Action Agencies". Please forward information to post to endia.hall@nccaa or klsergent@kceoc.com.

"CLICK HERE" OPTION:

SEACAA is now active on Facebook. To stay up to date on the latest SEACAA news and surrounding Community Action Agencies news "Like" the SEACAA Facebook page. [CLICK HERE.](#)



NEW EXECUTIVE ADMINISTRATOR ORIENTATION

MYRTLE BEACH, SC - The SEACAA conference planning committee will offer a New Executive Administrator Orientation during the SEACAA Annual Conference on Tuesday, Oct. 20, 2015. Community action agency executive leadership staff – executive directors, deputy directors, program managers, chief financial officers and other agency leaders with less than four years of experience at their agency are encouraged to participate in this interactive session lead by a team of experienced executive leaders from community action agencies across the southeast.

WHY PARTICIPATE? This Orientation will help beginning administrators gain a better understanding of their roles and responsibilities. It will also acquaint them with resources and training opportunities available to them and expose them to other budding SEACAA leaders.

Topics for The New Executive Administrator Orientation include an Introduction to Community Action and the following topics: The History of Community Action, SEACAA's Role in working with Community Action Agencies, Network Training Opportunities, Fiscal Management with Transparency and Accountability, Overview of Community Action Programs and Services, and The Role and Benefits of State Community Action Associations.

Interested persons should notify the SEACAA via the NC Community Action Association office at info@nccaa.net.

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SCFS TEACHER RECOGNIZED AS 2015 NC HEAD START TEACHER OF THE YEAR

LUMBERTON, NC -

The North Carolina Head Start Association (NCHSA) has named one of Southeastern Community & Family Services' (SCFS) teachers, Ms. Carolyn Jones of the Red Springs Head Start Center, as its "2015 Teacher of the Year" for her excellence in classroom education.

In 2005, Jones started her career in education at Robeson Community College where she earned an Associate's degree in Early Childhood Education. That same year, she began employment as an Assistant Teacher/Driver with SCFS' Head Start program at the Red Springs Center.

In 2008, Jones was promoted to Teacher, and in 2012 she received a Bachelor's degree in Early Childhood Education from Ashford University. She also earned a Level 8 Teachers Credential. Jones feels that all children in her classroom are deserving of her commitment for their success, and that it is her responsibility to help prepare her them for their next level of education. She works to provide her classroom with a safe, fun environment where the children can express themselves creatively and make friends. "Teaching children is certainly not easy, but it's a job that I love doing. I love working with the children and families. Overall I can't think of a more rewarding job, says Jones."



Teacher of the Year Carolyn Jones (L) of the Red Springs Head Start Center was honored as the "2015 Teacher of the Year" by the North Carolina Head Start Association (NCHSA). In this photo she is pictured with Kendra Britton (R), Executive Director of the NCHSA.

SUPPORT NEEDED FOR SEACAA CONFERENCE SILENT AUCTION!

With this year's Silent Auction, let us demonstrate our appreciation for and confidence in NCAF with our most generous donations and bids.

How can you help?



1. Please donate items to be auctioned.

Send prizes (gift cards, donations, etc.) to the following:

SEACAA c/o the North Carolina
Community Action Association
4428 Louisburg Road, Suite 101
Raleigh, NC 27616

2. Please bid on items being auctioned at the conference.

SOUTH CAROLINA - COMMUNITY ACTION MONTH

SCACAP KICKS OFF COMMUNITY ACTION MONTH WITH LEGISLATIVE EDUCATIONAL BREAKFAST



(Pictured at the podium) James Miller, Director, SC Governor's Office of Economic Opportunity presenting the Governor's Proclamation SC Community Action Network Officials

(l to r) Walter Kellogg, President, SC Community Action Programs (CAP) Directors Association and Executive Director of Carolina Community Action; Jessica McMoore, Executive Director, SCACAP; Mr. Leroy Gilliard, Board President, SC Association of Community Action Partnerships/ Executive Director, Beaufort-Jasper Economic Opportunity Commission, Inc. and Calvin Wright, Chairman of the SC CAP Directors Association Legislative Committee/ Executive Director, Orangeburg-Calhoun-Allendale-Bamberg Community Action Agency (OCAB), Inc.

COLUMBIA, SC - South Carolina Association of Community Action Partnerships, Inc.'s (SCACAP) Fifth Annual Statewide Legislative Educational Breakfast held on the South Carolina State House grounds on May 6, 2015 was a huge success with over 300 guests in attendance, including - Senators, House and Legislative staff members, the S.C. Community Action and Head Start network, partners and stakeholders. The purpose of this event was to network with legislative officials to increase public awareness and educate them on vital services provided to those in need by the South Carolina Community Action Network.

A Welcome was given by Ms. Jessica McMoore, Executive Director, SCACAP, followed by a Blessing of the Food by Dr. Ernest

the South Carolina Community Action Programs (CAP) Directors Association and Executive Director of Carolina Community Action, Mr. Leroy Gilliard, Board President, SC Association of Community Action Partnerships and Executive Director, Beaufort-Jasper Economic Opportunity Commission, Inc., Mr. Calvin Wright, Chairman of the SC CAP Directors Association Legislative Committee and Executive Director, Orangeburg-Calhoun-Allendale-Bamberg Community Action Agency (OCAB) and Ms. Evelyn Patterson, President, of the SC State Head Start Association and Head Start Director for Darlington County Community Action Agency.

This annual event is hosted by SCACAP to continuously educate the South Carolina Legisla-

K. Nicholson, Executive Director, of Darlington County Community Action Agency and Mr. James Miller, Director, of the SC Governor's Office of Economic Opportunity, who presented and read the Community Action Month Proclamation on behalf of the Governor of South Carolina. Greetings were extended by Mr. Walter Kellogg, President of

the South Carolina Community Action Agencies (CAAs) play in providing services to increase the economic security of vulnerable individuals and families in communities across the State. The networking and the information shared was an asset to everyone involved. Educational packets were provided for all the attendees that included information on the following programs and services: Community Service Block Grant (CSBG), Low Income Home Energy Assistance Program (LIHEAP), Weatherization Assistance Program, South Carolina Head Start Program and the SC Association of Community Action Partnerships.

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The SC Association of Community Action Partnerships, Inc. (SCACAP) is a statewide non-profit organization that strives to develop and advocate for programs to promote self-sufficiency and improve the quality of life for those in need in South Carolina.

Representatives from the following agencies were in attendance: Aiken/Barnwell/Lexington Counties Community Action, Inc., Beaufort-Jasper Economic Opportunity Commission, Carolina Community Actions, Inc., Chesterfield-Marlboro Economic Opportunity Council, Inc. Darlington County Community Action, Inc.,

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MYRTLE BEACH..FUN FACTS

<http://grandstrand.happeningmag.com/fun-facts-myrtle-beach-south-carolina/>

OCTOBER IS RIGHT AROUND THE CORNER --- LEARN MORE FUN FACTS ABOUT MYRTLE BEACH, SOUTH CAROLINA, THE LOCATION OF THE SEACAA 2015 ANNUAL TRAINING CONFERENCE!

1. Located in Horry County, Myrtle Beach is the largest county in the state of South Carolina. It has 650 acres of public parks and recreation property, including four-dozen parks and public beaches. Decisions, decisions.....

2. Myrtle Beach received its name after the popular Sweet Myrtle Tree (crape myrtle) which is prominent and native to the area. Sweet!



3. The area's first inhabitants were the Waccamaw and Winyah Indians, who named the region Chicora - meaning "the land."

4. Myrtle Beach's population jumps from 30,000 to over 350,000 in the summer months... so choose your vacation times carefully.

5. Known as the seaside golf capital of the world, Myrtle Beach also claims to be the miniature golf capital of the world. The area boasts more than 100 championship golf courses and nearly 30 miniature golf courses, making it a premiere destination for golf enthusiasts. Bring out your clubs.

6. Boiled peanuts are the official state snack food offered roadside May through November. Some say boiled peanuts should always be accompanied by a beer, sweet tea, or a soft drink. Traditionally they are eaten outside where it doesn't matter if wet shells are tossed or spit on the ground.yum!



7. There are over 1400 restaurants in the area serving up everything from seafood Calabash style to ethnic to the local specialty, low country-style cooking which is simmered slow and rich in spices. How about

some shrimp and grits?

8. Oceanfront lots in Myrtle Beach were \$25 in 1905. If you built a property for at least \$500 you received a second lot for free. Can we turn the clock back?

9. The Ocean Drive section of North Myrtle Beach is the home of the Shag, the South Carolina State Dance. The Shag was thought to have originated on Ocean Drive in the 40's. It began as an attempt to do the Jitterbug but the Jitterbuggers drank too much so the slowed-down version of this became known as "The Shag". Folklore or truth?

10. Myrtle Beach is the birthplace of Wheel of Fortune hostess, Vanna White. Go, Vanna!





2015 SEACAA CALENDAR

JUL 7

SEACAA Board of Directors Meeting
Savannah, GA (GCAA Annual Conference)

AUG 25-28

2015 Community Action Partnership
Annual Convention, San Francisco Marriott Marquis
San Francisco, CA
www.communityactionpartnership.com

24-25

Wipli's OMB's New Uniform Guidance
Community Action Partnership Annual Convention
San Francisco Marriott Marquis • San Francisco, CA
- *Additional Registration Fee*

SEP 15-18

2015 NASCSP Annual Training Conference
Hyatt Regency • Sacramento, CA

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Cut-off date for discounted conference hotel rate
(Embassy Suites Myrtle Beach) is September 19, 2015
SEACAA 2015 Annual Training Conference

OCT 19-23

2015 SEACAA Annual Training Conference
Embassy Suites Myrtle Beach • Myrtle Beach, SC

NOV 5-6

Risk Management (CCAMP re-certification session)
KCEOC • Barbourville, KY
(CCAMP Certification module)

DEC 7-8

Strength-Based Management, ACHR
Ft. Walton Beach, FL (CCAMP Certification module)

Contact Andrea Hammons for additional information
about CCAMP modules, at (606) 546-3152, Fax (606)
546-5057 or email acarnes@kceoc.com.

*More information about the CCAMP modules
is on page 8.*

SEACAA SPOTLIGHT NEWSLETTER SUBMISSION AND PUBLICATION DATES:

SUBMISSION DEADLINE:

AUGUST 31
NOVEMBER 30

PUBLICATION DATE:

SEPTEMBER 15 - FALL
DECEMBER 15 - WINTER

CALL FOR PROPOSALS: 2015 SEACAA ANNUAL TRAINING CONFERENCE

The Southeastern Association of Community Action Agencies (SEACAA) 2015 conference committee encourages innovative session proposals that explore new paradigms and best practices for alleviating poverty, innovation, entrepreneurship/social enterprise, opportunities for collaboration and technology to address inequalities and support for community action networks in the 8-state southeast region.

All submissions must relate to our mission and support the Association's work to advance the conditions and quality of life of low-income families, children and the elderly.

Presenters must be experienced professionals or practitioners. Proposals should describe a 60-minute minimum process and should not exceed 90 minutes in length. All proposals should include a workshop title, description, learned outcomes, presenter name(s) and title(s), contact information, along with a photo and brief bio. **Maximum of 3 presentations.**

Proposal Topics..

- Child/Family Development
- Communications and Marketing
- Community Engagement
- Corrections/Re-entry
- CSBG Best Practices
- Employment
- Fiscal Management
- Governance
- Housing
- Human Resources
- Leadership
- Healthcare
- Organizational Standards
- ROMA and Evaluation
- Self Sufficiency Models/Successes
- Senior Services
- Social Enterprise
- Staff Development
- Weatherization
- Workplace Safety and Liability Issues

Please submit presentation proposals by July 31st. We would be pleased to receive proposals that address topics in any of the tracks listed above. Session proposals should focus on challenges, trends, and lessons learned, with ample time for discussion. Email: info@nccaa.net.

Due to space limitations, not all deserving proposals can be accommodated. Reviewers will prioritize proposals based on a balanced program and areas of importance to the membership in accordance with the listed review criteria. Presenters are not required to register, but are asked to cover the cost of hotel and travel expenses associated with the presentation.

Presenters should also plan to provide their own laptops/cables and the cost of internet services (if needed). SEACAA has a limited number of LCD projectors available depending on presenter needs.

All presenters will be notified via email regarding proposal decisions by August 15, 2015. For more details, [click here](#) to visit the SEACAA website. **5 seacaa spotlight**

KENTUCKY

KCEOC'S NOMINATION FOR THE SARGENT SHRIVER ACHIEVEMENT AWARD

BARBOURVILLE, KY - A Knox County man, Nathaniel Messer, was nominated by KCEOC for the Sargent Shriver Achievement Award. Nathaniel was helped by the KCEOC KY Career Center Jobsight by receiving job training, job search and application help, and ultimately obtaining a job. Through the process he gained self-sufficiency, and now gives back to his community in many ways.

Click here to learn more about Messer's story.

KCEOC CSBG JAMES DAVENPORT SCHOLARSHIP RECIPIENTS

BARBOURVILLE, KY - Each year KCEOC presents two recipients with a scholarship funded by the CSBG education fund. These scholarships are designed to provide continued education to recipients who demonstrate need by meeting income eligibility requirements, who show promise of success indicated by GPA/GED scores, and enrollment in an educational/vocational institution. The CSBG scholarship is named in honor of Community Action hero and one of KCEOC's own, the late James Davenport. The \$1,000 scholarship was awarded to two Barbo-

urville high school students, Tessa Terrell and Keona Jones. Their GPA, extracurricular activities, and commitment to a bright future made them the perfect candidates for the scholarship. *To read more about the scholarship and the recipients visit povertyisreal.org.*



Left to right: Alicia Hill (KCEOC employee), Tessa Terrell and Keona Jones (scholarship recipients)



Denise Harlow (CEO, National Community Action Partnership), Congressman Hal Rogers, Will Smith (Director, House Appropriations Committee), Paul Dole (Treasurer, EKCAP), and Bob Jones (Kentucky CAP Executive Director)

KEEPING THE PROMISE AWARD

WASHINGTON, DC - Congressman Hal Rogers presented Will Smith, House Appropriations Committee Staff Director, of Beatyville, KY with the "Keeping the Promise Award". He has kept his promise to the people of South Eastern Kentucky by implementing the intentions of Congressman Rogers to provide adequate funding for programs that serve his district. The award was presented in Congressman Roger's office at the Capitol, given by the East Kentucky Community Action Partnership.

The East Kentucky Community Action Partnership, consisting of nine Community action Agencies in the 5th district, created the award. It is to recognize someone or organization that has kept their promise to help Eastern Kentucky, and its people, improve their lives. The chairman is the perfect example of what someone can do for Eastern Kentucky. The award has also been awarded to Bob Mitchel, former District Staff Director, for all the work he has done to Keep the Promise to Eastern Kentucky.

The award itself has been different each year. East Kentucky Community Action Partnership presents local craft or material item to the recipient from Eastern Kentucky. This year's award was created by wood worker Tyler Adams of Middlesboro, KY. He created the hand-crafted end table with UK engraved on the top.



COMMUNITY ACTION PARTNERSHIP ANNUAL CONVENTION

COMMUNITY ACTION 2015: EMPOWERING FAMILIES, TRANSFORMING COMMUNITIES

August 25-28, 2015
San Francisco Marriott Marquis
San Francisco, California

THE CONVENTION BROCHURE is now available to download, [click here](#).

[Click here](#) for Convention reservations at the Marriott Marquis.

On-line REGISTRATION for the Annual Convention is now available, [click here](#).

Keep an eye on [this link](#) for more information!

President's Column

I hope you are enjoying your summer! Looking ahead to our annual conference in October, there is much work to be done.



Ricky Baker

The Board of Directors and I recently met in Wilmington, NC during the North Carolina Community Action Association's conference to continue discussions regarding the most impactful issues and topics facing the Association and the membership. We are working diligently to prepare an agenda that will provide you with the most up-to-date and relevant information, trainings, best practices and resources that position you to be the most effective advocates for the vulnerable citizens we serve. But beyond that even, almost all conferences exceed what is listed on the program agenda; social interactions among professional peer groups are never fully scripted. Those of us who have attended SEACAA conferences know there is so much more than the workshops and plenaries presented. There are pre-conferences, meetings, in-the-hallway-chats, receptions, dinners, and drinks that merge our professional and personal lives.

This year, we will convene in Myrtle Beach, SC at the Embassy Suites – *Riding the Waves of Opportunity, Excellence and Outcomes*. Hopefully you are making plans to join us. In addition to the wave of expert knowledge you will take away, this annual event is a great opportunity to achieve excellence and desired outcomes by networking and connecting with other professionals in the region. Com-

munity Action Executive Leadership staff who have been in their position 4 years or less are invited to participate in a New Executive Administrator Orientation, an interactive session lead by a team of experienced executive leaders from community action agencies across the southeast.

I encourage you to register early to take advantage of the discounted member rate; however, check to make sure your agency's dues are current. Your membership dues support not just the conference, but the work of the Association and the research we are engaged in to sustain your efforts. If you haven't taken the time to read through the most recent SEACAA Platform, please do so. The Board is currently in the process of extending that work through the development of a White Paper. Be on the look-out for it.

Also look for current and upcoming training opportunities through our SEACAA certification program. Visit the Training page on the SEACAA website for current offerings. It is our mission is to strengthen the Community Action Agencies in Region IV. By providing technical support, training opportunities, and advocacy, we remain on the leading edge and innovative in our efforts to support the Community Action Agencies of Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, and Tennessee. If SEACAA can be of help to you or your state, please let us know! In conclusion, it has never been more important to have a unified voice in the Region IV. We are counting on your support as we move forward in 2015 to maintain our promise - "Community Action changes people's lives, embodies

the spirit of hope, improves communities, and makes America a better place to live".

Ricky Baker
SEACAA President

SEACAA EXECUTIVE COMMITTEE

President - Ricky L. Baker
Vice-President - William Holt
Secretary - Brenda L. Fox
Treasurer - Belva Dorsey

OUR MISSION:

SEACAA exists as a professional organization that provides research and policy development resources, education and training to ensure progress toward the elimination of poverty and causes of poverty in the Southeast. We focus particularly on serving our membership, which represents the interests, issues and concerns impacting the quality of life in communities.

We also link local, state, and national organizations in developing strategies, policies, and actions. We believe that investing in improving the quality of life of citizens and communities through carefully planned programs and policies is a crucial investment in the nation's well being.

BUILDING A BETTER WORLD, STARTING WITH OUR OWN COMMUNITY, OUR OWN PEOPLE: CCAMP WORKS

ENROLL NOW and join more than a thousand colleagues who are already active in one of two Certified Community Action Management Programs (CCAMP). CCAMP programs allow each employee and every organization to achieve high educational and professional standards in the field of community involvement and management. Each graduate certification requires completion of various courses that target key administrative duties and functions. Contact Andrea Hammons for more information at KCEOC Community Action Partnership at 606-546-3152 ext. 109 or email at ahammons@kceoc.com.

UPCOMING SEACAA CCAMP CLASSES

NOV 5-6: RISK MANAGEMENT IN COMMUNITY ACTION

(re-certification session-continuing education)

Hosted by KCEOC Barbourville, KY • Location: Union College Campus

Risk Management in Community Action Controlling program threats is not just a good idea ... it is a requirement of many community action grants and contracts. This class explains the steps in preparing a rock solid Risk Management Plan (RMP). Participants also develop a RMP for their community action agency. The RMP may not be finished during the class, but substantial progress will be made toward a finalized plan. 20% of the class will be instructor lead explanations and feedback, and 80% will be spent with participants actually developing a RMP. Participants will pick an area of their organization—transportation, environment, home visits, personnel, etc.—and draft a RMP for this area. RMPs for the individual area of interest will be developed with other class participants. Feedback will be obtained from others in the class. If available, participants should bring a laptop, USB memory stick, and a projector. Not all participants need projectors or laptops, but a memory stick is highly recommended.

• Defining Risks • Likelihood and Seriousness • Measuring Risks • Graphing Risks • 4 Options to Address Any Risk • Prioritizing Solutions

DEC 7-8: STRENGTH BASED MANAGEMENT

(re-certification/continuing education)

ACHR Ft. Walton Beach, FL

Why do some people thrive with little effort, while others work twice as hard with no results to show? We uncovered the secret: focus on your strengths. The key to increasing team productivity, client satisfaction, and employee retention is to make sure that you and your team members have the chance to play to your strengths every day. Unfortunately, only 2 out of 10 people do so. Learn the why and how of this novel approach to success. Leave your negativity at the door; there will be no room for that in this class.

• Discovering your personal strengths • Why weaknesses don't matter that much • Changing a talent into a strength • Maximizing your our strengths • Discovering and enhancing the strengths of others • Coaching others in their strengths

VALUE OF CERTIFICATIONS

TO ORGANIZATIONS

- SPECIFICALLY DESIGNED FOR CAAS
- UNDERSTANDING CHANGING PARADIGMS
- DEVELOPMENT OF PROFESSIONAL PERSONNEL
- ENHANCES TOTAL QUALITY MANAGEMENT

TO MANAGERS

- INCREASES UNDERSTANDING OF COMMUNITY ACTION HISTORY
- PROVIDES FEEDBACK FROM CURRENT STAFF
- ENHANCES PERSONAL DEVELOPMENT
- DEVELOPS ABILITY TO WORK WITH DIVERSITY
- MAKES PLANNING AN INTEGRAL PART OF DEVELOPING SELF AND OTHERS

TO EMPLOYEES

- OPPORTUNITY FOR PROFESSIONAL GROWTH
- INCREASES ABILITY TO WORK WITH OTHERS
- CREATES NEW SKILLS FOR PROGRAM DELIVERY
- ALLOWS SHARING ACROSS PROGRAM AREAS

Follow SEACAA on FACEBOOK at the following:

Southeastern Association of Community Action Agencies

SCACAP Kicks Off Community Action Month with Legislative Educational Breakfast Continued..



Picture of attendees at SCACAP Legislative Educational Breakfast

GLEAMNS Human Resources Commission, Inc., Lowcountry Community Action Agency, Inc., Orangeburg/Calhoun/Allendale/Bamberg (OCAB) Community Action, Inc., Palmetto Community

Action Partnership, Inc., Pee Dee Community Action Partnership, Inc., Piedmont Community Action Agency, Inc., Sunbelt Human Advancement Resources (SHARE), Waccamaw Economic Opportunity Council, Inc., Wateree Community Actions, Inc., Congressman Mick Mulvaney Office, South Carolina Head Start Collaboration Office, Berkeley County School District, Charleston County School District, SC Electric & Gas Company, SC Leg-

islative Black Caucus, Governor's Office of Economic Opportunity, and other Partners and Stakeholders.

Following the breakfast, members of the SC Community Action and Head Start Network were recognized by the House of Representatives in the House Chambers by Representative Gilda Cobb-Hunter (SC District 66), for their dedication in helping low-income people and families achieve economic stability and become more self-sufficient in all 46 counties with 14 agencies making a positive and lasting difference in South Carolina.

RALEIGH

SEACAA PARTICIPATES IN 2015 SUPPLEMENTARY WAGE COMPARABILITY AND PERSONNEL PRACTICE STUDY

RALEIGH, NC -

The recently released 2015 Wage Comparability and Personnel Practice Study of NC Community Action Agencies (CAAs) conducted biannually by the North Carolina Community Action Association (NCCAA) was expanded to gather salary data on eleven executive and management level positions from select member organizations of the Southeastern Association of Community Action Agencies (SEACAA). Fifty-six SEACAA organizations, located in South Carolina, Georgia, and Tennessee, were invited to participate in this Supplementary Report for Participating Agencies which utilizes quantitative and qualitative analyses. The survey was designed and conducted by GLM Management Consulting Group, LLC of Raleigh, North Carolina for the NCCAA.

Salary data was collected on the following executive and manage-

ment level positions:

- Executive Director
- Deputy Executive Director
- Fiscal Director
- Head Start Director
- CSBG Director
- Weatherization Director
- Section 8 Director
- Housing Services Director
- Maintenance/Facilities Director
- Family Services Director

In addition, information was gathered on compensation policies and practices for employees' base pay, benefits, leave policies and practices, longevity pay, bonus and incentive pay, and other annual base pay adjustments. Survey participants also provided data and information regarding their agency's operating budgets, retirement plans and staffing.

Nonparticipating agencies that wish to receive a copy of this re-

port can request one for a nominal fee by contacting:

North Carolina Community Action Association
4428 Louisburg Road, Suite 101
Raleigh, NC 27616
Phone: 919-790-5757
Or email Sharon.goodson@nccaa.net

