

Board Governance:



Recruiting Great Board Members



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Welcome!

What motivated you to serve on the board?

What do you think motivates your board members?



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.

Agenda

Community Action Board Overview

Board Structure and Roles

Recruitment

Orientation

Assessment

Tools and Resources

The Community Action Board

- Community Action Boards are governing bodies that set out the high-level vision, mission, strategic direction for the organization
- Boards are comprised of dedicated volunteers from specific sectors of the community
 - The CSBG Act requires a tripartite board structure
- Boards govern the entire agency, not only CSBG*
 - For a private nonprofit, the governing body IS the board
 - For public agencies, governing body is local government; duties delegated to the board may differ
 - Public agency boards may be limited to only CSBG and specific oversight or advisement tasks

Community Action Boards

Boards are subject to multiple requirements from several sources:

CSBG Act

State nonprofit laws

State CSBG statute or regulations

Contracts between State & CSBG eligible entities

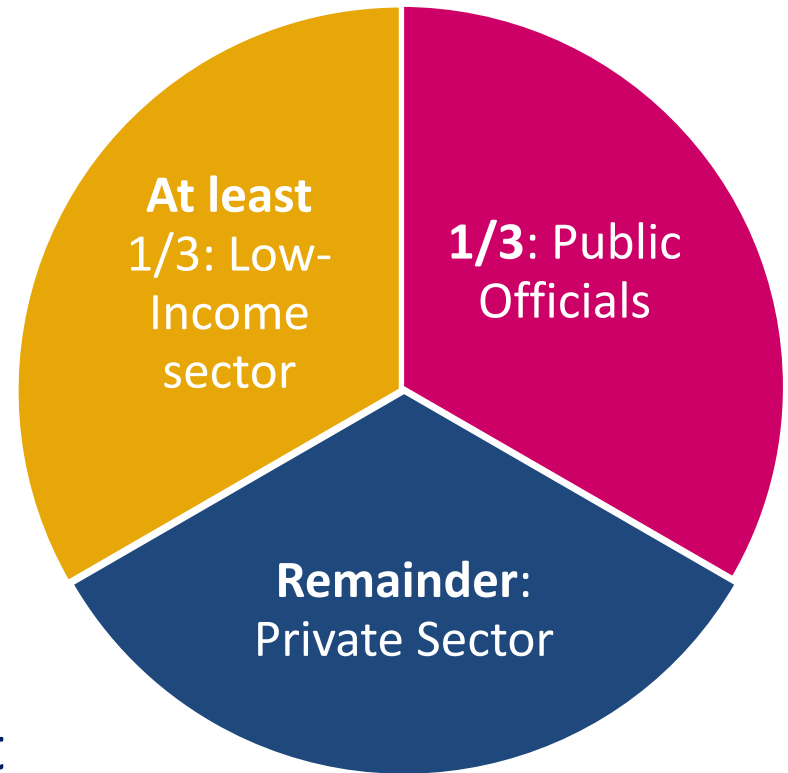
State CSBG policy

Other Agency Funding Source Requirements
(Head Start, HUD, CHDO, etc.)

Agency Bylaws

Structure & Composition

- The tripartite structure reflects the values of Community Action:
 - Centering in the voice of people with low-incomes
 - Building power and opportunity
 - Multi-sector collaboration
- Be clear on board size
 - How many members total at any given time?



Getting Clear: What is the vision for the board?



- What are our goals?
- Who/what skillsets do we need to accomplish those goals?

Use a Board Member Inventory/Matrix

CAPLAW Sample CAA Board Composition Matrix April 2012																						
Board Members	Sector			Diversity	Skill/Experience/Expertise							Access/Connections			Years on Board	Term Exp.	Committee	Office				
	Public	Private	Low-Income	Examples: Racial, Ethnic, Disability, Age, etc.	P.R. Communications	Financial Planning/Management	Organizational Management	H.R. Management	Fundraising	Early childhood education & development	Attorney											
1. Jane Doe		X		Hispanic				X	X									1	9/1/13	Personnel	Secretary	
2.																						
3.																						
4.																						
5.																						

<https://resources.capl原因.org/resources/capl原因-board-composition-matrix/>

Use a Board Member Inventory/Matrix



Propel Nonprofits Board Profile Worksheet

Categories to Consider	Board Member Name	Term Ends			Term Ends			Term Ends			Identified Need
Areas of Expertise/Skills											
Advocacy/Policy											
Business Analysis/Planning											
Finance											
Fundraising											
Governance											
Human Resources											
Legal											
Marketing/Communications											
Mission Specific Expertise											
Nonprofit Management											
Real Estate											
Social Enterprise											
Social Media											
Strategic Planning											
Technology											
Other:											
Other:											
Connections											
Client/Constituent											
Community Member											
Corporate											
Government											
Nonprofit											
Philanthropy											
Small Business											
Other:											
Other:											
Gender											
Male											
Female											
Transgender											
Other:											
Prefer not to say											



Propel Nonprofits Board Profile Worksheet

Categories to Consider	Board Member Name																				Identified Need	
Qualities																						
Critical thinker																						
Connector																						
Entrepreneur																						
Leadership skills																						
Team Builder																						
Visionary																						
Other:																						
Ability																						
Blind or low vision																						
Deaf or hard of hearing																						
Developmental or other cognitive disability																						
Hidden or undisclosed disability																						
Medical disability																						
Physical or mobility disability																						
Age																						
Under 18																						
19-25																						
26-40																						
41-50																						
51-65																						
Over 65																						
Race/Ethnicity																						
African/African-American																						
Asian/Pacific Islander																						
Hispanic/Latinx																						
Native American																						
White																						
Mixed race																						
Other:																						

Additional Comments:

<https://propelnonprofits.org/wp-content/uploads/2017/12/Propel-Board-Profile-Matrix.docx>



Gap Analysis

- Based on what we want to accomplish, our strategic direction, and our community:
 - Are there demographics or constituencies not represented on the board?
 - What skills do we need to recruit?
 - What kind of connections do we need to recruit?
 - What other gaps do we see?



Board Member Roles and Duties: Use a Job Description

Opportunity to make expectations clear, ensure everyone is on the same page, and articulate skillsets needed



Potential areas to include:

Mission

Responsibility
and general
duties

Term and time
commitment

Fiduciary and
financial
responsibilities

Qualifications
and skillsets

Example Job Descriptions



IN YOUR CORNER

Board of Directors Job Description

WHO WE ARE

Founded in 1966, Community Action Marin is the official anti-poverty agency of Marin County. As a Community Action Agency, we are charged with eliminating the causes and consequences of poverty. We envision all of us in Marin County having an equal opportunity to live our lives with dignity and respect.

Our mission is to make it possible for people to achieve wellbeing by providing the education, mental health, and vital services they need. Together, we break down the barriers that get in the way of fair and lasting change in service to better outcomes for all.

BOARD OF DIRECTORS

Community Action Marin's Board of Directors is responsible for selecting and supporting the Chief Executive Officer (CEO), providing financial oversight, ensuring the agency has adequate resources, enhancing the agency's public standing, setting the mission and purpose, and assisting in monitoring its strategic plan.

As a Community Action Agency, the Board of Directors is tripartite, made up equally of individuals representing the private sector, public sector, and those receiving services or representing low-income community.

WHO YOU ARE

All board members must reside in Marin County, CA and represent one or more of our three tripartite areas: professionals from the private sector, public sector, or individuals representing low-income communities or those directly receiving services through the agency's programs.

Additional desired qualifications include:

- Commitment to public service and the people of Marin County
- Interest in developing and/or leveraging philanthropic relationships
- Previous experience on a nonprofit board of directors and with governance responsibilities
- The financial acumen to read and understand the agency's financial statements and to otherwise help the board fulfill its fiduciary responsibilities

<https://camarin.org/wp-content/uploads/BoardOfDirectorsRoleDescription-2023-JA.pdf>



AGENCY EXPECTATIONS OF A MEMBER OF THE BOARD:

A. Expected Meeting Attendance:

1. Regularly attend standing meetings as scheduled (11 per year)
 - a. Be prepared for meetings and read all materials provided
 - b. Be willing to ask questions, exercise healthy skepticism
 - c. Be willing to make decisions
 - d. Become familiar with Board by-laws, policies and procedures, organizational structure, decision-making processes, and parliamentary procedure in order to be an effective representative
2. Notify main office if unable to attend scheduled meeting, to assure the attendance of a quorum
3. Attend Board retreats, orientations, n-service workshops, and other Board development activities
4. Attend and participate in special events as needed
5. Work toward the achievement of Agency-wide strategic plan goals, strategies, and measures
6. Embrace, advocate, and carry out the mission, vision, and core values of the Agency

B. Obligations:

1. Determine personnel, fiscal and program policies
 - a. Develop the long-range financial plan
 - b. Review and approve the annual audit to ensure that funds are spend responsibly
 - c. Members of the Finance Committee have the responsibility to oversee fiscal management monthly
2. Hire, supervise and evaluate the Executive Director
 - a. Participate in the annual performance review and annual compensation review of the Executive Director
 - b. Realize that the Executive Director has supervisory responsibility of all Agency staff
3. Mobilize resources and understand the needs of your community to meet needs and achieve goals
 - a. Find out where there are unmet needs in your community
 - b. Gather input from the community about how to meet those needs

<https://caplp.org/assets/files/BoardMemberJobDescription.pdf>



Getting Clear: WIIFM & Benefits

OK, we know what we want – Where do we find people?!?!

- Public Sector

- Types:

- Elected Officials

- Think broadly – **many** types of elected officials

- » County Clerk; County Attorney; Judges; Sheriff; County Commissioner; County Surveyor; Justice of the Peace; Constable; School Board, etc.

- Appointed Officials

- Think broadly – **many** types of appointed officials

- » Department heads of local and state government; special advisors; some education officials; commission heads; etc.

- **Who is aligned with the mission of the organization?**

OK, we know what we want – Where do we find people?!?!

People representing those with Low-Incomes

- Customers
- Customers of partner organizations
- Neighborhood Associations / Public Housing Associations
- Civic and social groups in low-income neighborhoods

Remember, the person serving in the seat does not have to be low-income themselves, but democratically selected by people with low-incomes

OK, we know what we want – Where do we find people?!?!

- Private Sector
 - Partner organizations
 - Local businesses
 - Local social and civic clubs
 - Chamber of commerce
 - Public institutions



Recruitment Strategies

Proactive and continuous recruitment

Nomination process

Social media

Local council of nonprofits

Open board meeting

Board member speed dating

Leverage current networks

Create leadership pipelines

40 under 40 lists/young professionals organizations

What else has worked for you?

Recruitment Realities and Opportunities in Today's World

Need for constant recruitment

Time constraints/competing commitments

Move to virtual space

Centering lived experience

Diversity & equity are necessities

Activity



- At your tables/in groups, discuss:
 - A challenge you are experiencing with board recruitment
 - What is the source of the challenge?
 - What strategies could be deployed?
 - An opportunity you see for board recruitment
 - What strategies can you deploy to leverage that opportunity?

It's About More than Recruiting Great People...



Successful Onboarding and Orientation



Engagement



Ongoing Assessment

Orientation

- Board orientation is essential to helping new members learn about the organization and their role
 - Opportunity to/for:
 - Set expectations
 - Cover required training
 - Gather any required documentation
 - Broad board engagement
- What to cover in orientation:
 - History
 - Mission
 - Model/Programs/Structure
 - Strategic Plan
 - Agency bylaws
 - Board structure and committees
 - Board member roles, goals, expectations
 - Financial oversight information (including budget and audit)
 - Board operations
 - Schedule
 - Board meeting minutes
 - Ethics

Board Orientation Resources

Boardsource Orientation Checklist

BOARD MEMBER ORIENTATION CHECKLIST

This checklist is a general outline to guide the orientation of new board members. Your organization should modify it as you see fit to ensure that all new board members are provided with the information necessary to fulfill their responsibilities.

PROGRAM

- ✓ Tour facilities
- ✓ Presentation by chief executive, key staff, video, or other electronic media.
Materials to share with board members:
 - Organization's web site address
 - Annual calendar
 - Publications and programs list

HISTORY

- ✓ Ensure that new board members understand the history of the organization. When was it founded? Why? How has it grown and developed over time?
Materials to share with board members:
 - Brief written history or fact sheet on the organization
 - Brochures
 - Newsletters
 - Articles of incorporation
 - Note whether Directors and Officers insurance has been used in the past

GENERAL EXPECTATIONS OF BOARD MEMBERS

- i Know the organization's mission, goals, policies, programs, services, strengths, and needs, as well as the larger ecosystem and its collective purpose.

STRATEGIC DIRECTION

- ✓ Review strategic plan
Materials to share with board members:
 - Most recent strategic plan
 - Current case statement
 - Recent press clippings

GENERAL EXPECTATIONS OF BOARD MEMBERS

- i Follow trends in the organization's field of interest and keep informed.

BoardSource

TEXT MAY NOT BE REPRODUCED WITHOUT WRITTEN PERMISSION.

CAPLAW Board Roles & Responsibilities



Home About Resources Trainings



Training & Orientation Tool for Nonprofit CAA Boards

- 📁 Governance, Training, Tripartite Board
- 👤 Board of Directors, Executive Director
- 📅 2017

This presentation was created in response to a need in the network for training and orientation materials that state Community Services Block Grant (CSBG) offices, state associations, and individual Community Action Agencies (CAAs) can use to educate their own boards and staff that work with the board on the board's vital role in the organization. This presentation is specifically for tripartite boards of nonprofit CAAs and acts as a guide for those training or orientating board members on the board's responsibilities.

The full presentation includes **five** main sections:

1. **Brief Introductions**
2. **Legal Requirements Governing Tripartite Boards**
3. **A Few Brief Points About How a Board of Directors Operates**
4. **Role of the Tripartite Board**
5. **Key Responsibilities of the Tripartite Board**
 - Mission
 - Planning
 - Engagement
 - Generating Funds
 - Performance
 - Accountability

Onboarding



BOARD MENTORS



FOLLOW UP/CHECK IN CALL
FROM THE BOARD CHAIR



IF NOT COLLECTED IN AN
APPLICATION, BOARD
MEMBER PROFILE

Assessment

Strengthen the board by identifying board needs and opportunities for improvement, including:

- Structure / Composition
- People & Recruitment
- Performance / Impact
- Training and Technical Assistance
- Equity

Build board consensus and clarity

Gives strategic direction for agency continuous improvement efforts

Assessment How To

Start with the board!

- Gain consensus around:
 - Goals & Intended Outcomes
 - Scope
 - Process
 - Budget
 - Timeline
- Assure all members (and supporting staff) know and understand their roles and expectations

Self Assessment vs Outside Assessment

Ensure the process gathers information required to answer key board questions

Different tools for different tasks

- Surveys
- Evaluation of existing data
 - i.e., demographics, strategic targets vs actuals, governance metrics, etc

Performance / Impact Assessment

How well does the board function?

- Board survey
- Review of data such as quorum, required actions completed, strategic objectives met / unmet

Assess the board's performance

- Goals and priorities
- Mission-aligned

Performance / Impact Assessment

Sample Excerpt

SECTION 1: VISION AND MISSION

RESPONSE RATING				
1	2	3	4	DK
Strongly Agree with Statement	Agree with Statement	Disagree with Statement	Strongly Disagree with Statement	Don't Know

ANSWER THESE QUESTIONS BASED ON YOUR PRECEPTION OF BOARD'S PERFORMANCE

	RATING
1. The organization has clearly stated vision and mission statements.	
2. The organization's vision and mission have specific goals.	
3. The organization's mission is clearly understood and accepted by the board.	
4. The board considers how all programs, activities, and policy decisions fit with the organization's mission.	
5. There is consensus among the board that the vision and mission accurately reflect where the organization is headed in the next two to three years.	

6. What are your suggestions for how the board can do a better job in this area?

Performance / Impact Assessment



Get your full board on board!



Establish a group of board members to oversee the process



Administer the assessment tool



Tabulate the responses



Discuss results - strengths **and** weaknesses



Establish a realistic action plan



Follow up and reassess!

Pointers for Agency Staff Supporting Board Functions & Roles

Orient and train the board

- Governance

Share best practice models

- NCAP and State Association opportunities

Provide staff support to Committees

- Be clear on staff role when supporting Committees

Push for Progress

- Avoid stagnant “we’ve always done it this way”

“Dutifully carry out the decisions and directions of the Board”

- Remember, the board is the governing body!

Activity: 3 – 2 – 1

Name:

- 3 things you have learned
- 2 things you want to learn more about
- 1 question you have





TOOLS AND RESOURCES

Critical Relationship: Board Chair-ED/CEO



DYNAMIC DUO

A Guide to Enhancing the Board & Executive Director Partnership



IV. EXECUTIVE DIRECTOR AND BOARD CHAIR RELATIONSHIP

The board chair and executive director work closely together to ensure that all board members and senior management are receiving the information they need to execute their respective responsibilities.

A. Establishing the Roles and Responsibilities

The responsibilities of the board chair often include:

- Working with the executive director (and executive committee, if applicable) to establish the agenda for the board meetings;
- Acting as the liaison between the executive director and the full board;
- Serving as the spokesperson for the full board (if so authorized by the board);
- Convening and conducting regular board meetings and ensuring a quorum is established;
- Moderating and facilitating board discussions to encourage varying points of view; and
- Helping to organize and lead new member orientations (with the executive director and governance committee).

The specific positions, titles and duties of an organization's officers, including the board chair, should be set forth in the CAA's bylaws. For nonprofit CAAs, the majority of state nonprofit corporate laws require officers of a nonprofit board to include a president, secretary, and treasurer, in addition to any other position that the board may wish to designate. A board president is often referred to by a CAA as the board chair. If state nonprofit corporate laws require a president, but a CAA has a board chair, the CAA should specify in its bylaws that the board chair serves as the president for purposes of the state's corporate laws. The board chair, along with the other officers, is elected by the board. Officers typically serve for an annual term but the bylaws may specify a longer term. For public CAAs, a local ordinance, if one exists, that establishes the authority of the tripartite board and its bylaws will govern the designation and selection of officers of the board.

B. Cultivating a Partnership

The chair may work with the executive director to help him/her navigate and achieve the goals and objectives established for the executive director by the full board or a board committee. The chair often serves as a sounding board for the concerns of the executive director. When the executive director is under stress or experiencing some difficulty in communicating with board members,

Dynamic Duo: A Guide to Enhancing the Board & Executive Director Partnership

25

https://www.capl原因.org/wp-content/uploads/resource-lib/CAPLAW_DynamicDuo.pdf

CAPLAW Resource: Working with an Elected Public Official's Representative on the Tripartite Board

CAPLAW FAQ



A series of common legal questions and answers for the CAA network

Working with an Elected Public Official's Representative on the Tripartite Board

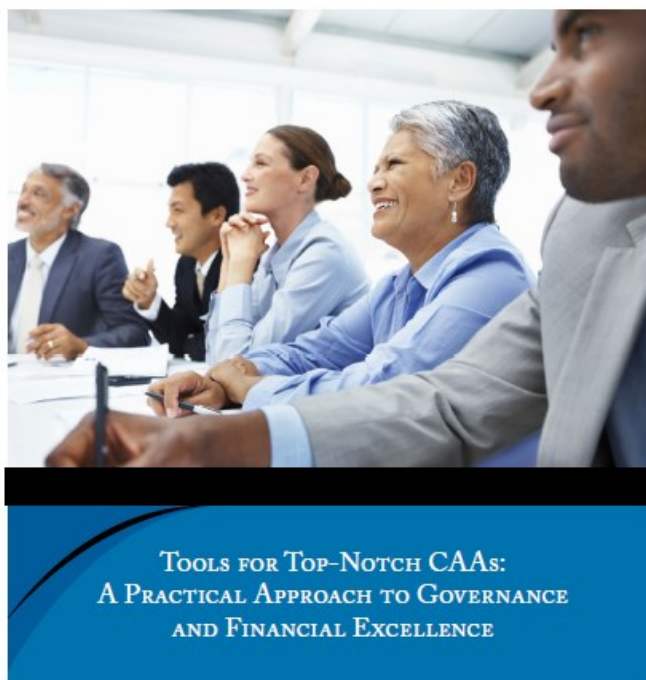
By Allison Ma'luf, Esq.
September 2018

Elected public officials serve a crucial role on a Community Action Agency's (CAA) tripartite board. Not only do they raise awareness of poverty in the community and at various levels of government, they are also integral in fostering close coordination between local public agencies and Community Action efforts. Recognizing the often overwhelming demands elected public officials regularly face, the federal Community Services Block Grant (CSBG) Act gives a public official invited to serve on the tripartite board the option to have a representative serve in his or her place. This FAQ addresses a variety of questions received by CAPLAW about the selection and management of representatives serving in place of elected public officials on tripartite boards. The answers to these questions often depend on the requirements in a CAA's bylaws. While this FAQ discusses the federal CSBG Act's requirements and offers recommended practices, CAAs should note that they must continue to follow their bylaws as currently written until they are amended pursuant to the applicable bylaws provisions and/or state or local laws.

1. What legal requirements apply to how representatives of elected public officials are selected and managed?
2. Can a representative serve as an alternate or proxy rather than in place of the elected public official?
3. Who may serve as a representative of an elected public official?
4. Is a tripartite board required to accept an elected public official's choice for a representative?
5. What if an elected public official delays in appointing a representative to serve in his or her place?
6. If an elected public official is no longer in office, can the representative continue to serve on the board?
7. Can a representative of an elected public official be unilaterally removed by the elected public official?
8. What happens when a representative of an elected public official is no longer able to serve?

https://caplaw.org/resources/faqs/Governance/CAPLAW_FAQ_WorkingwithElectedPublicOfficialsRep_Sept2018.pdf

Toolkit for Top Notch CAAs



CAPLAW
Community Action Program Legal Services, Inc.

2017 Edition

CAPLAW
Community Action Program Legal Services, Inc.

TOOLS FOR TOP-NOTCH CAAs: A PRACTICAL APPROACH TO GOVERNANCE AND FINANCIAL EXCELLENCE

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Do the Right Thing

GUIDEBOOK

Toolkit:

Do the Right Thing



SECTION III. HOW CAN CAA LEADERS CULTIVATE A CULTURE OF COMPLIANCE AND HIGH ETHICAL STANDARDS?

How CAAs Can Cultivate a Culture of Compliance and High Ethical Standards

Following are 10 actions CAAs leaders can take to ensure compliance and ethical behavior throughout their organizations:

CAPLAW
Community Action Program Legal Services, Inc.

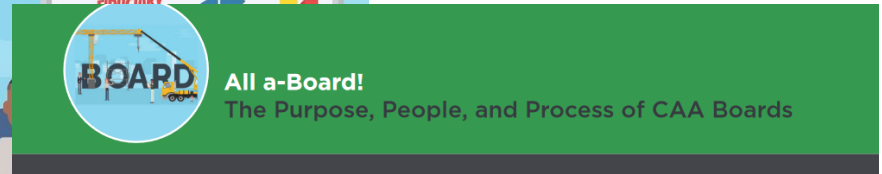


These actions – which need neither be expensive nor complicated – represent a continuous process that can and should be integrated into the organization’s existing operations. This Guidebook describes each of these actions in further detail.

CAPLAW All A-Board! Board Training Videos

← → ↻ 🏠 <https://vimeo.com/476415276>

vimeo Why Vimeo? ▾ Features ▾ Resources ▾ Watch Pricing Contact Sales 🔍 Log



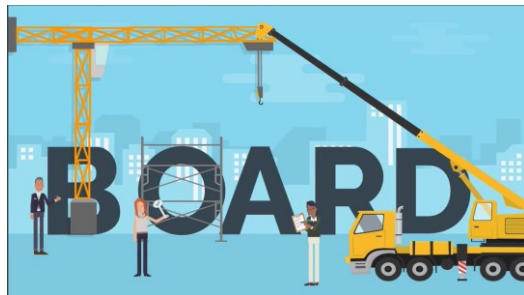
6. Process: The CAA Board Meeting Ecosystem - Consent Agendas and the Conservation of Time
Discussion Guide

Length: 7:56"
[Stream](#) | [Download](#)

Video Summary
Like a complex ecosystem, a board of directors of a CAA has a highly-developed set of structures and processes that help it navigate survival in its world of compliance and governance responsibilities. This video, which is narrated in a manner similar to a nature documentary film, follows a board of directors as it uses a consent agenda to save time and resources at a board meeting. It provides an overview of a consent agenda, what it includes, and how it can be used effectively to allow for in-depth analysis and discussion of important issues, such as strategic planning or development priorities.

- Learning Objectives**
After watching this video, participants will be able to:
- Understand what a consent agenda is and how a board can use it to help streamline board meetings and improve board efficiency.
 - Understand the process required for a board to adopt and implement a consent agenda.
 - Highlight the types of items that a board may and may not include on a consent agenda.
 - Consider the benefits and drawbacks of a consent agenda and discuss whether it is right for your board.

Using the Video Effectively
Suggestions for how to use this video include:





Raising the Low-Income Voice

Case Studies in Democratic Selection Procedures



INTRODUCTION

Updated April 2021

Since the inception of the Economic Opportunity Act, a fundamental goal of Community Action has been to provide low-income individuals with a voice in the administration of its poverty-alleviating programs. With the Community Services Block Grant (CSBG) Act's call to achieve "maximum participation" of the low-income community in the development, planning, implementation, and evaluation of CSBG-funded programs, a critical venue for the low-income community's participation is their representation on the tripartite board.

Despite the importance placed on maximum participation of the low-income community,

such as election to a position of responsibility in another significant service or community organization such as a school PTA, a faith-based organization leadership group; or an advisory board/governing council to another low-income service provider."

IM 82 advises CAAs to ensure democratic selection procedures "directly through election [or] public form," but if that is not possible, it lists a number of alternatives. The case studies in Raising the Low-Income Voice are focused on the "direct" democratic procedures. If a CAA determines that direct democratic procedures are not possible, it will likely be able to comply with the law by creating what may be called

Raising the Low-Income Voice: Case Studies in Democratic Selection Procedures

- Seek applicants through social media, word of mouth, civic/community involvement and other entities that serve low-income population.
- Qualified applicant(s) is/are elected by low-income population in service area.
- Ballot election is held:
 - » In Community Services Department
 - » During high volume service time
 - » Bio for applicant available during the election process
 - » Educate voting participants in person and in written document as to the need for low income Board representation
 - » Voter sign in sheet
 - » Ballots are tallied when election is complete
 - » Hold orientation for newly elected Board member before the next scheduled Board of Director' meeting
- Outcome of election is presented to Board of Directors for approval at the next scheduled meeting
- Ballots/Voter sign in sheet retained in Board Minutes permanent record

https://www.capl原因.org/resources/PublicationDocuments/CAPLAW_RaisingtheLowIncomeVoice_Introduction_April2021.pdf

CAA Board Meetings: Template Meeting Minutes and Index of Form Resolutions

Introduction

Community action agency (CAA) boards perform vital governance and oversight functions

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of thi

CAA Board Meeting Minutes Template

[CAA Name]
Minutes of a [Regular or Special Meeting of] the Board of Directors
of [Legal Name of the Organization]
Held on [Date] at/via [Location]

Board Members Present: [List names and titles, if any]

Board Members Absent: [List names and titles, if any]

Staff Present: [List names and titles, if any]

Guests Present: [List names, titles, and affiliations, if any]

1. Call to Order

[Board Chair Name] called this [regular or special] meeting of the board to order at [time]. All board members were present at the start of the meeting [except for Name].² A quorum was present. [Board Chair Name] presided over the meeting and confirmed that all participants could see and hear one another. All participated in person, except for [Name] who participated

Template: Board Meeting Minutes and Resolutions

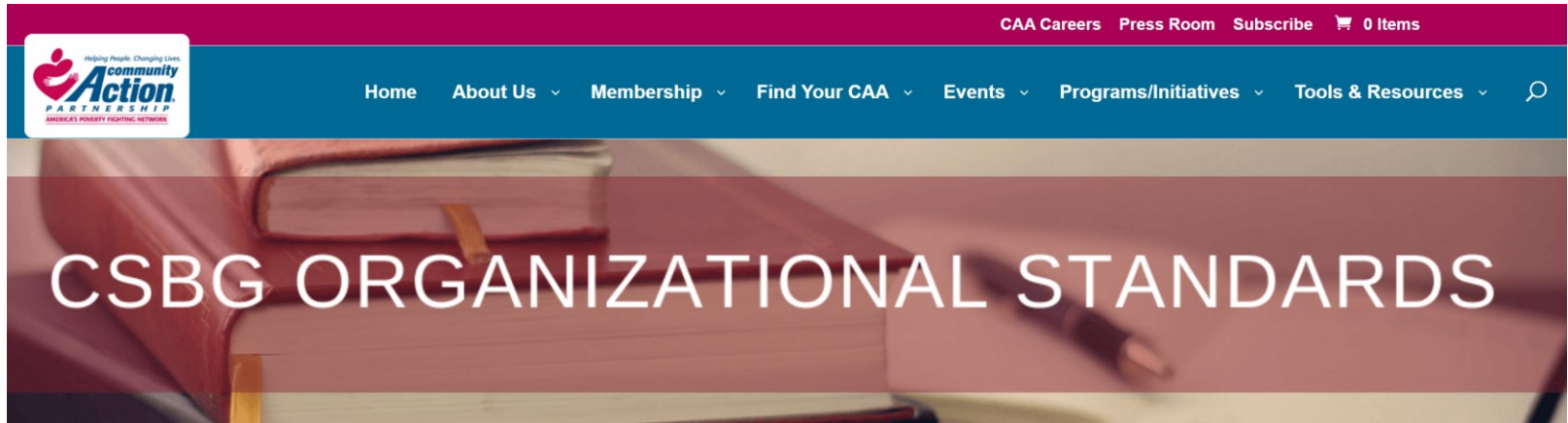
2-part template:

- Board meeting minutes
- Index of board resolutions

Available on the CAPLAW website:

<https://resources.caplaws.org/resources/template-meeting-minutes-and-index-of-form-resolutions/>

CSBG Organizational Standards Tools



A Brief History...



What are the CSBG Organizational Standards?

The **CSBG Organizational Standards** are a comprehensive set of standards developed with input from the entire CSBG Network through a three-year multi phase process led by the Center of Excellence. The Organizational Standards were announced in January 2015 with the OCS release of *IM 138, State Establishment of Organizational Standards for CSBG Eligible Entities*, directing States to establish organizational standards by fiscal year 2016.

The Organizational Standards are organized in three thematic groups comprising nine categories and totals of 58 standards for private, nonprofit entities and 50 for public entities. The purpose of the organizational standards is to ensure that all agencies have appropriate organizational capacity, in both critical financial and administrative areas, as well as areas of unique importance to the mission of the Community Action network.

<https://communityactionpartnership.com/organizational-standards/>

T/A Guides Toolkits and Webinars for Each of the Nine Categories

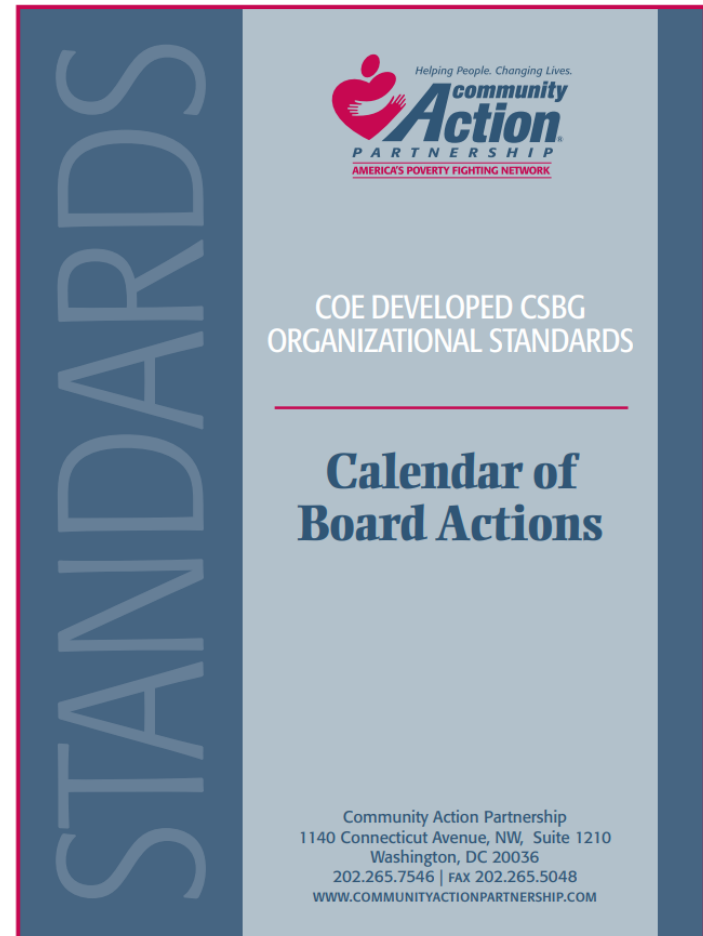
- Additional Guidance
 - Definition
 - Compliance
 - Document
- Beyond Compliance
- Resources
- Assessment Scales



Calendar of Activities

- The Organizational Standards have several requirements for boards that happen on different time cycles—use our Calendar of Activities to help manage requirements

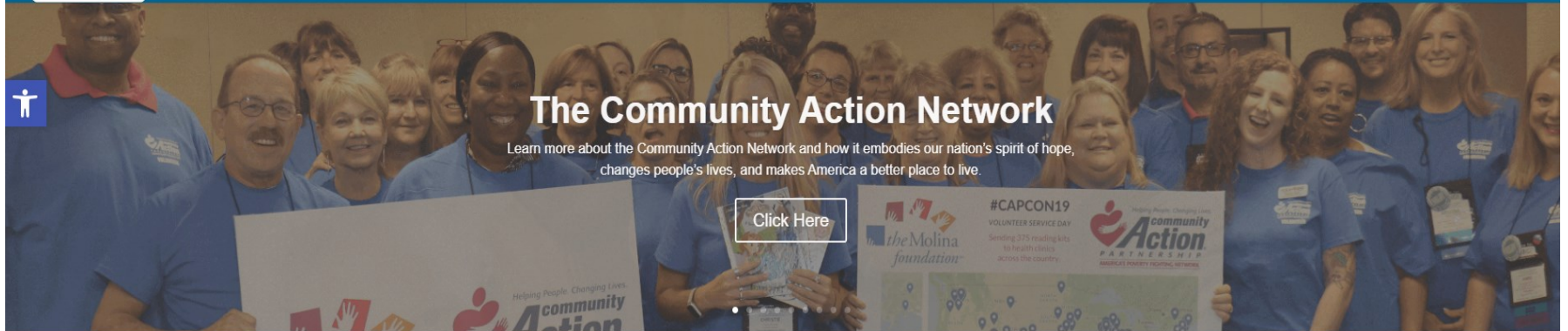
https://communityactionpartnership.com/wp-content/uploads/2018/08/29_Schedule-for-Boards_Final-Fillable.pdf



www.communityactionpartnership.com

CAA Careers Press Room Subscribe

Home About Us Membership Find Your CAA Events Programs/Initiatives Tools & Resources



The Community Action Network

Learn more about the Community Action Network and how it embodies our nation's spirit of hope, changes people's lives, and makes America a better place to live.

[Click Here](#)

#CAPCON19
VOLUNTEER SERVICE DAY
the Molina foundation
Sending 375 reading kits to health clinics across the country



Fighting Poverty

The US Census Bureau estimates that 11.4% of the population lives in poverty. We work to end poverty across the country.



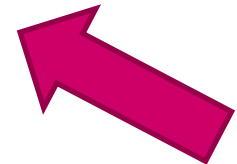
Community Action Network

We have over a thousand agencies in local communities, as well as state associations and national partners.



Tools and Resources

Find all of our Training and Technical Assistance webinars, toolkits, useful information and other resources.



Questions?

Contact

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#CommunityActionWorks

#WeR1000Strong