



OACAA News

Six Ohio Community Action Leaders Receive CCAP

On August 21, during the Community Action Partnership's Annual Convention in New York, 59 Community Action Leaders were honored for receiving Certified Community Action Professional (CCAP) credentials. Six of those honored were from Ohio:

- Joe Devany, executive director, Ohio Heartland Community Action Commission
- Deborah Ferguson, director of outreach and social services, Community Action Partnership of the Greater Dayton Area
- Willie Harris, director of housing counseling & development, Community Action Partnership of the Greater Dayton Area
- Cathy Hughes, Head Start director, Ross County Community Action
- Trina Payne, agency program coordinator, Ross County Community Action
- Janice Warner, executive director, Community Action Commission of Erie, Huron and Richland Counties.

CCAP is a national, peer-review-based recognition program that was established in 1993 by the National Community Action Partnership. It provides a procedure for Community Action leaders and managers to prove their knowledge covering theories on the causes and remedies of poverty and how to help vulnerable people achieve economic security. The program is based on two pillars. The first pillar is a Community Action body of knowledge that not only includes the causes and strategies for addressing poverty, but also the history of Community Action, our vision and values, traditional management skills, and 21st century leadership. The second pillar is a code of ethics that guides professional behavior and decisions a Community Action leader makes.

The process of certification involves three steps:

1. Candidates must complete a candidate data form that

details their experience and education, where points are accumulated based on experience. Candidates must accumulate 300 points to proceed.

2. Candidates must complete an executive skills portfolio that documents a project recently completed that demonstrates the application of Community Action's vision and values, as well as their leadership and management skills. Points are also awarded for the skills portfolio and a minimum of 300 points must be achieved to move to the final step.
3. Candidates take a four-hour written exam that requires a minimum score of 70 percent.

The Ohio CCAP candidates attended a course taught by Charles McCann, former director of the Community Services Block Grant (CSBG) for the Missouri Department of Social Services. Ms. Ferguson explained, "Charles McCann's passion for Community Action is contagious. The CCAP training he provided inspires me to work even harder to keep the movement alive. My commitment to advocacy on behalf of the poor and social justice for all has been strengthened." Ms. Hughes agreed stating, "The class was extremely helpful in my quest to become a CCAP. Charles McCann was an excellent teacher/advisor and I doubt that I would have passed the test if not for his guidance throughout the entire process."

The candidates commented that they found the process both challenging and rewarding. "I am pleased to have the CCAP designation. After considerable hard work, time and effort, I passed the test," Mr. Harris said. "It gives you a broader understanding of the complexities of the issues of dealing with people in poverty. It gave me a broader understanding of what it would take to alleviate the causes of poverty,"

OACAA News

Harris concluded. “I take the Community Action Promise seriously and truly want to make our community and America a better place to live. It is very rewarding to be able to call myself a Certified Community Action Professional,” Ms. Hughes said. Ms. Warner explained that she has been able to integrate what she learned into her agency and that it has had a positive effect on her staff.

“To be honest, I didn’t think that after 30 years as a CAP employee it would make much of a difference to me or anyone else,” Ms. Ferguson said about the CCAP certification. “But I was wrong. It does matter. I think I am a better leader and more effective change agent in my community. I recommend the CCAP program to anyone who is really serious about being among the best Community Action has to offer.”

The next session of CCAP classes will begin October 25 in Columbus. The location is still to be determined. If you are interested in finding out more or enrolling in the class, visit the [Community Action Partnership’s website](#).

Congratulations to Ohio’s new CCAPs!



CCAP recipients front row from left to right: Janice Warner, Trina Payne, Deborah Ferguson
Back row from left to right: Willie Harris and Cathy Hughes



CCAP recipient Joe Devany