

Resources and more information at: <https://share.nned.net/2022/08/nnedvr-where-did-funding-and-workforce-go/>

Hosted by the NNED National Facilitation Center and SAMHSA's Office of Behavioral Health Equity, this roundtable explored the challenges community-based organizations (CBOs) are facing in terms of sustainability of services, staff retention and training, and organizational capacity. Panelists shared creative methods to sustain the behavioral health work being done at the community level. Panelists included the following (see full biographies at [nned.net/10910/#panelists](https://nned.net/10910/#panelists)):



Lucas Peterson



Anne M. Heron



Patsy  
Cunningham



Vattana Peong

## Strategies for Accessing Funding

- Research federal funding opportunities; for smaller CBOs that may feel intimidated by larger grants, apply to sub-awards under larger grant awards
- Engage in [Health Resources and Services Administration \(HRSA\) grant writing opportunities](#) and serve as an application reviewer with [HRSA](#) or [SAMHSA](#) to better understand the application process and learn how to enhance your chances of successfully applying to and obtaining funding
- Work with funding agencies on pilot programs and utilize the data collected to demonstrate proof of concept to support long-term funding or refunding with existing supporters
- Partner with local CBOs to perform a funding landscape analysis to learn about and connect with funders in your area
- Enhance your networking strategies to create transformational relationships — invite funders to attend your programs/events and attend summits with funders, nonprofits, and managed care organizations
- Communicate successes and challenges to existing funders on a quarterly basis to keep them informed about your work and opportunities for collective problem solving
- Prepare a short, engaging, easily digestible informational package to distribute to potential funders (i.e., infographic or report about your programs and outcomes and a two- to three-year sustainability plan to demonstrate your needs)

## Strategies for Capacity Building

- Find existing community resources, like communities of practice, and learn from providers that have experience in areas you are exploring
- Participate in a local task force with other CBOs to increase your ability to engage with and learn from other organizations and funders
- Collaborate with community colleges to create or engage in an existing fiscal sponsorship that offers grants administration services (e.g., grant writing, reporting) for a percentage of the administrative costs of grants obtained
- Engage in mutually beneficial partnerships with community colleges to provide student training, internships, and practicum experiences
- Collaborate with other organizations to streamline and standardize clinical documentation and billing, paying one or two full-time billing/administrative professionals to do the documentation work for all of the organizations
- Advocate for culturally responsive policies around documentation standards to reduce the clerical burden on small organizations
- Attend federally sponsored technical assistance workshops; connect with project officers for technical assistance or help creating sustainability plans

## Strategies for Workforce Development and Retention

- Leverage professional development opportunities available — federal (e.g., [HRSA's Behavioral Health Workforce Education and Training Program](#), [Addiction Medicine Fellowship](#)) and community (e.g., community college courses, workshops, and collaboratives)
- Partner with [Federally Qualified Health Centers](#) to access clinicians that can supervise your organization's non-licensed staff part-time
- Seek support from funders to increase the pay rate of providers and offer competitive benefits to ensure that staff and new job candidates, especially scarce bilingual providers, feel adequately compensated
- Address staff burnout using existing guides and toolkits from [SAMHSA](#) and other agencies
- Listen to your staff — offer hybrid work schedules and implement hybrid service delivery models to community members
- Schedule regular check-ins with staff, host employee wellness events, celebrate staff members, and offer mental health paid days off

“Believe it or not, to achieve health equity, we all have to step in. We all have to share resources; we all have to support one another.”  
- Vattana Peong

### Survey Results

Following the roundtable, participants were asked to fill out a survey on their experience. 118 attendees responded to the feedback survey (22%). Over 85% of respondents felt that the virtual roundtable was informative, effective in raising questions and conveying information, increased their knowledge, and will be useful in their work.

### Participants

The roundtable was hosted on Zoom and streamed on Facebook Live.



535 participants  
1,005 registrants  
53% attendance rate



167 people reached  
89 views  
9 engagements