

National EA MDT TTA Center



Sustainability for E-MDTs

Summary of related webinars

Background

Sustainability of E-MDT efforts is critical to ensure that teams are continuing to support older survivors. This is more so given the ebbs and flows of funding. Sustainability is a process, both intentional and on-going. The following webinars, organized by the National Elder Abuse Multidisciplinary Team Training and Technical Assistance Center look at this topic from a few different vantage points, offering strategies for sustaining E-MDTs as well as points to consider in the planning process.

Institutionalizing Multi-Disciplinary Teams

(recorded 08.11.21), by Barbara Lopez, Senior Justice Assessment Center (SJAC), Harris County, TX

Why is this topic important for E-MDTs? How can I apply this information to E-MDT work?

It is risky for an E-MDT to depend solely on grant funding to support its efforts. Barbara Lopez takes the viewer through the process utilized by the SJAC Texas E-MDT to ultimately attain sustainability, illustrating tips and processes any E-MDT can adopt.

Take-aways from this presentation

- Put into place policies, roles and responsibilities, infrastructure of group, sharing of information practices and guidelines. This gives the team consistency.
- Moving from governmental funding to sustainability involves collecting good data, demonstrating, in the case of E-MDTs, the vital need for inter-agency collaboration. Give E-MDTs an idea of estimated growth (based on trends and caseloads). Data can also create buy-in from the community to support the E-MDTs' efforts and help the group in creating their priorities/focus.
- Diversify your funding sources. Ideas to consider include a capital campaign, private funding, foundations, County funds, local Area Agencies on Aging, Health and Human Services, State Adult Protective Services.
- Ways to institutionalize the team include moving positions to County positions when available and possible, coordinating with new local initiatives that may set legislation supportive of survivors of elder abuse; and establishing a phone bank.

[Link to Power Point](#)

[Link to Recording: Team Sustainability](#)

How to Approach Sustainability Opportunities with Non-Governmental Organizations

(recorded 07.25.23), by Holly Furr, Executive Director of United Way of Lancaster County, SC and Donna Ortega, Founder of Nettlesome Problem Solver

Why is this topic important for E-MDTs? How can I apply this information to E-MDT work?

The key to a strong sustainability plan is diversifying funding sources. This strategy could insulate E- MDTs from the ever-changing (governmental grant) funding levels and move teams away from a reliance on these grants.

Take-aways from this presentation

- Avoid mission creep or chasing the money just because it is available. Consider if the funds will help the team meet its goals and whether the parameters of funding align with the team's mission before applying.
- Diversify funding sources.
- Understand what topics are important to the funder(s), speak their language (relevant data, evaluation, outcomes, outputs), collaborate with others to make the request for funding more competitive. It is also important to understand a funder's usual funding levels so that an application is not out of range.
- If Letters of Support are requested, make sure each letter is specific to what areas this partner can offer support.
- Know the programmatic details well and be able to frame it so a funder/donor can identify and understand it. Be sure to capture success stories to illustrate the impact of the team's work.
- Always follow the directions of the solicitation. We want to avoid situations where the grant reviewers have to work to find the answers to the questions in the solicitation.
- When applying for funding, keep these questions in mind to strengthen your application:
 - o Why you? What makes your organization uniquely qualified to do this work?
 - o Why us? How does what you do help the funder fulfill its goals?
 - o Why now? Is there an opportunity for leverage?
- Make sure that the team is constantly improving its efficiency, stability with staffing, ability to adapt to continue to meet its mission and provide relevant services. This is an on-going process.

[Link to Power Point](#)

[Link to Recording: Sustainability with Non-Governmental Organizations](#)

Resources

[Candid/GuideStar](#)

[Candid Foundation Center](#)

[Council on Foundations](#)

[Philanthropy News Digest](#)

How Governmental Funding Can Support E-MDT Work

(recorded 08.29.23), by Laura Ivkovich from the Office for Victims of Crime, Linsey Wingfield from the Colorado Department of Public Safety, and Daniza Medina from the Office of Victim Services and Justice Grants, District of Columbia.

Why is this topic important for E-MDTs? How can I apply this information to E-MDT work?

Large governmental grant programs such as from the Office for Victims of Crime are often the mainstay of E-MDT funding. These programs are competitive, so understanding the funding source's goals and the importance of using data to measure progress and illustrate the need for funding can strengthen your application for these funds.

Take-aways from this presentation

- The Office for Victims of Crime has formula grants awarded to each State and discretionary grant programs. State Victim Assistance Programs (formula programs) support delivery of direct services, such as counseling, shelter, advocacy, legal services, court accompaniment, information and referral. Discretionary or non-formula programs fund activities such as E-MDTs, fellowships and demonstration programs.
- In 2016, OVC established the 'New' Rule which provides an annual formula grant from the Crime Victims Fund to each State and eligible territory for the purpose of providing assistance to victims of crime.
- Take the time to pre-plan when considering an application:
 1. Collect relevant data. Be sure to include local data to illustrate the need for funding, not just reporting national data.
 2. Know what the program budget is going to look like (ideally, OVC would like to see a 3-year plan).
 3. Conduct a bidders' conference, which includes a networking opportunity to form collaborative projects.
- Because funding levels are decreasing significantly, there is a lot of dialogue around how new programs can be funded versus just continuing to fund current projects. Colorado is looking at setting aside some percentage of funds for new programs. In Washington D. C., it comes down to how much money they receive. They do a combined solicitation (State and Federal) and administration selects the funding stream. They look to cover all victimizations and look at underserved populations. They also accept unsolicited applications. Bottom line: each State is different, so develop a relationship with the State VOCA Administrator to understand how your State's VOCA funds are awarded.
- Key Factors some State VOCA Administrators consider when making funding decisions: whether the program is trauma-informed, includes collaborations, is sustainable, and whether the application addresses the State's priorities. States will try to establish geographic diversity with funded programs also.

[Link to Power Point](#)

[Link to Recording: How Governmental Funding Can Support EMDTs](#)

[Resources](#)

[Webinar Handout](#)

Steering Through Transitions: Ensuring Team Adaptability and Service Continuity

(recorded 09.07.23), by Leigh Goulbourne of then-NYCEAC, Division of Geriatrics and Palliative Medicine and Jill Rutledge of Lifespan of Greater Rochester

Why is this topic important for E-MDTs? How can I apply this information to E-MDT work?

Team members will depart the group, whether it be a temporary departure (such as with a planned leave of absence) or permanent (due to a resignation, retirement, etc.). It is important to acknowledge the impact a departure can have on the group dynamics and plan for this type of transition, so the E-MDT can continue to function seamlessly.

Take-aways from this presentation

- Ways a departure may affect other team members include having to sit through yet another orientation to the group for the new member, the general vibe of the team might shift, there could be feelings of loss, or a domino effect as some additional members lose interest in the group.
- Strategies for managing transitions (Before):
 1. Incorporate the knowledge that each member has a role in the process. Strengthen the team so that it is prepared for any departures: stay active as a team, set and enforce team procedures so everyone is comfortable with the team, and identify champions. If someone is not attending, check in with them to see if there is necessary changes to make the meeting more valuable for them. Recognize and respect members' time commitment and celebrate successes. Acknowledge any gaps in the team.
 2. Honor the person who is leaving. It helps the rest of the team to feel valued.
 3. Tap into the collective intelligence of the team- they may know who can replace that person.
- Transition plan (During)
 1. Cultivate buy-in from the agency decision-makers
 2. Ask departing member to identify contacts in their network who might make successful team members
 3. Consider holding a transition meeting- a best practice would be to have a transition meeting with both the person leaving and the new person who may be taking their place.
 4. Identify key information the coordinator has that the person filling in might need.
- Repair/Reflection (After)
 1. Transitions are an opportunity to re-boot meetings, review policies/procedures, and re-energize a team
 2. Seize the opportunity to relearn, while acknowledging the loss
 3. Be welcoming to newcomers
 - The departure of the team's coordinator can have a profound impact on the E-MDT. The coordinator's departure can change the dynamics of the team, affect buy-in from other members, team morale as well as the general sense of clarity for goals. Try to keep meetings happening the same way members are accustomed, choose a surrogate coordinator, and streamline processes where possible.

[Link to Power Point](#)

[Link to Recording: Steering Through Transitions](#)

Sustainability: Planning for When Funding Ends

(recorded 05.07.24) by Karen Yost, JBS International

Why is this topic important for E-MDTs? How can I apply this information to E-MDT work?

Sustaining your E-MDT efforts beyond grant funding requires planning and strategy. Sustainability is a process, one to undertake as early in the process as possible and ongoing throughout your funding period. Consider ways to sustain your efforts that go beyond being grant-focused avenues, such as relationships formed that can improve community support, resources your partners might bring to the table, and ways to share resources with partners.

Take-aways from this presentation

Eight considerations for sustainability, according to the Center for Public Health System Science

1. **Organizational Capacity**- having the internal support and resources needed to effectively manage your program.
2. **Environmental Support**- both internal and external support that recognizes the value of your efforts.
3. **Partnerships**- cultivate connections between your program and its stakeholders.
4. **Program Evaluation**- continually assessing measures of success to inform planning and results.
5. **Program Adaptation**- take actions to adapt the program to ensure ongoing efficacy and avoid duplication.
6. **Communication**- strategic communication with stakeholders and the public about your program.
7. **Funding Stability**- what possible future funding strategies can you explore? Look beyond governmental grant programs. What resources do partners bring to the table?
8. **Strategic Planning**- is there a shared sustainability vision? Conduct an assessment, review findings, then develop your plan.

[Link to Power Point](#)

[Link to Recording: Sustainability: Planning for When the Funding Ends](#)

Resources

[OVC Sustainability Toolkit](#)

[Program Sustainability Assessment Tool \(PSAT\)](#)

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