Communities Learning Together:
Recommendations for Enhancing Prevention Practices

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CAEAR FOUNDATION

Project Objective

To assist 45 national sites in the development, implementation, and improvement of HIV prevention, treatment, and care programs

Background

Ryan White-funded Community and Faith-based Organizations Struggle with Fiscal Management

- **Half need to develop internal fundraising skills** (30% moderate, 20% weak)
- **Few have access to external fundraising expertise** (50% moderate, 5% weak)
- **Nearly one third have a funding model at greater risk for fiscal insolvency** (10% few funders of the same type, 25% multiple types yet few per type)

Project Initiation

45 sites to receive fiscal training

Communities Learning Together: Advancing HIV Care and Support through Effective Fiscal Management, is funded through a cooperative agreement with the Division of Training and Technical Assistance in the HIV/AIDS Bureau (HAB) of the Health Resources and Services Administration (HRSA) to offer training and technical assistance free-of-charge to participants.

This training is specifically for organizational and fiscal leaders at eligible organizations. The Following Ryan White Program recipients are eligible to attend this training: Part A and B sub-grantees, Part C EIS grantees and sub-grantees, and Part D grantees and sub-grantees.
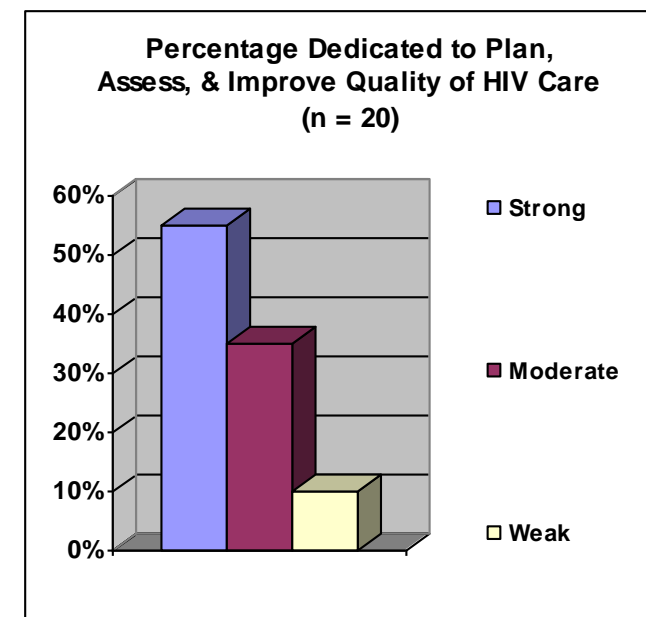

Overview of Key Components

Preliminary Findings

Years Experience

	6 Interviewees	20 CLT trainees
0 – 2	17%	40%
3 – 5	17%	25%
6 - 10	33%	20%
> 10	33%	15%
Total	46+ Years	

Percentage Dedicated to Plan, Assess, & Improve Quality of HIV Care (n = 20)

Legend: ■ Strong ■ Moderate □ Weak

Organizational Roles

	6 Interviewees	20 CLT trainees
Executive Director / CEO	33%	20%
Chief Operating Officer (COO)	17%	10%
Finance Director/CFO	17%	15%
Program/Project Director	33%	55%

Findings: Baseline → 6 months post-TA

Capacity development needs identification	Baseline	6 mo.
Aspirations (vision, values, mission)	33%	17%
Organizational strategy linking aspirations to goals	50%	33%
Organizational skills	33%	33%
Human resources	50%	50%
Systems and Infrastructure	50%	33%

Qualitative interview responses to how the Organizational Capacity Assessment was used to identify areas for development and generate improvement activities

- *"The survey we did I reviewed with key executive staff. We pinpointed key areas we were weak on and that was Board development. It was discussed with the CEO, and strategies were generated on how to improve the Board . . .the different ways of increasing that."*
- *"Going over the survey, not everyone agreed with the results which was interesting and opened up the conversation to get us on the same page."*
- *"I talked to our Executive Director and asked if we have a strategic plan and was told no. I said maybe we should have one."*

Practice recommendations to other communities

Outreach and Engage
"Have people in an outreach team who have been outreached to or not come into services so they can relate to those experiences and convey the message that services means healthier life to live productively and happily to un-engaged clients"

Ensure staff incentives
"It's really important to recognize staff. . .people in recovery will announce years of surviving – it's family time."

Recognize authority to implement changes
"I can use the information for the 2 to 3 staff under me, but the big decision is with HR (Human Resources)"

Have a work plan and regular meetings on progress-to-date outcomes
"Ensure staff know basic rules and regulations for each program for the purpose of empowerment."

Other Capacity Elements Captured:

- Training & TA information dissemination
- Dependency on key staff
- Partnerships & alliances
- Local community involvement
- Legal & liability risk
- Board development
- Staffing challenges
- Planning systems
- Accounting controls

NEXT STEPS

- *Process evaluation (fidelity, barriers, and coordination)*
- *Data analysis (demographics, service utilization outcomes)*
- *Case study development for shared learning*
- *Matching organizational peers with similar challenges*
- *Sustainability support (ongoing quality improvement)*