

## UCEDD Leadership: Pay it Forward

### 2014 TA Institute – Facilitated Session Notes

Thursday, March 20, 2014: 3:15-4:30 PM

#### Sustaining Projects: Life After the Grant

- David Mank, UCEDD Director, Indiana Institute on Disability and Community, Indiana

#### How is this accomplished (strategies, funding, practical implementation)?

- Things to consider:
  - Getting a new grant is great - It always comes to an end
  - More money is great - but bigger isn't necessarily better
  - Hiring new staff on a new grant is great - keeping the best and the brightest after is hard
- Key questions:
  - Do you have to buy it or build it?
  - Buy or build inside or outside?
  - Value of new grants vs. related portfolio
  - When grants end, how do you keep continuity with staff who were on that grant/or let them go? Would like to use funds for other needs
- Make sure the people you bring in understand about sustainability
- Immediately try to find additional funding for a federal grant so when that goes away you have a way to sustain the project or program
- Have staff on several grants when possible
- Imbed parts of the project into ongoing state funded projects
- Using the project as a way of impacting the policy/structure within the state so the relevance remains for a long time
- Re-directing employee's skills to other projects –try to find staff with multiple skills and who are flexible within the changing grant environment
- Ensure staff have ownership of the over-arching mission and purpose of the center
- Avoid silos among staff
- Want to be known as a place with staff longevity
- Bigger concern is with sustaining outcomes, so stay small and contract out/ look for collaborators
- Fee for service structure might not be the best mechanism.
- Consider the importance of establishing a sustainable workforce around disability
- How to get someone else to see the value of something to be sustained
- Economic analysis ahead of time to see if something is sustainable or feasible
- Demonstration grants are great to show what can be done, but then it goes away and nothing to be sustained

# UCEDD Resource Center

A project of AUCD, in partnership with AIDD, to strengthen and support the network of UCEDDs

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- How to get great ideas scaled up and sustained
  - a good business model and tying into service funding
- Mentorship of staff at all levels and cross training will allow them to feel flexible within your Center and grant changes

## **Emerging Leaders, Trainees, & Diverse Populations**

- Provide new solutions and ideas to projects
- Students provide new energy and also pulling from other areas
  - make students help on projects who had no exposure to disability but now know the work of the UCEDD
- Investing in emerging leaders to attend the UCEDD Leadership Institute has helped to elevate knowledge of value of center sustainability
- Is there a way to take the institute to scale to enculturate the entire network?
- Involve them early enough
- Need more mentorship (early and continued) of emerging leaders and students throughout the life of their development and career
- have emerging leaders build their own contacts and network to strengthen what you do

## **Network Collaborations**

- Do network in the state
- “Buy it or build it” concept applies here
- Is there expertise within the network that we don’t know about that we could tap into to collaborate on grant bids?
- How can centers share info about resources they have found to provide certain grant tasks they don’t have in house?