



Request for Applications

The Washington AIDS Partnership (WAP) invites eligible organizations to apply for Medical Morale funding. **Applications are due by 5pm Eastern Standard Time (EST) on Monday, August 12, 2019 for funding in January 2020.**

Medical Morale Funding and Eligibility

Medical morale grants are designed to improve the morale of hospital personnel, community-based clinical personnel, and staff of nonprofits that provide some type of medical service and serve vulnerable populations at risk for and/or living with HIV. Poor morale among health care providers serving vulnerable populations is a significant problem, resulting in high staff turnover and lower quality patient care. This funding focuses on the human and organizational factors affecting the morale of care-giving employees.

Grantseekers must have a medical component in order to apply for grants in this category, but need not be solely or even primarily a medically-focused organization. In addition, grantseekers must provide services within WAP's geographic focus area: the District of Columbia, Arlington, Loudon, Fairfax, Prince William and Stafford counties in Virginia; the cities of Alexandria, Fairfax, Falls Church, Manassas and Manassas Park in Virginia; and Calvert, Charles, Frederick, Montgomery, and Prince George's counties in Maryland.

Past grants have addressed staff burnout, relationships between different levels of a health care team, and management practices that may be having unintended consequences on staff morale. WAP strongly encourages creative and uniquely-tailored approaches to medical morale issues, believing that there is no single answer for the many issues that can be addressed. Funded activities have included team building and cohesion activities, innovative staff appreciation activities between teams and staff members, and bringing in outside experts to address self-care needs of overworked staff.

Successful medical morale programs typically incorporate an assessment component, i.e. documentation of staff-defined morale issues (pre-survey) and an assessment to determine if morale issues have improved after program completion (post-survey). Successful programs are also grounded in staff-driven activities, not management-defined. Without non-management staff commitment to and interest in medical morale activities, morale programs often fail.

Funding Availability

WAP will award funding in December 2019. Only one application per organization is allowed. Grants will be for a one-year period, January – December 2020. The maximum request amount is \$20,000.

Application Format

Deadline: Monday, August 12, 2019, 5pm EST. Applications must be submitted online through WAP's online application system. Paper, fax, and email applications will not be accepted. To access the online application:

- Click on this application link: grantrequest.com/SID_1366?SA=SNA&FID=35083
- You will be asked to **sign into an existing WAP online account**. Please use the same log-in information that you used to access your application previously. This will allow you to keep all of your applications and reporting requirements for WAP under one account.
- If this is **your first time using the system**, click on the "New Applicant?" hyperlinked text, located below the email box. Make sure to use an appropriate email address as you will use it to access your current application and submit it, and access reporting forms if your application is funded. Ideally, there should be one staff contact within your organization responsible for submitting applications.
- Please make sure to coordinate your application within your organization so you don't have two staff members submitting applications for the same project.
- **Logging out/accessing the application you started:** Make sure to click the "save and finish later" button, located at the bottom of the application – this will save your entries and take you to your account page where your applications and reports are stored. Click "exit" at the top of this page to log out. To re-access the application after you have logged out, use this link which takes you to the general log-in page: https://www.grantrequest.com/SID_1366/Default.asp?CT=CT&SA=AM. Do not use the application link in the first bullet as the system will think that you want to start a second application!

WAP's application includes organizational and request-specific questions. Applicants should complete general organizational and request questions on the first three pages of the application AND the Medical Morale questions on the "Medical Morale Support" page. Several attachments are required, including a project budget, and are detailed in the application.

Questions about the Application

WAP has an [FAQ](#) for its online application. If the FAQ does not address your question or issue, please contact WAP Senior Program Officer Jennifer Jue (jue@washingtongrantmakers.org).

Nondiscrimination Requirement

WAP funds only those organizations which do not discriminate, in any practices, with regards to race, color, national or ethnic origin, religion, gender identify, gender expression, sexual orientation, marital status, age, personal appearance, family responsibilities, veteran status, matriculation, political affiliation, physical ability or any other characteristic protected under applicable federal or state law.

WAP Grantmaking Frequently Asked Questions

1. What are the important dates?

- **August 12, 2019, 5:00pm EST:** Grant applications are due.
- **December 2019:** Applicants will be notified of the outcome of their request.

2. Does my organization qualify for a medical morale grant?

In order to submit a medical morale application, your organization must have a medical component, and serve vulnerable populations at risk for and/or living with HIV. Applicants are encouraged to contact WAP if they have questions about whether or not they qualify.

In addition, grantseekers must provide services within WAP's geographic focus area: the District of Columbia, Arlington, Loudon, Fairfax, Prince William and Stafford counties in Virginia; the cities of Alexandria, Fairfax, Falls Church, Manassas and Manassas Park in Virginia; and Calvert, Charles, Frederick, Montgomery, and Prince George's counties in Maryland.

3. What is the target population for medical morale projects?

The primary population is the staff at your organization. Activities should focus on improving their morale, and should be staff-driven. The secondary, more long-term target population is the clients who will benefit from the outcomes of medical morale grants such as improved staff retention and team dynamics, and strengthened communication and management practices.

4. What will not be funded?

Grants will not be made to individuals, for medical research, for sectarian purposes, or for reimbursement of medical care. Grant funds cannot be used for the following purposes: to reduce operating deficits, to fund direct health care treatment (including the purchase of medications), to reimburse health services, or to fund endowments.

5. What about the request amount and grant duration?

Only one application per organization is allowed. The grant period will be January 1, 2020 through December 31, 2020. Grants will be for a one-year period. The maximum request amount is \$20,000.

6. How will the application be reviewed?

WAP's Steering Committee evaluates applications and presents a grants docket for approval to the Washington Regional Association of Grantmakers' Board of Directors.

7. What can I expect after submitting an application?

Steering Committee members will review submissions. WAP staff may schedule a meeting, phone interview, or site visit to gather more information from selected applicants. All applicants will be notified **in writing** of decisions made in **December 2019**.

8. If my project or organization receives WAP funding, what type of reporting will I be required to complete?

Funded organizations will be required to report on activities completed, outcomes and goals met, successes and challenges, and other appropriate measures at six and twelve months. Grantee interim and final reports will include both a narrative and financial component.

About the Washington AIDS Partnership

The Washington AIDS Partnership (WAP) brings together ideas, people, and resources to end the HIV epidemic in the Greater Washington, D.C. region. As an initiative of the Washington Regional Association of Grantmakers, WAP invests in local organizations, focusing programming and resources on the communities most affected by the epidemic. WAP also provides technical assistance to local nonprofits to increase capacity and expertise; initiates public policy initiatives to address systemic issues; convenes local government, providers, funders, and other

stakeholders to implement innovative strategies to reduce HIV risk and improve the lives of people living with HIV; and each year, recruits and mentors a team of young people who provide direct volunteer service in the community.

In 1987, a Ford Foundation study determined that the most effective private-sector response to the HIV epidemic would come from the local level. This led to the creation of AIDS United to encourage local philanthropy to become involved in combating HIV. Because the Greater Washington region was deeply affected by the HIV epidemic, the Ford Foundation invited the D.C. community to become one of AIDS United's eight original partner sites.

In 1988, the Eugene and Agnes E. Meyer Foundation and 20 local funders joined to found WAP which began funding a wide range of HIV prevention and care services. After five years of nurturing at the Meyer Foundation, WAP became an initiative of the Washington Regional Association of Grantmakers in 1993. Since 1989, WAP has granted over \$29 million, including more than \$7 million dollars raised from national sources, and reached thousands of people.