Leadership Conference - Breakout Session 2 Notes

Executing Effective Roundtables

- FIP staff will reach out to Team Leaders 90 days before the trip to schedule a meeting to go over patients, supplies, trip logistics, etc.
- For surgery teams, we recommend having 1 representative from each OR (surgeons can't always attend so nurses/scrubs can be included), plus charge nurse/OR Director and pharmacist on the meeting
    - It is important to have someone who can speak for each specialty on the team to make sure everything is accounted for
- There have been issues with sharing the Obras with other organizations and using our teams' instruments
    - We will work to address this
- Please let Supply Chain know 90 days in advance about requests for additional meds or supplies
    - We can see if we can provide or purchase requested items
    - We cannot promise we will prove the items as we may not have the budget for them
- We have a shipping container available for teams to use to ship medications and supplies to Guatemala throughout the year. The best container for your team depends on your mission week.
    - October 2024
    - February 2025
    - July 2025

Meds/Supplies/Equipment & Procedures

- Staff will communicate well ahead of trip about meds/supplies for both surgery and medical clinic to be sure teams know what is provided
- Audiology concerns
    - Difficulty with purchasing hearing aids
    - Chenault team fundraising for money to purchase hearing aids
    - Chenault and Moorhead working on criteria for who gets a hearing aid
    - Could form an audiology sub-committee

Filling Essential Team Roles

- 90 days before the trip is the goal to have all roles on the team filled
    - Team members should complete application by 75 days before the trip
- General Support roles are available
    - Assist with IT/Insight
    - Scribe for physicians
    - Volunteer at Casa de Fe (Obras teams only)
- Faith In Practice pays for essential roles to be filled that are not filled by U.S. volunteers
    - In 2024, around $40,000 was spent on interpreters
    - Anesthesiologists cost $2,000 for the week at Obras and $3,500 at HHG

- Barriers for filling certain roles include:
    - Costs are going up, so some people are unable to afford both the trip fee and flights
    - There is a suggestion to create an actual scholarship program (make it tax-deductible)
        - Under the current Faith In Practice sponsorship program, funds are not provided; rather it is a discount on the trip fee/ money Faith In Practice does not receive. A limited amount is factored into the budget.
    - Time Off
        - Check with hospitals to see if they have shared PTO
    - Some university programs could sponsor volunteers but are concerned about Risk Management
        - Can discuss with staff if you have a university program, we have worked with programs in the past to address concerns
    - Some nurses, etc. may want to fill roles on a second team but cannot afford a second trip fee.
        - Staff can let them know about sponsorship opportunities.
    - Memorial Hermann provides a scholarship for airfare costs for their nurses/scrubs/residents to attend medical mission trips
        - Talk to your hospitals to see if there are similar programs
- Teams primarily struggle to recruit the following roles:
    - PT/OT
    - General/Family Medicine providers
    - Pharmacist
    - Surgical Nurses/Scrubs

Share The Mission

- Share The Mission is the FIP annual fundraising program
- It was shared that one barrier to participation is that younger volunteers sometimes struggle to fundraise because they believe their network doesn't have the money to support
- Development team is available to support in any way possible
- Another barrier to participation is if the "ask" to participate in STM fundraising is delayed too long after the volunteer commits to the team – please include this info and start garnering support upfront
- If your team has a person to champion fundraising and support team, they can be designated as Fundraising Captain and Development staff can help them
    - Dr. Sarah Beekley is a great example of someone who filled this role on the Thompson medical clinic team and helped her team raise $100,000 for Share The Mission in 2023
    - Dr. Beekley is available for anyone who wants to talk about tactics and ideas to improve team support for STM

What other challenges & issues can we talk through?

- Service Line Leadership

- We were unable to fully develop the service line leadership program in 2024, but hope to work on this soon in 2025