Exhibit A-1, Attachment 1

CAPACITY BUILDING INITIATIVE – ORGANIZATIONAL CAPACITY

**Examples of Allowable Organizational Leadership Activities**

**1. Series A: Organizational Leadership and Development**

A specific example of a capacity building activity for Organizational Leadership and Planning:

*Work with strategic planning professional to engage the Board of Directors, staff, clients, and other stakeholders in a comprehensive organizational analysis and planning process that will result in a written document with specific strategic action steps. The CBO could then use this document as a road map to strengthen its ability to coordinate services, create stronger community partnerships, and/or strengthen their understanding of responsibility and enhance their skill set in the implementation of services under the DMC-ODS.*

*Conduct a Board of Directors retreat that specifically addresses the preparation, changes, and operational requirements of the substance use disorder system transformation under DMC ODS.*

**2. Series B: Strategic Relationships**

A specific example of a capacity building activity for Strategic Relationships: *Obtain professional service to help explore and implement ways to pool resources with other organizations to share administrative or operational costs, such as Medical Director, Utilization Management, and Referrals.*

**3. Series C: Internal Operations and Management**

A specific example of a capacity building activity for Internal Operations and Management may include: *Retaining professional bookkeeping and human resources services to develop permanent and efficient operational system to ensure agency solvency in a cost reconciliation and clinical staff reliant system under DMC-ODS.*

**4. Series D: Technology Infrastructure**

Specific examples of capacity building activities for Technology Infrastructure: *Researching the feasibility and implementation of innovative technologies for engaging, retaining and supporting patients in recovery using mobile devices or telehealth services*.

*Purchasing additional computers to prepare for electronic managed care information systems required by START ODS.*

5**. Series E: Clinical Workforce Development**

A specific example of a capacity building activity in Area E: Clinical Workforce Development: *Hiring a Licensed Clinician who will develop policies and procedures for clinical services provided by staff*.

6. Series E **Clinical Workforce Development** and Series C: **Internal Operations and Management**

A specific example of combining two series into one outcome include: *Developing CLAS protocols that include having at least two counseling staff who are trained to be proficient language interpreters so that the agency can be more responsive to the changing needs of the populations seeking substance use disorder services*.