

# **Mental Health Grant for Health Care Professionals FY2026 Questions and Answers**

**UPDATED JUNE 12, 2025**

To submit a question, please email [health.orhpc.workforcegrants@state.mn.us](mailto:health.orhpc.workforcegrants@state.mn.us) no later than 4:30 pm Monday, July 21, 2025.

## **Q1. Are current grantees automatically awarded or given an advantage during this application cycle?**

A1. The application cycle is competitive. Current grantees (past awardees) must apply for a grant this cycle and will not receive an advantage in scoring.

## **Q2. Is an S Corp eligible to apply?**

A2. Please see page RFP section 1.4 for a list of eligible health care entities. If an S Corp falls under one of the categories of eligible health care entities, it would be eligible to apply.

## **Q3. Is it required that every grant program outcome be met for an application to be considered?**

A3. No, a project does not need to address all grant program outcomes. However, an application that meets more grant program outcomes may be prioritized over an application that addresses only one outcome. RFP Part 4, section 4, includes the Project Outcomes application question, in which applicants are asked which grant program outcomes their project will address and may select one or more.

## **Q4. Will funding be provided upfront or be reimbursed?**

A4. Funding will be provided on a reimbursement basis. Grantees will submit quarterly invoices and documentation for reimbursement.

## **Q5. Is there an allowable amount for indirect cost spending in the budget?**

A5. An indirect cost rate is a percentage used to distribute indirect costs to all of an organization's programs that benefit from them. Applicants may use their federally negotiated indirect cost rate for their budgeting or, if they do not have one, an indirect cost rate of up to 10% of the direct costs in their budget. Applicants must provide documentation of their federally negotiated cost rate if they are using that rate in their budgeting.

## **Q6. Can you provide an example of a structural barrier that might be considered for this grant?**

A6. One of the goals of this grant program is to identify and modify structural barriers in health care delivery that create unnecessary stress in the workplace. Applicants are encouraged to consider barriers within their organization or barriers created by the systems and policies surrounding health care delivery more broadly. Structural barriers impede health care professionals' ability to provide timely, effective care and individuals' ability to access the care they need.

A few potential examples include inadequate technology to provide virtual care, burdensome or inefficient documentation procedures, challenges with insurance reimbursement, or a lack of coordination across health care entities.

## **Q7. How many applications were received last year and how many were awarded?**

A7. In the previous grant cycle, MDH received 50 applications and was able to make 13 grant awards with the funding available.

## **Q8. What was the average award last year?**

A8. The average award was \$82,000 with a range of \$35,000 to \$160,000.

## **Q9. Would an allowable expense include reimbursing employees for time spent providing support in a peer-to-peer program?**

A9. Yes, this would be an allowable expense. Grantees will receive guidance from MDH on the types of documentation that must be submitted along with invoices.

## **Q10. Are “Mental Health Professionals” considered only licensed mental health professionals (LICSW, LPCC, LMFT, etc.)?**

A10. Please note that this grant program serves health care professionals broadly, not only mental health professionals. Grant funding may be used to cover costs related to programs and resources for the health care professionals listed in RFP section 2.2.

## **Q11. Do grant funds need to be used within the one-year grant period? Or can the project duration span a longer timeframe?**

A11. Yes, grant funds must be spent within the grant period, which is approximately one year. In some cases, an extension of the grant period may be possible if the grantee needs more time to complete the project.

## **Q12. Can one entity submit multiple applications?**

A12. Yes, an entity may submit separate applications for separate projects. Please note that due to the volume of applications and limited funding, an entity is unlikely to receive more than one grant award in a cycle.

## **Q13. Can an organization that operates on the border of Minnesota be eligible for this grant?**

A.13. As stated in RFP section 1.4, applicant organizations must be located in Minnesota and serve Minnesota communities to be eligible for this grant funding.

## **Q14. Are chaplains considered health care professionals under this grant?**

A14. No, although chaplains work with patients, they do not provide health care and are not considered health care professionals for the purposes of this grant. See a list of eligible health care professions in RFP section 2.2.

## **Q15. Are community mental health clinics that employ social workers eligible for this grant?**

A15. As stated in section 2.2 in the RFP, social workers, professional counselors, and psychologists are employee segments that are eligible to receive funding under this grant.

## **Q16. What constitutes a community mental health clinic?**

A16. This grant opportunity is open to mental health clinics located within the state of Minnesota. This grant is not limited to any specific designation such as being in a rural area, a Medically Underserved Area (MUA), a Health Professional Shortage Area (HPSA), or a Federally Qualified Health Center (FQHC). See section 1.4 of the RFP for more information on organization eligibility.

## **Q17. Is the population served for this grant meant to be staff at one's own organization? Would a project be eligible if it were to be provide this service to staff at health care organizations as an outside contractor?**

A17. This grant is intended to improve the mental health, job satisfaction, and retention rates within a health care organization rather than a grant for vendors or contractors. See section 1.4 of the RFP for more information on organization eligibility.

## Q18. What constitutes a conflict of interest?

A18. Conflicts of interest may be actual, potential, or perceived. An actual conflict of interest occurs when a person uses or attempts to use their official position to secure benefits, privileges, exemptions or advantages for self, relatives, or organization with which the person is associated which are different from those available to the general public ([Minnesota Statutes, section 43A.38, subd. 5 \(https://www.revisor.mn.gov/statutes/cite/43A.38\)](https://www.revisor.mn.gov/statutes/cite/43A.38)). A potential conflict of interest may exist if an external partner has relationships, affiliations, or other interests that could create an inappropriate influence if that partner is called on to make a decision or recommendation that would affect one or more of those relationships, affiliations, or interests. A perceived conflict of interest is any situation in which a reasonable person would conclude that conflicting duties or loyalties exists. A conflict of interest may exist even if no unethical, improper or illegal act results from it. You can find the conflict of interest form here [ORHPC General Grant Forms \(https://www.health.state.mn.us/facilities/ruralhealth/funding/grants/forms.html\)](https://www.health.state.mn.us/facilities/ruralhealth/funding/grants/forms.html). Reporting a conflict of interest does not necessarily disqualify you from receiving a grant. In many cases, a conflict of interest can be addressed by a mitigation plan that MDH and a grantee collaborate on. Reach out with any questions regarding conflict of interest

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*To obtain this information in a different format, call: 651-201-3838.*