NFP Indiana
2014 Annual Report
Growing by Baby Steps

And Leaps and Bounds
“...The last six years have seen the most impressive expansion of evidence-based policy in the history of federal social programs. Specifically, grantees must show they are spending their federal dollars on programs that have evidence from rigorous evaluations of producing positive impacts on children’s development or achievement as measured by outcomes such as teen pregnancy, educational achievement or graduation rates, performance at community colleges, employment and earnings as young adults, or reducing rates of incarceration. But do we really have examples of social programs that produce these hefty impacts on social problems? The answer is a resounding yes.”

(Haskins then cites NFP among five such programs.)


From Baby Steps to Leaps and Bounds

Everything at Goodwill’s Nurse Family Partnership is growing:

- Our babies, some of whom we’ve now followed for three years;
- Their mothers, in parenting ability, understanding of child development and self-confidence;
- Our client families, for whom Goodwill provides employment and educational opportunities toward self-sufficiency;
- Our nurses and other team members, in their own pursuit of knowledge and skills;
- NFP programs and services, through innovative community partnerships.

In the three years since our NFP implementation began, we’ve touched more than 1,000 families in our efforts to enroll and engage with first-time, low-income mothers. Now, in Marion County, we are operating at capacity—actively serving nearly 600 families with three nurse-home visitor teams, each consisting of eight nurses and a nurse supervisor. We had our first graduates in 2014—41 babies with brighter futures due to early intervention. Their moms, too, have grown with support from our nurses and guides. For example, 18 clients in high school received child development credit for NFP home visiting in 2014. Through NFP’s partnership with Early Learning Indiana, 16 clients were hired, and seven are currently enrolled in the childcare certification program offered as a part of a career-directed apprenticeship. One is enrolled in an associate’s degree program at Ivy Tech.

In alignment with our evidence-based national model, we continue to track, quantify and study outcomes. This has involved equipping our nurse home visitors with better technology, analyzing data at a neighborhood level to guide our practice and using Six Sigma lean processes to enhance efficiency. You will read later in this report about NFP Indiana’s participation in the largest nationwide randomized control trial to evaluate early effects of home visiting. We look forward to sharing its findings with you.

Now our challenge is to build the program to reach as many eligible women in Indiana as possible. To that end, we are pursuing funding opportunities and talking with other communities that are ready to support NFP. As word spreads about our unique niche in public health, it is exciting to hear from nurses who are interested in working with us.

As in Indianapolis, NFP in other Indiana communities will build strategic relationships with invaluable community partners—public and private health care providers, community-based organizations, schools, corporations, state government, academic institutions, medical centers and others. We depend on our partners not only for referrals and implementation but also, increasingly, to provide clinical education experiences in community health. We remain open to their suggestions for creative collaborations that strengthen central Indiana families.

NFP is changing lives, futures and communities. Thank you for your interest in our organization and your support for our unique role in public health.

Lisa Crane, RN, MSN
Director of Operations
Nurse-Family Partnership® (www.nursefamilypartnership.org) is an evidence-based community program that partners registered nurses with first-time, low-income mothers. In regular home visits that begin early in a woman’s pregnancy and continue until her child turns 2, the nurses provide the care and support that the moms need to have a healthy pregnancy, provide responsible and competent care for their children, and become more economically self-sufficient. NFP nurses provide health and parenting resources to mothers during their visits and also help them connect with additional community resources.

More than 35 years of research shows these consistent program effects for families who participate in NFP*:

- Improved prenatal health
- Fewer childhood injuries
- Increased maternal employment
- Improved school readiness

The program has been implemented in 43 states, the U.S. Virgin Islands and six tribal communities. NFP is widely recognized as a highly cost-effective early childhood intervention. Independent research proves that every dollar invested in NFP can yield more than five dollars in return.

* http://www.nursefamilypartnership.org/provenresults#sthash.QVhGLi2U.dpuf

Indiana implementation

Goodwill Industries of Central Indiana, the first NFP Implementing Agency in Indiana, began serving clients in Marion County in November 2011. Initial funding came from the Affordable Care Act Maternal Infant and Early Childhood Home Visiting Program (MIECHV) through the Indiana State Department of Health. NFP Indiana’s first graduations took place in 2014.

Kids Count

Kids Count in Indiana is part of a national network of state-level projects supported by the Annie E. Casey Foundation. Kids Count ranks child well-being in four domains: economic well-being, education, health, and family and community. Indiana was 27th in overall child well-being in the 2014 national overview.

Poverty is among the biggest challenges for Indiana’s children, according to the Indiana Youth Institute’s annual summary. The 2015 Kids Count in Indiana Data Book reports that 22.2 percent of Indiana’s children ages 0-17 lived in households with incomes below federal poverty thresholds in 2013.²

Another issue of concern for state leaders is infant mortality. Indiana’s rate of infant mortality is 7.6 per 1,000 births, compared to 6.05 per 1,000 for the U.S. The state has exceeded the national average consistently for the last two decades, and the gap has widened since 2001.³

Randomized, controlled trials demonstrate that Nurse-Family Partnership addresses both issues. Its goals—better pregnancy outcomes, improved child health and development, and increased economic self-sufficiency—counter negative outcomes associated with poverty by preventing child abuse, reducing juvenile crime and increasing school readiness.⁴

Compliance

The NFP National Service Office requires local programs to follow 18 elements of model fidelity. As of January 2014, the National Service Office reported that the NFP program operated by Goodwill Industries of Central Indiana was in compliance with all criteria.

NFP Guides

NFP guides are unique to NFP Indiana and its association with Goodwill Industries of Central Indiana. The guides bring expertise in early childhood education and child development, housing, and employment and education to client families during and beyond the home visitation period. Through their connections with proven community resources, they help NFP families find employment, increase educational attainment, and obtain high-quality resources necessary to achieve self-sufficiency.
Lisa Sledge’s first client, in 2011, was a 19-year-old, married Burmese woman referred to NFP by a southside high school. Lisa immediately decided an honest approach was best: “Forgive my ignorance,” she said, “but I don’t know much about your culture.”

But the new nurse home visitor was eager to learn. She sought out resources at the public library and later through the Chin Center. Word about Lisa’s respect for its diverse culture spread in the close-knit Burmese community and led to more referrals. “It’s a passion that started growing,” she says. “We learn from each other.”

She especially admires the Burmese people’s selflessness. “When they rise up, they pull the next one up behind them,” she says, gesturing widely to illustrate the point. “It’s all about community and growing each other.”

All low-income moms face challenges, Lisa notes. But the additional burdens of adjusting to a new culture and learning its language can overwhelm her Burmese clients. For example, she and other NFP nurses have accompanied the moms on Indianapolis’s bus routes until the moms felt comfortable riding alone. NFP Indiana has begun to produce its facilitators (printed resources) in one of the main Burmese languages.

While Lisa’s Burmese moms have a special place in her heart, her clients include Pakistani, Indian, Nigerian, African American, Hispanic and Caucasian women. With all of them, she focuses on the importance of attention and play. “Research has shown this will develop the children’s brains as much as good nutrition,” she says. “I tell my moms, ‘You need to learn to enjoy your time with your baby or toddler. You are their first teacher. And you do have something to teach them.’”

Lisa, now a mother of four, knows firsthand that her moms sometimes don’t believe they have much to offer. “I myself was that socioeconomically low teen mom,” she says. As the middle of eight children and a mother at 17, her path might have been much different had an older couple not stepped in to mentor her. He was a high-ranking business executive; his wife, a nurse who “taught me how to play with my son,” Lisa says fondly. Her mentors attended her high school graduation and college orientation. “God brought the right people into my life,” she says.

Lisa’s love of teaching extends to the classroom, as a clinical instructor at IUPUI, and to the St. Vincent pediatric residents who shadow her on home visits. She is working on a master’s degree in education and intends to pursue a doctoral degree. Her long-term goal—“and it’s long, long, long,” she says, smiling—is to become a college professor.

“My passion is to help people break through to reach their heart’s desire.”

— Lisa Sledge
Outcomes

14% of clients self-reported smoking at intake. Of these, 59.5% reported quitting prior to their infant’s birth.
(from Year 3 MIECHV Benchmark Report submitted to Dept. of Health & Human Services)

Average weeks of pregnancy when NFP clients began prenatal care: 9-1/2 weeks.
(from Year 3 MIECHV Benchmark Report submitted to Dept. of Health & Human Services)

87.4% infants born at full term (> 37 weeks), 87.8% infants born at normal weight (> 5.5 lbs).
(from Quarterly Report for Goodwill Indy NFP Data through 12/31/14)

87% of clients initiated breastfeeding with their babies, with 27.3% infants still breastfeeding at six months.
(from Quarterly Report for Goodwill Indy NFP Data through 12/31/14)

92.2% of infants were up to date with immunizations at 12 months of age.
(from Quarterly Report for Goodwill Indy NFP Data through 12/31/14)

24.3% of households had an increase in income and benefits from month of enrollment to one-year post enrollment.
(from Year 3 MIECHV Benchmark Report submitted to Dept. of Health & Human Services)

53.3% of clients with less than 12 years of education had an increase in educational attainment from month of enrollment to one-year post enrollment.
(from Year 3 MIECHV Benchmark Report submitted to Dept. of Health & Human Services)
Amanda Hasecuster has a position unique within NFP. Unlike other nurse home visitors, Amanda sees clients in one geographic area—zip code 46235 on the city’s far east side. A grant from the Glick Fund supports Amanda and her NFP colleague, Kim Boyd, coordinator of community resource development. The two work in tandem to deliver NFP services and measure outcomes in an area particularly hard hit by crime, poverty, unemployment and low educational attainment.

Real estate development in 46235 helped make the Glick family the largest builder of single-family homes in Marion County by the early 1960s. Through the Central Indiana Community Foundation, the Glick Fund partnered with NFP to target this community once integral to the Glicks’ success.

But making inroads into the struggling area wouldn’t be easy. “Kim gave us an opportunity to go into the community and become a partner first,” Amanda explains. Kim, who has received statewide recognition for her community activism, used her contacts with local leaders and community-based organizations to facilitate Amanda’s entry. The Indianapolis Metropolitan Police Department, which wants to provide its East District officers with resources and also views NFP as a deterrent to crime, has been especially supportive.

Amanda joined NFP as its newest nurse home visitor in July 2014 after completing an accelerated nursing program. She also has a bachelor’s degree in sociology and was a case manager with the Department of Children’s Services. Through her sister-in-law, NFP nurse Abby O’Connor, Amanda saw NFP as “the perfect blend of social work and nursing.”

While Amanda focuses on her clients, moms and babies, Kim works behind the scenes to build partnerships, identify resources and secure safe places for Amanda’s work. Together they attend local events where Kim’s standing in the community paves the way for NFP. “To see Kim’s impact, the way she is ingrained in the community on all levels—she’s trusted and respected,” Amanda says.

Amanda, in turn, has the right personality for the job, Kim says. “It’s about somebody having a heart to help people. That transcends race. Amanda has a willingness to become part of the community.”

Kim’s knowledge and connections give Amanda resources to share with her clients, which can help overcome their lack of interconnectedness. “My moms don’t take their babies out in strollers because it’s not safe, so they don’t interact,” Amanda explains. “A lot of good people live here, but they’re not even aware of resources here for them. Just giving them that information empowers them.”

That makes NFP far more than health care, Kim adds. “NFP is about preparing moms for opportunities. It’s about them advocating for themselves, seeing their own beauty and value.”
MIHOPE-Strong Start
In September NFP Indiana began contributing to a year-long study to better understand how home visiting can improve birth and health-related outcomes for Medicaid-enrolled women.

The Mother and Infant Home Visiting Program Evaluation-Strong Start (MIHOPE-Strong Start) is assessing the effectiveness of two evidence-based home visiting models—Nurse-Family Partnership and Healthy Families America—at improving birth outcomes. The large-scale evaluation will enroll 15,000 expectant women.

NFP Indiana’s participation in the national evaluation, which is expected to continue through September 2015, does not change NFP’s referral process or eligibility criteria. During the evaluation period, NFP will enroll 400 eligible women, who will be randomly assigned to participate in program services; 260 will receive NFP visits, and 140 will be provided a list of other services in the community. Because NFP is at capacity in Marion County, the random assignment process provides an equitable way to determine who to serve. (Referrals under age 15 and anyone who speaks a language other than English or Spanish are excluded from the study and are enrolled in NFP.)

As the only participating program statewide, NFP expects to gain additional insight into its own work: “Our participation in this study shows our commitment both to continuous improvement and to demonstrating our effectiveness,” says Lisa Crane, RN, MSN, Director of Operations, NFP Indiana.

Partnership with Early Learning Indiana
NFP Indiana partnered this year with Early Learning Indiana (formerly Day Nursery) in an innovative arrangement. A grant from Lilly Endowment Inc. allows NFP moms to begin career-directed training in early childhood education while their babies and toddlers thrive in Paths to Quality Level 4 Day Early Learning Centers.

Seven NFP moms began a new apprentice teacher program toward earning a Child Development Associate Credential, a key stepping stone for career advancement. The moms receive hands-on training, their children attend the learning centers at greatly reduced cost, and Early Learning Indiana gains employees who are eager to bring credentialed skills and professionalism to the field.

Teaching future nurses
NFP Indiana expanded academic practice partnerships to strengthen its position as a community health practice site for schools of nursing.

Nursing students learned what NFP is all about through cooperative education programs, shadowing opportunities, summer internships and master’s-level research positions. The students came to NFP with strong interest in maternal and child health but limited understanding of what community health involves. Several nursing students have already expressed interest in joining the organization after they graduate.

Honors
Nurse home visitor Jessica Gonzalez Contreras, RN, BSN, MPH was among 10 recipients of a new Breakthrough Leaders in Nursing award created by the Future of Nursing: Campaign for Action, a joint initiative of AARP and the Robert Wood Johnson Foundation.

Jessica serves as co-chair of the Indiana Center for Nursing Diversity and Inclusion Committee.

Contreras and fellow nurse home visitor Delores Brown, RN, BSN, CLC, joined the Eskenazi Family Planning Committee this year.

Lisa Crane, RN, MSN, director of operations, was named among the 2014 Distinguished Alumni of the Purdue University School of Health and Human Services. The award honors alumni for noteworthy professional accomplishments that reflect favorably on their profession, university and society. She also serves on the Indiana Center for Nursing Diversity and Inclusion Committee.

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Mortarboards
Jessica Gonzalez Contreras, RN, BSN, MPH, nurse home visitor – master of public health, Indiana University-Purdue University at Indianapolis

Cindy Hunt, RN, MBA, nurse home visitor – master of business administration, Anderson University

Amy Hutcheson, RN, MSN, resource supervisor – master of science, nursing health leadership and service, University of Indianapolis

Sara Pollard, RN, MSN, PMHNP, mental health consultant – master’s degree in psychiatric mental health nursing, University of Missouri at Columbia and board certification, Psychiatric Mental Health Nurse Practitioner, by the American Nurses Credentialing Center

Maria Reisenauer, RN, MBA, nurse home visitor – master of business administration, Anderson University

2014 Certified Lactation Consultants
Heidi Birkey, RN, BSN, CLC
Delores Brown, RN, BSN, CLC
Jessica Gonzalez Contreras, RN, BSN, MPH, CLC
Carolina Wuesterfeld, RN, BS, BSN, CLC
Tala’ra Maull was just six months old when she took her first international flight, to her mother’s home country of Nepal. There her maternal relatives doted on the baby, and now, at almost 2-1/2, the toddler remains the apple of her parents’ eye. “She’s really girly,” her mom Srijana laughs. “As I remember I was not a girly girl, so I’m surprised.”

Srijana came to the United States in 2006, and her husband Bobby is an Indianapolis native. They met in Alaska at an international leadership training program and despite vastly different cultural and religious backgrounds, began a long-distance courtship. The Maulls were married by a justice of the peace in Indianapolis and again in a traditional Nepalese ceremony.

Because much of their work had involved volunteerism, the couple had limited financial resources when Srijana became pregnant. Later in her pregnancy—and overwhelmed by Medicaid regulations—she found NFP’s informational card in her purse: “My husband had given it to me and said, ‘Hey, this is for first-time moms,’” Srijana recalls.

Nurse home visitor Cora Daniel, RN, BSN, was assigned to the family. “I’m from a different country, I’m pregnant, I’m alone while he goes to work,” Srijana says. “Cora is like my sister—someone I can share with when my mom is so far away. She gave us so much information.”

Cora and NFP also helped the Maulls secure their medical coverage before their daughter was born at Methodist Hospital (just like her dad) on September 25, 2012. “Cora gave us both more confidence,” says Bobby, who was only 5 when his own mother died. His grandmother raised him, and his father was uninvolved. Bobby is committed to giving Tala’ra a different kind of upbringing, with two strong and loving parents. Cora brought the Maulls a flyer promoting Baby Boot Camp for New Dads sponsored by the Indiana Healthy Marriage and Family Coalition, and Bobby signed up.

Today he leads Baby Boot Camp at two Babies R Us locations in addition to his regular employment. Srijana, who earned a bachelor’s degree in business administration in her home country, works in banking. Sarah Pennal, NFP Guide – Early Childhood Resources, is helping the family find high-quality child care.

When Tala’ra graduated NFP at age 2 and Cora’s visits came to an end, the Maulls didn’t sever their relationship with NFP. They are giving back by working with Sarah to develop the NFP Parents and Children (PAC) network and to promote NFP at community events. They also are focused on potty training and getting Tala’ra school-ready. “We want her to find happiness,” Bobby says. “We think Tala’ra is going to be able to excel.”

“I have a very high respect for this program. I consider NFP as a blessing.”
—Srijana Maull
Srijana Maull and her NFP nurse Cora Daniel developed a close bond. So when Srijana’s daughter graduated, and Cora no longer visited their home, Srijana and her husband embraced the idea of staying connected to NFP—just in a different way.

In NFP’s national model, home visits end when the child turns 2. In 2014 NFP Indiana, which is uniquely implemented by Goodwill of Central Indiana, began shaping a graduate program for families who choose to continue a relationship. The evolving program is unique to Indiana’s implementation of NFP due to its connection with Goodwill and its complementary services and programs.

Under the supervision of former nurse home visitor Amy Hutcheson, RN, MSN—now serving as Resource Supervisor—three NFP guides each focus on an area of need among NFP families: Sarah Pennal, child care, early childhood education, and child development; Kim Boyd, housing; and Liv Norby, employment and education, including Goodwill’s schools.

Funding via Maternal, Infant, and Early Childhood Home Visiting (MIECHV) from the federal Health Resources and Services Administration allows NFP Indiana to maintain a relationship with client families until their little graduates turn 5.

When NFP asked its clients what they thought about the idea, many of the moms said they would value more support. “This demonstrated how important that one-on-one relationship had been to them,” says guide Sarah Pennal, who led the program’s development.

Then NFP asked what ongoing services the moms needed most. As a result, the guides focus on clients’ educational and career goals, the children’s developmental screenings, and navigating housing and child care. Goodwill’s involvement is crucial because of the employment and educational opportunities it provides, including access to The Excel Centers, WorkOne, TalentSource and disability services, Sarah says.

Each mom who chooses to continue in the program is introduced to a guide during one of her nurse home visitor’s last visits, when her baby is about 21 months old. “That allows there to be a warm handoff,” Sarah explains. The guides each handle a larger caseload than NFP nurses because they visit families on a more flexible schedule.

“I’ve found the first several visits were about building our rapport,” she adds. She then brings resources on such topics as potty training, temper tantrums and other aspects of parenting the client hasn’t yet experienced. “The focus is still on mom and baby. If dad or boyfriend is involved, or someone else in the family who is supporting mom, we open services to them as well.”

NFP will base its assessment of the new graduate program on two outcomes: the mother’s increased economic self-sufficiency (hourly wage or salary, benefits), and her child’s readiness to enter kindergarten (state testing, ASQ Ages and Stages screening, promotion to first grade). The guides team also is spearheading monthly informational Parents and Children (PAC) meetings and a December PAC holiday party. “We’re hoping people will build their own social assets and sense of community,” Sarah says. “It’s also a nice way to share parenting ideas.”

Lluvia Rodriguez and her daughter Regina were part of NFP’s inaugural graduation class in April 2014. Although visits with their nurse Katherine Harkov, RN, BSN have ended, Lluvia continues their involvement with the NFP graduate program. She has become the first program graduate to join NFP Indiana’s Community Advisory Board.
NFP nurse home visitors cover just about anything their new moms want to know, but many of the nurses have one area they’re especially passionate about. For Nurse Supervisor Anita Austin, it’s breastfeeding. She has tapped the best practices of other NFP implementations nationwide in leading NFP Indiana’s nine-member Breastfeeding Crew. The group generates ideas to ensure NFP nurses are equipped with accurate information and creative tools to support their clients.

“At NFP, we believe breastfeeding is the best option; that’s how we’re going to present it to our families,” Anita says. “We know from the literature that one person encouraging a mom can lead her toward considering breastfeeding as an option. That’s pretty powerful. Ultimately it’s the mother’s choice, and we respect that.”

The Ball State University graduate says she always knew she would become a nurse. Early in her career she worked for a home care agency, visiting new moms covered by Medicaid. She could offer prenatal support and visit up to three times after the baby was born. “I could give them a little help, but it was limited,” she says. Still, she loved the experience.

She also worked in several other health care settings in Kentucky and Indiana, including Peyton Manning Children’s Hospital in case management, in the pediatric intensive care unit and as an educator. After completing a master’s degree in nursing administration, she took a year to evaluate where she truly wanted to be.

Then she read an online ad for Goodwill and NFP. “I was just overwhelmed when I learned more,” she recalls. “What a phenomenal program! Where has this been?” She joined the organization in December 2012 as supervisor of the three nurses then forming Team 3 and hired additional nurses to reach her team’s capacity of eight.

Anita sought out certain qualities in her nurses: “Someone who is emotionally intelligent, intuitive; has strong critical thinking skills; and is adaptable and relational.” Her team includes a second-career nurse straight out of nursing school and a young nurse with just a year of experience. They and their more seasoned teammates have diverse backgrounds; one is bilingual and another, trilingual. One is trained in lactation consulting at its highest level. “They bring such a rich level of experiences,” Anita says. “We’re learning from each other all the time.”

Anita meets with each of her team members weekly using an approach called reflective supervision, in which she guides the nurse to examine her thoughts and feelings about her caseload. “Sometimes we talk about many clients, sometimes about one,” Anita explains. “It’s really driven by the nurse, who is the expert of her workload.”
A Community Advisory Board is one of the NFP model elements required to implement the program. Building strong partnerships facilitates community awareness of and ongoing support for NFP; generates and sustains a steady flow of referrals; and helps us gain knowledge of community services and relationships with community service providers that help our clients access needed services.

Kent A. Kramer  
Chair, NFP Indiana Community Advisory Board  
Senior Vice President & Chief Operating Officer, Goodwill Industries of Central Indiana, Inc.

Betsy Delgado  
Vice President, Mission Advancement  
Goodwill Industries of Central Indiana, Inc.

Lisa Crane, RN, MSN  
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Stephanie Berry  
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