
PROFESSIONAL SUMMARY

Licensed attorney and dedicated public servant with extensive experience serving the communities. A self-starter, natural leader, and effective communicator who enjoys developing with creative solutions and mentoring others. Proficient in multiple computer programs and experience with municipal budgets and grant writing.

EXPERIENCE

Town of Cumberland, Cumberland, IN Dec. 2015 to present
Town Manager

Marion County Prosecutor's Office, Indianapolis, IN Aug. 2005 to Nov. 2015
Deputy Prosecuting Attorney

Marion County Prosecutor's Office, Juvenile Division, Indianapolis, IN Jan. to Apr. 2005
Certified Legal Intern

Marion County Public Defender's Agency, Juvenile Division, Indianapolis, IN Jan. to Nov. 2004
Certified Legal Intern

Riley Area Development Corporation, Indianapolis, IN Jan. 2002 to Aug. 2002/ summer 2003
Intern and Office Manager

ADDITIONAL TRAININGS & ACCOMPLISHMENTS

- 2007 – One of two attorneys assigned to the Marion County Prosecutor's Office first major felony domestic violence division.
- 2010 – Lead prosecutor on largest dog fighting case in Marion County history with over 20 co-defendants
- 2011 – Crisis Intervention Team training sponsored by the Marion County Sheriff's Department
- 2012 – Crime Prevention Through Environmental Design certified through the Florida Attorney General's Office, recertified in 2015
- 2013 – Lead prosecutor on "Get Money Team" investigation and case, first retail crime case filed in Marion County using the Corrupt Business Influence statute
- 2014 – Cumberland Crime Fighter of the Year
- 2014 – Appointed to the Public Safety Director's Indianapolis Care and Control Efficiency Teams
- 2016 – Graduate of Indianapolis Metropolitan Police Department's Leadership Academy
- 2017 & 2018 – Elected to Hancock Economic Development Council's executive committee
- 2018 – Completion of Indiana Economic Development Course through Indiana Communities Institute

EDUCATION

Indiana University School of Law, Indianapolis, IN
Juris Doctor received May 2005

Butler University, Indianapolis, IN
Bachelor of Arts, Political Science and Communication Studies, received May 2002 with departmental honors

Tonya Galbraith, ICMA-CM
8516 N. Tanglewood Circle
McCordsville, IN 46055
Cell Phone 317-371-1418

SUMMARY:

I have enjoyed the opportunity to use my communication and presentation skills to advocate for Indiana municipal and state government. I am capable of managing and completing multiple tasks in an organized and effective manner.

WORK HISTORY:

January 2005 – present: Town Manager, Town of McCordsville, Indiana

Serves in an administrative capacity for a rapidly growing community in Hancock County, Indiana. Serves as staff several committees and as a member of the Public Works Committee. Serves as first contact with developers. Represents the Town on various boards and committees, including the Indianapolis Regional Transportation Council, the Indiana Association of Cities and Town (now known as AIM) Executive Board, Legislative and Environment Committees, the Hancock Economic Development Council board, the Hancock Health Foundation board and the board of the Indiana Municipal Management Association. Earned Credential Management designation through the International City-County Management Association (ICMA) and is a Certified Municipal Official through IACT (now Aim) in 2012.

November 2002-November 2004: Director of the Office of Intergovernmental Relations, Indiana Department of Environmental Management

Served as legislative liaison to the General Assembly on behalf of the agency. Handled legislators' constituent concerns. Also served as the local government liaison and communicated routinely with local elected officials and statewide local government trade associations. Duties also included speaking before various business and environmental groups on environmental legislation and rules.

1992-2002: Legislative Director, Indiana Association of Cities and Towns

Coordinated the Association's legislative program on behalf of cities and towns in the State of Indiana. Evaluated and tracked bills, drafted legislation, assigned legislation to various staff members, testified before committees and coordinated testimony by local elected officials before various legislative committees. Wrote a weekly newsletter outlining actions by the General Assembly. Organized regulatory efforts, focusing on environmental issues. Contributed to monthly magazine and assisted in conference and workshop planning. Traveled statewide to communicate with municipal officials on legislative policy.

1987-1992: Assistant Legislative Director, Indiana Association of Cities and Towns

Responsible for assisting in the legislative and regulatory program. Focused primarily on environmental issues, community development and other local concerns. Contributed to weekly and monthly newsletters. Participated in various environmental rulemakings.

1985-1987: Legislative Assistant, Indiana Senate

Served as the legislative assistant to five members of the Indiana State Senate assisting them with constituent concerns and research on a variety of legislative issues. Also, responsible for writing newsletters, coordinating news conferences and writing press releases.

1982-1985: Administrative Assistant, City of Houston, Texas

Citizens Assistance Division of the Mayor's Office. Handled a variety of citizen requests and complaints. Coordinated the Mayor's Volunteer Program and wrote newsletters for other divisions of the mayor's office.

1979-1981: General Assignment Reporter, Anderson Daily Bulletin

Feature writer for a daily afternoon newspaper with a circulation of approximately 20,000. Also worked on the layout desk, helping to construct the look of the paper, deciding on wire stories and photos.

EDUCATION:

1974-1978: Bachelor's of Science Degree in Journalism, Ball State University, Muncie, Indiana

1981-1982: Attended Graduate School of Journalism at the University of Mississippi and served as a graduate assistant in the school of journalism.

AWARDS:

Oct. 10, 2017 – Awarded the Russell G. Lloyd Distinguished Service Award from Aim Indiana.

Nov. 11, 2017 – Awarded the Nolan "Skip" Kuker Community Leadership Award from the Fortville/McCordsville Chamber.

David Book

128 east Main st. New Palestine In. 46163. townmanager@townofnewpalestine.org

Objective

To achieve stellar designation for the Mt Comfort corridor

Education

HIGH SCHOOL 1979 GREENFEILD

WASTEWATER CLASS 2 | 1982 | IVY TECH

Skills & Abilities

MANAGEMENT

- New Palestine town manager 1984- present

LEADERSHIP

- Greenfield Jaycees president 1987
- IWPCA safety committee chair 1993-94-95
- New Palestine Lions club 1986-present

Experience

OPERATOR | GREENFEILD WWTP | 1979-1984

- Oversee all plant operations
- 1983 USEPA class III operation award for region 5
- New Palestine town manager 1984-present | town of New Palestine | 1984-present

11332 Fiddlers Creek Pass
Apt. 102
Fishers, IN 46037
Mobile: (219) 508-5252
crissy_owens@yahoo.com

Christine J. Owens

PROFILE

Land Use Planner with proven experience in community development and redevelopment. Expertise building community through engagement, historic preservation, special events, and community identity. Knowledgeable and proponent for sustainable development practices. Detail and goal oriented with excellent communication and interpersonal skills.

PROFESSIONAL EXPERIENCE

Assistant Town Manager, November 2017 - Present
Director of Planning & Development, September 2008 – 2017
Town of Cumberland, Indiana

Responsible for overseeing planning and zoning for the Town; providing staff support to the Plan Commission, Board of Zoning Appeals, Town Council, and Redevelopment Commission; public relations and marketing initiatives for the Town; budget development and oversight for applicable departments as well as Town Budget; and working with citizens on planning issues.

Planning Director
Town of Avon, Indiana, September 2005 – September 2008

Responsible for overseeing planning and zoning for the Town, providing staff support to the Plan Commission and Board of Zoning Appeals, guiding growth within the Town, and working with citizens on planning issues.

Additional experience as an Environmental Planner for the Northwest Indiana Regional Planning Commission (2004-2005, Community Development Planner with the City of Valparaiso (2001-2004), and a Naturalist with the Indiana Department of Natural Resources (2000).

EDUCATION & CERTIFICATION

B.S. in Public and Environmental Affairs, Indiana University Northwest 1999
Local Public Agency ERC 2012 - current
Indiana Economic Development Course, Ball State University Center for Economic and Community Development 2002 & 2018

MEMBERSHIPS

Hancock County Leaders In Navigating Knowledge (LINK) Board - 2015
Co-Chair Cumberland Weihnachtsmarkt 2011-2015
American Planners Association (APA) 2001 - present
Indiana Chapter of APA 2001 – present

RYAN S. CRUM, AICP, CPM

937 N. Scott Dr.
Greenwood, IN 46142

(317) 258-9106 | ryanscrum@hotmail.com

PROFILE

Certified urban planner seeking management position utilizing past local government experience and acquired communication and problem solving skills to effectively manage projects, processes, and personnel for a growing, progressive community.

PROFESSIONAL EXPERIENCE

Town of McCordsville – Planning & Building Department **03/13 – Present**

Director of Planning & Building

- Manage department of four, providing all planning, zoning, code enforcement, and building services
- Set direction of the Town on all short and long-range planning efforts
- Served as staff to the Town Council, Plan Commission, Board of Zoning Appeals, Architectural Review Committee, Public Works Committee, Redevelopment Commission, and Parks Board
- Managed the Town's Capital Projects Plan
- Managed the Town's federal-aid projects

Town of Fishers –Development Department **12/05 – 03/13**

Senior Planner (02/09-03/13)

- Manage personnel and coordinate tasks for development and review approval
- Create staff reports and present projects to various boards and commissions
- Communicate with residents, neighboring property owners, developers, and other interested persons on development issues
- Analyze development proposals for town consideration

Planner I (12/05-2/09)

- Conducted site plan reviews and inspections
- Managed primary & secondary plats, construction plans, and improvement location permits
- Prepared staff reports for consideration by various boards and commissions

EDUCATION and CERTIFICATION

Ball State University – College of Architecture & Planning **05/05**
Bachelor of Urban Planning & Development

American Institute of Certified Planner **01/10**
Certification (AICP)

Ball State University – Certified Public Manager Program **09/18**
Certified Public Manager (CPM)

SPECIFIC JOB SKILLS/PROFICIENCY

Proficient in Microsoft Office, Adobe InDesign, Pagemaker, Photoshop, Publisher, and ESRI ArcView.

REFERENCES

References available upon request.

JANET JARSON

4330 West Woodbridge Lane
New Palestine, Indiana 46163
317-506-4999

Food Service Management, Inc. d/b/a All American Picnic Co.

Vice President

Boards

Past President Seifert Creek Homeowners Association
Past President New Palestine High School Band Boosters
Past President New Palestine Town Council
Service Advisory Board – Citizens Energy
MPO/Metropolitan Planning Organization
Hancock Economic Development Commission
Southern Hancock Education Foundation
New Palestine Planning Commission

Organizations

Sertoma
Kiwanis
New Palestine Area Chamber of Commerce
AIM/Accelerate Indiana Municipalities
Hancock County Women's Fund
Women's Auxiliary American Legion Post 182
Leadership Hancock County
Hancock County Trails
Chamber Ambassadors

Contact

317-657-3447 (Mobile)
ben.lipps@prodigy.net

www.linkedin.com/in/benjaminlipps
(LinkedIn)

Top Skills

Leadership
Team Building
Environmental Awareness

Certifications

Wedding Officiant

Honors-Awards

Recognition of Superior leadership
and Management
Certificate of Outstanding
Performance

Ben Lipps

Director of Public Works at Town of Cumberland
Indianapolis, Indiana Area

Summary

Dependable manager with a decade of involvement in public service as a team leader, manager, and operator. A recognized leader, motivated team builder and effective analyst with knowledge of municipal issues and operations. Strong operational management and logistics skills that maximize efficiency through team building and personal development.

Specialties: Expertise in all areas public works including Landscaping, Ground Maintenance, Road Maintenance, Infrastructure, Storm Water, MS4, Sanitary Utilities, Water Utilities, Facilities, Fleet Maintenance, Personnel and Human Resources Management , Safety, Snow Removal , Etc.

Experience

Town of Cumberland

3 years 1 month

Director Of Public Works

November 2017 - Present

Cumberland, Indiana

implements and monitors long-term plans, goals and objectives focused on achieving the Town's mission and Council priorities; directs the development of and monitors performance against the annual department budget; manages and directs the development, implementation and evaluation of plans, policies, systems and procedures to achieve annual goals, objectives and work standards.

Plans, organizes, directs and evaluates the performance of assigned staff; establishes performance requirements and personal development targets; regularly monitors performance and provides coaching for performance improvement and development; makes decisions on compensation and other rewards to recognize performance; takes disciplinary action, up to and

including termination, to address performance deficiencies, in accordance with the Town's personnel rules and policies.

Provides leadership and works with department staff to develop and retain highly competent, customer service-oriented staff through selection, compensation, training and day-to-day management practices which support the Town's mission and values.

Integrates and directs the efforts and results of supervisors and staff engaged in the maintenance and repair of the Town's transportation, parks, water distribution and wastewater collection system infrastructure.

Advises the Town Council, Town Manager, citizen groups, individuals, contractors and others on departmental issues; assembles necessary resources to solve a broad range of programmatic and service delivery problems in the delivery of public works and utilities services; assists in the preparation of new Town ordinances and the revision of existing ordinances.

Emergency Management Liaison

September 2015 - November 2017 (2 years 3 months)

Cumberland, Indiana

Act as liaison for the Town of Cumberland to the surrounding counties Emergency Management Directors as well as FEMA and Homeland Security

Plan and direct disaster response or crisis management activities, provide disaster preparedness training, and prepare emergency plans and procedures for natural (e.g., hurricanes, floods, earthquakes), wartime, or technological (e.g., hazardous materials spills) disasters or hostage situations.

Town of Cumberland

10 years 9 months

Superintendent of Streets and Parks

July 2015 - November 2017 (2 years 5 months)

Cumberland, Indiana

- Assumes responsibility for the services and activities of the Streets and Parks Maintenance Unit activities and operations within the Maintenance and Operations Division of the Community Services Department including maintenance of the Town's streets, alleys, sidewalks, curbs, gutters, street lights, traffic signals, drainage systems, flood control channel, street signs, landscaped medians, right-of-ways, and parks as well as street painting, graffiti eradication, street sweeping, and tree trimming activities and operations.

- Coordinates the organization, staffing, and operational activities of the Streets and Parks Maintenance Unit.
- Participates in the development and implementation of goals, objectives, policies, and priorities; recommends and implements resulting policies and procedures.
- Directs, coordinates, and reviews the work plan for assigned Streets and Parks Maintenance Unit services and activities; assigns work activities and projects; monitors work flow; reviews and evaluates work products, methods, and procedures; meets with staff to identify and resolve problems.
- Selects, trains, motivates, and evaluates assigned personnel; provides or coordinates staff training; works with employees to correct deficiencies; implements discipline and termination procedures.
- Oversees safety programs for assigned sections and work groups; assists with action planning for safety programs; responds to workers' compensation issues.
- Participates in the development and administration of assigned unit budget; forecasts funds needed for staffing, equipment, materials, and supplies; monitors and approves expenditures; recommends adjustments as necessary.
- Coordinates Streets and Parks Maintenance Unit activities with those of other units, divisions, and outside agencies and organizations; resolves sensitive and controversial issues.
- Responds to and resolves citizen and staff inquiries, concerns, and complaints in a timely and effective manner.

Public Works Supervisor

December 2013 - July 2015 (1 year 8 months)

cumberland, indiana

Streets:

The purpose of this position is to assist the Director of Public Works/Town Manager in the provisions of street maintenance operations and services.

Duties include, but are not limited to: managing street operations activities;

hiring, supervising staff; delegating work; directing, training and guiding street maintenance employees in the provision of all street maintenance service.

Parks:

Plan for and ensure effective and efficient routing, routines and staff activity in all areas of responsibility including mowing and trimming in parks, and greenways. Oversee repair, cleaning and maintenance of Parks & Trail buildings, amenities, grounds, and related maintenance equipment. Oversee maintenance of athletic fields, landscaping, and special event setup for area of responsibility. Perform related work as required. Oversee the hiring, evaluation, training and discipline of staff. Establish improvement goals for subordinate staff through reviewing work performed and establishing standards for park maintenance. Establish communication processes to ensure job assignments and work orders are effectively communicated and completed by a large staff. Prepare reports and make recommendations on operating and capital budgets, fleet needs, and other related items. Respond to citizen, and related business's concerns and issues. Prepare reports including vandalism, accident and incident reports. Receive and respond to grievances as required

Stormwater:

planning, supervising, coordinating the activities of the stormwater maintenance crew. Investigate the design and construction of stormwater projects to review and prepare plans, specifications, and contracts; and to provide administrative and technical support to the Public Works Department

Storm Water Tech. / Environmental Services

January 2009 - December 2013 (5 years)

Cumberland, IN

Perform storm water-related plan reviews, computations, inspections and enforcement, water quality monitoring, storm water system inventory, data entry and management, graphic, educational and various support duties

DPW Labor

March 2007 - January 2009 (1 year 11 months)

Landscaping, Ground Maintenance, Road Patching, Backhoe Operator, Crack Sealing, Mechanic, Construction, Etc.

Quiznos

Shift Manager

June 2004 - August 2007 (3 years 3 months)

Greenfield, IN

Quiznos Shift Managers are in charge of the overall operations during a shift to make sure that food handling and product preparation follows the company's standard operating procedure. Also included in their duties is to implement food safety, maintain cleanliness and perform inventory control both on the supplies as well as the equipment owned by the store. Shift Managers must also be able to efficiently schedule every staff's work shift to avoid confusion and ensure that the overall operation of the store will run smoothly. Shift managers may also train newly hired personnel and they also have to perform some of the basic responsibilities of on-duty managers.

Education

LTAP

Road Builder, Road Scholar · (2014 - 2015)

Ivy Tech Community College

Associate of Science (A.S.), Environmental Science · (2009 - 2012)

Greenfield-Central High School

High School Diploma, Core 40 · (2002 - 2006)

National Highway Institute

Continuing Education, Road Building & Inspection · (2013)

MARK J. WITSMAN, PE

9175 N Stormy Port
McCordsville, IN 46055

mwitsman@mccordsville.org
(317) 491-2591

Mr. Witsman's has over 22 years' civil engineering experience working on a variety of projects mainly with municipalities. His experiences include a variety of projects relating to wastewater collection and treatment, stormwater, road maintenance and site and subdivision development. He has successfully budgeted and managed projects for the Town of McCordsville for 17 years. He also has construction administration and inspection experience that will allow projects to be successful from design through startup and operation.

PROFESSIONAL EXPERIENCE

Town Engineer, Town of McCordsville (Feb. 2013 – Present)

- Prepare budget and manage capital projects plan
- Standard details and specifications – prepare and periodically update
- Sanitary Sewer Master Plan – prepare and periodically update
- Ordinances for sanitary sewer, storm sewer, subdivision control
- Manage town projects and work with consultants on design and construction
- Prepare grant applications for a variety of projects
- Develop asset management plans for roads, sanitary sewer, and storm sewers
- Work with developers for utility availability and review of preliminary site plans
- Review of private development for compliance with town requirements and prepare sewer developer agreements

President, Witsman Engineering, LLC (Nov. 2002 – Jan. 2013)

- McCordsville WWTP Expansions, phases 2, 3 & 4, McCordsville IN
- Stansbury Lift Station & Force Main, McCordsville IN
- Form Street Stormwater Improvements, McCordsville IN
- McCordsville road maintenance projects

Project Manager, The Schneider Corporation (Feb. 2001 – Oct. 2002)

- Ligonier WWTP Improvements, Ligonier IN
- South End Development Storm Water Master Plan, Eli Lilly Company – Lilly Corporate Center, Indianapolis, IN
- Napoleon WWTP Improvements, Napoleon IN
- New Richmond Wellhead Protection – New Richmond IN
- Purdue Research Park – Sanitary sewer, lift station, force main and water main extension, West Lafayette IN
- Design of several lift station designs for Schneider's residential and commercial departments

Project Engineer, Samuel L. Moore & Associates, Inc. (1996 – Feb. 2001)

- Various WWTP projects in Brazil, IN and Hamilton County
- Various drainage studies in Hancock County and Johnson County
- Collection system plans and studies in Brazil, IN and Hamilton County
- Utility relocation projects
- Water main design

EDUCATION

B.S. Civil Engineering, Purdue University, West Lafayette, IN, December 1995
P.E. No. 10100264

References Available Upon Request

James S. Robinson
3571 Cedar Creek Lane
New Palestine, IN 46163
(317) 441-5131

Experience:

***Planning Commissioner & Building Inspector
for Town of New Palestine*** **2013-Present**

- Overseeing development within the town
- Making recommendations on other matters concerning zoning and permits
- Managing final inspections on new construction

Pulte Homes of Indiana Inc., Carmel, IN **2005-Present**

- Management of trades and services
- Tracking expenses and PO's, accountable to budgets
- SME in concrete applications and performance

Eastway Development, Greenfield, IN **2009-2013**

- Assist in remodels of current apartment
- Prepare apartments for new tenant: paint, general maintenance

James Robinson Homes, Inc., New Palestine, IN **1986-2005**

- Built homes and commercial projects in and around Hancock County, Indiana
- Maintained and initiated all stages of building from permits to closing, selection and hiring of contractors providing customers with confidence and satisfaction of their homes

Independent Contractor, New Palestine, IN **1982-1986**

- Worked as a sub-contractor for several residential and light commercial builders. This has provided me with the understanding and development of close relationships between builders and sub-contractors as the importance of communication and scheduling.

Barker Construction, New Palestine, IN **1976-1982**

- Hands-on design and build organization focused on multi-family duplex construction
- Experience managing multiple sub-contractors, obtaining required permitting and managing labor and material against project timelines and budget constraints.

Licensures:

10 hour OSHA certification

References:

Brian Paul

1995 East Coalton #6-101, Superior, CO 80027
bpaul@realcapitalsolutions.com

Jake Koepkey

11590 North Meridian Street, Suite 530, Carmel, IN 46032
Jake.koepkey@pulte.com

Matt Thuer

6161 English Avenue, Indianapolis, IN 462196
matt@greinerbrothers.com 317-508-3109 (cell)

MICHAEL R. BURROW
VITAE

ADDRESS: Business

2243 East Main Street

Greenfield, IN 46140

Phone: 317-323-2101

E-mail: mburrow@ninestarconnect.com

Home

2638 South State Road 9

Greenfield, Indiana 46140

Phone: 317-462-4192

EMPLOYMENT: NineStar Connect

(f.k.a. Hancock Telecom/Central Indiana Power)

2243 East Main Street

Greenfield, IN 46140

General Counsel

April, 1999 to present

Interim President – Hancock Telecom

September, 2000 to February, 2001

Vice President, Central Indiana Communications, Inc.

April, 2002 to March, 2014

Vice President & General Counsel, Hancock Telecom & NineStar Connect

May, 2005 to March, 2014

President & CEO, NineStar Connect

March, 2014 – Present

Wolf & Burrow

Six East Main Street

P.O. Box 495

Greenfield, Indiana 46140

Partner

June, 1990 to April, 1999

American Institute for Paralegal Studies

Honeywell Center, Suite 225

17515 West Nine Mile Road

Southfield, Michigan 48075

Instructor, American Jurisprudence at Marian College

Spring, 1991

United States District Court, Southern District of Indiana

United States Courthouse

46 E. Ohio Street

Indianapolis, Indiana 46204

Judicial Law Clerk for the Honorable J. Patrick Endsley, US Magistrate

July, 1988 to May, 1990

Free Brand Tosick & Allen

P.O. Box 455

Greenfield, Indiana 46140

Law Clerk

February, 1986 to June, 1988

Hancock County Ad News

119 West North Street

P.O. Box 602

Greenfield, Indiana 46140

Assistant Editor and Staff Writer

May, 1985 to February, 1986

EDUCATION: Indiana University School of Law
Indianapolis, Indiana
Degree: Doctor of Jurisprudence
Graduation: May, 1988
Activities & Honors:
Phi Alpha Delta Legal Fraternity
Intra-Mural Moot Court – 1986
Client Counseling Competition – 1987
American Jurisprudence Award for Civil Rights Litigation – 1987

Ball State University
Muncie, Indiana 47306
Degree: Bachelor of Science, cum laude
Graduation: May, 1985
Activities & Honors:
Honors College – 1981-85
Undergraduate Fellow, Political Science Dept. – 1982-83
Judge, Judicial Council & University Disciplinary Committee – 1982-85
Alpha Tau Omega Fraternity
Scholarship Chairman – 1982-83
Vice President – 1983-84
Inter Fraternity Council President 1984-85
Who's Who in American Colleges & Universities – 1984

BAR ADMISSIONS:

Indiana – 1988
Ohio – 2001
U.S. District Court, Southern District Indiana – 1988
U.S. District Court, Northern District Indiana – 1988
U.S. Seventh Circuit Court of Appeals – 1989
U.S. Supreme Court – 1993

BUSINESS ASSOCIATIONS & INDUSTRY MEMBERSHIPS:

Telcom Insurance Group
Board of Directors – April, 2015 to present

Indiana Fiber Network, LLC
Board of Directors – May, 2014 to present

National Telecommunications Cooperative Association
Legal Committee – 1998 to 2016
Chairman – 2005-2006

Indiana Exchange Carriers Association
Board of Directors – January, 2001 to December, 2006
July, 2017 to present
President – 2003-2004

PROFESSIONAL MEMBERSHIPS:

American Bar Association
Indiana State Bar Association
Ohio State Bar Association
Hancock County Bar Association (President 1993-1994)

Steven Long, MHA, MBA, FACHE

1301 Graham Court
Greenfield, IN 46140

(317) 477-3461 (home) (317) 376-9970 (cell) E-mail: slong3@hancockregional.org / steven.vincent.long@gmail.com

MISSION: To listen, learn, and lead

VISION: To embody the characteristics of the servant leader through the consistent application of the values contained in my personal statement of principles.

PRINCIPLES: Integrity, humility, sincerity, excellence, kindness, loyalty, perseverance, honesty, self-discipline, joy

EXPERIENCE:

2014 – present: President & CEO, Hancock Regional Hospital, Greenfield, Indiana. Administrator of a 92-bed, independent, full-service, community hospital, employing more than 1,200 associates, 400 volunteers, and a medical staff of nearly 400 physicians and midlevel providers. Core operating revenue for the organization is approximately \$375M (gross) and \$135M (net) based on the following volumes: 3,200 admissions, 24,000 emergency room visits, 155,000 hospital outpatient visits, 90,000 physician practice visits, 6,000 surgeries, 380 births, and 30 long term care facility partnerships.

Accomplishments by our outstanding executive team during my tenure include:

- Melded discrete business units including Hancock Regional Hospital, Hancock Physician Network, Suburban Home Health, Hancock Home Medical Equipment, etc., into a new operating paradigm called “Hancock Health.”
- Expanded the long-term care partnership program, nearly doubling the number of partner facilities to a total of 30 with a positive impact on net income in excess of \$16M annually
- In concert with four other suburban hospitals, established an accountable care organization (ACO) to participate in the Medicare Shared Savings program, achieving more than \$10M in savings during the first three years.
- Implemented a new performance improvement program (Hancock Initiative for Improvement – HiFi) and partnered with The Studer Group to develop a culture focused on developing goal, process, and operational alignment across the enterprise
- Opened a new \$10M, state-of-the-art Cancer Center including medical and radiation oncology clinics, a 13-bay infusion center, and a radiation therapy center. Successfully raised \$2.5M from the community to support the effort.
- In partnership with the Jane Pauley Community Health Center organization, opened a new federally qualified health center in Greenfield.
- In a public-private partnership with the Town of McCordsville, developed, built and opened an \$8M wellness center in McCordsville.
- Developed and implemented four employer-based clinics with local government, schools, and private industry.
- Developed and implemented a “Healthy365” initiative focused on making Hancock County the healthiest in the state of Indiana as measured by County Health Rankings, and achievement of the “Indiana Healthy Community” designation from the Wellness Council of Indiana. Improved

county ranking from 26th to 7th in Health Outcomes in 2017. Recognized as 3rd healthiest county in Indiana by US News & World report in 2018.

- Implemented “Systems of Care” initiative focused on coordinating the efforts of nearly 50 education, law enforcement, social service, not for profit, and health care providers in developing a true network of support services for youth and families dealing with substance abuse and mental health issues.
- Implemented “Congregational Health Network” focused on building covenant relationships with local churches and their members. In first two years of the program 18 churches and nearly 600 individuals joined the program.
- Implemented significant ambulatory strategy focused on the eastern suburbs of Indianapolis including the development of two additional ambulatory campuses for on providing low-cost, convenient care for young families.
- Achieved “Top 100 Most Wired” award from journal *Hospital & Health Networks*, in 2015, 2016, and 2017.
- FY17 ranked as the highest total financial margin year in the history of the hospital (FY14, 15, 16 are the next three on the list).
- Recognized as “Businessman of the Year” for 2017 by the Greenfield Area Chamber of Commerce

Community and Professional Activities:

- Medicare Geographic Reclassification Review Board – Centers for Medicare & Medicaid Services – Baltimore, Maryland
 - Board member – 2014 to present
- Curadux, Inc.
 - Advisory Board member – 2015 to present
- Suburban Health Organization
 - Corporate Board member – 2014 to present
 - RRG Captive Insurance Company Board member – 2014 to present
 - Information Technology Advisory Committee Chair – 2015 - 2016
- United Hospital Services
 - Corporate Board member – 2015 to 2017
- Hancock Economic Development Council
 - Board member 2014 to present, Vice Chair (2015), Board Chair (2016 to 2018)
- Greenfield Area Chamber of Commerce
 - Board member – 2014 to 2017
- Indiana Hospital Association
 - Governing Board – (2018)
 - President, Central District (2018)
 - Chair – Population Health Taskforce
 - Chair – Information Services Council
 - Price Transparency Taskforce - member
 - Government Affairs Council - member
 - Telemedicine Task Force - member
 - Long Term Care Task Force – member
 - Hospital Dues taskforce – member
- United Way of Central Indiana – Hancock County Advisory Board
 - Board member – 2014 to present
- Character Council of Hancock County
 - Board member – 2014 to present
- Hancock Hope House
 - Board member – 2015 to present

- Hancock County Council on Aging
 - Council member – 2015 to 2017
- Realife Church - Leadership Advisory Team
 - Board member – 2016 to present
- Values Coach, Inc.
 - Advisory Board member – 2017 to present
- Indiana Chamber of Commerce
 - Board member – 2019

- Speaking and Writing Engagements:
 - Provided guest editorial on population health for June 2015 issue of *The Boardroom Press*
 - Break-out session panel speaker on the subject of “Broadband and Rural Healthcare” for the June 2015 Indiana Rural Health Care annual conference, French Lick, Indiana.
 - Interviewed by *Health Leaders* journal regarding attracting mid-level managers in July 2015
 - Interviewed by *Hospital & Health Networks* journal regarding integration among rural independent hospitals in February 2015
 - Presentation on Situational Leadership for Leadership Hancock County, March, 2015
 - Interviewed by *Modern Healthcare* journal on IT interoperability in April 2015
 - Participated in roundtable interview on population health as published in the January 2016 edition in *Health Leaders* journal.
 - Provided the keynote address at the Indiana Biomedical Society annual meeting in Indianapolis, IN, January 2016
 - Participated in a three-member panel speaking on population health for the Indiana Health Executive Network (IHEN) meeting in January, 2016
 - Interviewed by Inside *Indiana Business* for taped video broadcast regarding “Healthy community Initiative” in February 2016
 - Presentation on Situational Leadership for Leadership Hancock County, March, 2016
 - Break-out session panel presenter on the topic of “Population Health” for the Indiana Primary Health Care Association annual meeting in May 2016
 - Session presenter on the topic of “Population Health” for the Medical Fitness Association – Central Region annual conference in May 2016
 - Presentation on Value-Based payment systems from the provider perspective for the eHealth Initiative at the Center for Affordable Quality Healthcare (CAQH) - Washington DC, November, 2016
 - Presentation on Population Health for the Franklin United Methodist Community Board retreat – Indianapolis, IN, January 2017
 - Presentation on Situational Leadership for Leadership Hancock County, March, 2017
 - Presentation on Technology in Healthcare for the Oasis Institute, Indianapolis, Indiana, June 2017
 - Panel participant for the Indianapolis chapter of the Society for Marketing Professional Services (SMPS) on the Changing Face of Healthcare, June 2017
 - Panel participant for Indianapolis Rainmakers on “Changes in Healthcare for 2018 and Beyond,” September, 2017
 - Presentation on “Population Health in the Real World,” for Health Leaders Media CEO Exchange, Austin, TX, October 2017
 - Keynote Presentation at the 2017 Annual Conference of the Medical Fitness Association, Orlando, FL, November 2017
 - Panel participant on “Success in an ACO” at the Caravan Health 2017 Annual Conference, Phoenix, AZ, December 2017

- Interviewed by Inside *Indiana Business* for taped video broadcast regarding cyber-attack response in April 2018
- Keynote Speaker, “Surviving the Cyberpocalypse” at the National Health Information Sharing & Analysis Center(NH-ISAC) annual conference, Jacksonville, FL, May 2018
- Cybersecurity Webinar Speaker with Nuance Healthcare, July 24, 2018
- Cybersecurity presentation, Hall-Render Cybersecurity Symposium, Chicago, August 2018
- Cybersecurity panel presentation – Eli Lilly & company, Indianapolis, August, 2018

2010 – 2014: President & CEO, *Skiff Medical Center, Newton, Iowa*. In this position, I led an exceptional administrative and management team in the operations of an independent 48-bed community hospital. This municipal hospital was governed by a publicly elected board of trustees, employed 360 caregivers, with a medical staff of 50+ active and consulting physicians. The annual budget of the hospital was approximately \$38M based on the following volumes: 2,000 admissions, 11,000 emergency room visits, 75,000 hospital outpatient visits, 2,200 surgeries, and 150 births.

Our exceptional leadership team achieved the following accomplishments during my tenure:

- After participating in a competitive process, Skiff Medical Center became one of 23 hospitals nationally admitted to the Medicare Rural Community Hospital Demonstration Program. This program provided cost-based reimbursement for inpatient care delivered to Medicare beneficiaries and delivered an additional \$2.5M in operating revenues to the hospital.
- Implemented difficult changes in operations to ensure continued financial viability by expanding physician recruitment activities, closing or reorganizing several departments; re-focusing operations toward inpatient care to take full advantage of the Medicare demonstration program; and implementing labor productivity benchmarking using the Premier Operations Advisor program,(reducing labor costs as a percent of total operating expenses by 8%). Invited to present at the 2013 Premier National Conference in San Antonio regarding this experience with labor productivity improvement.
- Developed a strategic partnership with Philips Medical Imaging to upgrade the radiology department to a state of the art imaging facility. New equipment included the first truly low-radiation-dose CT scanner (128 slice) in Iowa; one of the first 30 digital broadband MRIs in America and the first imaging center in the country to combine the Ambient Experience (a system of video, lighting, and sounds) with the new digital MRI technology. Received the first ever “Innovation Award” from the Greater Des Moines Partnership, central Iowa’s chamber of commerce, for this initiative. Also presented at the 2012 *Healthcare Design Expo* and Conference in Phoenix.
- Improved physician partnership scores from the bottom 6th percentile to the top 8th percentile nationally as measured by the Press-Ganey physician partnership survey. Invited to speak at the 2012 Press-Ganey National Client Conference in Washington, DC on this transformation.
- Revised processes such that core measure quality scores moved from below average to the top 10% nationally. These improvements resulted in the hospital’s Leapfrog Hospital Safety Score score increasing from a “C” in 2011 to an “A” in 2013 and 2014.
- Caregiver engagement enhanced via the crafting of a new “iSpark” values statement (integrity, service, passion, advocacy, responsibility, kindness), implementation of a nursing shared governance council and the Daisy award program, development of an innovative program called “WeSpark” to reward employees for volunteering in community organizations, and personally writing 100+ articles for the bi-weekly employee newsletter over four years.

- One of the first hospitals in Iowa to successfully attest for part 1 of Stage 1 of “Meaningful Use” for Medicare and the first to attest for Medicaid. First hospital in Iowa to attest for part 2, Stage 1 for both Medicare and Medicaid.
- Developed and implemented a joint venture with Health Enterprises of Iowa in the development of a regional medical laboratory, located in Newton, providing managed lab services and reference lab services to hospitals in central and eastern Iowa.
- Developed and implemented a joint venture with the Newton Clinic, a large primary care group in Newton, to create an alternative primary and specialty care clinic serving the greater Newton area.
- Regular columnist for the Newton Daily News and authored a ten-part series on the history of Skiff Medical Center

Community and Professional Activities:

- Health Enterprises of Iowa
 - Treasurer – 2012, Vice Chair – 2013, Chair – 2014, Board member 2010 to 2014
- Newton Development Corporation
 - Executive Committee 2012 to present, Board Member 2010 to 2014
- Greater Newton Area Chamber of Commerce
 - Board chair – 2013, Board Vice Chair – 2012, Board member – 2011 to 2014
- Iowa Hospital Association
 - District G Hospital Council Chair - 2011 and 2012
 - Information & Education Committee, Representation & Advocacy Committee
- Iowa Association of Health Leaders Board (ACHE chapter)
 - Secretary – 2014, Finance Committee – 2013, Board Member – 2011 to 2014
- State of Iowa – e-Health Advisory Council (health information exchange) - 2014
- Newton Rotary Club - Board Member
 - President-Elect – 2015, Community Services Committee Chair 2012
- United Way of Jasper County- 2011 Campaign Chair
- iSpeak Toastmaster club – founding member and Secretary – 2013 to 2014
- Newton National Day of Prayer planning committee 2012 to 2014
- City of Newton comprehensive plan implementation committee 2013 to 2014
- City of Newton branding committee 2013 to 2014
- Speaking Engagements:
 - Presentation on Labor Productivity Improvement, Premier Annual Breakthroughs Conference, San Antonio, TX, June 2013
 - Presentation on Patient Experience utilizing the Ambient Experience, Healthcare Design Expo, Phoenix, AZ, November, 2012
 - Presentation on Improving Physician Satisfaction, Press-Ganey annual conference, Washington DC, November, 2012

2008 – 2010: Chief Administrative Officer, Aurora Medical Center, Two Rivers, Wisconsin; Vice President, Aurora Health Care, Milwaukee, WI. As the Chief Administrative Officer of Aurora Medical Center, I led an exceptional administrative and management team in the operations of a well-respected 70-bed community hospital with 430 employees and a medical staff of 250. Annual operating budget of the hospital was \$55M based on the following volumes: 2,800 admissions, 11,000 emergency visits, 40,000 hospital outpatient visits, 3,200 surgeries and 400 births.

As a VP of Aurora Health Care (a 14-hospital, 1,200 physician system serving Eastern Wisconsin), I also served as the leader of one of eleven Patient Service Markets and was responsible for all Aurora operations within Manitowoc County including financial performance (\$100M consolidated annual

budget), strategic planning, growth, employee engagement (for 800 employees including 62 physicians), quality of care, patient satisfaction, and community relations. Responsibilities included oversight of the hospital, eight clinic locations (leader of a three-person team including the medical group president and the clinic administrator) as well as two outpatient pharmacies and the home health agency (matrix leadership responsibility).

Specific accomplishments during my tenure included:

- Recognized as a Thomson Top 100 Hospital for Performance Improvement
- Achieved accreditation from The Joint Commission in three disease-specific programs – hip replacement, knee replacement, and stroke; becoming the first hospital in the state of Wisconsin to achieve total joint program certification, as well as, the only hospital with Joint Commission certification in three programs
- Achieved designation from the state of Wisconsin as a Level III Trauma Center
- Oncology program achieved Accreditation with Commendation from the American College of Surgeons and was recognized as an "Outstanding Cancer Program" for 2009
- During a period of significant change in leadership and management positions, maintained status of having top caregiver engagement of all hospitals in the 14-hospital Aurora system
- Successfully transitioned to the new Press-Ganey patient satisfaction measurement system and put processes in place to ensure effective implementation and use of the data
 - Brought Day-Surgery patient satisfaction from 4th quartile performance in June 2008 to 2nd quartile performance in 2010 and moved from last in the Aurora system to 3rd in the system during this time
 - Inpatient HCAHPS scores consistently in the top three in the Aurora system and for several questions outperformed all other hospitals in Eastern Wisconsin (36 hospitals total)
- Maintained exceptional performance in Medicare Pay for Performance categories and Premier benchmarking achieving top quartile performance in 4 out of 6 categories (2nd quartile for the remaining categories)
- Implemented cutting edge management team structure focused on increasing communication, ensuring agility in decision making, and creating a sense of urgency around improving caregiver engagement, patient loyalty, clinical quality, and growth indicators
- Active participant in the Planetree organization

- Community and Professional Activities
 - Member, Aurora Partnership Campaign Steering Committee 2008 & 2009
 - Chair, Finance Committee – Aurora Hospital Administrator Council 2009
 - Member, Board of Directors – Manitowoc County Chamber of Commerce 2009
 - Member, Board of Directors – Two Rivers Rotary, President-Elect 2010/2011
 - Active member of the Wisconsin Hospital Association including membership on the following committees:
 - Finance and Payment Committee
 - Rural Health Committee

2005 – 2008: Chief Executive Officer, *Select Specialty Hospital, Davenport, Iowa*. Administrator for a 50-bed specialty hospital serving Eastern Iowa and Western Illinois. Took hospital from pre-opening construction through full operations, successfully starting the first specialty hospital in Iowa, the first for-profit hospital in Iowa, and the first newly-licensed hospital of any kind in the state of Iowa in more than 30 years.

- Recruited and led team which worked together to achieve the following exceptional outcomes:
 - Took hospital from construction to profitable operations and 75% census in three years
 - Hired more than 250 management, clinical, and support staff members
 - Recruited entire medical staff (100+ members) and developed the physician leadership team
 - Developed and implemented more than 50 support and service contracts
 - Completed Iowa hospital licensing surveys
 - Completed Medicare certification process for acute care and long term acute care status
 - Completed two hospital-wide JCAHO accreditation surveys and one JCAHO lab survey – all with outstanding results
 - Developed strategic marketing plan which culminated in the creation of a referral base of 25 hospitals and more than 300 referring physicians in the first 18 months of operation
- Recognized by the Quad Cities Development Group for contribution to the economic development of the community in 2006
- Became the first for-profit specialty hospital admitted to the Iowa Hospital Association
- Elected Vice-Chair for the District G Hospital Council in the Iowa Hospital Association

2004 – 2005: Division Administrator, *University of Texas MD Anderson Cancer Center, Houston, Texas*. Served in a Vice President-level role providing administrative direction and support for operating room, anesthesia, and critical care services in one of America’s best hospitals and one of the largest cancer hospitals in the world. Departments included: Perioperative Nursing, Operating Room Materials Management, Central Sterile Supply, Surgery Scheduling, Preoperative Consultation Centers, Anesthesiology, Critical Care, Pain Medicine, and Respiratory Care. These departments included more than 480 staff members including 100+ RNs, 40 respiratory therapists, and 90 anesthesiologists and CRNAs. The combined operating budget for these departments was nearly \$100M annually with associated gross charges of more than \$270M annually.

- Developed and implemented a new concept in surgical services management via the creation of the Perioperative Enterprise, an organization which brought together discrete elements of nursing, anesthesia, and perioperative services
- Selected as a member of the first-ever Supply Chain Steering Committee along with the institution’s Chief Operating Officer, Chief Nursing Officer, and Director of Pharmacy Services. Only non-supply-chain member of a team tasked with selecting an outside consultant to perform an institution-wide strategic sourcing analysis for MD Anderson Medical Center
- Acted on behalf of the Chief Operating Officer and in association with the Vice President for Medical Affairs to create the institution’s FY06 \$15.5M capital equipment purchasing plan.
- Baldrige Quality Award preparation team member – Clinical Operations team
- Selected for and completed the MD Anderson Administrative Leadership Program

1998 – 2004

University of Iowa Health Care

2003 – 2004: Senior Assistant Director, *University of Iowa Hospitals and Clinics, Iowa City, Iowa*. While serving in a Vice President-level role, directed and coordinated the highest caliber of guest and support services for the patients of the UIHC in a positive patient-healing environment. Departments included Supply Chain Management (purchasing, materials management, linen, mail, and central sterile services), Facilities Services (maintenance, housekeeping, and clinical engineering), Guest Services (valet parking, patient transportation, information desks, and in-house hotel) and Food & Nutrition Services (inpatient and retail services). These departments included 1,100 individuals (925 FTEs)

supporting the operations of a 3.5M square foot facility with associated total departmental operating budgets in excess of \$60M annually. Responsible for all aspects of supply chain management for the organization's \$80M annual medical and non-medical supply budget while supporting the acquisition process for the \$25M + annual capital equipment budget.

- Accepted leadership role in a 12-month supply chain optimization project with an associated \$9M dollar savings target in inventory reduction and pricing / utilization control
- Led effort to develop and implement a centralized purchasing function for the UIHC culminating in the creation of a 25 FTE department with an initial goal of a hospital-wide \$10M reduction in medical supply expense during the first fiscal year of operation
- Maintained core support service operational efficiencies near the 25 percentile as compared to other academic medical centers using Action OI criteria
- Created an integrated guest services function focused on enhancing the patient experience including the implementation of a *Guide to Guest Services* for placement in the institution's 900 patient rooms
- Planned and participated in the first LeanSigma® kaizen event for the UIHC focusing on improving the CT scanning process resulting in a revenue generation opportunity of \$700,000 annually

1998 – 2003: Department Administrator: *University of Iowa Health Care, Iowa City, Iowa.* Served in a unique role between the University of Iowa Hospitals and Clinics (UIHC) and the University of Iowa College of Medicine with responsibilities in both organizations.

- Primary role in the College of Medicine was as Administrator of the Department of Anesthesia, the third largest department in that organization. Responsible for the administrative leadership, in partnership with the Chair, of a 220+ member department (including 120 physicians, CRNAs and trainees) with direct responsibility for 100+ support, administrative, technical and research personnel. Managed combined annual expense budgets of \$30M with total annual gross charges in excess of \$50M.
 - Specific accomplishments in the Department of Anesthesia included assembling and leading an exceptional administrative team that:
 - Increased Department of Anesthesia reimbursements by 25% and acquired significant additional support from extra-departmental funding sources
 - Supported the recruitment of 40+ faculty members over a five year period and developed the finest departmental immigration/licensing/credentialing function in the organization
 - Developed and implemented a state of the art human patient simulator facility
 - Provided support for department research activities that increased research funding by more than \$1.5M annually. In 2003, the department ranked as the #3 anesthesia department nationally for NIH funding, up from a ranking of #35 in 1999
 - Developed plans and provided departmental oversight for four major construction projects (clinical, administrative, and research areas) with total project costs of more than \$5M
 - Underwent a department review that included on-site evaluations by two external consultants that described the department as one of the top three academic anesthesia departments in the nation
- Primary role in the University of Iowa Hospital & Clinics (UIHC) was involvement with surgical suite management (via the Operating Room Management Committee). This role included active involvement in a range of activities from long-term strategic planning for the surgical suite to daily operations and scheduling. Other UIHC roles include management of the UIHC Procedural

Sedation Committee, the UIHC Presurgical Evaluation Process Redesign Implementation Team, the UIHC PA/ARNP Privileging Committee, as well as membership on a variety of hospital committees including the UIHC Charge-Master Taskforce and JCAHO Steering Committee.

- Specific accomplishments for the UIHC include:
 - On the direction of the CEO of the UIHC, assembled a cross functional team of surgeons, nurses, administrators, and others to design and implement a radically new presurgical evaluation process for the UIHC aimed at increasing patient satisfaction and improving the efficiency of the presurgical evaluation process as well as ensuring patients are optimized for the day of surgery
 - On the request of the Chief of the Medical Staff of the UIHC (following several type I recommendations from the JCAHO) assembled a team to create and implement a sedation program including training, competency assessment, and privileging process. Resulted in the design and deployment of a web-based education system, the training and assessment of over 2,000 employees of the UIHC, the implementation of a deep-sedation privileging program, and successful review by the JCAHO
 - Partnered with the Director of Perioperative Nursing on a number of issues including the OR information system selection team, OR capital equipment team, OR security system project, and the OR/Anesthesia control desk merger team
- Nominated for and attended the 1999 University of Iowa Administrative Institute and the inaugural 2000 University of Iowa Health Care Institutional Leadership Development Program.

1994 – 1998

United States Air Force

1997 – 1998: Chief Financial Officer / Director, Medical Resource Management: *Malcolm Grow Medical Center, Andrews Air Force Base, Maryland.* Led 16 person staff in managing the \$120M annual budget of Malcolm Grow Medical Center. Administered the third party collections program and patient accounts office. Managed all aspects of manpower for 1,600+ civilian and military staff members. Identified and presented resource issues to the medical center executive staff monthly. Acted as financial consultant to the medical center managed care office. Guided the JCAHO and Air Force Inspector General (IG) internal inspection and internal audit programs. Additional Duty: Medical Control Center disaster team.

- Selection as Chief Financial Officer of fifth largest of 50+ Air Force medical facilities after only three years in Air Force service was unprecedented
- Guided medical center senior leadership through difficult HQ Air Force mandated manpower reduction plans
- Directed consolidation of medical center input to Department of Defense Program Objective Memorandum, a six-year strategic finance and resource plan built on the enrollment-based-capitation financing methodology
- Charged with ensuring minimum impact of 9.5% budget decrease for FY98, briefed status of budget to medical center executive staff, provided tools at all levels of organization for effective financial management
- Awarded Air Force Commendation medal for duties performed during this assignment

1997 – 1998: Commander, 89th Medical Support Squadron Section: *Malcolm Grow Medical Center, Andrews Air Force Base, Maryland.* Served additional duty as the Section Commander for 150 enlisted members of the 89th Medical Support Squadron. Responsible for all command actions regarding this enlisted force including disciplinary action with full Uniform Code of Military Justice (UCMJ) authority and recognition action to include the approval of promotions and decorations.

1996 – 1997: Director, Construction Plans & Programs / Facility Services: *Malcolm Grow Medical Center, Andrews Air Force Base, Maryland.* Responsible for all aspects of facility operations and maintenance for a medical center complex comprised of 37 buildings with more than 500,000 square feet of space. Managed \$6M annual project budget for new construction, renovation, and outfitting. Additional Duties: Energy Conservation Officer, Disaster Team Chief – Shelter Team.

- Hand-picked as action officer for Air Force Surgeon General mandated "Fix Malcolm Grow", a multi-year, multi-million dollar initiative to renovate the medical center
- Co-authored FY-97/98 medical center resource acquisition plan to provide integrated approach to prioritization and acquisition of over \$10.2M in equipment, furniture, information systems, and facilities projects
- Responsible for coordinating the preparation of medical center facilities for the 1997 JCAHO survey. Excellent condition and appearance of the then 41-year-old main facility were cited by the JCAHO survey team chief as the key first impression that set the tone for this exceptional inspection

1995 – 1996: Director, Medical Logistics Support: *Malcolm Grow Medical Center, Andrews Air Force Base, Maryland.* Directed six member staff in the management of one of the largest medical equipment programs in the Air Force valued at over \$31M. Directed 16 War Reserve Materiel projects valued at over \$3.7M located in eight detachments in the mid-Atlantic region of the United States. Managed all professional and maintenance & repair service contracts for the medical center. Responsible for the control, operations, maintenance and safety of 33 vehicles assigned to the medical center. Additional Duty: Disaster Team Chief – Central Medical Supply Team.

- Primarily responsible for preparing the 130 member Medical Logistics Flight for the 1996 Air Force Inspector General (IG) Health Services Assessment. Preparation resulted in the flight receiving a rating of "Outstanding", the top rating the IG can assign, and one of only three such ratings given to medical logistics activities in the entire Air Force that year. The previous IG inspection rating was "Marginal"
- Co-authored medical logistics strategic plan designed to deliver an integrated approach to logistics management
- Developed and implemented PC based database application to track all new equipment acquisition packages
- Awarded Air Force Achievement Medal for duties completed during this assignment

1994 – 1995: Medical Logistics Intern: *Keesler Medical Center, Keesler Air Force Base, Biloxi, Mississippi.* Learned all facets of medical materiel management, medical equipment management and repair, and facilities management. Led preparation of the Medical Logistics Flight for the 1995 Health Services Assessment increasing the score from a "Marginal" at the last inspection to "Excellent" during the 1995 inspection.

1986 – 1994

The University of Iowa

1993 – 1994: Administrative Resident: *Department of Neurology, University of Iowa Hospitals and Clinics, Iowa City, Iowa. Division of Neurology, Veterans Administration Medical Center, Iowa City, Iowa.* Completed duties as directed by Department Administrator to acquire the skills of academic medical center clinical department management and outpatient medical clinic management.

1986 – 1993: Assistant Facilities Engineer: *University of Iowa Physical Plant, Iowa City, Iowa.* Part-time position responsible for creating and maintaining inventory records on over 9,000 pieces of heating, ventilation, and air-conditioning (HVAC) equipment serving 65 buildings on the University of Iowa campus. Acquired an exceptional knowledge of mechanical, electrical and plumbing system design/construction.

EDUCATION: Master of Business Administration, 1994 **GPA: 3.79**
Master of Arts, Hospital and Health Administration, 1994 **GPA: 3.70**
Bachelor of Business Administration, 1991 **GPA: 3.65**
All received from: The University of Iowa
Iowa City, IA 52242

LICENSES AND CERTIFICATIONS

- Fellow with the American College of Healthcare Executives (FACHE)
- Licensed General Construction Contractor in the State of Iowa

COMPUTER SKILLS:

Accomplished in many software packages including word processing, spreadsheet, database, presentation, graphics, statistical analysis, e-mail, Internet and clinical information systems. Particularly skilled in all components of Microsoft Office.

INTERESTS:

Spending time with my wife, children, and grandchildren; participating in church activities; reading; home construction and renovation; designing, building, and driving high performance and racing automobiles

REFERENCES:

Available upon request.

ROSS FERSON

ROSS.FERSON@GMAIL.COM

317.694.9291

CHIEF TECHNOLOGY OFFICER

Chief Technology Officer • Responsible for technical direction of Telecom and Electric Distribution Utility • Financial Responsibility to \$35M

Budgeting & Planning
Inventory Planning & Control
Vendor Relations & Negotiations
Financial Planning & Profit Analysis

Multi-Site Operations
Government Relations
Business Development
Employee Training, Development & Leadership

PROFESSIONAL EXPERIENCE

NineStar Connect

2004–Present

Chief Technology Officer Greenfield, IN	2014–Present
Director of Network Operations Greenfield, IN	2012-2014
Network Operations Manager Greenfield, IN	2009-2012
Network Operations Supervisor Greenfield, IN	2006-2009
IP Services Team Lead Greenfield, IN	2004-2006

Promoted rapidly through a series of increased responsibility management positions based on strong financial, operating, team building, and team leadership performance. Notable achievements:

- Directed the technical direction for the both the telecom and electric divisions.
- Oversaw a team of 32 employees responsible for all routing and switching through a 40G Cisco backbone
- Responsible for deployment of statewide IPTV video product (300+ channels)
- Direct and oversee MetaSwitch implementation and conversion to all SIP transport (8,000+ end points)
- Member of Executive team that successfully won several statewide grants to provide voice and data services to hospital and health care facilities
- Created and managed a professional services team to service clients and supplement or replace existing IT staff

EDUCATION

Bachelor of Science, Network and Communications Management • DeVry University

NOTABLE SKILLS

- Past holder of CCNA and CCDA Cisco Certifications
- Cisco Certified Academy Instructor
- People Management

- Administered a network composed of multiple 7609, 7613, and as5400 routers
- Extremely Proficient in Extreme Networks Layer 3 switches
- Extremely Proficient in Gentoo/Debian Linux
- Knowledgeable in TCP/IP routing
- Trained in Apache/IIS web servers
- Versed in PIM routing
- Proficient in Windows 2000/2003 Server
- Experienced in Exchange Server 2000/2003
- Proficient in Voice services via Copper, FTTH, VOIP
- Experienced VOIP technician (SIP/MGCP)

LISA CARVER LANTRIP, ED.D.

PURSuing EXCELLENCE FOR ALL

- Strategic leader focused on building teams to deliver intentional and sustainable outcomes.
- Experienced problem-solver with a reputation for consistency and excellence; specializing in the areas of curriculum development, instruction and assessment.
- Connected educator with statewide relationships garnered from long-term commitment to integrity, stewardship and innovative thinking for the children of Indiana.

HIGHLIGHTS *Two decades of demonstrated leadership*

- Superintendent
- Assistant Superintendent for Curriculum and Instruction
- Director of Curriculum and Instruction
- Elementary Principal in multiple districts
- Executive Committee Member of the Indiana Association of School Principals (state representation to the National Association of Elementary School Principals)
- Executive Committee Member, Phi Delta Kappa, Bloomington Chapter
- Indiana Department of Education Reading Committee, Charter Member
- Implementation leader, Ball State University Urban Semester Program for Student Teaching and Professional Development Schools

EDUCATION

Indiana University, Bloomington, IN

Educational Doctorate (dual major: Curriculum & Instruction; Administration) - 1997

- Dissertation: *Community Perceptions of a Rural Elementary Structural Change to a Non-Graded Elementary School*
 - Focus: System structure and educational change
- Post-doctoral Continuing Education: Supervision and mentoring; technology integration; children's literature and reading

Education Specialist (Supervision and Administration) – 1994

Administration and Supervision Licensure Certification - 1991

Master of Sciences (Elementary Education) - 1989

Gifted and Talented Certification - 1989

Ball State University, Muncie, IN

Bachelor of Science (Elementary Education) – 1983

PROFESSIONAL DEVELOPMENT

Indiana Wesleyan University, Marion, IN

Masters in Business Administration - 2014

Attendance at state and national conferences for professional development – including Indiana School Board Association, National School Board Association, Indiana Association of School Principals, and National Association of Elementary School Principals

PROFESSIONAL ACHIEVEMENT

- District 7 Principal of the Year 2003
- Recognition as a National Blue Ribbon School
- "Big Deal in Education" award from the University of Indianapolis and the Whale Hunters Group, 2008
- Rhoades Elementary School awarded the Nancy Zimpher Award for Best Partnership with Ball State University for Professional Development School (Holmes Partnership award)
- Member of Ball State Professional Development School Network
- School recognized by Family PC Magazine as one of 100 best-wired schools in US
- Indiana Association of School Principals Executive Board
- Indiana State Representative to NAESP - chaired several Indiana committees for organization
- National Leadership Conference, Washington, D.C.
- National Council for Accreditation chair for site visits
- State Blue Ribbon Panel for Teacher Shortage

EXPERIENCE

◆ Assistant Superintendent for Curriculum and Instruction and Director of Curriculum and Instruction, MSD of Wayne Township, Indianapolis, IN, 2005-Present

District serves 15,500 students with eighteen schools including an alternative school.

TEAM BUILDING

- Initiated new teacher and administrator induction program to promote consistency and sustainability while building district capacity
- Authored *Focus 2012*, a benchmark district plan to improve teaching and learning
- Championed a successful turn-around plan for a state-identified junior high school
- Developed Leadership Symposium for building principals

CURRICULUM

- Directed execution of Indiana's first online public high school, Achieve Virtual Education Academy
- Designed comprehensive K-12 program for high ability learners, including innovative International Baccalaureate Diploma Program
- With Vincennes University, developed curriculum to allow high school students to graduate with dual degrees: Core 40 Diploma and Associates Degree
- Guided curriculum change to the Common Core Standards

FINANCE

- Successfully acquired multiple state and federal grants
- Grant management, including comprehensive documentation and budgets
- Collaborated with Chief Financial Officer in development of annual budget
- Oversight of district technology budget, outcomes and staff

◆ Principal, Rhoades Elementary School (school instructs 720-850 Pre K-6 students. Population is 70% low-income, 20% minority) MSD of Wayne Township, Indianapolis, IN, 1997-2005

Highlights:

- Transformed a failing school to a high-achieving school; recognized as a National Blue Ribbon School
- Participated as a school member of Professional Development School Network as model school
- Achieved total cultural change through data-driven informed decision making, assessment, looping, personnel changes and active leadership in instruction and curriculum
- Nominated for *State Elementary Principal of the Year* (Indiana Association for School Principals)

- ◆ **Principal**, Cloverdale Elementary School (775-pupil school, advanced from Assistant Principal).
Cloverdale Community Schools, Cloverdale, IN, 1993-1997
 - Administrated District Gifted and Talented Program, District Title I Program and acted as District Hearing Officer
 - Initiated many progressive programs for special education, language development, teacher development, student motivation and rewards

- ◆ **Elementary Teacher**, Spencer Elementary School, Spencer-Owen Community School Corporation, Spencer, IN, 1988-1993
 - Served as member of Broad-Based Planning Committee: Gifted & Talented
 - Chaired the Accreditation Curriculum Correlate, developed Curriculum for Science and Math
 - Developed and coordinated the Latch Key after school program
 - Supervised Developmental Math Program - Students placed 1st in State for three years and one student was National First Place winner

- ◆ **Elementary Teacher**, Hall Elementary School, Monrovia-Gregg Community School Corporation, Monrovia, IN, 1983-1988
 - Participated in Gifted and Talented Broad-Based Planning Committees
 - Acted as Team Leader, grades 3-5
 - Authored successful grant application from National Diffusion Network.

PROFESSIONAL MEMBERSHIPS

- Wayne Township Education Foundation Board
- National Association of Elementary School Principals (Indiana State Representative)
- Indiana Association of School Principals (several chair positions)
- Professional Development School Network partnership with Ball State University
- Association for Supervision and Curriculum Development
- Indiana University School Administrators Association
- National Staff Development Council
- National Educators Computing Consortium
- Indiana Principals Leadership Academy
- Phi Delta Kappa
- Superintendency Institute of America, Inc.
- National School Boards Association
- Association of School Administrators
- Indiana Association of School Administrators
- Indiana Curriculum Coordinators
- YMCA Board of Directors
- Dissertation Committee member

PRESENTATIONS AND PUBLICATIONS

- Indiana State Urban School Conference on Multiple Pathways to Graduation
- National School Boards Conference on Pursing the Goal: District Improvement Through a Comprehensive and Collaborative Improvement Process
- National Education Association Symposium on Professional Development Schools partnerships with Department of Defense Schools on Shared Supervision, Washington, D.C.
- Senate Finance Committee via distance learning
- Indiana Public School Study Council presentation on Data-Driven-Decision Making
- Indiana Leadership Conference on Bridging the Knowing and Doing Gap
- National presentation at the Effective Schools Conference on Bridging the Knowing and Doing Gap
- National presentation at the HOLMES Partnership in Education Conference with Ball State University
- Facilitator of Ad Hoc committee for Indiana Association School Principals Professional Development
- Multiple presentations and conference chairmanships relating to school change, effective schools leadership, writing, assessment/data driven decision making, collaborative teams and other topics
- Indiana Urban School Association Conference on Busting the Procastus Myth: Creating Multiple Pathways to Graduation.
- Co-authored with Thompson, T. Pursuing the goal: district improvement through a comprehensive and collaborative improvement process.(2008). Indiana School Board Journal. 11-19.
- Thompson, T., Plucker, J., Lantrip, L. (2009, October 22). From career to classroom. Indianapolis Star. p.A13.
- Sheltered Instruction Observation Protocol (SIOP)
- Effective Schools Training with Larry Lezotte
- Center for Performance and Assessment/Leading and Learning with Dr. Doug Reeves
- Planning, Inquiry, Monitoring (PIM) System for School/District Improvement with Dr. Steven White
- Five Easy Steps to a Balanced Math Program, Data Teams, Performance Assessment Formative Assessments with Larry Ainsworth
- Assessment Training Institute with Dr. Rick Stiggins and Dr. Steve Chappuis
- Common Formative Assessment Training, The Leadership and Learning Center
- Building Background Knowledge, Classroom Instruction that Works, What Works in Schools by Bob Marzano and Associates
- Concerns-Based Adoption Measures and Assessment Professional Development with Linda Munger
- Cultural Competency and Closing the Achievement Gap with Glen Singleton and Pedro Nuguero
- Leadership that Works with Tim Waters and Brian McNulty
- Entrepreneur Leadership Pilot Program through Ball State University
- Readers and Writers Workshop model with Dr. Susan Page
- Intervention Systems with Dr. Susan Page
- Curriculum Mapping with Dr. Susan Udelhofen
- Executive Leadership Coaching with Elle Alison

LISA CARVER LANTRIP, ED.D.

PURSUING EXCELLENCE FOR ALL

REFERENCES

Dr. Jeff Butts, Superintendent,
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812-856-8254
480-584-9666 cell
bajerwin@indiana.edu

Dr. Terry McDaniel
Professor at Indiana State University
812-821-7252
Terry.McDaniel@indstate.edu

Mrs. Trish Logan
Wayne Township School Board Member
6010 W. Mt. Auburn Dr.
Indianapolis, IN 46224
317-241-5773

Mr. Stan Ellis
Wayne Township School Board Member
8850 Ash Rd.
Indianapolis, IN 46234
317-291-7239

Mr. Kyle Fessler, Principal
Robey Elementary School
8700 W. 30th
Indianapolis, IN 46234-1658
317-243-5712

Dennis Tackitt
CFO MSD of Wayne Township
1220 S. High School Road
Indianapolis, IN 46241
317-227- 8609

Dr. Concetta Raimondi
MSD of Lawrence Township
6501 Sunnyside Rd
Indianapolis, IN 46236-1306
317-423-8200

Dr. Karen Gould
2436 Hopwood Dr
Carmel, IN 46032
317-733-9819
thegoulds@iquest.net

Gregory Allen Roach
262 West 900 North
Fortville, Indiana 46040
Cell- (317) 716-2403
E-mail- groachmvhs@yahoo.com

Career Objective

To obtain a position organizing athletic events at the national level

Education

Degrees: Master of Science, Educational Leadership, Indiana University, August, 2002
Bachelor of Science, Mathematics Education, Ball State University, December, 1990
(Dean's List 6 times)

Professional Experience

Fall 2016
to
Present
Principal, Mt. Vernon High School, Fortville, Indiana.
Job duties include serving as the school and educational leader responsible for development, implementation, supervision, and evaluation of a comprehensive program of educational and student services, administering the program in accordance with board policies, statutory requirements, administrative rules and regulations, and consistent with collective bargaining agreements, serving as an advocate for the staff, school, and school community as appropriate.

Summer 2004
to
Present
Summer School Administrator, Mt. Vernon Community School Corporation, Fortville, Indiana. Responsible for all aspects of the Summer School program for grades 9 through 12 in 2004 and grades Kindergarten through 12 from 2005 through 2009. Directed the high school Summer School program in 2010 and 2011 when budget cuts forced the elimination of the elementary school and middle school programs. Job duties include scheduling students into classes, hiring and assigning Summer School staff, student discipline, handling all financial matters relating to Summer School and filing all required paperwork for the Summer School program.

Fall 2015
to
Spring 2016
Assistant Principal, Mt. Vernon High School, Fortville, Indiana.
Job duties included junior and senior student discipline and attendance, operation and scheduling of facilities, improving graduation rate, supervision of custodial staff and helping with the development of the master schedule.

Fall 2011
to
Spring 2015
Assistant Principal and Athletic Director, Mt. Vernon High School, Fortville, Indiana. Job duties include junior and senior student discipline and attendance, operation and scheduling of facilities, improving graduation rate, supervision of custodial staff and helping with the development of the master schedule. Job duties also include scheduling athletic contests and officials, maintaining an effective budget, maintaining and improving athletic facilities student-athlete discipline, evaluating coaches of girls' sports and programs.

Fall 2009
to
Spring 2011
Assistant Principal, Mt. Vernon High School, Fortville, Indiana.
Job duties included junior and senior student discipline and attendance, operation and scheduling of facilities, improving graduation rate, supervision of custodial staff and helping with the development of the master schedule.

Fall 1997
to
Spring 2009

Athletic Director, Mt. Vernon High School, Fortville, Indiana.
Directed all areas of the athletic department including scheduling contests and officials, maintaining an effective budget, student-athlete discipline, evaluating coaches and programs, overseeing a construction and renovation project for all of the outdoor athletic facilities.

Fall 1994
to
Spring 1997

Athletic Director, Whitko High School, South Whitley, Indiana.
Supervised and ran all aspects of the athletic department including scheduling contests and officials, developing and effective budget, student-athlete discipline, evaluating coaches and programs and eliminating a major deficit in the athletic department account.

Summer 1994

Summer School Teacher, Whitko Middle School, Larwill, Indiana.
Taught mathematics to sixth and eighth grade ISTEP remediation students.

Fall 1991
to
Spring 1994

Mathematics Teacher, Whitko Middle School, Larwill, Indiana.
Taught seventh and eighth grade Pre-Algebra and eighth grade Algebra. Used a variety of teaching methods including cooperative learning, team teaching, interdisciplinary instruction and thematic units.

Summer 1992
to
Present

Summer School Teacher, Whitko Middle School, Larwill, Indiana.
Taught language arts and mathematics to eighth grade ISTEP remediation students.

Additional Work Experience

2004-2015
2017-Present

Corporation Negotiations Team, Mt. Vernon Community School Corporation, Fortville, Indiana. Served as a member of the teacher contract negotiation team for the school corporation.

2017-Present

Co-Chair International Program, Mt. Vernon Community School Corporation, Fortville, Indiana. Job duties include scheduling and hosting international visits to Mt. Vernon Schools and planning and leading students and staff on international visits.

Professional Organizations

Indiana Association of School Principals
Phi Delta Kappa International
ASCD (Association for Supervision and Curriculum Development)

References and Recommendations

References, letters of recommendation and credentials are available upon request.

MIKE HIGBEE

VICE PRESIDENT OF ECONOMIC DEVELOPMENT



EDUCATION

Graduate Study,
Community Development
Southern Illinois University

Bachelor of Science
Purdue University



Mike has 37 years of experience in the urban planning and development fields. Mike served as the City of Indianapolis Director of Metropolitan Development, a Uni-Gov Cabinet level position reporting to Mayor William H. Hudnut. His responsibilities included overseeing the creation of a Regional Center Plan for downtown Indianapolis as well as the implementation of several high-profile public-private partnerships leading to the reactivation of the office, retail, and convention markets during his tenure.

He has worked in the private sector for 26 years assisting public and private entities in planning and developing urban and rural projects – most often working with challenged real estate and markets. Mike has also served as the developer of several residential and mixed-use urban redevelopment projects. He has also been an active participant with the Urban Land Institute and the Daniel Rose Center for Public Leadership. He is chairing an Equitable Economic Development panel in Sacramento California, as well as serving as faculty for panels in Nashville, Tennessee; Providence, Rhode Island; Tacoma, Washington; and Omaha, Nebraska.

RELEVANT EXPERIENCE

Dubois County
Workforce Housing Strategy
Dubois County, Indiana

City of Elkhart
*Riverfront Development Planning and
Economic Diversification Planning*
Elkhart, Indiana

Downtown Durham Inc.
*Downtown Durham Masterplan and
Market Study for Housing Investment
in Southside Neighborhood*
Durham, North Carolina

Martindale Brightwood, LLC
*Martindale on the Monon
Residential Development Initiative*
Indianapolis, Indiana

City of Waukegan
*South Sheridan Revitalization Plan
and Downtown and Lakefront
Masterplan*
Waukegan, Illinois

Louisville/Jefferson County
Metro Government
Central Rail Corridor Brownfield
Area Plan
Louisville, Kentucky

City of Greenville
City-wide Housing Strategy
Greenville, South Carolina

City of Fort Wayne
*Downtown Initiative and Five-
Year Action Plan*
Fort Wayne, Indiana

Downtown Oklahoma City, Inc.
*Downtown Housing Strategies
& Implementation*
Indianapolis, Indiana

City of Rockville
Town Center Master Plan
Rockville, Maryland

Martindale Brightwood, LLC
*National Apartments Project
and K-12 Charter School*
Indianapolis, Indiana

AMANDA STRAIGHT

SENIOR PROJECT CONSULTANT, ECONOMIC DEVELOPMENT



EDUCATION

Master of Urban & Environmental
Planning
Arizona State University

Bachelor of Arts, Economics &
Mathematics
Indiana University



Amanda Straight is a Senior Project Consultant at TPMA. Her background includes market research and industry analysis in support of regional and community economic development. She focuses on the alignment between analysis, planning, and action in how communities work to build strategic visions unique to their existing strengths and assets.

Prior to joining TPMA, she worked for the Greater Phoenix Economic Council (GPEC) in a variety of research roles, compiling quantitative and qualitative data for in-depth industry reports, managing requests for market research from clients, and preparing research and data in support of GPEC's member communities' economic development strategies. She also previously worked for the Arizona Department of Administration in the Bureau of Labor Statistics Unit, collecting, coding, and processing Occupational Employment Statistics data.

RELEVANT EXPERIENCE

Allegany County
Allegany County Economic Development Strategic Plan
Allegany County, Maryland

City of Jasper
Jasper Comprehensive Plan
Jasper, Indiana

City of Fishers
Launch Fishers Entrepreneurial Impact
Fishers, Indiana

Indiana Economic Development Corporation,
Program Evaluation & Strategic Planning Assistance
Indiana

Indianapolis Public Library
Economic Impact Analysis
Indianapolis, Indiana

City of Glendale
Office Real Estate Market Research
Glendale, Arizona

Town of Marana
Downtown Marana Plan
Marana, Arizona

Greater Phoenix Economic Council
Industry Briefings for Aerospace & Defense, Health Technology, and Microelectronics
Marana, Arizona

JACK WOODS
PROJECT ASSOCIATE



EDUCATION
Bachelor of Arts, History
DePauw University



Jack is a Project Associate on the Economic Development team. He specializes in research and writing and applies this to writing, editing, and drafting proposals and deliverables. Much of Jack's work at TPMA focuses on developing actionable recommendations aimed at solving client's economic development challenges. His work also focuses on Development in Rural Communities and in Opportunity Zones.

Prior to joining TPMA, Jack was a student at DePauw University, a small liberal arts school in Indiana. There, Jack majored in history where he honed his research and writing skills, which translate well into the work he does at TPMA. During his summers in college, Jack served as a regional manager for USA Fireworks. In this capacity, Jack was responsible for overseeing the operation of 11 different stores throughout central and northwest Indiana, each year. During that time, he developed business management and leadership skills. Following his college graduation, Jack began working at TPMA.

RELEVANT EXPERIENCE

- | | |
|--|---|
| <u>WestGate Authority</u>
<i>WestGate@Crane Tech Park Action Plan</i>
Odon, IN | Angola First Development
<i>Angola Innovation Park Action Plan</i>
Angola, IN |
| Wayne County, Indiana
<i>Wayne County Government Strategic Plan</i>
Wayne County, IN | Downtown Billings Alliance
<i>Strategic Plan</i>
Billings, MT |
| St. Louis Economic Development Partnership
<i>Missouri Defense Supply Chain Mapping</i>
Missouri (Statewide) | Office of the Texas Governor
<i>Texas Startup Study</i>
Texas (Statewide) |
| Downtown Lexington Partnership
<i>Organizational Impact Research</i>
Lexington, Kentucky | City of Geneva
<i>Stakeholder Engagement and Key Themes Report</i>
Geneva, Illinois |
| Don Ryan Center for Innovation
<i>Organizational Strategic Plan</i>
Bluffton, South Carolina | |

Healthy Community Manager

Name: Amanda Everidge MSW, LSW

Title: Healthy Community Manager, healthy365 Initiative

Organization: Hancock Health

Professional Summary: Amanda Everidge is a life time resident of Hancock County. Born and raised here in Greenfield. She lives here with her fiancé Adrian and their daughter Helen. She received her Bachelor's Degree from Purdue University in 2002 in Psychology, at which time she began working in community mental health. She received her Master's Degree with the IU School of Social Work in 2009. She has been with Hancock Regional Hospital since 2010 serving many roles including: Therapist on Reflections, Social Service Coordinator for ER, Women's/Children's Unit, and Outreach, and Hospice care. In 2016, she began working for the Hospital Foundation in the Population Health Department-implementing two new programs: Hancock County System of Care and Hancock Health Congregational Network. In February 2017, she moved into the Healthy Community Manager role and has incorporated her two initial programs into the overarching healthy365 initiative. Amanda has a strong passion for health and wellness and works every day to help empower and motivate others to see that small changes in environment and behavior can have a huge impact on quality of life.

Education:

- Bachelor's Degree from Purdue University in 2002 in Psychology
- Master's Degree, IU School of Social Work, December 2009

PROFESSIONAL DEVELOPMENT:

- Licensed Social Worker, License # 33005944A
- Notary Public, License #NP0648123
- Certified QPR Instructor
- SHIP Certified, State Health Insurance Assistance Programs

INVOLVEMENT:

- Board Director, Hancock County Senior Services, June 2012 - present
- Healthcare Committee Chair Member, Hancock County Coalition Against Domestic and Sexual Violence, Aug 2015 - present
- Council Member, Prevent Child Abuse Hancock County, June 2015 - present
- Advisory Board Member, Health Families Hancock County, December 2014 - present
- Grant Committee, Hancock County Community Foundation, Jan 2016-Jan 2017
- SHIP Counselor, Indiana State Health Assurance Assistance Program, Mar 2014 – present
- Hancock County Tourism Commission, January 2018 - present
- Talitha Koum Advisory Council, July 2018 - present

CYNTHIA LEE SCHWOMEYER

677 West Street, Whiteland, Indiana 46184

812-360-3883 (cell)

LICENSURES & CERTIFICATIONS

Licensed Mental Health Counselor (LMHC)

Licensed Clinical Addictions Counselor (LCAC)

Nationally Certified Counselor (NCC)

Critical Incident Stress Management Certification (CISM)

Mental Health First Aid Instructor Certification (MHFA)

EXPERIENCE

1. Mobile Crisis Team, Eskenazi Health Midtown Mental Health, Indianapolis, Indiana. July 03, 2016 – current. Full-time. Title: Crisis Specialist.

Midtown Mental Health and Indianapolis Metropolitan Police Department have partnered together, combining Midtown's Mobile Crisis Team and IMPD's Behavioral Health Unit. I am partnered with an IMPD detective in the Southeast District and we respond to specialized Public Safety needs in the city via outreach in the community. We work on the street assisting with crisis intervention, mental health issues, addiction issues, seek to overcome stigma of these issues, assist with tasks leading to treatment engagement, facilitate and initiate Immediate Detentions as needed and transport to hospital. I maintain Midtown's Mobile Crisis statistical information for the Southeast District.

I teach 8 hour long Mental Health First Aid classes to current police officers and new recruits at the IMPD Police Academy. Create and present presentations on mental health issues to officers, various community organizations and other community members (different from the Mental Health First Aid class). Assist other detectives and officers within the Southeast District as needed. Facilitate debriefings for various Eskenazi Health and Midtown Mental Health clinics/departments, for staff and clients after a traumatic event.

2. Crisis Intervention Unit, Eskenazi Health Midtown Mental Health, Indianapolis, Indiana. March 13, 2006 – July 03, 2016. Full-time and Part-time. Title: Crisis Specialist.

Triaged, assessed and counseled diverse population of clients who were in crisis in the walk-in clinic, emergency room, psychiatric emergency room, medical wards, the forensic section of the hospital, and the psychiatric inpatient unit. Initiated and filed Emergency Detentions as needed. Worked closely with medical staff to facilitate emergency treatment plan for clients. Worked with all aspects of the Diagnostic & Statistical Manual of Mental Health Disorders. Assisted elsewhere in the hospital as needed pertaining to a crisis, and facilitated debriefings.

3. Community Court South, Eskenazi Health Midtown Mental Health, Indianapolis, Indiana. May 02, 2011 – May 15, 2015. Full-time. Title: Crisis Specialist.

Created clinic to partnership with Community Court in assisting defendants in the mental health area. Worked closely with Judge, Commissioner, Prosecuting Attorney and Public Defender. Facilitated groups for sex-workers and those being trafficked, and groups for addiction recovery; did one-on-one counseling; did assessments and made recommendations for treatment. Attended court daily and assisted in court as needed for crisis intervention. Provided crisis intervention to group members as needed. Was on Court Advisory Board. Attended various meetings pertaining to court and group issues. Attended meetings with court and Attorney General's Office pertaining to prostitution and human trafficking issues. Assisted Attorney General's Office with statistical information on human trafficking issues. Advocated for clients with court, VICE, etc. Accompanied clients in meeting with VICE pertaining to various issues (such as trafficking, kidnapping, beating, rape). Assisted clients on the street who were dealing with addiction issues. Did intakes, brief psychosocial assessments, ANSAs (adult needs and strengths assessment) and treatment plans. Documented notes. Researched material and stayed abreast of new material and research. Facilitated debriefings for various Eskenazi Health and Midtown Mental Health clinics/departments, for staff and clients.

DEGREES & EDUCATION

Masters in Community Counseling; Indiana Wesleyan University, Marion, Indiana; August 2003.

Masters in Marriage & Family Counseling; Indiana Wesleyan University, Marion, Indiana; August 2003.

Bachelor of Arts in Studio Art & Graphic Design; Indiana University, Bloomington, Indiana; May 1990.

RESUME of CYNTHIA LEE SCHWOMEYER

PROFESSIONAL REFERENCES

Jennifer Cianelli, Supervisor, Mobile Crisis Team, Eskenazi Health Midtown Mental Health, 850 North Meridian Street, Indianapolis, Indiana 46202. 317-797-1383 (cell).
jennifer.cianelli@eskenazihealth.edu.

Ethan McGivern, Detective, IMPD Southeast District, 1150 South Shelby Street, Indianapolis 46203. 317-417-6050 (cell). ethan.mcgivern@indy.gov.

Linda Linn, colleague from Mobile Crisis Team and Crisis Intervention Unit, Eskenazi Health Midtown Mental Health. I have worked with Linda for over 11 years at Eskenazi Health. 317-847-5453 (cell).
linda.linn@eskenazihealth.edu.

Andrea Shook, Previous Supervisor, Crisis Intervention Unit, Eskenazi Health Midtown Mental Health, 902 Eskenazi Avenue, Indianapolis, Indiana 46202. 317-880-8484 (office) and 812-887-2365 (cell).
andrea.shook@eskenazihealth.edu.

Amanda G. Waggoner, LCSW MSW

• 6173 Ledgestone ct. Indianapolis, IN • (317) 489-2351 • agcrites11@gmail.com

Social Worker- Licensed Clinical Social Worker (LCSW) from the state of Indiana. Master's in Social Work (MSW) from an accredited University with a 4.0 GPA in the social work program.

Objective: To use my knowledge as a licensed clinical social worker to assist community organizations in addressing the issues of families and children in need.

Education

University of Southern Indiana

Summer 2012

MASTER OF SOCIAL WORK

- 4.0 Cumulative GPA
- National Association of Social Workers
- Phi Alpha Social Work Honor Society

University of Southern Indiana

Spring 2011

BACHELOR OF SOCIAL WORK

- National Society of Collegiate Scholars
 - Magna Cum Laude graduate
-

Professional Experience

Adult and Child Mental Health Center, Inc. Indianapolis, IN August 2012 to present
HEAD START TEAM LEAD, STAFF THERAPIST & LEAD CLINICIAN MARION COUNTY SCHOOL BASED III

- Head Start Team Lead Role September 2016-present
 - Provide monthly supervision to employees
 - Collaborate with Head Start school directors/staff members
 - Interview, hire, train, and supervise staff on a daily basis
- Lead Clinician Role June 2015-September 2016
 - Assist with training and providing shadowing hours for new therapists and skills specialists.
 - Complete chart audits.
 - Review case notes of employees still being supervised.
 - Interview candidates for open positions.
 - Assist at providing services
 - Complete a monthly newsletter providing team outings and team morale activities/gifts
- Staff Therapist Role August 2012-September 2016
 - Provide independent assessment and recovery planning through the initial intake, trauma assessment, setting treatment goals, and revisiting those goals every 80 days.
 - Provide skills training through education, modeling, coaching, and use of learned skills.
 - Conduct behavioral health therapy and counseling for children, adolescents, and families.
 - Assess for client's safety and possibility of self harm/suicide. Complete crisis/safety plan as needed. Complete MSE for those recently released from inpatient hospital setting.
 - Complete case notes, staffing records, assessments, outcome measures, and other paperwork.
 - Meet bi-weekly productivity standards.
 - Manage a case load of 25-30 children and adolescents as well as involving parents/care-takers.
 - Provide targeted case management by determining needs of others and referral to needed services.
 - Consult with attending physician for medication related issues of client.

Stepping Stone Therapy Center

Indianapolis, IN

January 2017 to present

HOME BASED THERAPIST

- Complete Intake assessments
- Provide therapy services to children and families involved in DCS
- Provide therapeutic visits for children and families involved in DCS
- Collaborate with treatment team, DCS, and attend court as needed
- Complete monthly reports

University Of Southern Indiana

Evansville, IN

December 2011 to July 2012

RECOVERY CONSULTANT

- Reviewed clients' qualifications and financial status for eligibility as well as assessed client compatibility to the Access to Recovery program.
- Collaborated with three treatment providers that accepted ATR funds.
- Advocated for client's choice for 25 clients and assisted with the use of ATR treatment funds.
- Connected client to community resources such as housing, food pantries, and other services.
- Created vouchers through WITS to pay for services in client's treatment plan for addiction recovery.
- Conducted monthly case management and reviewed and modified goals.

Aurora

Evansville, IN

July 2011 to January 2012

RAPID RE-HOUSING CASE COORDINATOR

- Screened potential clients on eligibility for grant funded housing program.
- Provided monthly face to face case management that included continually monitoring client progress by reviewing financial status and goal achievements of 30 clients.
- Referred clients to community resources like food pantries and clothing banks to fulfill needs.
- Completed check requests monthly that paid for a portion of 30 clients' secured housing.
- Completed three month re-assessments with client taking in new income and configuring new percentage of rent and utilities client was responsible for.
- Case coordinator left when funding was cut from the program.

Internships

Clinical field placement

Access to Recovery

525 Hours

Evansville, IN

Spring 2012

- Recovery consultant for clients with substance/alcohol abuse and various areas including military, mental illness, legal issues, unemployment, homeless, financial issues, and trauma.
- Met with client face to face on a monthly basis to develop goals, check progress on those goals, created vouchers for treatment, and connected client to community resources.
- Conducted a research project evaluating own practice with a client suffering from alcohol addiction and mental wellness issues including anxiety and depression using motivational interviewing techniques. Overall, client showed improvement/maintenance of recovery and improvement of depressive and anxious thoughts and feelings. Used mental well being scale and alcohol cravings scale to show progress.

Undergraduate field placements

Evansville Psychiatric Children's Center 300 Hours

Evansville, IN

Spring 2011

- Reported patient's progress in treatment team meetings.
- Facilitated an anxiety therapy group of 3 children using cognitive behavior techniques and Burns Anxiety Inventory with an onsite therapist.
- Engaged children in appropriate leisure activities.
- Research project on childhood anxiety disorder discovered that children in an institution like this suffer from extreme issues that impede on their ability to concentrate or even attend group. Some improvement was shown in the children's anxiety and coping abilities.

Aurora Homeless Organization

150 Hours

Evansville, IN

Fall 2010

- Provided monthly face to face case management with 3 clients.
- Completed monthly check requests that paid for a portion of client's rent and utilities and completed a three month re-assessment.
- Worked with the homeless outreach team passing out hygiene packs, clothes, and food to the homeless living on the street or in a shelter.
- Learned case management skills for the homeless population and resources to meet their needs.

Certifications

- Licensed Clinical Social Worker
- Child and Adolescent Needs and Strengths Certification 0-5 and 5-17
- CANS Super User
- CPR Certification
- Trauma Focused Cognitive Behavioral Therapy Certification