# Morgan County, Illinois

## 2015 COMMUNITY HEALTH NEED ASSESSMENT

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This report was completed in September 2015 and posted online at [http://www.choosememorial.org/MHS-Community-Need-Assessment](http://www.choosememorial.org/MHS-Community-Need-Assessment).
Executive Summary

In 2015, Passavant Area Hospital completed a community health need assessment (CHNA) for Morgan County, Ill., as required of nonprofit hospitals by the Affordable Care Act of 2010. The hospital completed a previous need assessment in 2012.

As an affiliate of Memorial Health System, Passavant Area Hospital (PAH) worked with three other affiliate hospitals on the overall timeline and process steps for the CHNA, but completed the assessment independently in collaboration with its local community partners. In order to help narrow down the multiple needs and issues facing the community to a set of final priorities the hospital would address, Memorial Health System (MHS) hospitals agreed to use the same defining criteria throughout the CHNA process. These defining criteria are:

1. Institute of Medicine Triple Aim Impact:
   - Improve the Care of Individuals
   - Improve the Health of Populations
   - Reduce Waste, Variation and Cost
2. Magnitude of the Issue – How wide an issue is this in the community?
3. Seriousness of the Issue – How related is the issue to the mortality of those affected?
4. Feasibility – Considering available resources to address the issue, how likely are we to make a significant impact on the issue?

Morgan County’s Community Health needs were prioritized based on a review of secondary community data and primary data gathered from the Core Group, consisting of Morgan County Health Department and Passavant; a community Advisory Group; a community forum; and a community survey that was completed by 319 community members. The MHS defined criteria were considered in all of these evaluations.

After reviewing all of the primary and secondary data, as well as survey results, the Core Group selected the final priorities:

- Obesity
- Mental Health
- Access to Care

In addition, Memorial Health System convened an Internal Advisory Team to review common priorities identified in all four counties where MHS hospitals completed community health need assessments. Two goals from a system-wide perspective are included in the FY2016 implementation strategy.

The Passavant Area Hospital Board approved the FY2016 implementation strategy on August 13, 2015.
Introduction to Memorial Health System

One of the leading healthcare organizations in Illinois, Memorial Health System of Springfield is a community-based, not-for-profit corporation dedicated to patient care, education and research.

Our more than 6,700 staff members, partnering physicians and hundreds of volunteers are dedicated to improving the health of the communities we have served since 1897. In a year, we serve an average of more than 40,000 inpatients, more than 667,000 outpatients and more than 125,000 patients in our four Emergency Departments. Our highly skilled team has a passion for excellence and is dedicated to providing a great patient experience for every patient every time.

Memorial Health System includes four hospitals: Passavant Area Hospital in Morgan County, Memorial Medical Center in Sangamon County, Abraham Lincoln Memorial Hospital in Logan County, and Taylorville Memorial Hospital in Christian County. Memorial Health System also includes Mental Health Centers of Central Illinois, Memorial Physician Services and Memorial Home Services.

Community health need assessments (CHNAs) were completed in 2015 in each of the counties where the hospitals are located. These needs assessments meet the federal health reform’s Section 9007 of the Patient Protection and Affordable Care Act of March 2010 and requirements of the IRS 990 Schedule H report. Memorial Health System hospitals also completed need assessments in 2012.

Our Mission
To improve the health of the people and communities we serve.

Our Vision
To be a national leader for excellence in patient care.

Our Values
S ervice to Humanity  To care for life’s precious gift of health is a calling of the highest order. We recognize the vulnerability that accompanies fear and hope. We accept the responsibility, entrusted to us every day, to serve humanity.

E xcellence in Performance  By bringing together talented, dedicated people and advanced technology, we strive to provide quality healthcare. We take pride in ourselves, our colleagues and our workplace. We demonstrate that pride in the quality of service we deliver each day.

R espect for the Individual  We treat all people with dignity, respect and compassion. We believe that every person is unique and has the right to participate in decisions that affect them.

V alue of Employees  More than buildings and equipment, people are Memorial Health System. Our success depends on an atmosphere of fairness and mutual respect. We are committed to provide equal opportunity for employment, growth and advancement. Furthermore, all employees are provided the opportunity to make a meaningful contribution to the fulfillment of our mission and are recognized for their accomplishments.

I ntegrity in Relationships  We are committed to fairness and honesty in all of our relationships. We recognize that our ability to sustain relationships based on mutual trust is the foundation of our success.

C ommunity Responsibility  We hold our assets in public trust and recognize that continued financial viability is essential to fulfill our mission within the context of this statement of values. We believe that our community service obligation can best be met as a not-for-profit organization. Furthermore, we accept the responsibility to support research, education and public service programs that enrich the quality of life in our community.

E qual Access  We believe all people deserve equal access to care and services. In our pursuit of this belief, we are constrained by our financial resources. We must balance our commitment to provide equal access to care and services with our obligation to ensure the continuing availability of quality healthcare for the future.
Introduction to Passavant Area Hospital

As a nonprofit community hospital, Passavant Area Hospital has been providing healthcare services to the residents of Morgan, Cass, Greene, Scott, Brown, Pike and Macoupin counties in west central Illinois since 1875. Passavant, a 93-bed nonprofit community hospital, is staffed by 900 full and part-time employees, and an active medical staff of 70 physicians. Not only is Passavant the largest employer in Morgan County, providing jobs and dollars that directly impact our local economy, it also provides additional community benefits through capital improvement projects and support of other local nonprofit organizations, all working together for the good the community. Community benefits total $52.6 million for the three fiscal years 2012, 2013 and 2014.

In April 2014, Passavant Area Hospital (PAH) became an affiliate of Memorial Health System of Springfield, Ill. PAH a Magnet® Hospital as recognized by the American Nurses Credentialing Center. The Hospital is accredited by the Joint Commission and is a member of the Illinois Hospital Association, and the VHA. Passavant is designated an Emergent Stroke Ready Hospital by Illinois Department of Public Health. It also has earned Emergency Department Approved for Pediatrics (EDAP) recognition and is a Region III-SANE Hospital (Sexual Assault Nurse Educator).

Passavant offers the following services:
- 24-hour Emergency Department
- Obstetrics
- Transitional Care Unit
- Pediatrics
- Ambulatory Surgery
- Surgery
- Rehabilitation Services
- HMR Weight Management Program
- Advanced Wound Healing and Hyperbaric Chamber
- Cardiopulmonary
- Imaging
- Laboratory
- Cardiac Rehab
- Outpatient Psychiatric Clinic
- Oncology Clinic
- Pain Clinic
- Industrial Rehab and Aquatics
- Pedi Rehab
- Lymphedema Clinic
- Speech Therapy

In FY14, Passavant Area Hospital provided the following care to the community:
- Patient Days of Care: 4,839
- Discharges: 1,458
- Outpatient Visits: 38,161
Introduction to Morgan County, Illinois

Passavant is located in Jacksonville, Ill., a community of 23,000 located 30 miles west of Springfield, Illinois. Jacksonville is the county seat of Morgan County, and is a largely agricultural community. Corn and soybeans are the major agricultural products. Jacksonville is also home to the Illinois School for the Deaf and the Illinois School for the Visually Impaired, as well as two private liberal arts colleges, a community college, and several industrial factories.

In 2014, the estimated population of Morgan County was 34,929. Race and ethnic breakouts are 91.3% are white, 6.3% Black, 0.3% American Indian and Alaska Native, 0.5% Asian 0.1% Native Hawaiian and other Pacific Islander, 1.6% are two or more races, 2.3% Latino or Hispanic. Three percent of Morgan County’s population speaks a language other than English in the home. Age groups include 20.2% of the population under the age of 18 and 17.7% over age 65, while 49.6% of the population is female, and 50.4% is male. High school graduates make up 88.1% of the residents (.8% higher than the Illinois average), and 20.7% hold bachelor’s degrees. There are 2,997 United States veterans. The median household income in Morgan County is $46,809. 14.4% of people live below the poverty line (.3% higher than the Illinois average).

In addition to Passavant Area Hospital, health care facilities and resources that exist locally include the Morgan County Health Department, Memorial Physician Services primary care physicians, Air Evac, and Springfield Clinic primary care physicians, Mental Health Centers of Central Illinois, and Memorial Home Services (home health and hospice).

Outcomes from 2012 Community Health Need Assessment

Prior to affiliating with Memorial Health System in 2014, Passavant Area Hospital completed a community health need assessment in 2012 in partnership with the Morgan County Health Department. Four priorities that were identified:

1. Access to Medical, Dental and Mental Health care
2. Metabolic Syndrome
3. Early Sexual Activity: Teenage Pregnancy & Sexually Transmitted Disease
4. Adolescent Substance Abuse.

Passavant Area Hospital addressed these priorities in a variety of ways throughout fiscal years 2013-2015. Following is a summary of the outcomes.
MHS STRATEGIC PLAN: GREAT FINANCIAL STEWARDSHIP
Achieve 100% of approved Community Benefit targets.
FY 2013-2015 CHNA Outcomes

<table>
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<tr>
<th>PRIORITY: ACCESS TO CARE</th>
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<tbody>
<tr>
<td>Provide care to people regardless of ability to pay.</td>
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<tr>
<td>• To date, fiscal years 2013, 2014, and 2015, Passavant has provided $19,937,345 in</td>
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<td>charity care services to ensure that medically necessary care is available to all</td>
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<td>patients, regardless of their ability to pay. Over $453,200 in patient care services</td>
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<td>were provided through the Volunteer Clinic in fiscal years 2013 and 2014. Due to more</td>
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<td>area residents receiving health insurance through the Affordable Care Act, the</td>
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<tr>
<td>Volunteer Health Clinic was closed April 1, 2014.</td>
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<tr>
<td>Increase the supply of trained healthcare professionals.</td>
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<tr>
<td>• Increasing the supply of trained healthcare professionals: Passavant has partnered</td>
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<td>with Lincoln Land Community College and MacMurray College to serve as a clinical site</td>
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<td>for 300 students in fiscal years 2013, 2014, and 2015.</td>
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<td>Maintain the paramedic program to provide Advanced Life Support service to surrounding</td>
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<td>communities.</td>
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<tr>
<td>• The program has responded to 1,247 ALS calls in outlying communities to date in</td>
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<td>Partner with mass transit to provide evening transportation to the hospital.</td>
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<tr>
<td>• To improve patient access to hospital services, Passavant subsidized West Central</td>
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<tr>
<td>Mass Transit with $97,500 in fiscal years 2013, 2014, and 2015 to offer evening</td>
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<td>hour shuttles to and from the hospital free of charge. This subsidy also supports</td>
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<td>the Senior Bus that operates daily and provides shuttle service to the medical</td>
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<td>campus.</td>
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<tr>
<td>To increase community access to screenings for uninsured and at risk populations, the</td>
</tr>
<tr>
<td>following were provided in fiscal years 2013-2015.</td>
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<tr>
<td>• Partnerships with both the Illinois Breast and Cervical Program and the Mia Ware</td>
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<tr>
<td>Foundation have provided over 222 free or reduced-cost breast and cervical</td>
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<tr>
<td>screenings, diagnostic, and treatment services.</td>
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<td>• PAH sponsored free annual colorectal cancer screening events for a total of 362 free</td>
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<td>screenings.</td>
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<td>• Partnered with Blessing Hospital in Quincy to provide 1,679 telepsychiatry</td>
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<td>consultations via interactive video conferencing.</td>
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<tr>
<td>• Offered more than 4,000 free Medicare/insurance consultations to date.</td>
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<tr>
<td>• Offered free skin cancer screenings in 2014 and 2015. 44 people were screened and</td>
</tr>
<tr>
<td>8 cancers were identified.</td>
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<tr>
<th>METABOLIC SYNDROME</th>
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<tr>
<td>Increase access to diabetes education programs.</td>
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<tr>
<td>• PAH offers a free monthly diabetes support group, led by a registered dietitian</td>
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<tr>
<td>and RN.</td>
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<tr>
<td>• Free monthly diabetes education class is offered for people receiving a new</td>
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<tr>
<td>diabetes diagnosis.</td>
</tr>
<tr>
<td>• More than 20 free educational programs promoting physical activity and healthy</td>
</tr>
<tr>
<td>eating were provided in FY2013, 2014 and 2015.</td>
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**METABOLIC SYNDROME**

Offer free community screenings, including blood pressure and blood glucose.

- More than 40 free blood pressure screening events took place.
- The Kidney Mobile came to PAH and screened more than 320 people.

Partnered with community organizations in FY 2013-2015 to increase opportunities for community participation in healthy activities.

- Sponsored American Heart Association’s Jump Rope For Heart in the local schools each year.
- Supported Girls on the Run at six sites.
- Walking for Wellness: PAH partners with Jacksonville School District #117 to provide an indoor location for community members to walk from during the winter months 7 a.m.-1 p.m., Monday-Friday. The program expanded in 2015 with a church offering an alternate location and times to walk safely indoors during winter months. Over 30,000 walkers have participated in this program in the past three years.
- The Passavant 5K/10K had 418 participants in 2013, 416 in 2014, and 376 in 2015.

**EARLY SEXUAL ACTIVITY/TEEN PREGNANCY AND STDs**

Collaborate with Morgan County Health Department (MCHD) to evaluate a sexually transmitted disease (STD) clinic at the hospital.

- PAH collaborated with the MCHD to re-open the sexually transmitted diseases clinic, which the health department closed in 2008 due to lack of funding. A physician volunteered to serve as collaborating physician to the Family Planning Clinic in order to expand current services and allow for the reopening of the MCHD STD clinic. PAH funds supplies and staffing to the health department for the reopened STD clinic.

Collaborate with Morgan County Health Department to offer annual teen pregnancy prevention program.

- PAH sponsored youth overnight events in 2014 and 2015. Topics included information on sexually transmitted diseases, HIV and contraception. A speaker from the State’s Attorney’s Office discussed dating and the law, and each participant was assigned a “Baby Think It Over” infant care simulator.

PAH Emergency Department is staffed with one SANE (Sexual Assault Nurse Examiner) during at least one shift daily.

- Passavant staffs the Emergency Department with a SANE (Sexual Assault Nurse Examiner). PAH is also the Region 3 SANE Hospital.

**ADOLESCENT SUBSTANCE ABUSE**

Continue to partner with Morgan County Drug and Alcohol Prevention Consortium/Partnership for a Healthier Community

- PAH partnered with the Consortium (now known as the Partnership for a Healthier Community) to provide educational materials and seminars to local families and groups over the three fiscal years.
- In 2013 a physician gave a community seminar entitled “Trends in Adolescent Prescription and Over-The-Counter Drug Abuse.” He presented the program again to over 30 dorm staff at Illinois School for the Deaf in January 2015.
- PAH supported a program “living responsibly” to area high schools and college students during the annual MacMurray Health Fairs in 2013 and 2014. More than 275 students participated each year.

Sponsor community education programs.

- PAH provided financial support in fiscal years 2013, 2014, and 2015 to area schools for substance-free after-prom Prom Parties.

Assist area high schools with support for substance-free after-prom parties.
Memorial Health System Leadership of Community Benefit and Community Health Need Assessment

Memorial Health System has an appointed board committee that oversees the health system’s community benefits as well as the community health need assessment. This committee, made up of board members, community representatives and senior leadership, approves and oversees all aspects of Memorial’s community benefit programs and community health need assessments.

Community benefit and outcomes of the hospital community health need assessments are included in the Memorial Health System Strategic Plan, which contains five goals:

1. Great Patient Outcomes
2. Great Place to Work
3. Great Partner for Physicians
4. Great Regional Presence
5. Great Financial Stewardship
   - Under the final goal of Great Financial Stewardship, all MHS affiliates are responsible to “Achieve 100% of approved Community Benefit targets.”

The MHS Board’s Community Benefit Committee oversight includes:

- MHS charity care policies
- Tri-annual community health need assessment processes for the four MHS hospitals
- Annual review and approval of CHNA strategies/community benefit plans for the four MHS hospitals
- Annual review of measures of success in meeting the goals of the CHNA strategies.

During the 2015 CHNA process, the four MHS hospitals followed the timeline below, and MHS Community Benefit Committee was apprised of progress throughout the process.

In addition, following completion of its 2015 CHNA, PAH submitted its implementation strategy to the board of Passavant Area Hospital, which approved it on August 13, 2015.
Because hospitals cannot address every identified community health need, Memorial Health System hospitals also discussed criteria to use when narrowing down the priorities during the CHNA process. They determined to use four criteria for selection of priorities: whether the priority would demonstrate an impact on the Institute of Medicine’s Triple Aim; the magnitude of the issues; the seriousness of the issue; and the feasibility of addressing the issue.

![Triple Aim Impact and Magnitude Diagram]

**Timeline for Community Health Need Assessment**

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<tr>
<th>TIMELINE</th>
<th>ACTIVITY</th>
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<tr>
<td>September 2014</td>
<td>CHNA Planning began in the fall of 2014. The Core Team, which included representatives from Passavant Area Hospital and the Morgan County Health Department, met on September 30, 2014, to review community health data for Morgan County. Nine health areas of opportunities were identified.</td>
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<tr>
<td>November 2014</td>
<td>The Advisory Committee met on November 4 to complete a resource inventory and Gaps Analysis. The advisory committee then ranked the priorities based on resources/gaps in the community. The advisory committee consisted of representatives from the following agencies: Passavant Area Hospital, Illinois School For the Deaf, Morgan County Health Department, Illinois School for the Visually Impaired, Jacksonville School District #117, The Wells Center, United Way, Head Start, Mental Health Centers of Central Illinois, MacMurray College, Illinois College, Lincoln Land Community College, and JACIL.</td>
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<tr>
<td>December 2014</td>
<td>A Community Forum was held on December 11, 2014. This was a round table discussion regarding needs, and served as an opportunity for feedback and questions about local health needs.</td>
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<tr>
<td>January 2015</td>
<td>A Community Feedback Survey was conducted January 6-28. There were 317 respondents.</td>
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<td>February 2015</td>
<td>The Core Group met again on February 10 to analyze data and findings from the survey. At this time the priorities were finalized.</td>
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Community Health Need Assessment Process

CHNA Core Group

Passavant collaborated with representatives from the Morgan County Health Department to comprise the core group responsible for gathering, reviewing, and analyzing data, and ultimately, selecting Morgan County's greatest community health needs. Input from the health department was considered throughout each step of the process.

Charter: The Core Group of the Morgan County Community Health Need Assessment (CHNA) exists to ensure that Passavant Area Hospital completes its CHNA process requirements while obtaining meaningful outcomes that will improve the health of the community.

Throughout the CHNA process, this Core Group was responsible for gathering, reviewing, and analyzing data. To begin the CHNA, the Core Group met in September 2014 to identify the CHNA process steps and timeline, identify and review available primary and secondary data, and select internal advisory groups. Members of the Core Group include:

Morgan County Health Department
- Dale Bainter, Administrator, Morgan County Health Department
- Pat Simmons, RN, Morgan Country Health Department
- Jacquie Barringer, RN, Morgan County Health Department
- Mary Grey, RN, Morgan County Health Department

Passavant Area Hospital
- Patti Bryant, RN, Clinical Director
- Leanna Wynn, RN, Director, Quality and Clinical Operations
- Scott Boston, MD, Emergency Department
- Wendy Smith, Community Program Coordinator
- Monica Eoff, Director, Community Relations

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<tr>
<th>TIMELINE</th>
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<td>April 2015</td>
<td>The Obesity Task Force met to review data and advise implementation goals.</td>
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<tr>
<td>April 2015</td>
<td>Mental Illness Task Force met to review data and advise implementation goals.</td>
</tr>
<tr>
<td>April 2015</td>
<td>Access to Care Task Force met to review data and advise implementation goals.</td>
</tr>
<tr>
<td>June 2014</td>
<td>Implementation Strategy submitted for PAH Board approval.</td>
</tr>
<tr>
<td>August 2014</td>
<td>Approved by PAH Board</td>
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Community Advisory Committee

**Charter:** The Advisory Committee of the Morgan County Community Health Need Assessment exists to help PAH review existing data and offer insights into community issues affecting that data. They will help identify local community assets and gaps in the priority areas, and will offer advice on which issues are the highest priority.

Passavant Area Hospital collaborated with 12 community organizations. They were:

**Morgan County Health Department:** The Morgan County Health Department is the official health agency of the community supported by tax monies from Morgan County and grants from the state and federal governments and is certified by the Illinois Department of Public Health. The Mission of the Morgan County Health Department is to facilitate the achievement of optimal health and social well being of the public. The Agency encourages and supports the promotion of healthful living through education, prevention, protection and enforcement.

**Illinois School For the Deaf:** The Illinois School for the Deaf (ISD), founded in 1839, is a state-supported public school for students, ages three to twenty-one, who are deaf and hard of hearing. ISD is accredited by the Illinois State Board of Education (ISBE), the North Central Association (NCA), and the Conference of Educational Administrators of Schools and Programs for the Deaf (CEASD). Residential facilities are available for students who live outside of a 25-mile radius of the school. ISD is operated by the Illinois Department of Human Services, Division of Rehabilitation Services. Their mission is to educate students who are deaf and hard of hearing to be responsible, self-supporting citizens.

**Illinois School for the Visually Impaired:** The Illinois School for the Visually Impaired (ISVI) is accredited by the North Central Association and is in compliance with state and federal policies which are monitored by the Illinois State Board of Education. Students must have the primary disability of Blind or Visual Impairment and be a resident of Illinois to be considered for admission. ISVI offers a comprehensive curriculum that emphasizes independence and vocational skills. The mission of ISVI is to serve as a statewide educational resource, offering students with visual impairments quality services which will enable them to become personally productive, self-sufficient citizens.

**Jacksonville School District #117:** Mission: Jacksonville School District #117 will provide an educational environment that promotes excellence and values every student.

**The Wells Center:** The Wells Center was established in 1968 by a group of community members wanting to improve the health of its community. A nonprofit agency, The Wells Center's mission includes provision of treatment services to individuals and family members, as well as prevention education for the entire community. The Wells Center is located in Jacksonville. The Wells Center is accredited by CARF for Adult and Adolescent Outpatient Treatment Programs, Intensive Outpatient Treatment, Residential Treatment, and Detoxification. Funding is provided by the Illinois Department of Human Services Division of Alcoholism & Substance Abuse, support from the Prairieland United Way, and community donations. Wells Center accepts State of Illinois Medicaid, private insurance, self pay and sliding scale payments for those qualifying for DHS/DASA assistance. Mission: To improve the health and welfare of individuals and families affected by the use of alcohol and other substances and by mental health issues.
The Wells Center dedicates its efforts to providing levels of care and support services in settings appropriate to the individual needs of the patient. This mission to provide appropriate and compassionate care and promote healthy lifestyles and further the goal of total community wellness.

**Prairieland United Way:** Prairieland United Way was established more than 70 years ago as an organization of community-minded people all working towards the common good. Funding is raised annually to support 41 human service programs in Morgan, Scott, Cass and Northern Greene Counties. Funding decisions are made by community panels of concerned people who care about the well being of others. The United Way encourages community members to give, advocate, and volunteer.

**Head Start:** The Head Start program in Jacksonville is a branch of the Springfield Urban League. The Springfield Urban League, Inc. is a nonprofit, nonpartisan, civil rights and community-based movement that serves nearly 9,000 people annually, providing direct services, research and policy advocacy to assist individuals and communities in reaching their fullest potential. Primarily working with African Americans, Hispanics, and other emerging ethnic communities, it is networked with over 100 professionally staffed affiliates in over 35 states across the nation. The Movement, spearheaded by the National Urban League, headquartered in New York, works to close equality gaps for people at all economic levels and stages of life, and gives citizens a chance to give back as volunteers. Since its founding in 1926, the Springfield Urban League has helped hundreds of thousands of Americans overcome countless challenges in civil and human rights. Today, the Urban League employs a five point strategy, tailored to local needs, in order to implement the mission of their movement. The mission of the Springfield Urban League is to empower African-Americans, other emerging ethnic groups and those who struggle to secure economic self-reliance, parity, power, and civil rights.

**Mental Health Centers of Central Illinois:** Mental Health Centers of Central Illinois is an affiliate of Memorial Health System. Their mission is to improve the health of the people and communities they serve. At MHCCI, we strive to fulfill our mission by improving the overall health and well being of individuals with mental illness and/or developmental disabilities and in so doing improve the health of our communities. We do this by providing high quality behavioral health care and rehabilitation services to assist those we serve on their path to recovery and community integration. We listen to the voice of our customers, embrace them as partners in their care, and offer evidence-based treatment and rehabilitation approaches. At MHCCI, all decision making is guided by our mission to improve the health of the people and communities we serve.

**MacMurray College:** MacMurray College is a private, four-year, coeducational college with a focus on career-directed, liberal arts education. The mission of MacMurray College is to transform the lives of their students by providing an exceptional, liberal arts general education and courses of study that prepare graduates for professional careers, further education, and other challenges facing the human community in the 21st century.

**Illinois College:** Illinois College is a small residential liberal arts college offering exceptional education at an affordable cost. Mission: True to its founding vision in 1829, Illinois College is a community committed to the highest standards of scholarship and integrity in the liberal arts. The College develops in its students qualities of mind and character needed for fulfilling lives of leadership and service.
Lincoln Land Community College: The Lincoln Land Community College (LLCC) district comprises all or parts of 15 counties in central Illinois and covers 4,115 square miles. The mission of Lincoln Land Community College is to provide district residents with quality educational programs and services that are accessible, affordable and responsive to individual and community needs.

Jacksonville Area Center for Independent Living (JACIL): JACIL serves people with mental, sensory, physical, cognitive and developmental disabilities. Consumers are provided with their services free of charge. Mission: To serve people with disabilities in Morgan, Scott, Cass and Mason Counties. JACIL is committed to enabling persons with disabilities to gain effective control and direction of their own lives in the home, in the workplace and in the community. The JACIL goal is to stimulate and promote a growing sense of personal dignity through individualized programs designed to provide the tools necessary for maximum independence and community participation.

Data Review

Secondary Data Sources

Since 2011, Memorial Health System has contracted with Healthy Communities Institute in Berkeley, Calif., to obtain community health and social determinant indicators specific to counties where MHS hospitals are located. When PAH affiliated with MHS in 2014, county-specific data for Morgan County became available to PAH. The data is available on the hospital’s website for all in the community to use. It includes information from national resources, including Healthy People 2020, state resources, and local hospital utilization data. The Healthy Communities Institute data played a major role in examining and narrowing down significant health issues affecting Morgan County during the 2015 CHNA process.

Secondary data for the Community Health Needs assessment was obtained from:

- Healthy Communities Institute data on the hospital website
- The US Census
- Morgan County Health Department
- County Health Rankings of the Robert Wood Johnson Foundation and University of Wisconsin Population Health Institute
- Springfield Urban League’s 2013-2014 Community Assessment

According to hospital data, primary and chronic disease needs and other health issues of uninsured persons, low income persons, and minority groups are: hypertension, tobacco use disorders, depressive disorders, cardiac dysrhythmias, anxiety disorders, pneumonia, urinary tract infections, bronchitis/asthma, and the need for prophylactic vaccination and inoculation against viral hepatitis. All of these conditions may benefit from improved access to care.

Passavant Area Hospital does not face information gaps that limit our ability to assess the community’s health needs.
Primary Data – Community Forum

**Charter:** The Community Forums exist to help Passavant Area Hospital complete their Community Health Need Assessment process by providing input on community data, help identify community assets and gaps, and help identify priority health and quality of life issues in Morgan County.

Primary data for the Community Health Needs assessment was obtained from a community forum held on Dec. 11, 2014. The form had excellent participation from community organizations, including representatives from:

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<tbody>
<tr>
<td>2. Area Agency on Aging for Lincolnland</td>
<td>27. Just for Kids Early Learning Center</td>
</tr>
<tr>
<td>3. Central Counties Health Centers, Inc.</td>
<td>28. Knollwood Retirement Home</td>
</tr>
<tr>
<td>5. Community Childcare and Service Center</td>
<td>30. Lavender Ridge Memory Care</td>
</tr>
<tr>
<td>6. Crisis Center</td>
<td>31. Lincoln Land Community College</td>
</tr>
<tr>
<td>7. DCFS</td>
<td>32. Locust Street Resource Center</td>
</tr>
<tr>
<td>8. Department of Health and Human Services (Alcohol and Substance Abuse)</td>
<td>33. Mental Health Centers of Central Illinois</td>
</tr>
<tr>
<td>9. Department of Human Services (Morgan County, Greene County, and Scott county)</td>
<td>34. Midwest Youth Services</td>
</tr>
<tr>
<td>10. Epilepsy Resource Center</td>
<td>35. Morgan county Health Department</td>
</tr>
<tr>
<td>11. Farm Resource Center</td>
<td>36. Morgan County Sheriff’s Office</td>
</tr>
<tr>
<td>12. Greene County Health Department</td>
<td>37. National Alliance on Mental Health</td>
</tr>
<tr>
<td>13. Grounds of Grace Human Trafficking Advocates</td>
<td>38. New Directions Warming and Cooling Center</td>
</tr>
<tr>
<td>15. Health Alliance</td>
<td>40. Prairie Center Against Sexual Assault</td>
</tr>
<tr>
<td>17. Home Instead Senior Care</td>
<td>42. Pregnancy Resource Center</td>
</tr>
<tr>
<td>18. House of Worship After School Program</td>
<td>43. Salvation Army</td>
</tr>
<tr>
<td>19. House of Worship Preschool</td>
<td>44. SIU School of Medicine</td>
</tr>
<tr>
<td>20. Illinois School for the Deaf</td>
<td>45. SPARC</td>
</tr>
<tr>
<td>22. JACIL</td>
<td>47. Springfield Urban League Head Start</td>
</tr>
<tr>
<td>24. Jacksonville School District 117 Early Years</td>
<td>49. The Wells Center</td>
</tr>
<tr>
<td>25. Jacksonville Skilled Nursing and Rehab</td>
<td>50. West Central Mass Transit</td>
</tr>
<tr>
<td></td>
<td>51. Western Illinois Youth Camp</td>
</tr>
</tbody>
</table>
The forum included round-table discussion regarding needs and provided opportunity for feedback and questions about local health needs. At this time, the nine identified preliminary priorities and supporting data were presented. Additional primary data was gathered regarding community resources, gaps, and assets. Attendees were asked what they considered to be the community’s top health needs. Outcomes were analyzed by identifying themes in the group’s responses.

The greatest health priorities identified by the forum were:
1. Access to Dental Care
2. Mental Health
3. Obesity.

Primary Data – Community Survey

An online community survey using a Survey Monkey tool was conducted Jan. 6-28, 2015 (paper forms were also accepted and manually entered online). A total of 317 surveys were collected. Demographics of participants were:
- 72 male; 236 female; 3 preferred not to say.
- 17 were African American/Black, 5 were Hispanic, 285 were White, 3 were “Other.”
- 38 respondents were disabled, and 269 did not report having a disability.

**Age and income data of survey participants**

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>17 years or younger</td>
<td>1%</td>
</tr>
<tr>
<td>18-25 years old</td>
<td>10%</td>
</tr>
<tr>
<td>26-36 years old</td>
<td>20%</td>
</tr>
<tr>
<td>37-47 years old</td>
<td>20%</td>
</tr>
<tr>
<td>48-58 years old</td>
<td>20%</td>
</tr>
<tr>
<td>59-69 years old</td>
<td>20%</td>
</tr>
<tr>
<td>69 or older</td>
<td>10%</td>
</tr>
</tbody>
</table>
Survey Questions

1. What is the one thing you would do to improve the health of Morgan County Residents?

2. The 2015 Community Health Needs Assessment Advisory Committee has identified the following nine (9) community health needs as possible priorities for Morgan County. Please identify whether you think this it is a high priority, a low priority, or not a priority at all for Morgan County.

3. Listed below are the nine (9) health needs. Please rank based on order of priority, with 1 being the highest priority and 9 being the least priority.

4. Please select any of the following health needs that you do NOT think are a priority in Morgan County.

5. Are there any other health needs that we should consider a priority in Morgan County? If yes, please provide a brief description. If no, please leave blank.

Survey Monkey calculated the following outcomes for the survey.

### Income

<table>
<thead>
<tr>
<th>Answer Choices</th>
<th>Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than $20,000</td>
<td>10.36%</td>
</tr>
<tr>
<td>$20,000 - $40,000</td>
<td>13.92%</td>
</tr>
<tr>
<td>$40,001 - $60,000</td>
<td>12.30%</td>
</tr>
<tr>
<td>$60,001 - $80,000</td>
<td>12.62%</td>
</tr>
<tr>
<td>$80,001 - $100,000</td>
<td>13.59%</td>
</tr>
<tr>
<td>More than $100,000</td>
<td>11.09%</td>
</tr>
<tr>
<td>Retired</td>
<td>5.50%</td>
</tr>
<tr>
<td>Prefer not to say</td>
<td>12.62%</td>
</tr>
<tr>
<td>Total</td>
<td>309</td>
</tr>
</tbody>
</table>
Results:
- Mental Health and Access to Care ranked highest among survey respondents.
- Early Sexual Activity Substance Misuse, Obesity and Dental Care followed closely.
- Sexually Transmitted Diseases, Colon Cancer, and Tobacco Use were the lowest priorities among respondents.
Respondents were asked to rank the selections based on order of priority, with 1 being the highest priority and 9 being the least priority. The ranked results were:

1. Access to Care
2. Mental Health
3. Early Sexual Activity/Teen Pregnancy
4. Obesity
5. Dental Care
6. Substance Misuse
7. Colon Cancer
8. Sexually Transmitted Diseases
9. Tobacco

Final CHNA Priorities

After reviewing the community survey results and outcomes from the community forum, the Core Group discussed the nine priorities, using the defined criteria of Triple Aim, Magnitude, Seriousness, and Feasibility. Final priorities selected are

1. Access to Care
2. Mental Health
3. Obesity
Priorities Not Selected

- Access to Dental Care was not chosen because the hospital does not have the expertise to address the issue.

- Colon Cancer was not chosen because it consistently ranked as a low priority among community members. The hospital currently offers advanced colonoscopy services, and annual colorectal cancer education for the community. The hospital also partners with a local cancer foundation to provide free colorectal screenings to community members each year.

- Substance misuse was not chosen because it did not rank as a high priority among the advisory committee, in the community forum, or on the survey. It was perceived by the advisory committee that there would be little opportunity to make additional impact beyond what is being done through the Partnership for a Healthy Community, which is a collaboration of local law enforcement, education institutions, health providers, and The Wells Center, a drug and alcohol treatment facility.

- Early Sexual Activity/Teen Pregnancy was not chosen because Morgan County Health Department is already working in the schools on these issues.

- Tobacco ranked significantly lower than other priorities in the forum and the survey. It was communicated that it would be difficult to make a significant impact.

- Sexually Transmitted Diseases will be addressed as an Access to Care initiative in partnership with the health department, rather than a stand-alone priority. The hospital will continue to support the Morgan County Health Department’s STD clinic which was reopened in 2014 using funds allocated by the hospital. This need continues to be met through this partnership established as a result of the 2012 CHNA.

Developing an Implementation Strategy

Passavant convened focus groups for each final priority to identify ways to focus the implementation strategies to have the most impact. Each group met in April 2015.

**Charter:** The Community Focus Groups exist to provide additional information about a community need to be addressed collaboratively by Passavant Area Hospital and other community agencies. Focus Groups will help identify ways to meaningfully address the issue and identify potential partners for the collaborative priority.

**Obesity Task Force**

**Members:** Karen Sibert, Community Nutrition Educator; Steve Lillpop, MD, Pediatrician; Nancy Thorsen, Director of Prairieland United Way; Trevor Huffman, PT, Director of Passavant Rehabilitation Services; Kristie Maro, Health Educator with the HMR Program for Weight Management; Mary Watts, Parent Educator with the Early Years Program; Mary Gray, RN, Morgan County Health Department; Monica Eoff, Director of Marketing and Communications; and Wendy Smith, Community Benefit
Coordinator. Also invited but unable to attend were: Mary Henry, Executive Director of the YMCA; April Littig, Educator with University of Illinois Extension; and Marshall Hale, MD.

**Findings:**

**Risk Factors:**
- Lifestyle
- Environment
- Lack of Access to Care
- Genetics

**Contributing Factors:**
- Physical Inactivity
- Unhealthy diet
- Lack of access to healthy foods
- Environment not conducive to walking/biking
- Lack of education
- Infrequent primary care visits
- Race/Ethnicity
- Dr. Lillpop — lack of awareness of consequences
- Lack of awareness of programs/resources
- Serving sizes
- People are overscheduled and overcommitted

**Resources:**
- Doorbell Dinners
- Bread of Love
- Farmer's Market coupons
- Prairie Council on Aging, in-home aids
- Karen Sibert, Community Nutrition Educator

**Already in Place:**
- Walking for Wellness
- Girls on the Run

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**Mental Health Task Force**

**Members:** Tracey Stucker, LCSW; The Center for Psychiatric Health; Dr. Pravesh Basnet, psychiatrist for The Center for Psychiatric Health; Rebecca Ericson, School Psychologist with Jacksonville School District 117; Mekelle Neathery, #117 Special Services Director; Jacquie Barringer, RN, Morgan County Health Department; Kori Daniels, Midwest Youth Services; Sam Rosa, Outreach Minister with First Christian Church; Nancy Thorsen with Prairie Council on Aging; Sarah Karraker, LCSW with Passavant; Monica Eoff, Director of Marketing and Communications; and Wendy Smith, Community Benefit Coordinator.

**Findings:**

**Risk Factors/Contributing Factors:**
- Lack of access to services
- Waiting for services
Poverty
Lack of transportation
Lack of parenting skills/involvement
Family History
Symptoms are not recognized
Drug abuse
Stigma
Dementia

Resources Available:
The Center for Psychiatric Health
Schools
Churches
MHCCI
Lincoln Prairie
TAP
SASS
Midwest Youth Services
Wells Center
Gateway
Chaddock

Short Term Goal:
Increase Access to care and awareness of services

Long Term Goals:
Access to local inpatient/outpatient psych
Improved communication between providers and referral sources- improve continuum of care

Proven Interventions:
Access to care
Mental health first aid training

Barriers:
Access to care
Lack of awareness of both the disease and services available
Poverty
Lack of training/education for parents/school workers, etc
Consistency of messages at home, school, church, etc
Access to medication (prescriber education)
Seniors tend to be isolated
Lack of transportation
Lack of volunteer opportunities (or lack of awareness of opportunities) for isolated seniors

Access to Care Task Force

Members: Scott Boston, MD, Director of Emergency Services at Passavant; Dale Bainter, Administrator, Morgan County Health Department; Lisa Jones, Memorial Physician Associates; Michelle McCombs, Memorial Physician Services; Michelle Nauta, Director of Care Coordination; Monica Eoff, Director of Marketing and Communications; and Wendy Smith, Community Benefit Coordinator.
Findings:
Problem: Access to Care

Risk Factors/Contributing Factors
Culture is changing: people do not want to wait for healthcare (interested in express care type clinics, walk in clinics)
Lack of access to express care/walk-in clinics
Process of getting accepted to a primary care physician can be perceived to take a long time and be costly
Lack of transportation to/from appointments
Lack of understanding of the healthcare system (when to call primary care vs. express care vs. Emergency Department)

Resources
Memorial Physician Services
Passavant Area Hospital
Morgan County Health Department

Proven Interventions:
Federally Qualified Health Centers

Final Priorities

Access to Care

MHS Defined Criteria
Triple Aim

- **Improve health of individuals**: According to HCI (Healthy Communities Institute) data, access to primary care providers increases the likelihood that community members will have routine checkups and screenings. Moreover, those with access to primary care are more likely to know where to go for treatment in acute situations. Both of these benefits would improve overall health of individuals.

- **Reduce waste, variation, and healthcare costs**: Improved access to primary care providers and clinics will provide an affordable option for Morgan County residents, reducing the need for non-emergent Emergency Room visits.

- **Improve health of the population**: Better access to screenings and primary care visits would correlate to a healthier population overall. Additionally, less non-emergent ER visits would make the ER more available to patients truly in need of emergent care.

Primary Care Provider Rate

This indicator shows the primary care provider rate per 100,000 population. Primary care providers include practicing physicians specializing in general practice medicine, family medicine, internal medicine, and pediatrics.

<table>
<thead>
<tr>
<th>County</th>
<th>Time Period</th>
</tr>
</thead>
<tbody>
<tr>
<td>Morgan</td>
<td></td>
</tr>
</tbody>
</table>

Comparison: U.S. Counties

- **34 providers/100,000 population**

Measurement Period: 2012

Data Source: County Health Rankings

Categories: Health / Access to Health Service

Technical Note: The distribution is based on data from 3,002 U.S. counties and county equivalents.

Maintained By: Healthy Communities Institute

Last Updated: April 2015
Magnitude
One hundred percent of the population needs access to a primary healthcare provider and affordable healthcare options.

Seriousness
According to HCI data, communities that lack a sufficient number of primary care providers typically have members who delay necessary care when sick and conditions can become more severe and complicated.

Morgan County Healthy Communities Institute Data Highlights
- The primary care provider rate in Morgan County is 34 per 100,000 residents, and the number is declining. The goal is 50/100,000
- There are 31 mid-level providers (nurse practitioners, physician’s assistants) per 100,000 residents. The goal is 50 per 100,000 residents.
- Chlamydia rates are high (396.9 cases per 100,000 people with a goal of 277.4/100,000 or less) and Gonorrhea incidence rates are extremely high (85.1 cases per 100,000 with a goal of 33.4/100,000)

Mental Health

CHNA Results: Mental Health was ranked as high priority among the core group, the advisory group, and ranked second out of nine priorities in the community survey.

MHS Defined Criteria

Triple Aim
- Improve health of individuals: Depression is a chronic disease that negatively affects a person's feelings, behaviors and thought processes. The Center for Medicare Services estimates that depression in older adults occurs in 25% of those with other illnesses, including: arthritis, cancer, cardiovascular disease, chronic lung disease, and stroke. Even those with the most severe depression can improve with treatments including medications, psychotherapies, and other methods. Providing awareness, intervention, and access to mental health care would give residents of Morgan County the opportunity to live healthier lives.

- Reduce waste, variation, and healthcare costs: In Fiscal Year 2014, 74 patients were boarded in the Emergency Room for a total of 130 board days (1.8 day average) due to a lack of available psychiatric beds. For a new patient, there is currently (June 2015) a 4 month wait to see a psychiatrist and 3-4 week wait to see a therapist at the Center for Psychiatric Health. Many of the patients who cannot get access to care are forced to seek care outside of the county (if they can afford it) or resort to the Emergency Room. Fewer residents suffering the effects of undiagnosed or untreated mental illness would likely result in savings on related healthcare costs, disability benefits, and lost earnings, thereby improving the local economic climate.
There is not an available study showing the actual rates of mental illness in Morgan County. However, according to Healthy Communities data, the rate of Medicare patients who are treated for depression continues to rise, and the knowledge that access is limited is telling that there may be additional residents suffering from mental illness but not seeking treatment. Additionally, high suicide rates, reporting from members of CHNA advisory members, high board days in the Emergency Room, the lengthy wait time to access psychiatric care, and the lack of availability of psychiatric beds are telling of a problem that is of larger magnitude than this one study proves.

According to National Alliance on Mental Illness, “One in five adults experiences a mental health condition every year. One in 20 lives with a serious mental illness such as schizophrenia or bipolar disorder. In addition to the person directly experiencing by a mental illness, family, friends and communities are also affected. Fifty percent of mental health conditions begin by age 14 and 75% of mental health conditions develop by age 24. The normal personality and behavior changes of adolescence may mimic or mask symptoms of a mental health condition. Early engagement and support are crucial to improving outcomes and increasing the promise of recovery.”

Passavant Area Hospital recently submitted a Certificate of Need application to the Illinois Health Facilities and Services Review Board to add a 10-bed Inpatient Psychiatric Unit. The application was approved. PAH is in an advantageous position to increase access to mental health care. Additionally, the allotted space in the Center for Psychiatric Health and the initiative to continue to grow this service increases the feasibility of meeting this community health need. Additionally, the willingness of other community agencies to work together to improve mental health awareness and services locally helps give Passavant a unique opportunity to impact mental health care in Morgan county.

**CHNA Secondary and Primary Data Highlights**

- Nineteen percent of the Medicare population in Morgan County was treated for depression in 2012, and this number is steadily rising (15.7 in 2009, 16.6% in 2010, 18.7% in 2011). The goal is less than 15.1%.
- Local Suicide Rate: Suicide rates in Morgan County are at a seven-year high, with eight people taking their lives in 2014. The community has expressed its concern.
- The community forum revealed that the recent closure of Jacksonville Developmental Center by the state of Illinois resulted in a lack of services for many Morgan County residents.
Obesity

**CHNA Results:** Obesity was ranked as high priority among the core group, the advisory group, and ranked fourth out of nine priorities in the community survey.

**MHS Defined Criteria**

**Triple Aim**

- **Improve health of individuals:** Obesity is largely associated with a higher risk for other serious medical conditions including hypertension, type 2 diabetes, coronary heart disease, stroke, hypercholesterolemia, arthritis, and asthma. Lowering the obesity rate in Morgan County would likely lower the rate of other medical conditions, thus improving the health of individuals.

- **Reduce waste, variation, and healthcare costs:** The estimated annual health care costs of obesity-related illness are a staggering $190.2 billion or nearly 21% of annual medical spending in the United States. Reducing obesity rates locally will certainly lower local healthcare costs. In addition to reducing healthcare costs, several studies point to indirect costs of obesity that have an economic impact, including productivity and absenteeism in the labor market, as well as premature mortality, lower quality of life, and higher rates of disability.

- **Improve health of population:** Obesity is largely associated with a higher risk for other serious medical conditions including hypertension, type 2 diabetes, coronary heart disease, stroke, hypercholesterolemia, arthritis, and asthma. Lowering the obesity rate in Morgan County would likely lower the rate of other medical conditions, thus improving the health of the population.

**Magnitude**

Obesity is widespread. Nearly a third of Morgan County adult residents (29.3%) are obese, according to the most recent Healthy Communities data. Local data also showed that children in Morgan County are also alarmingly overweight. Data gathered by the local Childhood Wellness Coalition in 2011, showed that 24% of Kindergarteners were overweight or obese, 42% of sixth graders were overweight or obese, and 46% of freshman were overweight or obese.

### Adults who are Obese

<table>
<thead>
<tr>
<th>County</th>
<th>Time Period</th>
<th>HP 2020 Target</th>
</tr>
</thead>
<tbody>
<tr>
<td>28.5</td>
<td></td>
<td></td>
</tr>
<tr>
<td>30.4</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**County: Morgan**

**Data Source:** Illinois Behavioral Risk Factor Surveillance System

**Categories:** Health / Exercise, Nutrition, & Weight

**Technical Note:** The distribution is based on data from 101 Illinois counties.

**Maintained By:** Healthy Communities Institute

**Last Updated:** May 2014
Seriousness
Considering that obesity has such impact on health and economic stability, and that such a large portion of residents are affected, obesity is considered a serious health concern.

Feasibility
With support of the local healthcare community, and access to evidence based programs designed to lower obesity, the feasibility of making an impact in local obesity rates is strong.

Morgan County Healthy Communities Institute Data Highlights
- 29.3% of adults in Morgan County are obese
- 10.6% of Morgan County adults have diabetes
- Just 12.3% of adults in Morgan County eat the recommended five servings of fruits and vegetables per day
- The rate of stroke deaths in Morgan County is 47.8/100,000 per year
- The rate of deaths caused by coronary heart disease (CHD) is 125.1/100,000 per year
- Healthy People 2020—While Morgan County meets the Healthy People 2020 goal for obesity rates (30.5%), our childhood obesity rate is still high, as were obesity-related diseases including stroke and CHD. The goal for stroke deaths is 34.8/100,000 (Morgan County is at 47.8/100,000) and the goal for CHD deaths is 103.4/100,000 (Morgan County is at 125.1/100,000)

Memorial Health System Internal Advisory Committee

On Jan. 30, 2015, the four hospitals of Memorial Health System (TMH, Memorial Medical Center, Abraham Lincoln Memorial Hospital and Passavant Area Hospital) met to consider the results of each hospital’s CHNA process. The purpose of the meeting was to identify whether there were any shared priorities among the hospitals.

Even though the CHNAs were completed in four different counties with different community advisory groups, mental health and obesity were final priorities in Christian, Sangamon, Logan and Morgan counties. There was discussion about various ways the four hospitals might address the priorities as a health
system. Because additional input was needed from content experts from all Memorial Health System affiliates, MHS convened an Obesity Task Force and Mental Health Task Force.

The MHS Obesity Task Force met on March 24, 2015, and included representatives from all four hospitals, as well as Memorial Physician Services, Mental Health Centers of Central Illinois and Memorial Home Services.

Charter: Obesity has been selected by all four Memorial Health System hospitals as a priority during the 2015 community health need assessments. The Memorial Health System Obesity Task Force Group will offer perspective on community obesity issues being addressed by their affiliate organizations. They will identify opportunities to address gaps in services, both as a health system and as individual affiliates, for the communities they serve.

Following assessment of assets and gaps within Memorial Health System to address obesity within each community, and exploration of various opportunities to impact obesity for people living in Christian, Sangamon Logan and Morgan counties, the decision was made to expand Memorial Medical Center’s Weight Loss and Wellness Center program to TMH and the other MHS affiliate hospitals. This program is based on the nationally recognized, evidence-based model of Geisinger Health System. Memorial’s program includes a medical (non-surgical) weight loss program; accredited bariatric surgery program; diabetes services; outpatient nutrition services; and fitness. It provides physicians a comprehensive resource to refer their patients to for individualized counseling and education. There is no other program offering this specialized approach in central Illinois. PAH’s TMH’s 2016 Implementation Strategy reflects this joint priority.

The MHS Mental Health Task Force met on April 13, 2015, and included representatives from all four hospitals as well as Memorial Physician Services, Mental Health Centers of Central Illinois and Memorial Home Services.

Charter: Mental Health has been selected by all four Memorial Health System hospitals as a priority during the 2015 community health need assessments. The Memorial Health System Mental Health Task Force Group will offer perspective on community obesity issues being addressed by their affiliate organizations. They will identify opportunities to address gaps in services, both as a health system and as individual affiliates, for the communities they serve.

The Task Force discussed a wide variety of mental health issues affecting people living in Christian, Sangamon Logan and Morgan counties. Community assets and gaps for mental health services were not identical in each county. One program that could benefit all counties is Mental Health First Aid. This national evidence-based program gives people the skills to help someone who is developing a mental health problem or experiencing a mental health crisis. Evidence shows that it builds mental health literacy by helping the public identify, understand, and respond to signs of mental illness. PAH’s 2016 Implementation Strategy reflects this joint priority.

Community Health Need Assessment Implementation Strategy

The Passavant Area Hospital board approved the community health need assessment implementation strategy on August 13, 2015. This Implementation Strategy will be updated for fiscal years 2017 and 2018. The following pages contain the FY2016 Strategy.
Memorial Health System is a not-for-profit healthcare organization located in Central Illinois. It includes four hospitals: Memorial Medical Center in Sangamon County, Passavant Area Hospital in Morgan County, Taylorville Memorial Hospital in Christian County, and Abraham Lincoln Memorial Hospital in Logan County. Memorial Health System also includes Mental Health Centers of Central Illinois, Memorial Physician Services and Memorial Home Services.

Community health need assessments were completed in 2015 in each of the counties where the hospitals are located. These needs assessments meet the federal health reform’s Section 9007 of the Patient Protection and Affordable Care Act of March 2010 and requirements of the IRS 990 Schedule H report.

**Passavant Area Hospital – Morgan County, Illinois**

Passavant Area Hospital is a not-for-profit 93-bed rural community hospital that became affiliated with Memorial Health System in 2014. PAH completed its need assessment in 2015. In 2014, the estimated population of Morgan County was 34,929. 91.3 percent are white, 6.3 percent Black, 0.3 percent American Indian and Alaska Native, 0.5 percent Asian, 0.1 percent Native Hawaiian and other Pacific Islander, 1.6 percent are two or more races, 2.3 percent Latino or Hispanic. 3 percent of Morgan County’s population speaks a language other than English in the home. 49.6 percent of the population is female, and 50.4 percent is male. 20.2 percent of the population is under the age of 18 and 17.7 percent are over 65. 88.1 percent are high school graduates (.8 percent higher than the Illinois average), 20.7 percent hold bachelor’s degrees, and there are 2,997 veterans. The median household income in Morgan County is $46,809. 14.4 percent of people live below the poverty line (.3 percent higher than the Illinois average).

**Identified Priority Health Needs**

During its 2015 community health need assessment, Passavant Area Hospital identified the following priority health needs:
1. Access to Care
2. Access to Dental Care
3. Tobacco Usage
4. Sexually Transmitted Diseases
5. Mental Illness
6. Colon Cancer
7. Substance Misuse
8. Obesity
9. Early Sexual Health/Teen Pregnancy
Priorities Not Selected by Passavant Area Hospital:
- Access to Dental Care was not chosen because the hospital does not have the expertise to address the issue.
- Colon Cancer was not chosen because it consistently ranked as a low priority among community members. The hospital currently offers advanced colonoscopy services, and annual colorectal cancer education for the community. The hospital also partners with a local cancer foundation to provide free colorectal screenings to community members each year.
- Substance misuse was not chosen because it did not rank as a high priority among the advisory committee, in the community forum, or on the survey. It was perceived by the advisory committee that there would be little opportunity to make additional impact beyond what is being done through the Partnership for a Healthy Community, which is a collaboration of local law enforcement, education institutions, health providers, and The Wells Center, a drug and alcohol treatment facility.
- Early Sexual Activity/Teen Pregnancy was not chosen because the Morgan County Health Department is already addressing this disparity in the schools, and it would be a duplication of services.
- Tobacco ranked significantly lower than other priorities in the forum and the survey. It was communicated that it would be difficult to make a significant impact as the Morgan County Health Department is partnering with the Illinois Quitline to offer smoking cessation products.
- Sexually Transmitted Diseases was will be addressed as an Access to Care initiative in partnership with the health department, rather than a stand-alone priority. The hospital will continue to support the Morgan County Health Department’s STD clinic which was reopened in 2014 using funds allocated by the hospital. This need continues to be met through this partnership established as a result of the 2012 CHNA.

PAH Priority Health Needs
1. Mental Health
2. Obesity
3. Access to Care

FY2016 Implementation Strategy

<table>
<thead>
<tr>
<th>PRIORITY 1: MENTAL HEALTH</th>
</tr>
</thead>
<tbody>
<tr>
<td>Reasons for priority selection</td>
</tr>
<tr>
<td>Passavant Area Hospital’s 2015 community health need assessment identified mental health as a top priority through its data collection and analysis, community survey, and community advisory group.</td>
</tr>
<tr>
<td>Depression is a chronic disease that negatively affects a person's feelings, behaviors and thought processes. The Center for Medicare Services estimates that depression in older adults occurs in 25 percent of those with other illnesses, including: arthritis, cancer, cardiovascular disease, chronic lung disease, and stroke. Even those with the most severe depression can improve with treatments including medications, psychotherapies, and other methods. Providing awareness, intervention, and access to mental health care would give residents of Morgan County the opportunity to live healthier lives.</td>
</tr>
</tbody>
</table>
Goal 1: Increase access to mental health services and decrease referrals made outside the service area.

<table>
<thead>
<tr>
<th>Target Population</th>
<th>All residents of Morgan County</th>
</tr>
</thead>
<tbody>
<tr>
<td>Objective</td>
<td>Open 10-bed Inpatient Psychiatric Unit at Passavant Area Hospital.</td>
</tr>
</tbody>
</table>

**Strategy Selected:**
Increase availability of psychiatric services locally, helping to reduce long drives to other communities, and alleviating long wait times for the number of available psychiatric beds.

**Programs/resources hospital will commit:**
Passavant Area Hospital will provide leadership, the facility and all necessary renovations for the unit, staffing, training and financial support.

**Collaborative partners:**
The Center for Psychiatric Health

<table>
<thead>
<tr>
<th>Activity</th>
<th>Timeline</th>
<th>Anticipated Results</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Passavant will recruit, hire, and train the staff needed to open the 10 bed Inpatient Psychiatric Unit.</td>
<td>FY 2016</td>
<td>Staffing, training, space and physician involvement will be secured for implementation of the unit.</td>
</tr>
<tr>
<td>2. Passavant will open the 10-bed Inpatient Psychiatric Unit.</td>
<td>FY2016</td>
<td>10-bed Inpatient Psychiatric Unit will accept admissions to the psych unit, reducing board days in the ER, and improving access to inpatient mental health services for residents of Passavant’s service area.</td>
</tr>
</tbody>
</table>

**MEASURES:** What will we measure to know the program is making a difference?

**Short term indicators & source**
- Psychiatric unit is complete.
- Staff is identified and trained.
- Physician is hired and accepting patients.

**Long term indicators & source**
- Psychiatric unit is accepting patients.
- Less patients are being transferred out of the service area for inpatient psychiatric stays.
- Patient wait times decrease, and patients are seen in a reasonable amount of time.
- In its second year of operation, the annual utilization of the 10 bed Acute Mental Illness unit at Passavant shall meet or exceed the 85% utilization standard specified in the Certificate of Need.

Goal 2: Support community efforts to reduce the stigma of mental health and improve understanding of referrals to available community resources.

<table>
<thead>
<tr>
<th>Target Population</th>
<th>Community at large</th>
</tr>
</thead>
<tbody>
<tr>
<td>Objective</td>
<td>Step in early to stop the trajectory of issues that lead to mental health issues and the need for psychiatric intervention by providing community education to improve mental health literacy, early identification, peer intervention, and referral of community members to available resources if needed.</td>
</tr>
</tbody>
</table>

**Strategy Selected:**
Support community efforts including the Morgan Scott Suicide Prevention Task Force and Mental Health
First Aid (MHFA), which is an evidence-based program that offers a five-day intensive training session to community members to become certified MHFA trainers. These certified trainers in turn go out in the community to provide an eight-hour education session to community members such as teachers, police, first responders, churches, youth leaders and others to teach them how to identify mental health issues, how to refer people to resources, and encourage community support of those struggling with issues that may contribute to mental illness. The Substance Abuse and Mental Health Services Administration (SAMHSA), the federal agency that leads public health efforts to advance the behavioral health of the nation, endorses MHFA and recently established grant funding for MHFA as part of the President’s initiative to increase access to mental health services. MHFA is on the National Registry of Evidence Based Practices (NREPP). All interventions on the registry have been independently assessed and rated for quality of research and readiness for dissemination. MHFA has been shown to increase understanding of mental health disorders, knowledge of available resources, and confidence in and likelihood to help and individual in distress.

Resources the Hospital Will Commit:
Memorial Medical Center will commit funding to bring a trainer from the national program to Springfield to train up to 30 local community members. Memorial will provide the conference center, promotion of the event, and provide funding for an ongoing program coordinator and tracking of results. PAH will commit staff for the week-long training and support the promotion of the program in Morgan County.

Collaboration:
Passavant will collaborate with Mental Health Centers of Central Illinois, Abraham Lincoln Memorial Hospital, Passavant Area Hospital, Taylorville Memorial Hospital, SIU School of Medicine, local school districts, area social service providers, the University of Illinois Springfield, local churches, United Way, Prairie Council on Aging, DHS, Midwest Youth Services.

<table>
<thead>
<tr>
<th>Activity</th>
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</thead>
<tbody>
<tr>
<td>1. Implement Mental Health First Aid training in Morgan County</td>
<td>9/2016</td>
<td>Increase number of individuals in each community trained as mental health first aiders. Complete training of individuals in Morgan County to become certified MHFA instructors, who will provide in-service trainings to community members. Local school districts and community organizations will be aware of the availability of MHFA training events for the community by certified MHFA trainers.</td>
</tr>
</tbody>
</table>
| 2. Support the Morgan Scott County Suicide Prevention Task Force in its mission to:  
- Increase the awareness and use of available resources from those vulnerable to suicidal behaviors;  
- Promote training opportunities for the community and professionals to improve skills in recognizing and | FY16 | Increased networking between referral sources, increased awareness of resources, and increased awareness of mental health signs and effective intervention strategies. |
addressing vulnerable individuals at risk of suicide;
- Support the availability of appropriate and effective crisis interventions and treatment to those at risk of suicide;
- Work to reduce stigma that results in individuals seeking services and healthy community responses to those at risk; and
- Provide caring and support to those impacted by suicide and suicide attempts.”

**MEASURES: What will we measure to know the program is making a difference?**

**Short term indicators & source**
- Number of individuals becoming certified Mental Health First Aid trainers from MHS sponsored certification training
- Number of community members trained as mental health first aiders
- Source: MHFA data collection tool

**Long term indicators & source**
- Among instructors and first aiders, increases in: mental health literacy, awareness of available resources, and confidence in assisting individuals in distress (Source: Survey of community members trained as instructors and first aiders.)
- Increased referrals to local mental health services (Source: statistics from The Center for Psychiatric Health and MHCCI)

**PRIORITY 2: OBESITY**

**Reason for priority selection**
Morgan County’s CHNA ranked obesity as a high priority among the core group and the advisory group, and it ranked fourth out of nine priorities in the community survey.

**Goal 1: Expand access to the Memorial Weight Loss and Wellness Center (MWLWC) program in Morgan County**

**Target Population**
Adults who are overweight who live in Morgan County

**Objective**
Expand access to the Memorial Weight Loss and Wellness Center by developing strategy to implement the program at Passavant Area Hospital in Morgan County.

**Strategy Selected:**
Healthy People 2020 goals highlight the need for increased intervention by physicians with patients in the areas of nutrition and weight status (NWS).
• NWS-6.1: Increase the proportion of physician office visits made by patients with a diagnosis of cardiovascular disease, diabetes, or hyperlipidemia that include counseling or education related to diet and nutrition. (Baseline: 20.8 percent of physician visits in 2007; Target = 22.9 percent/10 percent improvement)

• NWS-6.2: Increase the proportion of physician office visits made by adult patients who are obese that include counseling or education related to weight reduction, nutrition or physical activity. (Baseline: 28.9 percent of physician visits in 2007; Target = 31.8 percent/10 percent improvement)

Memorial’s Weight Loss and Wellness Center is based on the nationally recognized, evidence-based model of Geisinger Health System. Memorial’s program includes a medical (non-surgical) weight loss program; accredited bariatric surgery program; diabetes services; outpatient nutrition services; and fitness. It provides physicians a comprehensive resource to refer their patients to for individualized counseling and education. There is no other program offering this specialized approach in central Illinois.

Programs/resources hospital will commit:
Passavant Area Hospital will provide leadership to assess expansion of the program, the facility for the program, staffing, training and financial support.

Collaborative partners
Memorial Medical Center, Memorial Physician Services, Springfield Clinic, SIU School of Medicine

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<tbody>
<tr>
<td>3. Passavant will collaborate with MWLWC to determine staffing, space and physician involvement for program expansion to Passavant</td>
<td>FY16</td>
<td>Staffing, space and physician involvement will be secured for implementation of MWLWC at Passavant.</td>
</tr>
<tr>
<td>4. Passavant will collaborate with MWLWC to train staff and implement standard protocols and processes</td>
<td>FY16</td>
<td>Passavant staff will be trained to implement MWLWC programming at affiliate location.</td>
</tr>
<tr>
<td>5. Passavant will collaborate with MWLWC to develop communication and marketing plan for program launch</td>
<td>FY16</td>
<td>• Increase awareness of referring physicians and community members in Morgan County about the new MWLWC services at Passavant. • Target FY16 for program launch.</td>
</tr>
</tbody>
</table>

MEASURES: What will we measure to know the program is making a difference?

Short term indicators & source
• Program proposal is approved.
• Passavant staffing is identified and trained.
• Passavant space is identified for program.

Long term indicators & source
• Program implemented and begins seeing patients (FY16).
• MWLWC at Passavant will achieve 40 physician referrals in year 3 (FY18).
• Medical weight loss patients who complete at least 6 months of programming, on average, will achieve 5% weight loss.
• Bariatric surgical patients will achieve, on average, 45% excess weight loss at one year post-op.
<table>
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<tr>
<th><strong>Goal 2:</strong></th>
<th>Improve attitudes about healthy lifestyles.</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Target Population</strong></td>
<td>Morgan County residents.</td>
</tr>
<tr>
<td><strong>Objective</strong></td>
<td>Improve attitudes about healthy lifestyles through monthly education programs and a health awareness marketing campaign for selected sample groups covering a wide range of age ranges and incomes.</td>
</tr>
</tbody>
</table>

**Strategy Selected:**

5, 2, 1, 0 Health awareness campaign

Nearly a third of Morgan County adult residents (29.3%) are obese, according to the most recent data. Local data also showed that children in Morgan County are alarmingly overweight. Data gathered by the local Childhood Wellness Coalition in 2011, showed that 24% of Kindergarteners were overweight or obese, 42% of 6th graders were overweight or obese, and 46% of freshman were overweight or obese. To address this issue the 5210 campaign promotes physical activity and healthy eating. The 5210 program is used to bring awareness to the issue through settings where our families live, learn, work and play. Consistent 5210 messaging reinforces the importance of healthy eating and physical activity.

5210 is based on the Let’s Go! program of The Barbara Bush Children’s Hospital at Maine Medical Center, implemented with Maine Health.

**Programs/resources hospital will commit:**
Passavant Area Hospital will conduct pre- and post assessments, provide leadership, cover costs of the marketing campaign and program materials, provide facilities when needed, as well as staffing, training, and financial support.

**Collaborative partners**
Prairie Council on Aging, Memorial Physician Associates, Head Start, Early Years, Jacksonville School District 117

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<tbody>
<tr>
<td>1. Passavant will conduct an assessment of attitudes toward healthy lifestyles in sample groups from Prairie Council on Aging, Memorial Physician Associates, Head Start, Early Years, and Jacksonville School District 117.</td>
<td>Sept 2016</td>
<td>100 respondents representing early childhood through senior citizens, and all socioeconomic groups will respond to the survey. They will commit to participate in a follow up survey in May of 2016.</td>
</tr>
<tr>
<td>2. Passavant will collaborate with Prairie Council on Aging, Memorial Physician Associates, Head Start, Early Years, and Jacksonville School District 117 to provide at least one monthly educational installment to each group.</td>
<td>Sept 2016-May 2017</td>
<td>Passavant will provide educational sessions, cooking demonstrations, and 5, 2, 1, 0 educational materials to all participant groups once monthly during this period of time. Representatives from each of the collaborative partners would reiterate these messages regularly.</td>
</tr>
<tr>
<td>3. Passavant will conduct a follow up assessment of attitudes</td>
<td>May 2016</td>
<td>Increase awareness among participants of the importance of eating healthy, exercising, and reducing</td>
</tr>
</tbody>
</table>
toward healthy lifestyles in sample groups from Prairie Council on Aging, Memorial Physician Associates, Head Start, Early Years, and Jacksonville School District 117.

4. Passavant will market the 5, 2, 1, 0 healthy living message to the community.

<table>
<thead>
<tr>
<th>MEASURES: What will we measure to know the program is making a difference?</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Short term indicators &amp; source</strong></td>
</tr>
<tr>
<td>• 100 participants are identified by collaborating agencies.</td>
</tr>
<tr>
<td>• Educational curriculum and materials and campaign materials are created and program is being executed.</td>
</tr>
<tr>
<td><strong>Long term indicators &amp; source</strong></td>
</tr>
<tr>
<td>• Attitudes measured in the initial survey in September improve when re-measured in May. Survey conducted by Passavant Area Hospital, Prairie Council on Aging, Memorial Physician Associates, Head Start, Early Years, and Jacksonville School District 117.</td>
</tr>
</tbody>
</table>

**Goal 3:** Support community health initiatives that encourage healthy behaviors

**Target Population** Morgan County residents.

**Objective** Financially support programs that provide opportunities for residents to practice healthy behaviors.

**Strategy Selected:** Support community programs that encourage exercise and healthy eating choices.

**Programs/resources hospital will commit:**
Passavant Area Hospital will sponsor the Girls on the Run (GOTR) Jacksonville Program and the Walking for Wellness Program.

**Collaborative partners**
Jacksonville School District 117, First Christian Church

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<tr>
<td>1. Maintain programs at a minimum of five Girls on the Run sites, both public and private, in Morgan County.</td>
<td>FY 2016</td>
<td>At least 6 schools in Morgan County will host GOTR sites, and as a result of the GOTR program season and 5k race event, GOTR participants and their families will report that the program positively impacted their attitude towards exercise.</td>
</tr>
<tr>
<td>2. The Walking for Wellness Program will run November 2016-March 2017, daily from 6am-1 pm all days school is in session, in cooperation with School District 117, and November 2016-March 2017, daily from 1-4 at First Christian Church</td>
<td>November 2016-March 2017</td>
<td>10,000 walkers will participate in the 5 month Walking for Wellness Program held at the JHS Bowl and the 12 month Walking for Wellness Program held at First Christian Church.</td>
</tr>
</tbody>
</table>

**MEASURES: What will we measure to know the program is making a difference?**

**Short term indicators & source**
- 6 schools will participate in GOTR for the 2016-17 school year
- Walking sites will be offered at the Jacksonville High School Bowl
Passavant Area Hospital’s 2015 community health need assessment identified access to care as a top priority through its data collection and analysis, community survey, and community advisory group. It was ranked as the top priority in the community survey. Healthy Communities Institute data for Morgan County points to the need for increased primary care physicians and increased access to treatment for sexually transmitted diseases.

**Goal 1: Establish Federally Qualified Health Center (FQHC) in Morgan County in Partnership with the Morgan County Health Department and Southern Illinois University.**

**Target Population**
Underserved and vulnerable residents of Morgan County.

**Objective**
Secure approval for and open FQHC.

**Strategy Selected:**
According to County Health Rankings, Federally Qualified Health Centers (FQHCs) are public and private non-profit health care organizations that receive federal funding under Section 330 of the Public Health Service Act. Governed by a community board, FQHCs deliver comprehensive care to uninsured, underinsured, and vulnerable patients regardless of ability to pay. FQHCs are located in high need communities in urban and rural areas and are often called Community Health Centers.

**Programs/resources hospital will commit:**
Passavant Area Hospital will provide leadership and financial support towards the effort to establish a FQHC in Morgan County.

**Collaborative partners**
Morgan County Health Department (MCHD) and Southern Illinois University School of Medicine (SIU SOM).

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<tr>
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<tbody>
<tr>
<td>1. Passavant, MCHD, and SIU SOM will submit an application to Health Resources and Services Administration (HRSA) Bureau of Primary Health Care</td>
<td>July 2015-September 2016</td>
<td>Passavant, MCHD, and SIU SOM will be notified of the decision to establish a FQHC in Morgan County.</td>
</tr>
<tr>
<td>Passavant, MCHD, and SIU will secure a location, staffing, and all necessary steps to get the FQHC open and functioning.</td>
<td>November-December 2016</td>
<td>The FQHC will begin seeing patients the first quarter of FY17.</td>
</tr>
</tbody>
</table>

**MEASURES:** What will we measure to know the program is making a difference?
Short term indicators & source
- Approval granted from HRSA.
- Space/staff/ supplies identified.
- Patients being seen.

Long term indicators & source
- Primary care provider and non-physician primary care provider rates would increase. Uninsured, uninsured and vulnerable patients will have an established medical home.

Goal 2: Continue to support Morgan County Sexually Transmitted Disease Clinic of the Morgan County Health Department.

Target Population
Underserved and vulnerable residents of Morgan County.

Objective
Increase diagnosis and treatment of sexually transmitted diseases by providing financial support to the Morgan County Health Department’s STD Clinic.

Strategy Selected:
Increase access to care by financially supporting the reopening and operations of a walk-in STD Clinic run by the Morgan County Health Department, which was closed in 2008. Without Passavant’s support, the clinic would not be able to offer services.

Programs/resources hospital will commit:
Passavant Area Hospital will provide financial support for the Morgan County STD clinic, including subsidizing the cost of needed supplies and additional personnel hours to manage the clinic.

Collaborative partners
Morgan County Health Department (MCHD)

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<tr>
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<tbody>
<tr>
<td>Provide financial support to maintain the Morgan County STD Clinic at the Morgan County Health Department.</td>
<td>FY2016</td>
<td>The Morgan County STD Clinic continue treating patients for STD’s on a walk-in basis at their twice weekly clinic.</td>
</tr>
</tbody>
</table>

MEASURES: What will we measure to know the program is making a difference?

Short term indicators & source
As awareness of the clinic continues to increase, it is anticipated that the STD rate will continue to rise, as more cases are being diagnosed and treated due to better access to care. Measurement will be provided by Morgan County Department of Public Health.

Long term indicators & source
Increased numbers of people will be diagnosed and treated for STDs. Long term success will be measured by reduction in overall STD rates for Morgan County, as reported by Morgan County Health Department and, when available, by the Illinois Department of Public Health.

Goal 3: Offer free Medicare and insurance counseling to residents of Morgan County.

Target Population
Morgan County residents

Objective
Provide Medicare/Insurance Consultant free of charge.

Strategy Selected:
Insurance Counseling: Each year Lorna Legreid, Passavant’s Medicare/Insurance Consultant, helps hundreds of community members understand and cope with paperwork and billing that follows a hospital stay. Lorna is available to assist discharged patients with the filing of Medicare/Insurance forms and helps clients understand the comprehensive process of filing claims.
Programs/resources hospital will commit:
Passavant Area Hospital will provide Medicare/Insurance Consultation services free of charge for Morgan County residents.

Collaborative partners
Jacksonville Senior Center, SHIP Senior Health Insurance

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</thead>
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<tr>
<td>Passavant will continue to offer to the public, free of charge, a full time Medicare/insurance consultant to help answer questions with regards to insurance and billing information.</td>
<td>FY2016</td>
<td>The Medicare/Insurance counselor will help patients navigate their health insurance options and obligations free of charge.</td>
</tr>
</tbody>
</table>

MEASURES: What will we measure to know the program is making a difference?

| Short term indicators & source | • Consultant would have 100 contacts/month with clients. |
| Long term indicators & source  | • Consultant would have 1200/contacts per year with clients. |