

A black and white photograph of a young child, likely a toddler, smiling broadly. The child is holding their hands up to their mouth, as if they are about to say something or are in the middle of a conversation. The child is wearing a dark-colored sweater with a colorful, possibly rainbow-like, pattern on the sleeves. The background is a light-colored, textured wall, possibly made of stone or brick.

Kentucky's Poverty Fighting Network
Community Action Kentucky

2007
annual
report

Our Mission

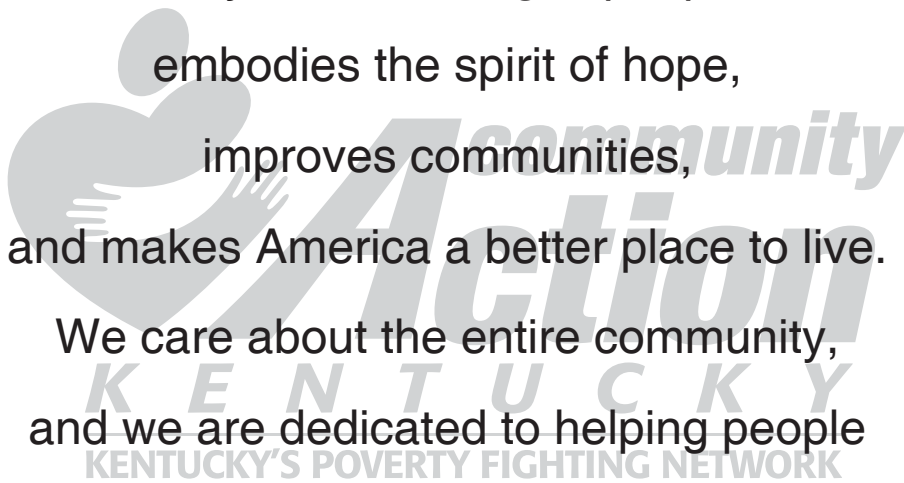
The mission of the Kentucky Association for Community Action is to build and strengthen the network of Kentucky's Community Action Agencies resulting in the improvement in the lives of the people we serve. The organization accomplishes this mission by:

- being an advocate on behalf of the poor;
- promoting innovative and creative strategies to fight poverty;
- mobilizing public and private resources;
- promoting self-sufficiency of individuals, families, and communities;
- stimulating community participation and leadership development;
- creating services to meet basic human needs;
- working in partnership with other community based organizations; and
- promoting equal opportunity and political, economic, and social justice.

The Promise of Community Action

“Community Action changes people’s lives,
embodies the spirit of hope,
improves communities,
and makes America a better place to live.

We care about the entire community,
and we are dedicated to helping people
help themselves and each other.”



Community Action “By the Numbers”

5,087

participants who were unemployed and obtained a job

7,579

parents learned relationship enhancement skills

16,132

obtained child care in order to acquire or maintain employment

51,413

senior citizens received services resulting in their ability to maintain independent living

240,000

households kept warm and/or prevented from utility shutoff situations

\$475,048

total assets and resources for all participants enrolled in the Earned Income Tax Credit program

1,708,720

total number of hours volunteered to Community Action Agencies

Community Action Kentucky

Community Action Kentucky is the new name for the association, which was previously known as the Kentucky Association for Community Action. The adopted name change reflects the achievement of implementing an on-going communications and marketing strategy to promote Community Action at the state, regional, and national levels. The new name and branding better represents the network that makes up the Association within the state, while showing that it is part of the National Community Action Partnership's efforts in the fight against poverty.

Often, we don't stop to tell our story, but it is vital to our mission. Unlike a business, our customers can not afford to pay for the services we provide. Instead, we must educate the public about the problem of poverty and the need to fight it. We must tell people about how poverty affects the entire community, even if poverty has not affected them directly.

The Promise of Community Action is well known to the staff and volunteers who work every day to improve Kentucky's communities. The Promise is made real when people learn new skills, get better jobs, and when families thrive, businesses and communities grow stronger.

In 2007, Community Action Kentucky, in cooperation with the Marketing Committee and the Board of Directors, took the initiative to develop a new marketing plan. Its primary objective is to build the ability of

Kentucky's Community Action Agencies to tell their story, in their way, about their communities. This will be accomplished through training and lectures from writers, marketing firms, and professionals who can share their expertise. Documents and materials are being created that provide the medium for the message, and technical assistance provided for help with web sites, listservs and discussion boards to share ideas.

To distribute these newly created materials a new website is being developed. This new website, dubbed ActionNET, will be a one-stop shop for all marketing materials for the Community Action network published by Community Action Kentucky. Agency staff will be able to access materials and download, edit and distribute them to meet their needs. Through ActionNET, staff can read about current issues, sign up for training events, and share ideas with others online. The result of ActionNET will be a stronger agency network, better able to coordinate efforts through communication and team work.

Another objective of the marketing effort is to improve Community Action Kentucky's main website. It will be re-launched with a fresh look, but more importantly, it will be refocused to better deliver the message of our Promise.

Raise the Wage in Kentucky

Community Action Kentucky, formerly known as the Kentucky Association for Community Action, helped lead a coalition of interest groups that included educators, organized labor, business groups, civic organizations, the faith community, and Community Action in a grassroots effort to increase the minimum wage in the Commonwealth of Kentucky. The primary reason the coalition took on this issue is the basic fact that families and individuals could not live on \$5.15 an hour. This represented \$206 for a 40 hour work week and \$10,712 per year, before taxes, which is \$5,400 below the poverty line for a family of three. A single mother could not make ends meet with this amount of money and provide the necessities of life such as: housing, food, transportation, clothing, utilities, medicine, medical care and taxes. It was a significant victory for low-income households when Governor Ernie Fletcher signed the bill on March 22, 2007 increasing the minimum wage. Since then the minimum wage has increased from \$5.15 an hour to \$5.85 in 2007. In July 2008, it will increase to \$6.55 an hour, and on July 1, 2009, it will rise to \$7.25 an hour. If the federal minimum hourly wage is increased in excess of Kentucky's minimum hourly wage, the legislation provides that Kentucky's minimum hourly wage will increase simultaneously by the same amount.

“Even though this is a positive step”, said Kip Bowmar, Community Action Kentucky Executive Director, “There are a number of other issues facing low-income wage earners including the lack of a state refundable earned income tax credit, and the need for more jobs that pay a living wage and have benefits to help keep full-time workers out of poverty.”

I want to work every day and set a good example for my child. If I'm working a full-time job, and I'm coming home exhausted, I should be paid a fair wage that my child and I can survive on.”

Pathways to Excellence

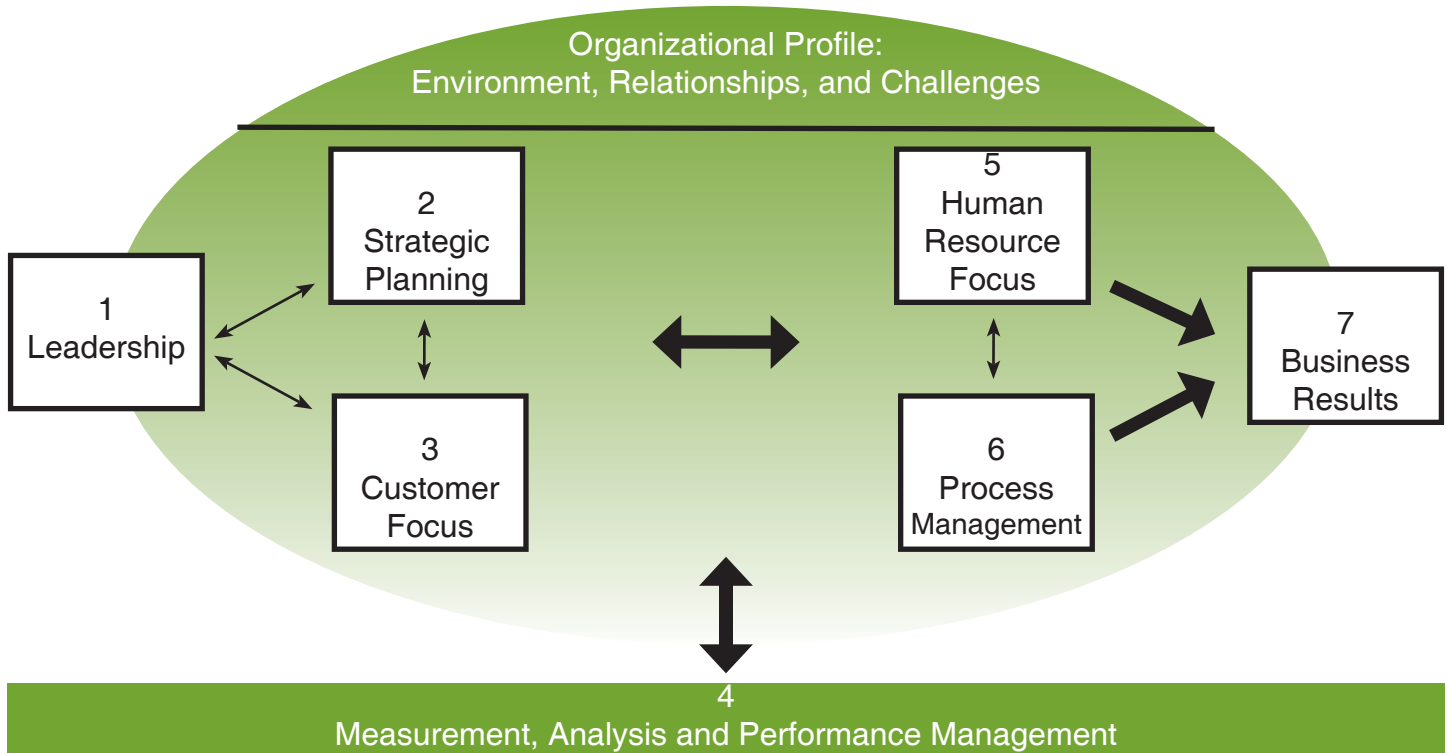
The Pathways to Excellence uses the Malcolm Baldrige criteria for performance excellence. Malcolm Baldrige was Secretary of Commerce during the Reagan administration.

He was a proponent of quality management as a key to this country's prosperity and long-term strength. Baldrige took a personal interest in the quality improvement act that was eventually named after him and in recognition of his contributions, Congress named the award in his honor. The Baldrige Award is given to businesses – manufacturing and services, small and large – and to education and health care organizations that apply and are judged to be outstanding. In 2002, the Community Action Partnership developed the Community Action Standards of Excellence under the leadership of Kentucky's Paul Dole, who served as President of the Partnership at the time. To date, over 50 agencies have enrolled in Pathways to Excellence and eight agencies have received the prestigious Agency of Excellence Award.

The Award for Excellence in Community Action serves as a vehicle to recognize and reward the very best Community Action Agency and, of equal importance, how they conduct business and deliver services. The Pathways to Excellence is a learning and improvement component of the Award for Excellence in Community Action and involves a rigorous self-study. Pathways was designed to engage the broadest possible number of Community Action Agencies in building their capacity to better serve low-income individuals, families, and their communities. It targets Community Action Agencies that are interested in starting on the road to excellence.

The criteria is based on eleven core values: visionary leadership; focus on the future; customer driven excellence; organizational and personal learning; management by fact, valuing employees and partners; agility/flexibility; managing for innovation; public responsibility; focus on results and systems perspective. Baldrige provides a guide for improving agency measurement and analysis through 34 standards grouped into 7 Categories called the "Excellence Framework". Each agency that undertakes the self assessment will explore – Organizational Leadership, Strategic Planning, Customer Focus, Performance Management, Human Resource Focus, Organizational Process Management and Organizational Results. Engaging agencies in this capacity building effort will distinguish all high-performance, community service and overall excellence.

Excellence Framework



The Pathways to Excellence initiative focuses on getting organizations started on their own unique journey toward excellence using the self-study and comprehensive feedback process as a diagnostic tool for setting agency priorities for improvement. **Agencies are asked to keep in mind, that you can't improve what you do not measure and you cannot set in motion an improvement strategy if you do not first establish "what's most important" to improve, and where you need to begin.**

In July 2007, five Community Action Agencies in Kentucky began their rigorous and structured diagnostic self-study based on the thirty-four standards. The diagnostic self-study will encompass the entire agency to examine its operations both internally and externally. Community Action Kentucky believes that the participating agencies will understand that through the investment of time, energy and resources, the return will be significantly magnified. A third party Community Action Agency peer-expert review and feedback report process will be provided to the five agencies. The feedback report will identify each agency's key strengths and will target critical areas of improvement needed to build organizational capacity for excellence and improved performance. As Community Action Kentucky Executive Director Kip Bowmar has said, "If we do not define excellence for ourselves, someone will do it for us, and it will not be to our advantage."

Community Action Kentucky Programs and Services

Advocacy

Community Action Kentucky represents the interests of the 23 Community Action Agencies and the low-income clients they serve with the Kentucky General Assembly, addressing issues like predatory lending, increasing minimum wage, and securing additional state resources for energy assistance. In addition, Community Action Kentucky works to provide the congressional delegation with information about the outcomes and impact that the Community Action network has in the State. Community Action Kentucky works to educate public policy leaders about the needs of low-income and offers solutions to help strengthen both the economy and the fabric of the community.

Community Services Block Grant

The Community Services Block Grant is the core funding for Community Action Agencies, therefore the technical assistance provided under this program is vitally important. Currently, Community Action Kentucky operates two separate technical assistance programs through a combination of state and federal funding. The association develops, coordinates, and provides training in a variety of areas including technology, outcome measures, board roles and responsibilities, and professional development. In addition, the association is helping the Community Action network in Kentucky fully implement Results Oriented Management and Accountability. This role involves compiling statewide reports on the results that Community Action Agencies are achieving, producing and submitting to funding sources, and reporting on the outcomes to the public at large. The association also maintains a statewide computer client intake and informational management system, CASTINET, for the agencies.

Demand Side Management

The Demand Side Management Program is a grant which is part of the Low-Income Home Energy Assistance Program, but the services that are provided are unique. It allows Community Action Kentucky to provide technical assistance to ongoing utility funded partnerships and works toward the creation of other new utility, energy conservation or assistance programs. For example, Community Action Kentucky has begun a new partnership with Kentucky Power in five eastern Kentucky counties. Kentucky Power can provide an ongoing benefit to some low-income customers through the coldest winter months and the hottest summer months. Community Action Kentucky also tracks federal and state legislation that affect utility industry restructuring so that we may be able to help the low-income households of Kentucky. Additionally, Community Action Kentucky frequently intervenes in utility rate cases and other proceedings at the Public Service Commission on behalf of low-income consumers. In Kentucky over 50% of the Community Action Agencies are involved in the operation of utility funded energy assistance or conservation programs.

Earned Income Tax Credit

Community Action Kentucky received the Earned Income Tax Credit and other Asset Formation Opportunities grant through the Office of Community Services. This initiative is a partnership between the Kentucky Domestic Violence Association, Community Action Kentucky and several other project partners. The Earned Income Tax Credit program will be available in 33 counties and provide free tax preparation, financial counseling and credit repair to low-income families.

Head Start Grantees Unemployment Insurance Trust

Community Action Kentucky provides staff support to the Kentucky Head Start Grantees Unemployment Insurance Trust. The Trust is composed of eight Head Start Grantees, seven of which are Community Action Agencies. The Trust was established to allow Head Start Grantees to set aside their own funds in a separate account to pay their own unemployment insurance claims. Community Action Kentucky works with the Trust's legal counsel and Investment Portfolio Manager and handles other administrative tasks for the Trust to help its members meet their responsibilities.

Healthy Marriage Initiative

Community Action Kentucky received the Promoting Healthy Marriages grant through the Office of Community Services. Project staff coordinate trainings and provide technical assistance to the Community Action member agencies as they begin to implement Healthy Marriage Initiatives across the state. As a result, families will receive the support services to enable them to develop a healthy relationship and strengthen their family and agencies will strengthen their case management skills and abilities.

Housing Program

The Housing Program is funded by grants and loans from the Kentucky Housing Corporation. Community Action Kentucky has established a revolving loan fund to help low-income families borrow money at below market interest rates for repairs and rehabilitation of their homes. Community Action Kentucky also operates the Non-Profit Housing Loan Production and Repair Program, which is designed to use non-profits to spur production of new housing and the rehabilitation of existing projects. The program encourages non-profits to use a variety of different funding sources to build new units of affordable and safe housing for low-income citizens in Kentucky.

Community Action Kentucky Programs and Services

Information Technology

Information is essential to the strength of Kentucky's Community Action network. Data collection, analysis and reporting are not only requirements of the programs we operate, but vital to understanding the needs of Kentuckians and to building better services. Our data systems capture and process millions of records that represent the milestones and achievements of the people whose lives we strive to improve. Our network is further strengthened through the use of technology by distributing information on our websites, listservs, and through webinars and online real time training sessions. Through these technologies, we build the capacity of local Community Action Agencies across the state to meet the needs of the hundreds of thousands of Kentuckians we serve annually.

Insurance Program

Community Action Kentucky provides group health insurance services in which 15 of Kentucky's 23 Community Action Agencies participate. The association staff works with its agent of record to negotiate benefit design and renewal rates with the insurer, Anthem-Blue Cross of Kentucky. The association also has a dental program with Delta Dental of Kentucky in which several agencies also participate. The program is important as it helps hold down benefit costs for the workers of the Community Action network.

Low-Income Home Energy Assistance Program

The largest program operated by Community Action Kentucky, the energy assistance program helped approximately 240,000 low-income families pay over \$31 million in heating bills in the 2006-2007 heating season. Customers are helped with natural gas, electric bills, and bulk fuels such as: propane, fuel oil, wood, and Kerosene. Community Action Kentucky provides administration, training, and monitoring of the statewide program and subcontracts with the 23 Community Action Agencies for program intake and implementation. Many of the households are vulnerable families with members that are elderly, disabled, or have small children. The association operates a year round toll-free hotline that gives information about the program to vendors, agencies, and prospective consumers. This information to consumers may include program guidelines, application procedures, site locations, Public Service Commission regulations regarding utility services, and more.

Marketing

Community Action Kentucky leads a state-wide initiative with the 23 Community Action Agencies in implementing an on-going communication and marketing strategy. The goal will be to increase awareness and knowledge of the issues facing low-income individuals and families and the solutions that Community Action Kentucky brings to the table to address these challenges.

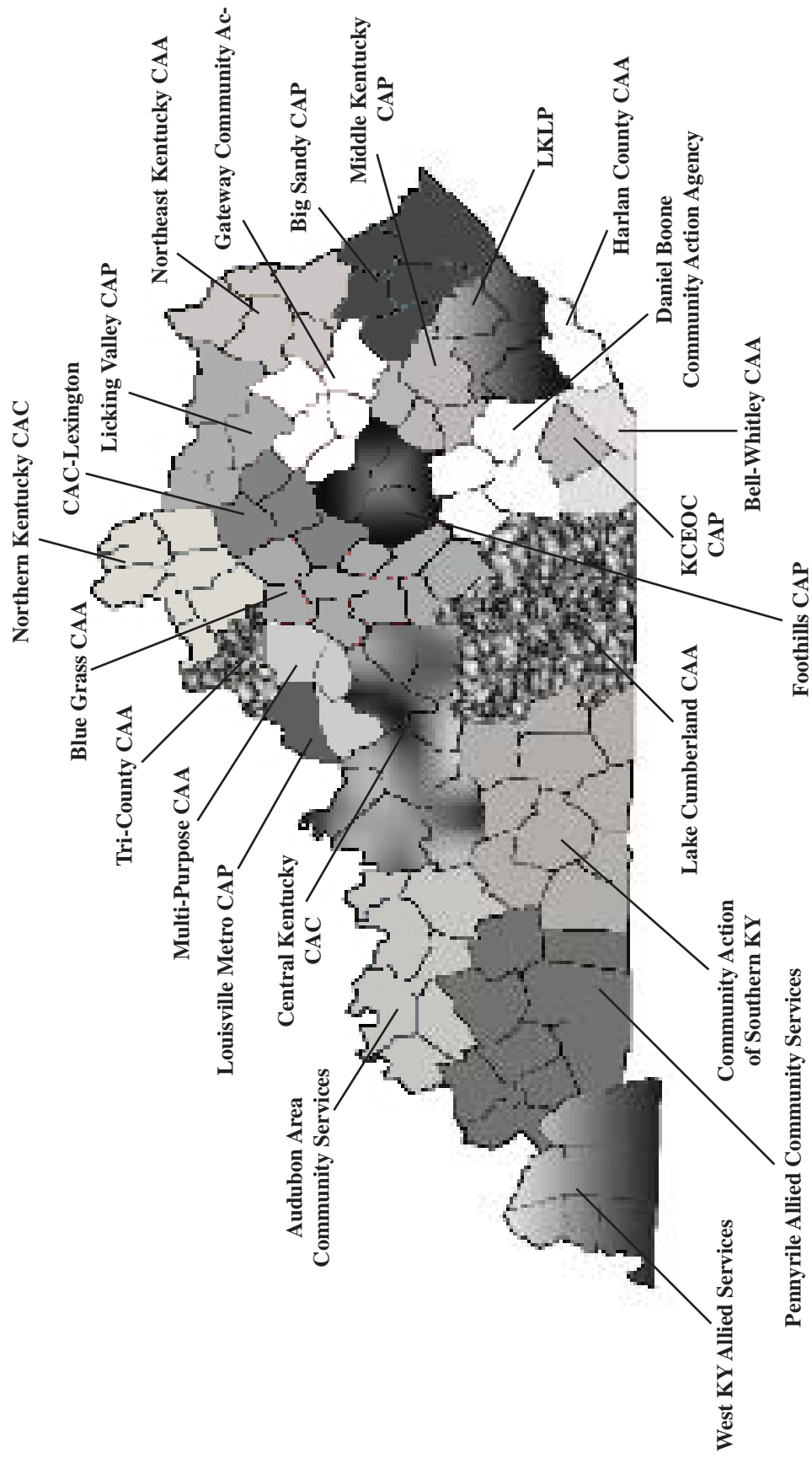
Rural Community Assistance Program

The Rural Community Assistance Program is designed to help low-income families, small communities, and local officials find solutions to water and wastewater problems. The overarching goal of the Rural Community Assistance Program is to ensure that rural communities have access to clean, affordable, and safe drinking water and sustainable communities. To facilitate that goal, Community Action Kentucky serves as a liaison between rural communities, funding sources, engineering firms, and other stakeholders. The Rural Community Assistance Program serves as a free technical resource for rural communities that do not have the resources and staff to fully explore these issues. Work done in this program may range from preparing environmental reports, developing and writing grant applications, providing capacity development trainings, facilitating community meetings, to completing required vulnerability assessments and more. The Rural Community Assistance Program has partnered with the Personal Responsibility in a Desirable Environment program (PRIDE), spearheaded by Congressman Hal Rogers of the 5th District, as well as, the Rural Community development initiative.

Weatherization Program

The Weatherization Program lowers the energy consumption and home heating costs for households below 150% of the federal poverty guidelines. The Weatherization Program achieves these goals by providing a variety of conservation, health and safety measures including: adding attic insulation, stopping air infiltration, repairing or replacing inefficient heating systems, and more. The program also has an educational component to help low-income households learn to conserve energy. Community Action Kentucky operates the program through a network of 22 Community Action Agencies and one governmental entity. In 2006-2007, Community Action Agencies weatherized 2,255 homes statewide. The federal Department of Energy estimates that homes that receive Weatherization see a reduction of their energy consumption by an average of 20%.

Kentucky Community Action Agencies



Agency Profiles

Audubon Area Community Services

Ronald Logsdon, Executive Director
1800 West 4th Street, P.O. Box 20004
Owensboro, KY 42304-0004
270/686-1600 Fax: 270/686-1614
Web Site: www.audubon-area.com
Email: RonLogsdon@audubon-area.com

Service Area: Daviess, Hancock, Henderson, McLean, Ohio, Union, and Webster

Bell-Whitley Community Action Agency

Peggy S. Capps, Executive Director
129 Pine Street, P.O. Box 159
Pineville, KY 40977
606/337-3044 Fax: 606/337-1439
Web Site: www.bell-whitley.org
Email: peggyscapps@bell-whitley.org

Service Area: Bell and Whitley

Big Sandy Area Community Action Program

James Michael Howell, Executive Director
Johnson County Courthouse
230 Court Street
Paintsville, KY 41240
606/789-3641 Fax: 606/789-8344
Email: mhowell@bsacap.org

Service Area: Floyd, Johnson, Magoffin, Martin, and Pike

Blue Grass Community Action Partnership

Steve Stivers, Executive Director
111 Professional Court, P.O. Box 738
Frankfort, KY 40601
502/695-4290 Fax: 502/695-1075
Web Site: www.bluegrasscommunityaction.org
Email: Steve.Stivers@bgcap.org

Service Area: Anderson, Boyle, Franklin, Garrard, Jessamine, Lincoln, Mercer, Scott, and Woodford

Central Kentucky Community Action Council

Tom Moorman, Executive Director
332 Hood Avenue, P.O. Box 830
Lebanon, KY 40033
270/692-2136 Fax: 270/692-4530
Email: tmoorman@ckcac.org

Service Area: Breckinridge, Grayson, Hardin, Larue, Marion, Meade, Nelson, and Washington

Community Action Council for Lexington-Fayette, Bourbon, Harrison and Nicholas Counties

Jack E. Burch, Executive Director
710 West High Street, P.O. Box 11610
Lexington, KY 40576
859/233-4600 Fax: 859/244-2219
Web Site: www.commaction.org
Email: jburch@commaction.org

Service Area: Bourbon, Fayette, Harrison, and Nicholas

Community Action of Southern Kentucky

Cheryl Allen, Executive Director
921 Beauty Avenue, P.O. Box 90014
Bowling Green, KY 42102-9014
270/782-3162 Fax: 270/842-5735
Web Site: www.casoky.org
Email: callen@casoky.org

Service Area: Allen, Barren, Butler, Edmonson, Hart, Logan, Metcalfe, Monroe, Simpson, and Warren

Daniel Boone Community Action Agency

Mike Buckles, Executive Director
1535 Shamrock Road
Manchester, KY 40962
606/598-5127 Fax: 606/598-4330
Email: Mike.Buckles@danielboonecaa.org

Service Area: Clay, Jackson, Laurel, and Rockcastle

Foothills Community Action Partnership

Vicki Jozefowicz, Executive Director

309 Spangler Drive

Richmond, KY 40475

859/624-2046 Fax: 859/624-2049

Web Site: www.foothillscap.org

Email: jozef@ipro.net

Service Area: Clark, Estill, Madison, and Powell

Gateway Community Action

Dennis Gulley, Executive Director

124 College Street, P.O. Box 367

West Liberty, KY 41472

606/743-3133 Fax: 606/743-1130

Web Site: www.gcscap.org

Email: dennis.gulley@gcscap.org

Service Area: Bath, Menifee, Montgomery, Morgan, and Rowan

Harlan County Community Action Agency

Donna Pace, Executive Director

319 Camden Street, P.O. Box 1556

Harlan, KY 40831

606/573-5335 Fax: 606/573-9341

Email: hccaa@harlanonline.net

Service Area: Harlan

KCEOC Community Action Partnership

Paul Dole, President/CEO

Physical Address: 5448 US 25E, Suite A, Gray, KY 40734

Mailing Address: P.O. Box 490, Barbourville, KY 40906

606/546-3152 Fax: 606/546-5057

Web Site: www.kceoc.com

Email: pdole@kceoc.com

Service Area: Knox

Lake Cumberland Community Action Agency

Bruce B. Brown, Executive Director
23 Industry Drive, P.O. Box 830
Jamestown, KY 42649
270/343-4600 Fax: 270/343-2800
Web Site: www.lc-caa.org
Email: bruce@lc-caa.org

Service Area: Adair, Casey, Clinton, Cumberland, Green, McCreary, Pulaski, Russell, Taylor,
and Wayne

Licking Valley Community Action Program

Judy L. Planck, Executive Director
203 High Street
Flemingsburg, KY 41041
606/845-0081 Fax: 606/845-0418
Web Site: www.lvcap.com
Email: jplanck@lvcap.com

Service Area: Bracken, Fleming, Lewis, Mason, and Robertson

LKLP Community Action Council

Joe Duke, Executive Director
398 Roy Campbell Drive
Hazard, KY 41701
606/435-7996 Fax: 606/487-1872
Web Site: www.lklp.org
Email: exe.office@lklp.net

Service Area: Knott, Leslie, Letcher, and Perry

Louisville Metro Community Action Partnership

Mary Elizabeth Miles, Executive Director
810 Barrett Avenue
Louisville, KY 40204
502/574-1157 Fax: 502/574-1246
Web Site: www.louisvilleky.gov/CAP/
Email: Mary.Miles@louisvilleky.gov

Service Area: Jefferson

Middle Kentucky Community Action Partnership

Darrell R. Shouse, Executive Director

1137 Main Street, Suite 106

Breathitt County Courthouse

Jackson, KY 41339

606/666-2452 Fax: 606/666-9780

Email: mkcap@setel.com

Service Area: Breathitt, Lee, Owsley, and Wolfe

Multi-Purpose Community Action Agency

Rusty Newton, Executive Director

213 Washington Street, P.O. Box 305

Shelbyville, KY 40066

502/633-7162 Fax: 502/633-7254

Web Site: www.mpcaa.org

Email: rusty@mpcaa.org

Service Area: Bullitt, Shelby, and Spencer

Northeast Kentucky Community Action Agency

David Carroll, Executive Director

539 Hitchins Avenue

Olive Hill, KY 41164

606/286-4443 Fax: 606/286-6733

Email: dcarroll_northeast@yahoo.com

Service Area: Boyd, Carter, Elliot, Greenup, and Lawrence

Northern Kentucky Community Action Commission

Florence Tandy, Executive Director

717 Madison Avenue, P.O. Box 931 (41012-0931)

Covington, KY 41011

859/581-6607 Fax: 859/655-2949

Email: ftandy@nkcac.org

Service Area: Boone, Campbell, Carroll, Gallatin, Grant, Kenton, Owen, and Pendleton

Pennyrile Allied Community Services

John Tedder, Executive Director
1100 South Liberty, P.O. Box 549 (42241-0549)
Hopkinsville, KY 42240
270/886-6341 Fax: 270/885-6078
Email: pacsjt@apex.net

Service Area: Caldwell, Christian, Crittenden, Hopkins, Lyon, Livingston, Muhlenberg, Todd, and Trigg

Tri-County Community Action Agency

Rusty Newton, Executive Director
Physical Address: 1015 Dispatchers Way, LaGrange, KY 40031
Mailing Address: P.O. Box 578, Shelbyville, KY 40066
502/222-1349 Fax: 502/222-0968
Web Site: www.tricountycaaky.org
Email: rusty@tricountycaaky.org

Service Area: Henry, Oldham, and Trimble

West Kentucky Allied Services

John Tedder, Executive Director
222 West Water Street, P.O. Box 736
Mayfield, KY 42066
270/247-4046 Fax: 270/247-2158
Email: pacsjt@apex.net

Service Area: Ballard, Calloway, Carlisle, Fulton, Graves, Hickman, Marshall, and McCracken



Statement of Activities

For the Year Ended June 30,

2007

Revenue:

RCAP	\$ 348,501
KY Unemployment Insurance Trust	3,000
LIHEAP	35,011,131
Weatherization	9,278,882
DSM	28,040
CSBG	125,000
NHPR Grant Received	29,830
OCS	171,900
CCF	96,809
KU HEA Program	73,079
AEP Program	5,800
Interest Income	13,270
BC/BS Insurance Program	155,363
Dues	17,755
Other Income	145,280

Total Revenue \$ 45,503,640

Expenses:

Salaries	\$ 564,367
Fringe Benefits	183,822
Subrecipient Payments	44,087,405
Professional Services	19,157
Consultants	98,375
Education	10,710
Travel	64,155
Meeting	56,656
Telephone	21,196
Postage	4,676
Rent	3,500
Supplies	42,122
Publications & Subscriptions	7,278
Dues/Fees	5,662
Insurance	98,474
Printing	8,269
Advertising	1,234
Utilities	4,522
Repairs & Maintenance	18,375
Marketing	21,000
Depreciation	23,960
Interest	3,435
Other Expenditures	\$ 978

Total Expenses \$ 45,349,328

Agency Balance \$ 154,312

Staff Directory

Kip Bowmar	Executive Director
Susanne Funken	IT Manager
Candace Mattison	Community Services Director
Stephanie Mattison	Office Manager
Roger McCann	Chief Information Officer
Melissa McClain	Executive Assistant
Dan McKenzie	Energy Program Director
Melissa Melton	RCAP Field Agent
Kimberly Padgett	RCAP Program Director
Chris Wells	RCAP Field Agent
Susan Young	Finance Director

Community Action Kentucky, Inc.

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Frankfort, KY 40601
Phone: 502/875-5863 Fax: 502/875-5865

To learn more about Community Action in Kentucky, please visit www.kaca.org.

Community Action Kentucky Executive Director

Kip Bowmar

2006-2007 Board of Directors Executive Committee

Rick Baker, Chair

Darrell Shouse, Vice Chair

Rusty Newton, Secretary

Paul Dole, Treasurer

At Large

Peggy Capps

James Michael Howell

Board Members

Cheryl Allen

Ron Logsdon

Bruce Brown

Mary Elizabeth Miles

Mike Buckles

Tom Moorman

Jack Burch

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David Carroll

Judy Planck

Joe Duke

Steve Stivers

Dennis Gulley

Florence Tandy

Vicki Jozefowicz

John Tedder

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the Cabinet for Health and Family Services.

