

COMMUNITY HEALTH PRIORITY AREA: AFFORDABLE HOUSING

Description of Program/Project:

Affordable Housing Committee

The lack of affordable housing was identified as a major community infrastructure problem in the Washington County area. The Affordable Housing Committee was formed in January 2010 to further assess housing gaps and barriers, and develop a housing advocacy group designed to pull community partners together to increase and preserve the supply of decent, affordable, accessible housing for low- and moderate-income households in Washington County.

Mission:

To mobilize community partners to increase access to affordable housing through committed action

Goals:

1. Form Local Housing Advocacy Group for Washington County
2. Develop Mission and Goals for the Group
3. Assess and Promote Awareness of Housing Needs and Issues in Washington County
4. Hold a Housing Summit Meeting for Stakeholders in our Community
5. Raise \$20,000 to fund this project effort

2011 Activities/Accomplishments:

- 11) Developed an Action Plan to Launch the Community Housing Advocacy Group
- 12) Partnered with Community Action Resource and Development, Inc. and received a Bartlesville Regional United Way Venture Grant to assist in the development of the Housing Advocacy Group
- 13) Formed six action teams
- 14) Held a brainstorming session to develop the direction of the housing advocacy group
- 15) Partnered with the Oklahoma Health Equity Campaign to develop a position statement on housing and the impact on health
- 16) Researched several housing action programs across the United States
- 17) Hosted an "Affordable Housing Planning Summit" to raise awareness about the lack of affordable housing, garner support and increase community partners

"Excellent planning summit today. I think it opened a lot of eyes and gave many food for thought on things they might do going forward. It was well worth the time." – LeRoy Shepherd, Summit Participant



COMMUNITY HEALTH PRIORITY AREA: HISPANIC NEEDS

CASA HISPANA HISPANIC OUTREACH CENTER

Casa Hispana was the Washington County Wellness Initiative's first project. Timing played a key role in bringing about the success of the establishment of this organization. In 2003 ConocoPhillips Hispanic heritage employees created a Bartlesville chapter of the ConocoPhillips Hispanic Network. In 2004 the Hispanic Resources Committee was formed as a part of the Washington County Wellness Initiative. In 2005 Siemens provided fiscal resources in furnishings and equipment to enable Casa Hispana to become operational. All three groups partnered with the Bartlesville Community Foundation to establish the nonprofit Casa Hispana Hispanic Outreach Center, who opened its doors January 2, 2005. (www.casa-hispana.org)

Mission:

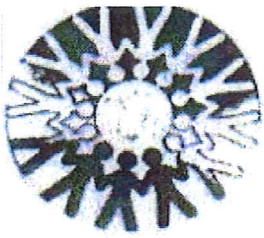
The Mission of Casa Hispana is to positively integrate Hispanics by networking information, capabilities and services, creating opportunities for full participation and contribution in our community.

Goals:

1. To assist Hispanic individuals learn about their community, citizenship and resources
2. To assist community organizations with interpreting, translation and working with Hispanic individuals and families

2011 Activities/Accomplishments:

1. Continued to assist over 200 Hispanic individuals and families per month with community information, connection to resources and consultation
2. Partnered with the Bartlesville Community Center to introduce Hispanic youth and their families to the arts by providing opportunities to attend concerts
3. Partnered with the Price Tower Arts Center to provide opportunities for Hispanic individuals and families to tour new art exhibits
4. Developed a Thrift Shop that is open each Friday to help provide funding to support the operations of Casa Hispana
5. Establish a Tamale Fundraiser
6. Partnered with local businesses such as Doenges and Price Meat Market to help support the work of Casa Hispana
7. Developed a global partnership with the JustHope, Inc. (www.justhope.org) organization to support workforce development for women in Nicaragua



COMMUNITY HEALTH PRIORITY AREA: MENTAL HEALTH

Mental Health Workgroup

In 2006, members of the Washington County Wellness Initiative formed the Mental Health Workgroup to further assess the mental health needs of the community and set priorities for action. Highlights of accomplishments for this group included the following: partnered with the Bartlesville Regional United Way and Samaritan Counseling and Growth to develop the “*Indigent Counseling Program*”, which provides an opportunity for adults who have no other resources to receive counseling services; offered a *Community Networking Seminar* where local mental health providers gave an overview of their services; developed a *Mental Health Provider’s Directory*, listing available mental health services, resources and support groups; worked with the Cherokee National Behavioral Health Services to develop the *Suicide Prevention Project*; began discussions on developing a *Mental Health Court*.

In 2008, the Washington County Wellness Initiative partnered with the Oklahoma Commission on Children and Youth to develop a broad based Key Informant Survey. This study covered a wide range of needs including health and mental health, education, poverty, and transportation. Wellness Initiative leaders asked Commission staff to develop more detailed recommendations in the area of mental health and to provide consultation to the Mental Health Work Group in securing improvements in services for the Washington County area. The following is a summary of priority needs identified:

1. Children and families with low incomes face shortages of quality accessible mental health and family education services.
2. Adults with low income are frequently unable to secure mental health services which are of high quality, available in a timely manner, and available on a one-on-one basis.
3. There are insufficient numbers of qualified mental health counselors available in the Washington County area.
4. There are insufficient psychiatric services and psychological services available.
5. There are insufficient drug prevention and treatment programs within the area.

In May of 2009, a meeting was held to discuss combining the Mental Health Work Group, the Washington County Association for Mental Health, the Systems of Care Planning Function and the OCCY Partnership Board. The Washington County Association for Mental Health is a 501 (c) 3 not for profit organization that has been in existence since the 1960s. All four groups agreed to join forces and establish new by-laws, election of officers and regular meeting times.

Mission:

The purpose of the Washington County Association for Mental Health shall be to improve mental health by promoting the development of community programs and policies.

Goals:

- Increase availability of quality mental health services for children and adults
- Strengthen mental health workforce recruitment, retention and training
- Provide a full range of preventative mental health services
- Include inpatient and outpatient day treatment for persons with drug addictions
- Improve communication and joint planning among mental health providers

2011 Activities/Accomplishments:

1. Continued to offer regular meetings of the combined Washington County Association for Mental Health
2. Continued to offer school based services at the Bartlesville Mid-High, Central Middle School and Tri County Technology Center
3. Assisted with the development of the HUB Afterschool program offered at the Bartlesville Mid High
4. The *Indigent Counseling Project* became a regular program offered through Samaritan Counseling and Growth and continues to provide counseling for indigent adults
5. The Workforce Development Committee met to discuss and develop plans to address the training and workforce needs of behavioral health providers and organizations in the area
6. Updated the Washington County Mental Health Directory
7. Worked with the Access to Health Care Committee to advocate for the development of a Federally Qualified Community Health Center which will offer psychiatric and counseling services for low income populations
8. Partnered with Family Life Symposium to offer trainings about bullying
9. Offered two Ethics trainings for behavioral health professionals

COMMUNITY HEALTH PRIORITY AREA: MENTAL HEALTH / SUICIDE PREVENTION

Washington County Suicide Prevention Coalition

The Suicide Prevention Coalition has grown in membership over the last year. Currently, there are more than forty (40) members and community partners. Subcommittees were developed and are actively working on action projects in the areas of prevention, intervention, and postvention.

Mission:

To prevent suicide in Washington County through awareness, education and effective prevention, intervention and postvention.

Goals:

1. To reduce the rate of Suicide in Washington County.
2. To have 25% of the community in Washington County trained in Question, Persuade, and Refer (QPR) training by 2015.
3. To provide resources and awareness of suicide to citizens and business.
4. Offer Gatekeeper Programs, ASIST and Mental Health First Aid, twice a year.
5. Develop and Implement a Suicide Prevention Surveillance System (SPSS).
6. Assist Tri-county Technology Center (TCT) in Implementing of the Columbia TeenScreen.

2011 Activities/Accomplishments:

- 1) The Coalition manned an Exhibition Booth at the 2011 Suicide Prevention Conference held in Tulsa, Oklahoma.
- 2) Participated with Suicide Prevention Week in September, by providing information and gun locks to interested citizens at five (5) area locations throughout Bartlesville, Ramona, and Dewey.
- 3) The Coalition also provided support and was present at the Kirk Smalley anti-bullying and suicide lecture at Central Middle School
- 4) In November, a Candle lighting Ceremony was held in recognition of its Suicide Survivors.
- 5) A designated QPR trainer from Washington County Health Department's Wellness Initiative has worked collaboratively with the Coalition and has trained more than 2,192 community members in the last year. ConocoPhillips, one of the county's largest employers, had approximately 2,015 of their employees to date.
- 6) The Coalition has worked with the Washington County Health Department to offer Grief Workshops. The workshop is instructed by an Advanced Bereavement Facilitator and Coalition member.
- 7) Tri-County Technology (TCT) Center performed wellness screenings on their students in Fall 2011. Approximately 70 were completed through the Columbia TeenScreen.
- 8) The Development of the Suicide Prevention Surveillance System (SPSS) is in its final stages of completion. Trenton South provided his IT talents and time on this project. Anticipated date for completion is December 2011. Stages of implementation of the SPSS to targeted providers will begin 2012.

Suicide Prevention Coalition members hold a candle light vigil in honor of survivors who have lost a loved one to suicide.



COMMUNITY HEALTH PRIORITY AREA: MENTAL HEALTH / SUBSTANCE ABUSE PREVENTION

Description of Program/Project:

Washington County Anti-Drug Network

The Washington County Anti Drug Network was developed through the Washington County Wellness Initiative's Mental Health Work Group. Members of the Cherokee Nation Behavioral Health Services first met with members of the Mental Health Work Group in August 2007 to explain the SPF SIG grant that would include Washington County. The Cherokee Nation staff stated that the goal was to determine need with emphasis on alcohol and drug issues, in order to develop initiatives/programs to meet the need. In March, 2008, the "Cherokee Nation Anti-Methamphetamine Coalition" was established, officers were appointed and a by-laws committee was developed. The group later renamed the coalition as the "Washington County Anti Drug Network" (WCADN). The WCADN is an independent functioning coalition with complete control of all decision making. The Early Childhood Resource Center functions as the fiscal agent. A prevention specialist was hired in September, 2008. Currently, the Washington County Anti Drug Network has 15 active coalition members and meets monthly to address the prevention needs of the community. The focus for the past year has been on preventing underage drinking and changing the social norms.

Vision:

Washington County will have a continuum of services for families, children, and youth that are accessible, available, effective, efficient, and affordable to support, strengthen and build protective factors in our community and prevent youth substance abuse.

Mission:

Creating a better future for families, children and youth through drug prevention efforts.

Goals:

1. To reduce the number of Alcohol-related arrests/offenses in Washington County by changing policy and procedures on charges made, educating public on consequences of drinking and driving, change the social norm of underage drinking to a no tolerance policy.
2. To educate the community on healthy ways to mentor to youth, strengthen our relationship with law enforcement by educating them on what our alcohol abuse data shows, and promote programs implemented to decrease drug and alcohol use in Washington County youth.

2011 Activities/Accomplishments:

Funded the start-up and supported the Run the Streets program (Alternative to traditional probation and mentoring program)

Crimestoppers Student Program was implemented in 5 schools serving 6-12th graders in Bartlesville.

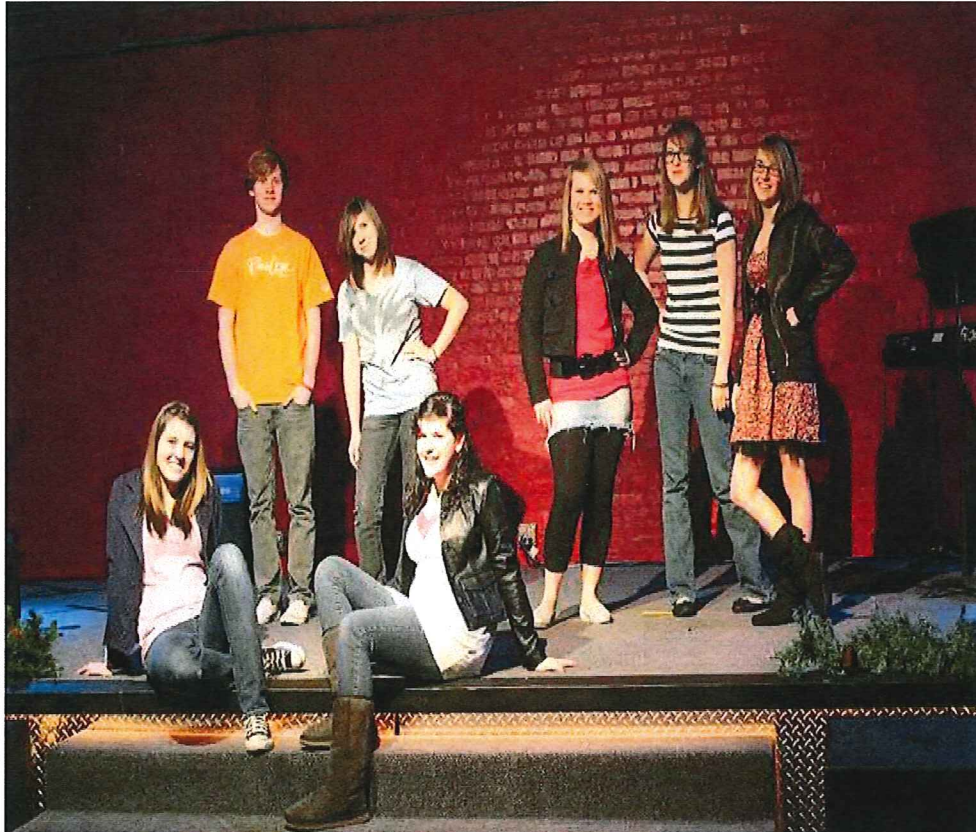
Young Adult Koalition (YAK) worked on passing the Social Host Law and Alternative activities for youth; our President is also serving on the State 2M2L Council.

Free Adolescent UA program with Turning Point Alcohol and Drug Center to test for Alcohol and drugs in youth.

Compliance Checks with retailers to check for the sale of alcohol and tobacco to minors.

Red ribbon week- provided 5,000 bracelets with a positive message against drug use to all elementary students county wide.

BPS administered the American Drug and Alcohol Survey in Bartlesville schools to all students in 9-12th grade.





COMMUNITY HEALTH PRIORITY AREA: POVERTY

Description of Program/Project:

POVERTY ALLEVIATION COALITION

In 2005, the Washington County Wellness Initiative identified poverty as a critical community health priority area and formed the Poverty Alleviation Coalition as a result. Coalition members researched successful poverty alleviation models across the country and identified the *Bridges Out of Poverty* model as a starting point. The coalition wrote and received a United Way Venture Grant to offer a pilot program to train community members on *Bridges Out of Poverty*, offer *Getting Ahead* classes for individuals in poverty and provide opportunities for individuals to participate in Transformational Leadership training with Move the Mountain. A planning team was established and developed the Building Bridges Program, which is now a standalone program that continues to offer *Getting Ahead* classes and the *Circles Program*TM.

Members of the coalition partnered with Vision Onward, Inc. to assist in the development of the Pathway Transitional Housing Program. Vision Onward is a nonprofit faith based organization in Bartlesville, dedicated to responding to human needs by collaborating with the wider community to improve quality of life and build mutual respect among people of diverse racial, ethnic and social groups. The Pathway Transitional Housing Program is in its third year of operation and gives low income individuals an opportunity to become self sufficient by providing a place to live rent and utility free for a minimum of 12 months. Residents must be working in order to qualify for the program. Residents agree to participate in a mandatory training program that includes financial literacy, financial management, credit repair, job skills, parenting, and *Getting Ahead*, a 20 week, comprehensive curriculum designed to shift one's mindset and help individuals build resources for a better life.

Members of the coalition also partnered with Martha's Task to offer *Getting Ahead* classes to their workforce participants.

In 2006, the Washington County Health Department partnered with Church Women United to develop a Car Repair Project that assists low-income individuals with transportation needs such as car repairs, car insurance and car tags. In addition, three car repair clinics have been offered. The partnership expanded to include Tri County Technology Center's Automotive Repair Technology class. Currently, screening of applicants is provided by the Washington County Health Department and CONCERN.

In 2011 Project Prom was developed to allow low income youth residing in Washington County the opportunity to attend their high school prom. Dana Gore spearheaded this collaborative effort and the first event was held in April of this year. In Dana's words, "My vision in starting project prom was to give girls, who would not be able to afford prom the experience of prom, I want them to have the experience of the whole day, the hair, the make-up, and a little pampering-I want them to feel beautiful. I think that when you help a girl see how beautiful she is, it can change her perspective of herself, and give her the confidence she needs to become a beautiful, confident young woman and really value themselves." Over sixteen youth received help with either getting a prom dress, tuxedo, jewelry, make-up, hair style and/or restaurant coupons.

2011 Activities/Accomplishments:

- 1) Ronda Harris, Vision Onward Transitional Housing graduate developed a *Mental Model for Community Prosperity*, in partnership with aha! Process. Ms. Harris presented this model and shared her story at several trainings, meetings and conferences throughout the state of Oklahoma this year;
- 2) Father Lee Stephens provided *Bridges Out of Poverty* presentations and workshops in at least ten cities in Oklahoma which are now becoming *Bridges Communities* and starting *Getting Ahead* Classes.
- 3) The Pathway Transitional Housing Program housed 15 residents and 19 children in 2011
- 4) Eight residents completed *Money Smart* offered by Bank of Oklahoma;
- 5) All residents received credit reports, individual credit counseling and a plan to improve credit scores;
- 6) All residents participated in a money management program managed by CONCERN;
- 7) Residents have saved a total of \$15,540 with an average savings of \$1,943;
- 8) Wrote and received a Bartlesville Regional United Way Venture Grant for an Assets for Independence matched savings program for residents of the Pathway Transitional Housing Program;
- 9) Wrote a federal Assets for Independence grant;
- 10) Church Women United assisted 36 individuals with car repairs, insurance and/or tags for a total cost of \$5,474;
- 11) Project Prom helped sixteen youth attend prom.



COMMUNITY HEALTH PRIORITY AREA: PREVENTATIVE CARE

Description of Program/Project:

Preventative Health Partnership – Jan Boomer, Chair

Vision and/or Mission Statement: “Promoting Safe and Healthy Lifestyles”

Goals:

- Safe Routes to School Bartlesville (International Walk to School Day, Bicycle Rodeos, Education and promotion of safety and physical activity, grant requirements)
- Joint Use of facilities (school and community)
- Tobacco Free Schools and Parks
- Certified Healthy Programs (business, school, campus, restaurant, community)
- Nutrition education for community

Activities/Accomplishments:

- Safe Routes to School Bartlesville - *Started SRTS Program Sept. 2009*
 - WTS Day:** October 2009, 2010, 2011 - Council proclamation, promotion, gather volunteers, secure prizes
 - Sidewalks:** December 2009 - began work on detailed engineering design in; March 2010 - completed preliminary plans and cost estimates for sidewalks & ramps; March 7, 2011 – construction began; August 2011 – primary construction complete at all schools; October 2011 – final walk through
 - Police officer safety presentations:** March 2010 - 3rd graders at Hoover (63 students) and Ranch Heights (80 students); April 2010 - 3rd graders at Kane (58 students) and 4th graders at Oak Park (24 students); presentations to PTOs at Hoover (12 attendees) and Jane Phillips (12 attendees; Sept 2010 – presentations to 3rd graders at Wilson & Jane Phillips
 - PD increased patrol & enforcement of elementary school speed zones & issuing numerous citations:** March 2010 to present, except summer months
 - Brochures:** June 2010 – began preparation of walking school bus brochure and walk/bike safety brochure; August 2010 – finalized 2 brochures and printed 2500 of each, distributed at elementary open houses on August 10
 - Elementary School Open Houses:** June 2010 – Began discussion on SRTS table at each open house; August 2010 – finalized posters, informational sheets, secured volunteers, manned tables at 7 elementary schools at Open Houses on August 10
 - Crossing Guard Training:** July 2010 – Prepared informational sheet and began recruitment ideas; August 2010 – Officer prepared training program, publicized in all media outlets (and asked for volunteer crossing guards); Held training in September (1 participant – the existing vol. crossing guard).
- Bicycle Safety Rodeo –
 - Oct. 09:** Started event research & preparation
 - Dec. 09:** Established committee, secured community partners
 - Jan. 10:** Began researching funding options
 - Feb 10:** Secured site, began sketching layout
 - Mar 10:** Distributed posters and flyers to 8 elementary schools, approx. 2600 students, completed final supplies list, secured donations, began solicitation of volunteers, began making props
 - April 10:** finalized layout, made hazards poster, purchased prizes, secured PA system, emcee, generators, fire truck, EMS, & Shriner popcorn van, secured more donations
 - May 1, 2010:** Held event – 37 participants; 80 volunteers (85 if you include those that helped with pre-planning); 7 skills stations, plus check-in, helmet fitting, bike inspection, bike registration, & safety presentation; prize drawings for 4 helmets, 1 boy bike, 1 girl bike; other attractions included 2 bike blenders with healthy smoothies, fire truck, and popcorn van; post event article in newspaper; thank you letters to donors and major participant organizations
- Walk to School Day –

2011- 7 schools: Madison/316 participants, Hoover/189 participants, Wayside/123 participants, Jane Phillips/180 participants, Kane/188 participants, Ranch Heights/221 participants, Wilson/255 participants
 2010- 6 schools: Hoover/253 participants, Jane Phillips/107 participants, Kane/111, Oak Park/161, Wilson/364, Madison/227
 2009- 4 schools: Kane/133 participants, Oak Park/116 participants, Wilson/306, Wayside/193



- Submitted SRTS grants/City of Bartlesville– 2012-13 after approval of travel plans; Wilson, JP, Kane, Hoover/Madison
- Promotion of Certified Healthy Programs
- Bicycle Rodeo – attached





COMMUNITY HEALTH PRIORITY AREA: TRANSPORTATION

Description of Program/Project:

Washington County Transportation Coalition

In 2011, years of visioning, study and planning came to a focus with plans for a flexible-fixed bus route for Bartlesville. For over fifteen years one of the greatest needs in our community has been transportation--especially for low-income individuals and families. The Washington County Transportation Coalition was formed in 2006 and has been exploring possibilities and trying to develop a workable plan. This year everything began to fall into place resulting in a pilot project which will start in January of 2012.

Mission:

To address the unmet transportation needs of Washington County in order to improve economic development and enhance quality of life

Goals:

7. To identify the transportation needs in Washington County
8. To pilot a flexible fixed route

2011 Activities/Accomplishments:

- 12) Conducted transportation focus groups with businesses, social services organizations and members of the target population
- 13) Researched existing transit programs
- 14) Developed a strategic action plan
- 15) Developed a proposal for a flexible-fixed route in Bartlesville in partnership with *CityRide*
- 16) Presented plan to potential sponsors
- 17) Received funding from Bartlesville Regional United Way, Arvest Bank, ConocoPhillips and Jane Phillips Medical Center to operate the pilot program in 2012
- 18) Met with City staff to review route and determine safety issues
- 19) Developed a marketing campaign



HOW TO GET INVOLVED

If you would like to become involved in working in one of the community health priority areas, please complete the Interest/Involvement form and mail to the Washington County Health Department, 5121 Jacquelyn Lane, Bartlesville, OK 74006. Attention: M'Liss Jenkins or contact M'Liss at djenkins@health.ok.gov, 918-335-6926.



Washington County Wellness Initiative

Working toward a common vision of "Healthy Communities"



RESOURCE/INVOLVEMENT FORM

DATE: _____

Name _____ Phone _____
Email _____ Cell Phone _____
Address _____ Community Sector _____

The purpose of this coalition is to transform and strengthen the public health infrastructure in Washington County through community-based action.

The success of this initiative is a result of local partners working together.

Please join us in this effort to create healthy communities by becoming involved in and/or offering resources for any of the following areas:

Please check the boxes that interest you the most!

HEALTH CARE ACCESS

- I would like to be a chairperson
- I would like to be a member of this committee
- I am interested in doing research about health care access in other communities
- I am willing to research and help with grant writing
- I have other ideas, or resources such as:
 - _____
 - _____

AFFORDABLE HOUSING

- I would like to be a chairperson
- I would like to be a member of this committee
- I would like to help organize a Housing Summit
- I am interested in doing research about affordable housing efforts in other communities
- I am willing to research and help with grant writing
- I am interested in learning more about the Rebuilding Together Program
- I am interested in learning more about the Housing Visions Program
- I would like to become more involved with Habitat for Humanity
- I am willing to research the Eastlake Foundation
- I am interested in developing a housing rehab program for Washington County
- I have other ideas, or resources such as:
 - _____
 - _____

TRANSPORTATION

- I would like to be a chairperson
- I would like to be a member of this committee
- I am interested in volunteering to repair cars
- I am willing to research and help with grant writing
- I am interested in helping with Church Women United's Car Repair Program by raising funds
- I am interested in developing a car donation program
- I have other ideas, resources such as:
 - _____
 - _____

MENTAL HEALTH

- I would like to be a chairperson
- I would like to be a member of this committee
- I am willing to research and help with grant writing
- I have other ideas, and resources such as:
 - _____

CHILD/ADOLESCENT PREVENTATIVE CARE

- I would like to be a chairperson
- I would like to be a member of this committee
- I am willing to research and help with grant writing
- I am willing to help with Safe Routes to School
- I am willing to work on and develop nutrition/physical activities for youth
- I would like to work on and develop physical activities/nutrition policies
- I have other ideas, and resources such as:
- _____
- _____

ADULT PREVENTATIVE CARE

- I would like to be a chairperson
- I would like to be a member of this committee
- I am interested in helping develop fitness and nutrition activities for individuals/groups
- I am willing to research and help with grant writing
- I am interested in helping develop policies
- I have other ideas, resources such as:
- _____
- _____

SUICIDE PREVENTION

- I would like to be a chairperson
- I would like to be a member of this committee
- I am interested in becoming a QPR instructor
- I am interested in starting a support group for survivors
- I am willing to help with a public awareness campaign
- I am willing to research and help with grant writing
- I have other ideas, resources such as:
- _____
- _____

POVERTY ALLEVIATION

- I would like to help with workforce development
- I am interested in helping develop Individual Development Savings Account for low-income individuals
- I am interested in working on and developing policy changes
- I am willing to research and help with grant writing
- I have other ideas, and resources such as:
- _____
- _____

WASHINGTON COUNTY ANTI-DRUG NETWORK

- I would like to be a member of this committee
- I am interested in working with the Youth Coalition
- I would like to help with media and community awareness
- I am willing to research and help with grant writing
- I am interested in learning more about how to prevent drug and alcohol abuse in Washington County
- I would like to help families with Christmas adopts or other needs
- I have other ideas, and resources such as:
- _____
- _____

EARLY CHILDHOOD RESOURCE CENTER

- I would like to help with media and community awareness
- I am interested in making homemade developmental toys to give to families
- I would like to help with developing an early childhood newsletter
- I am willing to research and help with grant writing
- I would like to help with planning fundraising events
- I have other ideas, and resources such as:
- _____

CASA HISPANA HISPANIC OUTREACH CENTER

- I would like to help with media and community awareness
- I speak Spanish and would like to help work with Hispanic individuals in need

- I am willing to research and help with grant writing
- I would like to help with planning fundraising events
- I have other ideas, and resources such as:
- _____

OTHER COALITION RESOURCES I HAVE TO OFFER

- Accounting
- Training/Education
- Communications
- Computer/Technology
- Data Collection/Analysis
- Evaluation
- Event Planning
- Graphic Design/Web Design
- Legal
- Marketing/Advertising
- Photography
- Public Policy/Laws
- Public Speaking
- Strategic Planning Other _____