The Indiana Commission to Combat Drug Abuse



Behavioral Health Division

Comprehensive Community Plan 2025

County:

Porter

LCC Name:

Hub Coalition Porter County

LCC Contact:

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County Commissioners:

Address:

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City:

Valparaiso

Zip Code:

46383

Vision Statement

Providing sustainable initiatives and resources to end substance use disorder in Porter County.

Mission Statement

Community hub responsible for building capacity, creating sustainability and providing resources to enhance the quality of life in Porter County by reducing substance use and the underlying causes and unintended consequences.

Men	nbership List				
#	Name	Organization	Race	Gender	Category
1	Cheryl Slack	Community Volunteer	Caucasian	Female	Volunteer
2	Albert Gay	Albert Gay, Inc. Consulting	African American	Male	Expert SUD
3	Daniel Dyer	Recovery Connection	Caucasian	Male	Recovery
4	Allen Grecula	320 Recovery	Caucasian	Male	Expert SUD
5	Natalie Dimovski	PATH	Caucasian	Female	Youth Serve
6	Amanda Alaniz	Portage Township Schools	Caucasian	Female	School
7	Ron Seman	Dunes Learning Center, Chesterton	Caucasian	Male	Civic
8	Andrea Sherwin	Mental Health America of NW Indiana	Caucasian	Female	Expert SUD
9	Trevor Powers	PATH	Caucasian	Male	Youth Serve
10	Stephanie Lencko	PATH	Caucasian	Female	Youth Serve
11	Anjelica Mendoza	Geminus Corporation	Caucasian	Female	Non-Profit
12	Carrie Zrodlowski	Valpo Nazarene	Caucasian	Female	Religious
13	Lynette Green	Calvary Baptist Church	Caucasian	Female	Religious
14	Kortney Persuhn	Baptist Children's Home	Caucasian	Female	Youth Serve
15	April Lauderdale	Porter County Adult Probation	Caucasian	Female	Expert SUD
16	Austin Haynes	Porter Police Department	Caucasian	Male	Law Enforcemt
17	Molly Payne	PC Juvenile Probation	Caucasian	Female	Youth Serve
18	Benjamin McFalls	Sheriff's Department	Caucasian	Male	Law Enforcement
19	Karyn Jankowski	Valparaiso United Methodist	Caucasian	Female	Religious
20	Janice Brown	Indiana DECA	Caucasian	Female	Youth Serving

21	Samantha Aguilar	Suicide Prevention Task Force	Hispanic	Female	Expert SUD
22	Kamryn Whitten	Family House	Caucasian	Female	Youth Serve
23	Janelle Lewin	Porter County Community Foundation	Caucasian	Female	Business
24	Alyssa Zilz	Mental Health America	Caucasian	Female	Healthcare
25	Brent Martinson	Chesterton HS	Caucasian	Male	School
26	Stefanie Kiest	Three 20 Recovery	Caucasian	Female	Recovery
27	Marcela Mejia	Purdue Northwest	Hispanice	Female	Higher Ed
28	Alendra Lucianao	Valparaiso University	Caucasian	Female	Higher Ed
30	Tim McCoy	Lamar Advertising Company	Caucasian	Female	Media
31	Carrie Higgins	Tobacco Education & Prevention Coalition	Caucasian	Female	Expert SUD
32	Kathrine Whitten	Family House	Caucasian	Female	Youth Serve
33	Chad Dutz	Valpo Fire Department	Caucasian	Male	Healthcare
34	Charles Garber	Valpo PD	Caucasian	Male	Law Enforcemt
35	Chelsea Winder	Kouts MS/HS	Caucasian	Female	School
36	Chip Pettit	Duneland School Corporation	Caucasian	Male	School
37	Chris Swickard	Chesterton Police Officer	Caucasian	Male	School
38	Chris Pumroy	Adult Probation Officer	Caucasian	Male	Law Enforcemt
39	Mitch Tabla	Valparaiso Baptist Chuch	Caucasian	Male	Religious
40	Chris Buyer	Porter County Juvenile Probation	Caucasian	Male	Government
41	Heather Foley	United Methodist Church of Chesterton	Caucasian	Female	Religious
42	MacKenna Schon	MAAC Center	Caucasian	Female	Business
43	Christopher Schoof	Chesterton PD	Caucasian	Male	Law Enforcemt
44	Eric Wood	Valparaiso Nazarene	Caucasian	Female	Religious
46	Chuck Harris	Porter County Recorder	Caucasian	Male	Government
47	Melissa Deavers	Portage Township School Corp.	Caucasian	Female	School
48	Clay Corman	Boone Grove HS	Caucasian	Male	School
49	Clint Mullet	Christ Lutheran	Caucasian	Male	Religious
50	Chris Schoof	Chesterton Police Department	Caucasian	Female	Law Enforce
51	Cynthia O'Dell	Indiana University Northwest	Caucasian	Female	Healthcare
52	Dan Grass	1st Lutheran Church	Caucasian	Male	Religious
53	Dan Kodicek	Portage Fire Chief	Caucasian	Male	Government

54	Adam Tenbarge	Duneland School Corporation	Caucasian	Male	School
55	Amy Tilley	HealthLinc	Caucasian	Female	Health
56	Carrie Gschwind	Porter County Health Department	Caucasian	Female	Health
57	Angela Wehner	Porter Starke Mental Health	Caucasian	Female	Health
58	Carrie Honeycutt	Porter County Health Department	Caucasian	Female	Health
59	Dave Kasarda	Duneland Family YMCA	Caucasian	Male	Youth Serving
60	Cathy May	Community Volunteer	Caucasian	Female	Parent
61	Chuck Bowen	Hickory Hills Treatment Center	Caucasian	Male	Treatment
62	David Cincoski	Town Manager of Chesterton	Caucasian	Male	Government
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64	Cyndi Dykes	Porter Co Coroner	Caucasian	Female	Government
65	DeLaney McGinley	Family & Youth Services Bureau of Porter Country	Caucasian	Female	Youth
66	David Viremic	Chesterton Municipal	Caucasian	Male	Government
67	Don Spears	Ivy Tech	Caucasian	Male	School
68	Donna Golob	PATH	Caucasian	Female	Youth Serving
69	Diane Driver	Community Volunteer	Caucasian	Female	Health
70	Doris Amling	Porter County Coroner's Office	Caucasian	Female	Government
71	Stefani Keist	320 Recovery	Caucasian	Female	Recovery
72	Todd Willis	Porter Starke Services	Caucasian	Male	Expert SUD
73	Esta Rosario	United Methodist Church	Caucasian	Female	Religious
74	Cisco Rodriguez	Chesterton Police Department	Caucasian	Male	Law Enforce
75	Tim Richardson	Chesterton Police Chief	Caucasian	Male	Law Enforcement
76	Stacey Garcelon	Anam Cara	Caucasian	Female	Health
77	Rachel Campbell	Duneland Chamber of Commerce	Caucasian	Female	Business
78	Kevin Nevers	Chesterton Municipal Media	Caucasian	Male	Government
79	Justin Frever	Chesterton Police Department	Caucasian	Female	Law Enforce
80	Chelsea Bramfeld	Duneland School Corporation	Caucasian	Female	School
81	Jill Schlueter-Kim	Girls on the Run	Caucasian	Female	Youth Serve
82	Gary Germann	PC Prosecutor	Caucasian	Male	Law Enforcemt
83	Gina Pike	Regional Mental Health	Caucasian	Female	Healthcare
84	Glen Fifield	Indiana State Police	Caucasian	Male	Law Enforce

85	Xavier Garcia	Veteran's Administration	Hispanic	Male	Government
86	Laura White	Veteran's Administration	Caucasian	Female	Government
87	Joel Hickman	WVLP	Caucasian	Male	Media
88	Gregg Kovach	WVLP	Caucasian	Male	Media
89	Melanie Golumbeck	Porter County Judicial	Caucasian	Female	Judicial
90	Megan Laird	Horizon Bank	Caucasian	Female	Business
91	Heather Rodriguez	Indiana Recovery Network	Caucasian	Female	Expert SUD
92	Alyssa Geer	Horizon Bank	Caucasian	Female	Business
93	Hollie Mokrzycki	LPA Counseling	Caucasian	Female	Healthcare
94	Jodi Aurand	Girls on the Run	Caucasian	Female	Youth Serve
95	Chelsea Naylor	Indiana Youth Institute	Caucasian	Female	Non-Profit
96	James Markle	NILEA	Caucasian	Male	Law Enforcemt
97	Jon Miller	Porter County Recorder	Caucasian	Male	Government
98	Scott Janson	Gateway Foundations	Caucasian	Female	Treatment
99	Jason Szemes	Indiana Excise	Caucasian	Male	Law Enforcemt
100	Jesse Harper	Union Township Trustedd	Caucasian	Male	Government
101	Jason Holaway	Porter PD	Caucasian	Male	Law Enforcemt
102	Jay Birky	PC Sheriff's	Caucasian	Male	Law Enforcemt
103	Lisa Leach	Youth Express	Caucasian	Female	Youth Serve
104	Matt Reynolds	PC Sheriff's Department	Caucasian	Male	Law Enforcemt
105	Jeff Balon	Sheriff's Department - Sheriff	Caucasian	Male	Law Enforcemt
106	Josh Noel	Hebron Police Department	Caucasian	Male	Law Enforce
107	Jeni Bolton	McDonald's	Caucasian	Female	Business
108	Kate Vena	Change Therapy	Caucasian	Female	Health
109	Joe Hall	Valparaiso Police Department	Caucasian	Female	Law Enforce
110	Jennifer Hippie	IU School of SW	Caucasian	Female	Volunteer
111	Jeremy Dalessio	Veteran's Administration	Caucasian	Male	Government
112	Mann Spitler	Local Author	Caucasian	Male	Community
113	Jake Monhaut	Portage Recovery Association	Caucasian	Male	Recovery

Monthly Meeting Schedule

January, February, March, April, May, June, July, August, September, October, November, and December. We meet the 2nd Thursday of every month at Porter County Community Foundation, 1401 Calumet, Valparaiso. December is the award and recognition ceremony. The meeting is in-person. Open and public welcome to attend or request to be on the agenda.

II. Community Needs Assessment

Community Profile

County Name

Porter County, Indiana

County Population

According to the U.S. Census Bureau 2023, the estimated population in Porter County was **175,335** which included 50.5% females. The demographic distributions of Porter County are different from the state. The majority of the population is white, which occupied 90.9% of the entire population. The second-largest population in Porter County in 2023 was Hispanic Latino at 1203%. The third-largest population in Porter County in 2023 as African American at 5.2% (U.S. Census Bureau, 2023). *Updated by epidemiologist*

Schools in the community

The second secon				
Porter County School Enrollment 2024				
School Corps	Female	Male	Total	
MSD Boone Township	530	542	1,072	
Duneland School Corporation	2,761	2,963	5,724	
East Porter County School Corp	1,176	1,232	2,408	
Porter Township School Corp	725	802	1,527	
Union Township School Corp	690	719	1,409	
Portage Township Schools	3,241	3,501	6,742	
Valparaiso Community Schools	3,155	3,227	6,382	
Total	12,278	12,986	25,264	

Medical care providers in the community (hospitals, health care centers, medical centers/clinics, etc.)

Northwest Health Porter, North Shore, Healthlinc, Franciscan Alliance

Mental health care providers in the community (hospitals with psychiatric/behavioral health units, mental health clinics, private/public providers, etc.)

Northwest Health Porter, Porter-Starke, Inc., North Shore, Healthlinc, Mental Health America, Franciscan Behavioral Health, Regional Mental Health, Heartland Recovery, Recovery Works, Midwest Center for Youth & Families, Hillman Psychological Service, Park Dale, Midwest American Psychological & Counseling Services

Service agencies/organizations

Family Youth Service Bureau, Care Counseling, Mental Health America, Recovery Connection, Family Focus, Family Youth Service Bureau, Family House, Portage Recovery Association, Samaritan Counseling Center, Inc, Lark's Nest Family Counseling Center, Place Counseling, Diann Bins Counseling, Sankofa Counseling, New Beginnings Counseling, To Be Light Ministries, Beyond Boundaries, INtreatment, Therapy Works, Focus Counseling, Wells Family Counseling, Duneland Counseling Center, The Joshua Center of Valparaiso, Family Concern Counseling, Innovative Counseling, Fresh Start, Choices! Counseling, Moraine House, Respite House, Alice's House, Women's Recovery Home, Recovery Works, Family House, Frontline Foundations, Healthy Kids, Greater Good, Tobacco Coalition, Be Safe, WVLP, Boys and Girls Club, YWCA, PACT, Intrepid Phoenix, Purdue University Northwest, Indiana University Northwest, Ivy Tech Community College, New Creations, Housing Opportunities, Caring Place, Community Foundation, Healthline, United Way, Porter County Suicide Prevention Task Force, Recovery Works, Graceful Yoga, Work One, Anam Cara, Girls on the Run.

Local media outlets that reach the community

Matters of Substance Podcast, Porter Life, WVLP, 103.1; NWI Times, Chesterton Tribune, Post Tribune, The Chronicle, Lakeshore Public TV/Radio, all Chicago media, all Adams Radio stations – Indiana 105, X-Rock 103.9; WZVN 107.1; WXRD; WLJE-FM; WAKE 1500 AM; WIMS-FM 95.1; WVUR-FM 95.1

What are the substances that are most problematic in your community?

Heroin/Opioids, Tobacco/Vaping, Marijuana, Alcohol-underage drinking, Fentanyl, Methamphetamine and Cocaine emerging.

List all substance use/misuse services/activities/programs presently taking place in the community.

Sticker Shock, Take Back Day, Overdose Lifeline, Above the Influence, Marijuana/Heroin/Opioid/Alcohol Town Halls, Matters of Substance Podcast, Mental Health First Aid Training and Mental Health First Aid instructor training, Preventure, Motivational Interviewing, Rx Awareness, Needle Collection and Disposal, SBIRT trainings, ICAADA Peer Recovery Coaching, Certifi, Impaired Driving Simulation, #NotAMinorProblem, Mental Health Awareness Training, Wake Up Call, Parents Who Host, Real Media, Peer Mentoring, Recovery Support, SMART Recovery, Community Outreach and Engagement, INSPECT, Life Skills Strengthening Families, Around the Table, AA, NA, Circle of Support, Beyond the Influence, WVLP Radio weekly programming, ADD, drug tests available to parents, Deterra pouches available and Narcan available at PCSAC and Health Department, Family Preservation, Harm reduction, Positive Tickets, Coffee with a Cop, TiRosc, Positive Approach to Teen Health, Police Dept 24/7 prescription drop boxes, Naloxbox strategy and, Naloxone distribution, ACEs, Good Samaritan/Aaron's Law, suicide prevention and Anti-Stigma presentations; PARRI intervention and recovery strategy; DARE; Kool-Aide with a Cop; findhelp.org; portercountyresources.org; 988 crisis line; certified deflection academy for law enforcement and peer recovery.

Community Profile

Risk Factors	Resources/Assets	Limitations/Gaps
Low perception of harm for Marijuana, tobacco and CBD, vaping, and devices because of marketing to youth, social norming, and generational use. Nicotine and vaping have a perceived low perception of harm and an elevated level of parental acceptance. Youth and adults are exposed to	The Council has created messaging for the consequences of using Marijuana, cannabinoids, and nicotine in print, digital, website, Instagram, FB, and X. Affiliated with Smart Approaches to Marijuana (SAM). A 12-sector approach to disseminating information	Overcoming messaging challenges from powerhouse Marijuana and tobacco industry, limited budget for marketing and promotion as compared to big Marijuana promoters; challenges also from promoting message to youth through social media. Teachers/schools have limited influence on students; Council
pro-Marijuana promotion and marketing tactics in an effort to legalize recreational and medicinal sales. The fact that neighboring states Illinois and Michigan had legalized Marijuana compounds the problem and increases the likelihood of individual use and normalizing the behavior.	throughout the community, community town hall meetings, funding earmarked for marketing and promotion, youth council participates in peer-to-peer engagement, active and engaged coalition agencies. An active coalition committee with reps from judicial, school and law enforcement to reduce punitive and increase diversionary	provides evidence-based robust programming at no cost to schools, however, sporadic use because of state teaching mandates. Limited school engagement following the pandemic. Continues to be problematic in 2024. There is little to be done at the state level to stem the tide of Marijuana
Youth do not feel a sense of belonging in their community because of the transient nature of society and the absence of stability, long-term friendships, family, and neighbors. Detachment from	consequences. The Council has a partnership with the school resource officers (SRO) in middle and high schools to minimize the low attachment risk	acceptance as measures are being put in place to eventually legalize Marijuana, perhaps with the next Governor. Limited participation at events due
neighborhood and community. Youth have a high perception of peer use.	by rewarding the youth for positive contributions to their school community. SRO's also have K-9 to engage youth with therapeutic interaction throughout the day.	to dual working parents and time of day events are held. Virtual also not as responsive as during the pandemic. Exploring streaming options, sector focused apps and Facebook live broadcasts; webinars
	Additionally, this strategy builds a student-law enforcement positive relationship. The strategy is supported by the Council and is an evidence-based program called "Positive Ticketing." Other community-based activities such as Kool-Aid with a Cop in local parks have been attractive to youth.	on-demand and Instagram reels in bite size formats.
	The LE Task Force has created partnerships with local coffee shops throughout the county to promote goodwill and build community relationships with the residents. The	

"Coffee with a Cop" events serve as Town Hall's to bolster communication. Through LCC funding, a military specific monthly coffee was created to serve veteran needs and concerns. Paired with another LCC funded Suicide Prevention Task Force.

Youth report a low perception of harm with consideration for heroin/opioids, schedule 1-5 drugs/chemicals, Marijuana, and underage drinking.

Intergenerational substance- use increases youth experimentation and drug use.

Adult and youth with undiagnosed mental health issues go untreated and lead to self-medication and potential drug addiction.

Matters of Substance podcast discussions are geared toward parents, community, and youth. Youth developed podcasts and PSA's for peer-to-peer discussions. Include expert-led professionally focused topics. Increased presence on IG reels, Snapchat and X.

Fully trained and certified staff provide training and resources to the community, provide Overdose Lifeline TINAD and Preventure to all school corporations, Real Media, Parents that Host, Take Back Day, MHFA. Increased MHFA instructors through LCC funded MHA PC to provide direct programming and strategies and sustainability to for youth and teen modules.

Funding to address youth substance use and provide tactics to reduce the perception of low harm as related to substance use.

Provide Mental health training (MHFA); Provide programs and initiatives that reduce the supply and availability of drugs such as, INSPECT, and Take Back Day. Support harm reduction by installing one Naloxone box per month and provide Naloxone training and distribution. Provide funding for additional Harm Reduction Strategies-Naloxone box installments, vending machines, training, and distribution outlets.

Treatment and recovery efforts are resisted because of shame and judgment. Matters of Substance podcast and WVLP radio broadcast success stories, prevention topics, suicide, anti-bullying messages, and stigma discussions to provide information to listeners for acceptance and action weekly. Harm Reduction efforts and presentations increased for antistigma campaign, Good Samaritan Law, and Aaron's Law. Increase attendance by recruiting coalition membership.

Training is provided (with CEUs or certification) on a variety of topics, to increase participation.
Encouraging PTTC, MHAI, CADCA, IAAP, Prevention
Insights and other no cost resources is helpful in reducing costs for the LCC.

Agencies are reluctant to partner to provide services because of untrained leadership and strained resources.

Elevated levels of community funding result in a flooded service market where agencies are competing for participants to fulfill grant requirements. Agencies within the county and neighboring counties compete for attendees as agencies occupy similar niches, causing organizations to be more concerned with fulfilling requirements. Competition between agencies is not conducive to comprehensive prevention, treatment, or recovery.

Data indicates the community norms support underage drinking for celebratory milestones such as graduation, prom, homecoming, and athletic achievements.

Parents accept underage drinking and feel they have the responsibility to monitor their behaviors in their home and at preplanned events. Parental monitoring is perceived as safe parenting.

Low perception of harm for long term consequences of underage drinking.

Coalition members and community agencies and organizations from the 12-sectors are trained to identify mental health issues and provide referrals. Mental Health First Aid, QSP, and suicide prevention training is available to schools, law enforcement, first responders, educators, and community members to identify and intervene with mental health and substance abuse issues: grantees will provide sustainability for future growth. Suicide Task Force has been awarded LCC funding to promote MHFA initiative, and prevention strategies. An additional 2 MHFA instructors is certified as part of the LCC grant funding process.

Council and local agencies hosted an event called Parents awareness PSAs, these PSAs provided different tips and suggestions to help parents to identify the signs and symptoms of substance use and mental health crisis. Twenty-seven local leaders have recorded messages to the community highlighting mental health and drug related issues as identified by current data and is broadcast by grantee WVLP throughout the week.

The Council conducts an environmental observation scan focusing on alcohol messaging, alcohol use and access, and tobacco use. Staff epidemiologist has created fewer formal evaluations by using Survey Monkey that can be implemented in a compressed timeframe.

The council has developed marketing campaigns to identify the consequences of underage drinking. The campaign airs on local radio, along with the Matters of Substance podcast, an informative podcast produced by the council.

Parent education is key to reducing underage drinking. Additional resources are developed aimed toward adults as a role model. Parents Awareness Guide in wallet sized format is digital and easily updated — coalition designed.

Youth mentoring opportunities are limited. Youth mentoring to include substance use module and mental health training for the adult mentor. However, Girls on the Run, a self-esteem building national EB program is funded by LCC dollars to provide youth mentoring to girls ages 9-12 years old.

Challenge to target social media and broadcast platforms with extensive and non-exhaustive programming choices. It is a challenge to pinpoint a medium for the broadest mass appeal and consideration. Updated 2024, using universal approach with consultation with staff epidemiologist and targeted data.

Staff MHFA instructors training and certification need to increase for professionals and agencies. Although MOUs is required to provide 12 months of service, resignations leave a training & credentialing gap after a substantial investment.

Marketing materials are available to interested agencies and community organizations for distribution. The Council implemented a sticker & shock campaign by partnering with schools to distribute the message at school events with stickers and banners placed at the event, music, athletics, dances, extracurricular.

The LCC supports youth billboards in partnership with the school business club to address underage drinking and hosting parties with alcohol for peers.

LE hosts prevention car simulation classes to promote wellness and safety protocols in the Spring. Each school has the opportunity to host an exercise that simulates the impairment of impaired driving.

Protective Factors

Socioeconomic Status: Highly rated quality of life indicators & economic viability. Median household income \$85,828; poverty rate is 9.3%; median life expectancy is 78.3; In 2023, 93.8% of people have a high school diploma or higher and 30.1% of people earned a bachelor or higher degree, which is a higher rate than the rate in Indiana. *Updated by epidemiologist*

The Community is heavily involved and active in promoting health behaviors and supporting substance use reduction initiatives.

Agencies partner to provide resources to increase mental health initiatives and reduce substance use. Letters of support from treatment and recovery providers.

Resources/Assets

The Council is the acting hub of substance-related activities and provides expert training, credentialing, continuing education, resources, and support to agencies and the community at no cost.

The Tobacco Education and Prevention Coalition provides strategies to reduce tobacco and vaping behaviors at no cost. The TEPC and LCC partnership has evolved and created a committee of school, judicial and juvenile detention to create one policy for all 9-school corps for vaping/THC consequences.

Legislators are committed to restricting nicotine and vaping devices from youth purchases.

Limitations/Gaps

Treatment facilities insurance requirements are limited.

Transportation limits mobility and access to health and wellness providers.

Teachers and school personnel need to be regularly tested for substance use.

Currently, schools have policies of exclusionary punishment when it comes to consequences for youth using substances at school, which can further promote antisocial behavior and subsequent substance use. Additionally, there isn't a uniform policy that applies to all schools in the county, leaving interpretations to each individual case at the judicial level.

Identification is required and excise compliance checks in District 1 is frequent and checks for underage sales of alcohol, tobacco/vape products, and synthetic cannabinoids.

School resource officers are stationed at campuses throughout the day and available for consultation and promote safe learning environments.

Robust community engagement and agencies that support prevention, treatment, recovery, and judicial efforts.

Mental health and substance use disorders are a community priority. Agencies provide a range of options for personal care to accommodate varied household incomes. Suicide prevention resources and agency specific organization that provides outreach and engagement. County health department and VA actively participate in strategies. LCC funded programs addressing SUD are available.

The community supports recovery efforts and the LCC is supporting the credentialing of town RCO's.

Agencies and organizations offer programs and services that address substance use disorder and impaired driving.

Community agencies and churches form partnerships to house the homeless and those with mental and substance abuse issues.

The Prosecutor works with law enforcement to fully prosecute and convict impaired drivers of the law. Offender rehabilitation is the goal to keep the public safe. Diversionary court programs are drug court and mental health court to reduce convictions. Mandated evidence-based programs to educate offenders before release.

Community leadership promotes and supports recovery initiatives. Recovery resources are available for those seeking help-AA, NA, and SMART Recovery, offered for adults and youth to achieve long-term sobriety. The LCC is supporting and assisting credential an RCO.

Holistic behavioral mental health and awareness initiatives are supported by the LCC and provide additional opportunities for recovery. Data indicates that stigma and the misconceptions that support it prevent those in recovery from fully integrating into the community. Additional state and federal funding provide dollars to create universal marketing strategies. Porter County residents struggling with substance dependence oftentimes still face the negative stigma and shame associated with addiction. This may prevent them

Lack of insurance, funding avenues, and/or available openings at facilities make inpatient substance abuse/detox treatment within Porter County, and other surrounding counties a challenge at times.

from fully integrating back into

recovery work.

society after incarceration or other

The county lacks a dedicated detox facility, and referrals are to Lake County, downstate, or out of state Porter County Jail is able to detox.

Outpatient treatment facilities from out of state are trending. Facilities need to be vetted before individuals can be referred for treatment.

There are limited recovery housing options available for county residents, especially female/family; however, community agencies work together to house and shelter those in active addiction as well as those

Recovery outreach throughout the state is on the upswing. Indiana Recovery Network/Mental Health America Indiana provides monthly meetings and webinars to the LCC's. Indiana Addictions Coalition, Indiana Assoc. of Peer Recovery and Next Level Recovery provide structure and support to the LCC's and local agencies. LCC supports recovery through grant funding. 2024 recovery and harm reduction efforts have increased.

The LCC ROOT Committee has installed 16 NaloxBoxes with plans for additional in 2024. Also, a distributor of Naloxone, plans to increase distribution with street approach to outreach.

in recovery. Three 20 Recovery (RCO) and Portage Recovery Association (PRA) (LCC funded to become an RCO in 2024) are able to provide programs and services including alternative therapies to clients.

The homogeneity of the coalition is a barrier to serving marginalized communities that often have higher risk for substance use.

Community agencies are able to create structures, limits, rules, and predictability in the lives of individuals, as well as promote recovery, prevention, and mental health and wellness initiatives and support for individuals and family. The LCC sponsored Deflection Academy, parallel to PAARI credentialing in 2024 was able to provide EB training and prepare first responders including social workers, law enforcement, fire personnel, in community policing and responding to mental health crisis on a micro and macro scale.

The LCC acts as the community hub for networking, training, and planning substance use prevention, treatment, law enforcement/judicial and recovery strategies with a multitude of agencies. County-wide organizations in the 12 sectors are interested in training their staff in mental health and wellness.

Wait times to initiate a therapeutic intervention for both mental health and substance treatment can be lengthy, sometimes 30+ days.

Stigma prevents parents from seeking professional help for their child.

Parents struggle to identify substance use in the experimental stage.

Preventionists struggle to provide messaging and information to parents through town halls and public events.

III. Making A Community Action Plan

Risk Factors	Problem Statement(s)
Porter County experiences challenges with Marijuana and other cannabinoids, as well as vaping products in all forms	1. Porter County residents do not see the dangers that are associated with Marijuana and use of vaping devices because of ad campaigns that normalize the behaviors.
	2.Porter County experiences challenges in its youth and adult populations with both the use and abuse of cannabinoids and/or nicotine products in all their various forms. Products are easily accessible at gas stations, mini-marts, and stand-alone businesses.
	3.Neighboring Illinois and Michigan openly sells Marijuana in-store oftentimes to minors.
	4. Adults and minors travel to legalized Marijuana states in less than an hour and return to Indiana with the product for use and sale. In 2024, New Buffalo, MI has increased storefronts.
	5.Northwest Indiana has Chicago, Illinois media, TV, radio, billboard influences because of the proximity – under an hour of travel time and there is evidence of cross-culture and ideations.
Abuse of both prescription drugs and illicit drugs like opiates, meth, xylazine, and fentanyl, as well as polysubstance use negatively affects the quality of life in	1. Youth are at higher risk for developing substance use disorder due to permissive peer and family norms as well as single parent households.
Porter County	2.Porter County is lacking in youth peer to peer mentoring and youth participation in preventative substance use education. Programs to reduce substance use and bolster self-esteem is desirable to reduce use. Rigorous screening, lack of coordination and overwhelming mandates inhibit implementation.
	3.Porter County struggles with the use and abuse of illicit drugs such as Heroin, Xylazine, Fentanyl, Cocaine, Meth, and a variety of prescription medications with polysubstance use being of key concern.

Alcohol use and abuse by both youth and adults contributes to a decline in quality of life and can cause unintended and potentially life-altering consequences

- 1. Porter County Residents, both young and old, are impacted by health, legal, financial, socioeconomic, and quality of life characteristics by the misuse and abuse of alcohol products.
- 2.Porter County residents, both young and old, have higher than average rates of binge drinking.
- 3.Porter County adults do not properly lock up their alcohol which leads to minors having unlimited, unsupervised access to the alcohol.

Evidence-Informed Problem Statements

Epidemiological Update: Jesse Szarowicz, 2024

Problem Statements	Data That Establishes the Problem	Data Source
Porter County experiences challenges with Marijuana as well as tobacco and vaping products in all forms	Marijuana: Adults: In Porter County, 133 individuals were admitted for treatment with Marijuana use, and 34 with Marijuana dependence, 38.8% and 9.9% of those admitted for substance use treatment, respectively.	D'Amico, E. J., & McCarthy, D. M. (2006). Escalation and initiation of younger adolescents' substance use: The impact of perceived peer use. <i>Journal of Adolescent Health</i> , 39(4), 481-487.
	According to local healthcare facilities, Marijuana is one of the top three substances used most prevalently in Porter County.	Valparaiso University (2023). The State of Tobacco Control Porter County.
	Youth: In 2021, Porter County Juvenile Probation Reported a total of 341 positive drug screen tests, 95.6% of positive samples were associated with marijuana use. The Indiana Youth Survey (INYS) reports that 5.5% of 9th graders in 2024 reported past month	Indiana State Epidemiological Outcomes Workgroup (2023). The Prevalence, Consumption, and Consequences of Alcohol, Tobacco, Marijuana, Opioids, Stimulants, Mental Health, Problem Gambling, and Viral Hepatitis/HIV/AIDS in Indiana, SFY 2023.
	Marijuana use, 6.6% of 10 th	

graders, 5.2 of 11th graders, and 4.7% of 10th graders

The average age of first use of marijuana among 9th graders was 13.67, 13.73 for 10th graders, 14.60 for 11th graders, 15.35 for 12th graders.

When Porter County students were asked what percentage of their peers, they thought used marijuana 9^h graders on average reported that they thought 42.6% of their peer's used marijuana, 10th graders said 43%, 11th graders said 45%, 12th graders 46.1%.

Updated by Epidemiologist

Studies show that higher perception of peer marijuana use is associated with increased use of marijuana. As peer perception of marijuana use among Porter County students is high, this represents a risk for initiation of marijuana use as well as more frequent use.

Tobacco Products:

Adults:

On a state level, 23.63% of Indiana residents 12 years or older reported having used a tobacco product in the past month, with 19.67% reporting cigarette use, higher than the national rate of 19.07%.

Updated by Epidemiologist

In Porter County, 18% of residents reported being cigarette smokers in 2022, which is an equivalent rate for the State of Indiana.

In Porter County, there was an approximate 283 deaths attributable to smoking, with an estimated 45 deaths due to second-hand smoke. In total, an estimated 8,501

Prevention Insights (2024). 2024/.78650 Indiana Youth Survey, Chesterton Senior High School 9-12th grade Student.

County Health Rankings and Roadmaps (2023). Indiana Data by County, Ranked Measure Data. individuals were living with a smoking related illness in 2022.

Approximately 84 births in Porter County were affected by smoking tobacco, and an estimated 5% of pregnant women reported smoking behaviors.

Adult Smoking Prevalence in Indiana by Gender, Race, and Age Group

Male 17.3% Female 15.2%

White 16.6% Black 17.2% Hispanic 11.8%

18-24 5.2% 25-34 18.7% 35-44 21.4% 45-54 21.1% 65+ 10.5% *Updated by epidemiologist*

Youth:

In the State of Indiana approximately 0.8% of middle schoolers, and 5.2% of High Schoolers were reported to be current cigarette users, and 5.5% of middle schoolers and 18.5% of high schoolers were reported to be current E-cigarette users.

(*Updated Epidemiologist*)

Past Month Cigarette use by Grade level, Porter County

6th 1.10% 7th 0.90% 8th 1.0% 9th 1.3% 10th 2.0% 11th 2.80% 12th 2.80% (*Updated Epidemiologist*)

	Past Month Electronic vapor products use by Grade level, Porter County 7th 5.30% 8th 7.50% 9th 9.30% 10th 11% 11.50% 12th 14.80 % (*Updated Epidemiologist*)	
Abuse of both prescription drugs and illicit drugs like opiates, meth, and fentanyl, as well as polysubstance use negatively affects the quality of life in Porter County	Adults: In 2023, Porter County had an opioid dispensation rate of 392.2 per 1,000 residents, slightly below Indiana's statewide rate of 409.0 per 1,000 residents. (*Updated Epidemiologist*) Porter County had 21 emergency	Indiana State Epidemiological Outcomes Workgroup (2024). The Prevalence, Consumption, and Consequences of Alcohol, Tobacco, Marijuana, Opioids, Stimulants, Mental Health, Problem Gambling, and Viral Hepatitis/HIV/AIDS in Indiana, SFY 2024.
	department visits due to any opioid in 2024, 42% of them from persons aged 25-34 years of age. This data is currently provisional and may be subject to change. In 2022, Porter County had 102 emergency department visits due to opioids. (*Updated by Epidemiologist*)	County Health Rankings and Roadmaps (2024). Indiana Data by County, Ranked Measure Data.
	In 2024, There were 155 EMS incidents that included naloxone administration, a rate of 9 incidents per 10,000 county residents that included naloxone administration. (*Updated by Epidemiologist*)	Prevention Insights (2022). 2022 Indiana Youth Survey, Porter County Schools 6-12 th grade Student.
	There were 33 arrests due to opioids in 2024 and 38 in 2023 in Porter County. (*Updated by Epidemiologist*)	Indiana Department of Health (2024). Next Level Recovery Data Dashboard.
	There were 13 deaths due to any opioid in 2024, and 29 deaths in 2023. In 2022 9 of them due to heroin, a rate of 5.5 per 100,000 population. (*Updated by Epidemiologist*)	2 de la constanta de la consta

	Youth: Percent of Porter County Students who reported past month use of Heroin: 7 th graders - 0.1% 8 th graders -0.1% 10 th graders 0.1% 11 th graders 0.2% (*Updated by Epidemiologist*) Percent of Porter County Students who reported past month use of prescription painkillers: 7 th graders - 1.1% 8 th graders - 1.5% 9 th graders - 1.2% 10 th graders - 0.5% 11 th graders - 4.2% 12 th graders - 1.1%	
Alcohol use and abuse by both youth and adults contributes to a decline in quality of life and can cause unintended and potentially life-altering consequences	Adults: In 2023 there 1,864 alcohol related offenses in Porter County, over half of all substance-related offenses in the county. 14% of driving deaths in 2023 involved alcohol in Porter County, and 18% of adults report binge or heavy drinking in 2023. Porter County had 159 alcohol related collisions in 2022. (*Updated by Epidemiologist*)	County Health Rankings and Roadmaps (2023). Indiana Data by County, Ranked Measure Data. Indiana State Epidemiological Outcomes Workgroup (2024). The Prevalence, Consumption, and Consequences of Alcohol, Tobacco, Marijuana, Opioids, Stimulants, Mental Health, Problem Gambling, and Viral Hepatitis/HIV/AIDS in Indiana, SFY 2024.
	Porter County had 343 treatment episodes in 2022, 147 of them involving alcohol use (42.9%) and 93 (27.1%) involving alcohol	Indiana Department of Health (2024). Next Level Recovery Data

dependence.

(*Updated by Epidemiologist*)

Rates of Past Month alcohol use in the State of Indiana by Gender,

Age, and Race (2022):

Dashboard.

Male - 54.8% Female - 45.5% 18-24 - 45.5% 25-34 - 60.4% 35-44 - 56.9% 45-54 - 53.6% 55-64 - 47.5% 65+ - 38.8% White - 51.0% Black - 46.5% Asian - 33.2% Hispanic - 45.5% (*Updated by Epidemiologist*)

Youth:

Porter County had a total of 66 child removals from their home in 2023, 8 of them due to alcohol involvement.

In 2022 there were 60 alcohol related offenses in Porter County, 6.9% of all alcohol related offences.

Past Month Alcohol use by grade level in Porter County:

8th grade - 8.2% 9th grade - 10.2% 10th grade - 12.5% 11th grade - 15.9% 12th grade - 19.9% (*Updated by Epidemiologist*)

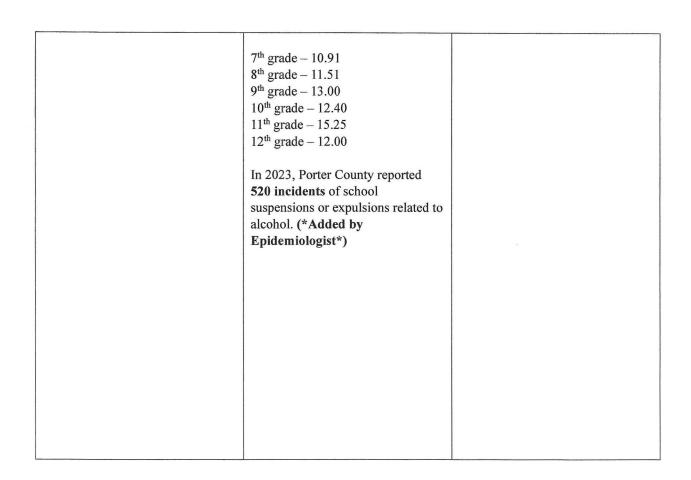
7th grade - 5.8%

Past month binge drinking by grade level in Porter County:

7th grade - 1.9% 8th grade - 2.5% 9th grade - 3.2% 10th grade - 4.0% 11th grade - 6.2% 12th grade - 8.2% (*Updated by Epidemiologist*)

Mean age of first use of alcohol by grade level:

Prevention Insights (2022). 2022 Indiana Youth Survey, Porter County Schools 6-12th grade Student.



Brainstorm

Problem Statements	What can be done (action)?
Porter County experiences challenges with Marijuana and other cannabinoids, as well as vaping products in all forms	 Advocate for the opposition to the legalization of marijuana to elected officials Courts in partnership with schools and juvenile detention system create uniform policies to address consequences of student use and program/strategy to reduce punitive consequences.
	Provide support and resources to community sectors to reduce Marijuana use and misuse

	Support classroom evidence-based health curriculum that addresses marijuana and related issues
	5. Continue to encourage local schools to participate in the Indiana Youth Survey to capture data on youth in the county
Abuse of prescription drugs and illicit drugs like opiates,	Provide support and resources to community sectors to reduce use and misuse
meth, xylazine, fentanyl, as well as polysubstance use negatively affects the quality of life in Porter County	Support classroom evidence-based health curriculum that addresses illicit substance use and related issues
	3. Create and distribute prevention media to educated and inform the public about available options for themselves and their loved ones on how to approach recovery and prevention, as well as promote awareness of the outcomes of substance use
	4. Support youth-driven activities at the community level to provide prevention education and reduce the use of prescription drugs, opioids, heroin, cocaine, meth, and polysubstance use
	5. Support a dedicated certified prevention specialist at each school in the county. Assist with training and certification requirements
	Provide youth mentoring opportunities to assist at-risk youth
	7. Develop content for Matters of Substance podcast and WVLP broadcast to educate the public on related substance use topics
	8. Create youth councils at middle/high schools to promote health choices, increase protective factors and reduce risk
	9. Support harm reduction efforts to safely collect and dispose of unused and unwanted prescription dugs and used needles/syringes, in order to reduce the risk of spreading infection
	Encourage schools to participate in the Indiana Youth Survey

Alcohol use and abuse by both youth and adults contributes to a decline in quality of life and can cause unintended and potentially life-altering consequences

- 1. Educate adults about the harm and potential dangers of alcohol misuse, including the affect it can have on youth development
- Support classroom evidence-based health curriculum that addresses alcohol and related issues
- 3. Create and support youth councils at middle/high schools to promote health choices, increase protective factors and reduce risk
- 4. Support a dedicated certified prevention specialist at each school in the county. Assist with training and certification requirements
- 5. Continue to encourage local schools to participate in the Indiana Youth Survey
- 6. Fund and support underage drinking prevention and education in the classroom
- 7. Develop content for Matters of Substance podcast and WVLP broadcast to educate the public on related substance use topics

Step 4: Develop SMART Goal Statements

Problem Statement #1: Marijuana

Goal 1

The LCC will continue to sponsor, fund, and help implement evidence-based interventions and educational opportunities as well as increase the amount of prevention activity concerning the risk of use/abuse of Marijuana, cannabinoids, and nicotine substances and their related products. The data is from the Indiana Youth Survey and Indiana Department of Health database.

Goal 2

The LCC will encourage and increase participation in the Indiana Youth Survey, which is conducted every two years. The LCC will also conduct qualitative community inquiry into substance use/misuse behaviors in the county, with a specific focus on marijuana use in youth (ages 11-18).

Problem Statement #2: Illicit and Prescription Drugs

Goal 1

The LCC will increase and maintain advertising, educational interventions, podcast production and dissemination, as well as continue to publish the annual county epidemiological report along with smaller, more specific trend and data analysis reports. These endeavors will subsequently increase community awareness of the problems associated with illicit and prescription drug misuse, as well as provide the public with information on resources for recovery and resources for treatment of substance misuse and substance use disorders.

Goal 2

The LCC will maintain and monitor the series of Naloxone Boxes through (RCO credentialing) in the county that provides free naloxone to the community. The LCC will also provide awareness of the availability of naloxone in the community, as well as promote naloxone training.

Problem Statement #3: Alcohol

Goal 1

The LCC will increase collaboration with schools to support education and resources for youth to promote abstinence from underage drinking, as well as work with schools to provide better alternative options to disciplinary actions that can often promote more risky behavior and further substance misuse. The LCC will continue to promote intervention targeted at parents with low perception of harm of underaged drinking.

Goal 2

The LCC will work with law enforcement and other community stakeholders to decrease drunk driving incidents in the county, and more specifically the larger cities and towns in the community. The LCC will increase support of evidence-based drunk driving prevention activity and intervention. The LCC with further work to increase data infrastructure to better monitor drunk driving incidents.

Step 5: Plans to Achieve Goals

Problem Statement #1	Steps
Goal 1 The LCC will continue to sponsor, fund, and help implement evidence-based interventions and educational opportunities as well as increase the amount of prevention activity concerning the risk of use/abuse of Marijuana, cannabinoids, and nicotine substances and their related products. The data will be used from the Indiana Youth Survey and Indiana Department of Health database.	 Encourage elected officials to oppose the legalization of Marijuana in the State of Indiana. Encourage scheduled visits with legislators for professional coalition members and community members. Encourage agencies to provide youth mentoring initiatives with an emphasis on atrisk youth in elementary through high school

to increase protective factors and decrease risk factors for substance use/abuse.

- 3. Develop and execute town hall events to support evidence of the risks of Marijuana for elementary aged youth, prenatal and pregnant populations. Encourage coalition members to become active members of Smart Approach Marijuana SAM state affiliate.
- 4. Support substance use education and trending topics related to marijuana and nicotine through partnerships with the Matters of Substance podcast and universal marketing efforts to increase community reach and encourage social media reach for desired demographics.
- Fund intervention and/ or treatment programs focused on marijuana use. Introduce holistic and wellness options. Increase sector partnerships in faith-based and school sectors.
- Fund justice services and activities focused on marijuana use. Court mandated education, monitoring devices, and evidence-based tools.
- Fund evaluation of each grantee to collect data on outcomes and efficacy and provide feedback.

Goal 2

The LCC will encourage and increase participation in the Indiana Youth Survey, which is conducted every two years. The LCC will also conduct qualitative community inquiry into substance use/misuse behaviors in the county, with a specific focus on marijuana use in youth (ages 11-18).

- Conduct focus groups with at-risk youth and other groups of county youth to find trends in marijuana use, marijuana acquisition, and other related health behaviors.
- Collaborate with school administration to advocate for Participation in the Indiana Youth Survey, explaining the benefits of having it administered every other year.
- Hold Town hall meetings with community members and other stakeholders to better address the issues the community feels most pressing.

Problem Statement #2

Goal 1

The LCC will increase and maintain advertising, educational interventions, podcast production and dissemination, as well as continue to publish the annual county epidemiological report along with smaller, more specific trend and data analysis reports. These endeavors will subsequently increase community awareness of the problems associated with illicit and prescription drug misuse, as well as provide the public with information on resources for recovery and resources for treatment of substance misuse and substance use disorders

Steps

Build capacity by partnering with member agencies. Encourage CADCA training and professional membership for prevention education and credentialing.

Support and encourage therapeutic and/or alternative treatment evidence-based programming to address prescription, Fentanyl, Opioid, Meth, Heroin, and other illicit drug use/abuse through the support of credentialed RCO's. Provide resources for Peer Recovery Coach training, credentialing, and memberships with Mental Health America Indiana's Stanley Kemper Institute. Partner with county RCO or create RCO with assistance from Indiana Recovery Network and/or Voices and Faces of Recovery. Increase evidence-based prevention and recovery initiatives in rural communities. Provide evaluation for strategies and programs to assist with action plan, data collection and outcomes.

Goal 2

The LCC will maintain and monitor the series of Naloxone Boxes in the county that provides free naloxone to the community. Additionally, partner with agencies to increase the number of Naloxone Boxes. The LCC will also provide awareness of the availability of naloxone in the community, as well as promote naloxone training.

- 1. Promote awareness of the naloxone boxes in the county that are available and free to use in the county.
- 2. Continue to provide naloxone training to institutions and members of the public and promote carrying naloxone.
- Continue to foster and create relationships with representatives of the 12 sectors to increase awareness and find new potential sites for naloxone boxes with emphasis on rural areas.

Problem Statement #3

Goal 1

The LCC will increase collaboration with schools to support education and resources for youth to promote abstinence from underage drinking, as well as work with schools to provide better alternative options to disciplinary actions that can often promote more risky behavior and further substance misuse. The LCC will continue to promote intervention targeted at parents with low perception of harm of underaged drinking.

Steps

- 1. Support and encourage therapeutic programming that focuses on the use and/or abuse of alcohol with an emphasis on target populations.
- Encourage and support alternative treatment programming for alcohol-related offenders through problem-solving courts, alternatives to school discipline, and another diversionary programming.
- 3. Encourage and support the formation/expansion of recovery groups and alternative peer groups to aid those individuals struggling with substance use disorder.
- Support programs that educate parents of their importance in modeling responsible consumption of alcohol in the presence of their children.
- Encourage schools to participate in the Indiana Youth Survey to collect data on alcohol use.
- 5. Support a Youth Leadership Council to promote leadership, peer training, and a school-based initiative encouraging mental and behavioral wellness, healthy choices, increasing protective factors, and reducing risk factors for substance use/abuse.

Goal 2

The LCC will work with law enforcement and other community stakeholders to decrease drunk driving incidents in the county, and more specifically the larger cities and towns in the community. The LCC will increase support of evidence-based drunk driving prevention activity and intervention. The LCC with further work to increase data infrastructure to better monitor drunk driving incidents.

- 1. Promote alcohol awareness and/or educational programs/strategies.
- Support rural youth initiatives with an emphasis on at-risk youth in elementary through high school to increase protective factors and decrease risk factors for substance use. Youth leadership, sports, music and arts at Washington Township, Morgan Township, Kouts, and Hebron.
- 3. Support education and all efforts related to substance use through a partnership with the Matters of Substance podcast and WVLP radio. Increase professional programming content and conversational community topics and series.
- 4. Increase law enforcement capacity and provide technological tools to assist in identifying impaired drivers and assessing. Support law enforcement task force to increase training opportunities on mandated trainings related as related to substance use: Mental Illness, Addiction & Disabilities IC-52-1-9 (g); Human Trafficking (8 areas) IC 5-2-1-9 (g) & IC 5-2-1-9 (a) (10); De-Escalation IC 5-2-19 (g) and other related trainings as noted by IC
- Increase law enforcement capacity and provide technological tools to assist in identifying impaired drivers with direct correlation to measurable outcomes.

IV. Fund Document

The fund document allows the LCC to provide finances available to the coalition at the beginning of the year. The fund document gauges an LCC's fiscal wellness to empower their implementation of growth within their community. The fund document also ensures LCCs meet the statutory requirement of funding programs within the three categories of (1) Prevention/Education, (2) Treatment/Intervention, and (3) Criminal Justice Services and Activities (IC 5-2-11-5).

Fu	Funding Profile					
1	Amount deposited into the County DFC Fund from fees collected last year:			\$170,000.00		
2	Amount of unused funds from last year that will roll over into this year:			\$0.00		
3	Total funds available for programs and administrative costs for this year (Line 1 + Line 2):			\$170,000.00		
4	Amount of funds granted last year:			\$170,000.00		
Additional Funding Sources (if no money is received, please enter \$0.00)						
A	Substance Abuse and Mental Health Services Administration (SAMHSA):			\$300,000.00		
В	Centers for Disease Control and Prevention (CDC):			\$125,000.00		
C	Bureau of Justice Administration (BJA):			\$0.00		
D	Office of National Drug Control I	\$0.00				
E	Indiana State Department of Health (ISDH):			\$0.00		
F	Indiana Department of Education (DOE):			\$0.00		
G				\$0.00		
H				\$0.00		
I	Local entities:			\$47,016.67		
J	Other:			\$36,118.70		
Categorical Funding Allocations						
		Intervention/Treatment: \$42,500.00	Justice Services: \$42,500.00			
Funding allotted to Administrative costs: \$42,500.00						
Itemized list of what is being funded						
			\$30,405.00			
			\$ 3,000.0	\$ 3,000.00		
Shepard Insurance Group		\$ 2,000.00				
Envision HR Consultant		\$ 5,000.00				
Professional Development Travel and/or Tuition		\$ 2,095.00				
Funding Allocations by Goal per Problem Statement:						
Problem Statement #1 Problem Statement #2 Problem Statement #3		Statement #3				
Goal 1: \$28,000.00 Goa		Goal 1: \$14,000.00	Goal 1: \$16,000.00			
Go	Goal 2: \$14,500.00 Goal 2: \$28,500.00 Goal		Goal 2: \$	Goal 2: \$26,500.00		