



# The Torch

The official newsletter for State of Indiana employees

APR  
2025

## SECC Coordinators and Torchbearers honored for 2024 campaign contributions

Last month, Coordinators and Torchbearers for the 2024 State Employees' Community Campaign came together to celebrate a successful fundraising campaign and look ahead to this year's fundraising efforts.

Since 1992 when Former Governor Evan Bayh created SECC, it has brought together thousands of State employees and raised millions for charity. During the 2024 campaign, 80 agencies participated and hosted dozens of events. Within those agencies, over 4,500 employees donated through payroll deductions and pledged a total of \$1.44 million for non-profits all over the country.

That money went to 1,495 charities, supporting initiatives like after school programs for kids, toys and food for the humane society, emerging cancer research, resources for domestic violence shelters, meals for hungry neighbors, and so much more. The campaign wouldn't be such a success...

*continued on page 2*



## In this issue

- 2** Manager Onboarding Workshop engages with new managers
- 3** INPRS recognized as Best Place to Work in Indiana in 2025
- 6** Planting season is here for Indiana's 94,000 farmers—be careful and courteous when traveling on Indiana rural roads and highways!
- 7** Unlock Potential: Powering Excellence with Performance Management
- 8** Are you REAL ID ready?
- 9** You can earn \$500 through the Wellness Rewards Program!
- 10** State employees get active for the Team Challenge
- 12** Reminder: Community Service Leave hours available for volunteering opportunities
- 13** Registration is now open for Data Day 2025!
- 14** DCS empowers all Hoosiers to help prevent child abuse and neglect
- 15** April 7-13 is Food Waste Prevention Week
- 18** MPH moves data training program into SuccessFactors

The Torch is published monthly by the Indiana State Personnel Department and is available online at [on.in.gov/TheTorch](https://on.in.gov/TheTorch).

## Got a story?

Submit your story ideas to:  
[spdcommunications@spd.in.gov](mailto:spdcommunications@spd.in.gov)

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*continued from page 1*

## SECC Coordinator and Torchbearers honored for their contributions to the 2024 campaign

without the help of the Coordinators who rallied their agencies and hosted countless events to engage State employees or the Torchbearers who generously donated over \$1,000 to the campaign and causes close to their hearts.

When asked what motivated them to support SECC, this is what Coordinators and Torchbearers had to say:

“During my wife’s battle with terminal cancer we were the benefactors of such generosity, the very same organizations I allocate my contributions to.” -Jay Erickson, Torchbearer

“I am an SECC coordinator and Torchbearer because I love to give back to the people and our community. I give to my charities of choice because they hold a personal place either because of a family member or close friend that has needed the resources of that charity. I am fortunate enough to be able to help with my donations every pay period and I know that it might not be a lot to some but to that charity it means the world to get the donations to keep pushing their vision and mission.” -Angela Sharp, Coordinator and Torchbearer



“Just over 20 years ago in Green Bay, Wisconsin I was in a very low place in life where I relied on a homeless shelter and the free meals provided by them. That is why I am compelled and humbled to give back to Wheeler Mission, who provides those same services to the homeless here in Indianapolis.” -Jeffrey Lahr, Torchbearer

“As public servants we give to our communities in ways they may not realize on a daily basis and SECC is an opportunity for us to continue our support in a fun and exciting way.” -Kim Hagerty, Coordinator

**Thank you to Coordinators, Torchbearers, and everyone else that helped make the 2024 campaign a success. This year’s campaign will bring even more opportunities for connection and giving back to the community.**

## Manager Onboarding Workshop engages with new managers

A new Manager Onboarding Workshop launched earlier this year, requiring newly hired and/or promoted managers to attend two half-day virtual onboarding workshops. These sessions are geared toward the development of foundational knowledge to help them succeed in their new roles. This is what participants had to say about their experience with the workshop:

“This was my first experience with a live online class. I really enjoyed this format...the resources given will be very helpful.”

“I enjoyed the section on being an empathetic leader and will definitely apply that.”

“The workshop was thoughtfully put together and provided a quality overview of tools and resources.”

INSPD looks forward to collaborating with more new managers to ensure they have the tools and skills they need to be successful. Sessions are held every four weeks and eligible managers are contacted with additional information, but you can find more details on the [Manager Onboarding Workshop page](#). All current managers are encouraged to utilize [Indiana Manager Central workshops](#). Contact [spdtraining@spd.in.gov](mailto:spdtraining@spd.in.gov) with questions.

# INPRS recognized as Best Place to Work in Indiana in 2025

The Indiana Public Retirement System (INPRS), one of the top 100 largest pension funds in the United States, has been named as one of the Best Places to Work in Indiana by the Indiana Chamber of Commerce for 2025.

This prestigious award highlights companies that demonstrate excellence in workplace culture, employee satisfaction, and leadership. This is the second year INPRS has earned a place on the Best Places to Work in Indiana list.

Since INPRS's first year making the Best Places to Work in Indiana list in 2024, the organization has continued to invest in promoting an engaged, high-performing, and agile workforce. Cross-functional teams inspire employees to develop connections across the organization, which provides opportunities for individuals to contribute ideas, share expertise, and make an impact.

The selection process for the Best Places to Work in Indiana is highly competitive and includes a comprehensive evaluation that factors in employer assessments and employee surveys. This methodology underscores the importance of employee experience and satisfaction in building a positive



## INPRS RECOGNIZED AS BEST PLACE TO WORK IN 2025

workplace culture. In its submission for the 2025 list, 53% of INPRS team members participated in the survey, exceeding the required rate of 40%.

"Earning a place on the Best Places to Work in Indiana for the second year is such an honor and a testament to the dedication, passion, and collaboration of every member of our team," said Steve Russo, INPRS's Executive Director. "The work we do is essential and one we take great pride in and care deeply about – helping our members achieve their retirement dreams. To be successful, it takes a great team, and to have a great team, you must create a work environment that allows them to do their best work, to feel respected, and to have opportunities to grow

and learn throughout their careers."

INPRS is dedicated to maintaining and enhancing its workplace culture by continuously investing in employee development, promoting work-life balance, and ensuring a supportive and inclusive environment for all team members. This recognition as one of the Best Places to Work in Indiana is an honor and a motivating factor for INPRS to continue making the organization an even better place to work.

To learn more about INPRS, its workplace culture, and to view open positions, visit [in.gov/INPRS](https://in.gov/INPRS).

*Article by Natalie Derrickson, Indiana Public Retirement System*

# WHAT'S IN

## ANYTHING BUT ORDINARY IN INDIANA

Picture yourself riding rollercoasters or exploring caves, camping in the wilderness or eating a chef-prepared meal outdoors. It is Anything but Ordinary in Indiana!

[SPRING INTO FUN IN INDIANA](#)





# Indiana Veterans Home blood drive is saving lives

The Indiana Veterans Home (IVH) hosted a blood drive on March 11 with a commendable turnout of 21 employees, 16 of whom successfully donated blood, resulting in a collection of 20 units. These efforts are crucial in maintaining a robust blood supply for those in need within the community. Eric Giddens, IVH's Quality Assurance Director, highlighted the vital role of such initiatives, noting that blood is needed every two seconds according to the American Red Cross, with 40% of donations coming from volunteers. By organizing this event, IVH not only supports local healthcare centers but also upholds the spirit of service deeply rooted in their organization's culture.

The Versiti Blood Center of Indiana

is a cornerstone in providing blood products and services to local patients, supplying over 80 hospitals with more than 130,000 units of blood annually. This partnership underscores the irreplaceable value of blood donations, as there is no artificial substitute for blood in medical emergencies. The willingness of IVH employees to participate in the drive is a testament to the power of community and collaboration in saving lives, reinforcing the importance of volunteerism in healthcare.

A heartfelt thank you goes out to all the incredible employees at IVH for your unwavering commitment to service and community. Whether by donating blood or participating



in other meaningful initiatives, each contribution adds to a ripple effect of positive change. Together, State employees can save countless lives and foster a healthier, more vibrant world with efforts like these.

*Article by Tamara M.D. Smith, Indiana Veterans Home Admissions Director*

## Education Spotlight: Christopher Clerc

Christopher Clerc serves as a Deputy General Counsel for the Indiana Bureau of Motor Vehicles. But when he's not busy managing his day-to-day job duties, he's seeking opportunities to expand his education. This is what he had to say about his experience:

"I started looking for a good program when the Education Reimbursement program was announced in Spring 2022. I've practiced law for some time, and I decided to pursue an LL.M. degree to grow in transactional and tax work that I now do for the BMV. McKinney has made me a better lawyer [with] skills and knowledge directly applicable to my job. My favorite courses have been in taxation, because they give me a broader perspective on the tax work that I do for BMV.

"Most people know to select a program about something they care about that will help them professionally. It's also important to select a program that works for you financially and that is practical for your other responsibilities. McKinney works well for me because they are a high-quality program that fits in with my work and family commitments."



Christopher Clerc

Learn more about the State of Indiana's Education Reimbursement & Tuition Assistance policy and the discounts that may be available to you as a State employee by visiting the [Continuing Education page](#). Are you taking classes to further your career or seeking out unique educational opportunities? Fill out the [employee education spotlight form](#) to share your story.



# José M. Evans appointed as Executive Director of the Indiana Civil Rights Commission

José M. Evans is a seasoned leader in government relations, public affairs, and community advocacy, with over two decades of experience in public service, business development, and civil rights enforcement. As the newly appointed Executive Director of the Indiana Civil Rights Commission, he is dedicated to upholding civil rights laws and ensuring equal opportunities for all Hoosiers. His career spans leadership roles in government, business, and nonprofit sectors, consistently demonstrating a commitment to fostering inclusive policies and driving impactful change.

José's political career includes two terms as a City-County Councilor in Indianapolis, where he represented 45,000 constituents and chaired the Economic Development & Public Works Committee. In this role, he spearheaded initiatives to enhance infrastructure, improve city operations, and advocate for economic growth. His extensive experience in legislative advocacy, regulatory compliance, and community engagement positioned him as a trusted leader in shaping public policy.

Beyond government service, José is an accomplished entrepreneur and business leader. As the former owner of MetroFluid Co., he led a successful hydraulic and industrial service franchise, achieving significant revenue growth and securing key municipal and private contracts. He also founded Evans Enterprises LLC, a government

relations and lobbying firm, where he managed a portfolio of over 20 clients and influenced legislative decisions through strategic advocacy and policy research. His expertise in business development, relationship management, and strategic planning has made him a highly sought-after consultant in both the public and private sectors.

José has spoken nationally and internationally on issues of education, equity, and social justice, addressing audiences in the U.S., Israel, Puerto Rico, England, and South Africa. His leadership extends to numerous community organizations, including the Indianapolis Westside Chamber of Commerce, Alpha Phi Alpha Fraternity Inc., and 100 Black Men of Indianapolis.

A proud Indianapolis resident, José holds a Master of Business Administration from Indiana Wesleyan University and a Bachelor of Arts in Political Science and English from the University of Indianapolis. Outside of his



José M. Evans

professional endeavors, he is a devoted husband and father, actively supporting his children's pursuits in theatre, basketball, and football. His lifelong commitment to service, advocacy, and leadership continues to shape policies and create opportunities for individuals and communities across Indiana.

*Article by the Indiana Civil Rights Commission*

# Planting season is here for Indiana's 94,000 farmers—be careful and courteous when traveling on Indiana rural roads and highways!

With the warm weather and sunshine, Hoosier motorists will also see more large, slow-moving farm equipment on Indiana's rural roads and highways. The Indiana State Department of Agriculture wants to encourage all motorists to be alert, be patient, and be courteous when traveling on rural roads this spring.

While the term "farm equipment" encompasses a wide range of vehicles, the most common types motorists will encounter during planting season include sprayers, tractors pulling planters or tillage equipment, and large trucks hauling agricultural products.

These tips can help keep everyone safe when motorists are approaching large farm equipment:

- Farmers will pull over when they are able to let motorists pass, but it may take time for them to get to a safe place to do so.
- Be patient. Farm equipment is wide, sometimes taking up most of the road.
- Be careful when passing. Do not pass in a designated "No Passing Zone" or within 100 feet of any intersection, railroad grade crossing, bridge, elevation structure, or tunnel.
- Do not try to pass slow-moving farm equipment on the left without ensuring that the farmer driving is not planning a left turn. It may appear that the driver is pulling over to allow a pass when the farmer is actually preparing to turn. You will drive right into its path, endangering yourself and the farmer.
- Avoid tailgating, as some farm equipment might have to make sudden stops along the road.
- Allow plenty of time to get to a destination, be aware of alternate routes and avoid distractions.

*Article by the Indiana Department of Agriculture*





# Unlock Potential: Powering Excellence with Performance Management

On March 13, INSPD's Workforce Strategy and Performance team hosted "Unlock Potential: Powering Excellence with Performance Management," an engaging full-day workshop designed to help managers refine their approach to performance management. The event focused on equipping leaders with practical tools and strategies to set clear expectations, provide effective feedback, and support employee development.

The workshop featured a mix of presentations, interactive discussions, and hands-on activities, allowing managers to apply key concepts in real time. Topics included:

- **Defining Performance Excellence** – Understanding what great performance looks like and how to align expectations with organizational goals.
- **Effective Feedback and Coaching** – Practicing strategies for delivering feedback that motivates and drives improvement.
- **Performance Conversations** – Enhancing communication skills to navigate both positive and challenging discussions.

- **Growth and Development**  
– Identifying ways to foster continuous learning and career progression within teams.

Managers walked away with actionable insights and a renewed focus on building a high-performance culture. Feedback from attendees highlighted the value of real-world examples, collaborative discussions, and the opportunity to refine their leadership skills.



Top right: Keynote Speaker, Kiszka McCammack (DOR)  
Bottom left: From left to right—Cam Rowley (INSPD), Ginger Rice (INSPD), Linda Riggers (BMVC), Quentin Cummings (IDOH), and April Norton (INSPD) hold a panel discussing best practices.

**Thank you to everyone who participated and contributed to making this workshop a success! Keep an eye on upcoming workshops!**

Artwork by Joseph (Ross) Tuggle (Indiana Department of Child Services)





# Are you REAL ID ready?

The deadline for getting a Real ID is fast approaching, don't be left behind.

Beginning May 7, 2025, a Real ID-compliant driver's license, permit, or identification card will be required to board commercial airplanes or enter certain federal facilities. A Real ID is indicated by the star in the upper right-hand corner of your driver's license, permit, or state identification card. Visit the [U.S. Department of Homeland Security website](https://www.dhs.gov/real-id) for more details and FAQs.

## What do I need to obtain a Real ID?

Below is a list of the documents needed to obtain a Real ID and examples of approved documents. For a full list of approved documents please visit the Real ID Documentation Checklist on the BMV website. Remember all documents must be original, or an official copy, printed documents. The BMV will not accept photos, screenshots, or photocopies of documents.

### 1. Proof of Identity

- a. **One** of the following documents, proving your identity:
- US birth certificate
  - Unexpired United States passport
  - Foreign passport
  - Consular Report of Birth Abroad

### 2. Proof of a Change in Name, Date of Birth, or Gender. Please note, this may not apply to all who request a Real ID

- a. **One** of the following documents, showing proof of any changes in your name, date of birth, or gender:
- Name
    - Adoption papers
    - Marriage license
    - Divorce decree
    - Court order
  - Date of Birth
    - Court order
    - An original or certified copy of an amended

- birth certificate
- Gender
  - A certified, amended birth certificate
  - A Physician's Statement of Gender Change
  - A physician's signature and dated statement

### 3. Proof of Lawful Status. Example documents include:

- a. **One** of the following documents, proving lawful status
- United States birth certificate
  - Unexpired United States passport
  - Unexpired Foreign passport
  - Consular Report of Birth Abroad

### 4. Proof of Social Security

- a. **One** of the following documents, proving your social security (must show the full number):
- SSN card
  - W-2 form
  - SSA-1099
  - Non-SSA-1099 form
  - Pay stub


### 5. Proof of Indiana Residency

- a. **Two** of the following printed documents, proving your Indiana residency:
- Computer-generated bill
  - Bank statement
  - Pre-printed pay stub
  - Medicaid or Medicare benefits statement

Article by the Indiana Bureau of Motor Vehicles


## BE REAL ID READY BY MAY 7, 2025

**WHAT IS REAL ID?**




**It's the law.** The REAL ID Act establishes minimum security standards for license issuance and production.


**WHAT DO I NEED A REAL ID FOR?**



Domestic Air Travel




Accessing Certain Federal Buildings/DOD Installations




Entering Nuclear Power Plants

**HOW DO I KNOW IF I HAVE ONE?**




Visit our interactive tool at [tsa.gov/real-id](https://tsa.gov/real-id) to find out if you're REAL ID ready.

**LOOK FOR THE STAR**




In general, a REAL ID features a star in the upper right or left corner.

**HOW DO I GET A REAL ID?**




- Visit [tsa.gov/real-id](https://tsa.gov/real-id) and click on your state or territory.
- Look for instructions from your local DMV on the necessary steps.

**LEARN ABOUT ACCEPTABLE FORMS OF ID**




For a complete list of TSA acceptable identifications, go to [tsa.gov/id](https://tsa.gov/id).

**BE READY TO FLY**



Upgrade to REAL ID by MAY 7, 2025.

GET THE REAL ID CAMPAIGN MATERIALS | [TSA.GOV/REAL-ID](https://tsa.gov/real-id)



\*Applies to boarding commercial aircraft.

# Earn \$500 through the Wellness Rewards Program

The [Wellness Rewards Program](#) gives you (and eligible spouses) the opportunity to earn up to \$500 each in gift cards for completing wellness activities. With more than 25 rewardable activities to choose from, the program is designed to help you build healthier habits in ways that work for you.

*Note: The Wellness Rewards Program is available to employees and spouses on the State Employee Health Plan.*

## What's in it for you?

Taking care of your health is important. Preventive care is one of the most effective ways to improve your health and offers an opportunity for early diagnosis of medical conditions. Through the Wellness Rewards Program you can earn up to \$500 for completing preventive care activities such as an annual physical, a dental exam & cleanings, an eye exam, along with other relevant health screenings and wellness activities.

## How to earn \$500 (while also making a positive impact on your health)

Complete wellness activities to earn up to \$500 in gift card rewards! Check out the available activities and how much you can earn for completing each.

### Preventive Care

- [Annual Physical](#): \$200
- [Cancer Screenings](#): \$50/screening
- [Eye Exam](#): \$50
- [Dental Exam & Cleaning](#): \$50
- [Vaccines](#): \$25/vaccine (max. \$100)

### Anthem

- [Building Healthy Families Program](#): \$15/assessment (max. \$45)
- [Total Health Total You Resources](#): \$10/session (max. \$50)
- [Diabetes Prevention Program](#): \$25/milestone (max. \$100)
- [9amHealth Diabetes Program](#): \$25/engagement (max. \$100)

### ActiveHealth

- Health Assessment: \$25
- [Individual Coaching](#): \$20/session (max. \$100)
- Group Coaching: \$5/session (max. \$25)
- Commit to Quit Tobacco Coaching: \$100
- Earn 3,000 Hearts: \$10
- Physical Activity Tracking: \$15/30 days (max. \$180)
- [Team Challenges](#): \$10/challenge (max. \$40)
- [Wellness Learning Activities](#): \$5/event (max. \$10)
- [Wellness Webinars](#): \$5/webinar (max. \$25)
- 5K, Exercise Class, or Sports League: \$10
- Build a Healthy Habit: \$10
- Mental Health Check-Ins: \$5/

month (max. \$60)

- [Challenge Bonus](#): \$25/bonus (max. \$100)

### Build Your Knowledge

- ActiveHealth Portal Scavenger Hunt: \$5
- Invest In Your Health Website Scavenger Hunt: \$5
- Optum EAP Website Scavenger Hunt: \$5

[View the full Wellness Rewards activity list.](#)

## Get started

To get started, visit the [ActiveHealth portal](#) and explore the Rewards Center. Here you can view a full list of activities and completion requirements, track your progress, and see how much you've earned.

## Wellness rewards starter pack

Use this list to help you earn your first \$50 in wellness rewards!

- \$25: Health Assessment
- \$5: Wellness Webinar
- \$5: Mental Health Check-In
- \$5: Invest In Your Health Website Scavenger Hunt
- \$5: Optum EAP Website Scavenger Hunt
- \$5: ActiveHealth Scavenger Hunt

If you need help logging in or creating an account, [click here](#).

## Update on Wellness Reward Redemptions: Going Completely Digital!



Starting immediately, ActiveHealth will no longer offer physical gift card options when redeeming your earned Wellness Rewards. All digital gift card options are still available. Rest assured that this change does not affect the amount of your rewards or limit your options for stores, where you can use them, or amounts—it simply means you won't have to wait for them to arrive in the mail. Enjoy faster access to your rewards and thank you for your continued commitment to wellness!

## State employees get active for the March Team Challenge

The March Team Challenge came to an end on Monday, March 24 and there were 1910 participants that strove for the daily goal of 10,000 steps and 15 active minutes. In total, over 150 teams took part statewide! All employees enrolled in the State Employee Health Plan that actively participated in the challenge earned \$10 in Wellness Rewards.

The March challenge may be over, but getting in some extra steps on a regular basis can have a big impact on your health. In a [2022 study](#), researchers found that risk of health conditions like cancer and heart disease decrease by 10% for every 2,000 daily steps taken (up to 10,000 daily steps). They also found that getting close to 10,000 daily steps can cut your risk of dementia in half. Here are some tips for sneaking in a few extra steps during your day:

- Walk a lap inside the grocery store before starting your shopping.
- Skip the drive through when picking up a prescription or dinner and go inside.

- Choose a restroom at work that requires a longer walk.
- Dedicate 5 minutes of your lunch break to walking.
- If you're meeting a friend for ice cream or coffee, suggest walking while you enjoy it.
- Walk in place while making dinner or watching TV.
- Invest in comfortable shoes to make it easier to walk more during your routine.



There will be more team challenges later in the year and in the meantime, eligible employees and spouses can sync their step trackers to the ActiveHealth portal and earn a wellness reward for every 30 days they reach 10,000 steps or 30 active minutes (\$15/30 days for a maximum of \$180).

[Log in to ActiveHealth >](#)

## Virtual EAP Info Session, April 14

Optum is hosting a virtual Employee Assistance Program (EAP) overview session from 1-2 p.m. on Monday, April 14 via Microsoft Teams. This session is open to all employees and is a great opportunity to learn more about the EAP program and ask questions.



During the session, Optum will provide an overview of the EAP program, including the services offered and how to access them.

They will also give a demo of the EAP website, [liveandworkwell.com](https://liveandworkwell.com) (Access code: **Indiana**), where employees can find a variety of resources and support. There will also be time for questions.

[Join the April 14 meeting from 1-2 p.m.](#)

[Learn more about EAP >](#)

## Schedule your preventive care and earn 2025 Wellness Rewards

**Now is the time to schedule preventive care visits for 2025.**

Not only can eligible employees and spouses earn [Wellness Rewards](#) for completing these appointments, but they can also help you make informed decisions about your health and offer opportunities for early diagnosis of medical conditions.

The following [preventive screening appointments](#) are a great place to get started:

- [Annual Physical](#): \$200
- [Cancer Screenings](#): \$50/screening
- [Eye Exam](#): \$50
- [Dental Exam & Cleaning](#): \$50
- [Vaccines](#): \$25/vaccine, up to \$100



[Log in to ActiveHealth to see your 2025 Wellness Rewards >](#)



## One year with 9amHealth: Improved health for people with diabetes

**Did you know?** For the past year, 9amHealth has been available to adults with diabetes that are enrolled in the State Employee Health Plan, providing expert care and proven results for managing diabetes and overall health.

Over 800 members have already joined, and their achievements speak for themselves.

### Diabetes progress: A1c down, health up!

With lifestyle coaching and medication support, highly engaged 9amHealth members who have taken advantage of all 9amHealth has to offer have lowered their A1c from 7.4% to 6.7%, on average.\* Why does this matter? Lower blood sugar levels help reduce the risk of heart disease, kidney damage, and nerve issues, paving the way for long-term health.

### Healthy weight loss: 12 pounds down

By combining medications with healthy habits, these highly engaged members have lost an average of 10 pounds (nearly 5% of their body weight) and reduced their BMI by 1 unit.\* Weight loss improves insulin sensitivity, lowers blood pressure, reduces heart strain, and decreases inflammation, all supporting better diabetes management and overall health.

### Earn \$100 in Wellness Rewards

Eligible participants can earn up to \$100 in Wellness Rewards by hitting certain milestones within



the 9amHealth program. Visit your [ActiveHealth Rewards Center](#) to learn more.

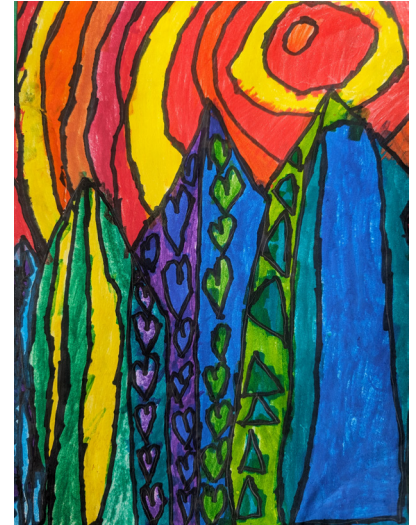
### Expert care anytime, anywhere

Through 9amHealth, members are connected to an expert Care Team that includes endocrinologists, pharmacists, and dietitians. They work with members to develop personal care plans that include meal planning, exercise options, and medications, supporting them along their health journey, wherever they may be.

Visit [join9am.com/indiana](https://join9am.com/indiana) to learn more and get started.

*\* Results are based on 83 individuals who joined the program when it launched in May 2024 and have had continuous engagement in the program since enrollment.*

*Available to all eligible employees and dependents (18+) living with diabetes. Out-of-pocket costs vary based on your insurance plan, co-pays, co-insurance, and deductible. These expenses are HSA/FSA eligible. For questions, please call the number on your insurance card.*



Artwork by Kate Barrow's (Indiana Governor's Council for People with Disabilities) 8-year old son

# Reminder: Community Service Leave hours available for volunteering opportunities

As part of the employee experience, State of Indiana employees can utilize Community Service Leave hours each calendar year, with full-time employees allowed 15 hours and part-time employees 7.5 hours.

The [Community Service Leave policy](#) allows agency-sponsored volunteer events that benefit another Governmental Entity or a charitable organization that is exempt from federal income taxation.

Tamara Weaver, deputy attorney general with the Attorney General's Office, recently volunteered with her team at Gleaners Food Bank of Indiana.

"For me, I use all of my community service hours every year," Tamara said. "I consider myself a public servant in more ways than just my job with the State."

For her, volunteering provides an opportunity to connect with those whom she has worked with for years. "We are a large agency, so it's always great to meet new coworkers when volunteering," she said. As an agency, employees have also volunteered at Horizon House, Junio Achievement, the Salvation Army, Firefly Children and Family Alliance, Wreaths Across America, and Indy Reads.

Employees from other State agencies have also volunteered at the Indianapolis Zoo, Second Helpings, White River State Park, Teachers' Treasures, and Brooke's Place, among others.

For additional information on volunteer opportunities, visit the [Serve Indiana website](#).



Left to right: Ann Sims-Rousseau (ATG), Tamara Weaver (ATG), Amber Brady (INSPD), Vern Woodcox (INSPD), Mack Breneman (INSPD), and Julie Fletcher (INSPD) volunteer in the drive through at Gleaners Food Bank.

**View the Community Service Leave policy and access the form >**

## Are your dependents eligible to be covered on your health insurance?

The State of Indiana has an annual process to verify dependents enrolled (or previously enrolled) in the State's medical, dental, and vision plan(s) are eligible for coverage according to plan rules, ensuring that only qualified dependents receive benefits and helping to maintain healthcare costs.

In April, randomly selected employees will be contacted by the Indiana State Personnel Department's (INSPD) Benefits Division by email and mail to verify their enrolled dependent's eligibility. If you receive an email and letter regarding this audit, you are required to respond by the deadline.

Please ensure that dependents enrolled on your medical, dental, and/or vision plan(s) are eligible for coverage, per the guidelines in the [Benefits Handbook](#).

Please notify the Benefits Hotline immediately if you know your covered dependent is no longer eligible for coverage (ex: divorce). It is your responsibility to remove ineligible dependents from your plan coverage within a timely manner, even if it is beyond the 30-day qualifying event notification window, to minimize recovery of ineligible claims.

Visit the [Dependent Eligibility Verification Audit webpage](#) for more information. Any questions about the dependent verification eligibility audit should be directed to the INSPD Benefits Hotline at 317-232-1167 or 877-248-0007 (toll free).



# Registration is now open for Data Day 2025!

The Indiana Management Performance Hub (MPH) invites the statewide data community to the eighth annual Data Day! The event is set for **May 14** at the Conference Center & Auditorium of the Indiana Government Center in downtown Indianapolis.

[Registration is now open!](#) There is no cost to attend the event, but if you register, you'll be the first to know about the schedule of breakout sessions and speakers! Speaking of speakers, we are also putting out a call out for presentations for our concurrent breakout sessions.

## What to Expect:

- Discover how State agencies and trusted partners use data to tackle challenges in education, workforce development, public health, and beyond.
- Attend sessions on a wide range of topics, including artificial intelligence, machine learning, data privacy, data management, data visualization, and data science.

## Why Should You Attend?

Data Day is a celebration of MPH's innovative approach to fostering a culture of collaboration and data-driven decision-making among State agencies and key partners. Join us to learn how data continues to play an increasingly crucial role in State government and be part of the annual tradition that highlights the transformative power of data.

## Call for Presentations

We're looking for dynamic presenters to showcase how they're leveraging data to drive change and solve challenges. If you'd like to be considered, please [submit your presentation proposal](#) by April 11. Spaces are limited, so act fast to secure your spot.

## Host a Booth

We're offering State agencies and partner organizations the opportunity to host informational booths in the Conference Center. The booths are a great place for agencies to showcase their innovative, data-centered projects and network. Booths will be open from 9:30 a.m. to 2:30 p.m. at Data Day 2025.

[Sign up now.](#)

*Article by the Indiana Management Performance Hub*



**Register for Data Day  
2025 >**

**Submit Presentation  
Proposal >**

**Sign up to Host a  
Booth >**



Left: Artwork by Edith Tyler (Indiana Department of Child Services)

Right: Artwork by Michael Coleman (Indiana Department of Correction)



# DCS empowers all Hoosiers to help prevent child abuse and neglect

Every April, the Department of Child Services (DCS) raises awareness and connects families to resources during National Child Abuse Prevention Month. Alongside spring flowers, you might see blue pinwheels pop up around your community. Those pinwheels serve as an uplifting reminder of a joyful childhood and bright futures all children deserve. In April -- and throughout the year -- DCS works hard to provide and promote resources and support so that Hoosier families and children can thrive.

The theme this year is Powered by Hope, Strengthened by Prevention. Event speakers will share their hopes for Hoosier children and families, and how the community can work together in order to increase prevention efforts.

In collaboration with The Villages and Prevent Child Abuse Indiana (PCAIN), DCS kicked off Child Abuse Prevention Month on April 1 with an event at the Indiana Statehouse. Speakers included Governor Mike Braun, DCS Director Adam Krupp, The Villages Director and CEO Shannon Schumacher, CareSource Indiana President Dr. Cameual Wright, and PCAIN Director Jeff Wittman.

On April 25, DCS and Firefly Children and Family Alliance will partner for an event to dye the canal blue for Child Abuse Prevention Month. Director Krupp and Firefly Children & Family Alliance President Tina Cloer will speak to attendees about the importance of prevention and stopping families from falling through the gaps. All are welcome and encouraged to attend!

DCS local offices will also host Child Abuse Prevention events across Indiana throughout April. You can view the statewide events on the [Child Abuse Prevention Month calendar](#). DCS will share resources, photos, and videos related to prevention on [Instagram](#), [Twitter](#), and [YouTube](#).

DCS encourages all individuals and organizations to play a role in making Indiana a safer place for children and families. Here are some of the many ways you can help raise awareness and support your community:

- Know and save the DCS hotline number in your contacts: 800-800-5556
- Attend a [Child Abuse Prevention Month event](#) in your community
- Get involved with [Prevent Child Abuse Indiana](#) (PCAIN)
- Learn about [safe sleep](#)
- Refer families to:
  - [Healthy Families Indiana](#)
  - [Family Resource Centers](#)
  - [Community Partners for Child Safety](#) (CPCS)
- Donate to the [Indiana Diaper Bank](#)
- Connect families to other resources:
  - Moms Helpline: 1-844-MCH-MOMS
  - Indiana's resource and support line: 211
  - Suicide and crisis lifeline: 988
- Purchase a ['Kids First' Indiana License plate](#)

Visit the [Child Abuse Prevention Month webpage](#) for more resources and ways to help with prevention efforts.

*Article by the Indiana Department of Child Services*



# April 7-13 is Food Waste Prevention Week

Food Waste Prevention Week, taking place April 7-13, 2025, aims to inspire action and create meaningful change in how individuals handle food at home and in the workplace.

The US EPA, USDA, and FDA's "Winning on Reducing Food Waste" initiative aims to cut food waste by 50% by 2030.

Food waste is a significant issue with far-reaching consequences for the environment. The U.S. EPA estimates that 58% of fugitive methane emissions from municipal solid waste landfills are generated by food waste. Methane is roughly 28 times more effective than carbon dioxide at trapping heat in the atmosphere. In 2020, food waste in US landfills also generated about 55 million metric tons of carbon dioxide-equivalent emissions, roughly the same amount as 14 coal-fired power plants.

As Food Waste Prevention Week draws closer, IDEM encourages State employees to make small changes that can have a big impact. Here are some practical ways to reduce food waste at home and at work:

- **Plan Your Meals:** Create a weekly meal plan and shop with a grocery list to avoid overbuying. Buy the smallest package size needed for items not used routinely.
- **Practice Smart Storage:** Learn proper [food storage techniques](#) to extend the life of your groceries.
- **Understand Date Labels:** Learn the difference between "[best by](#)," "[use by](#)," and "[sell by](#)" dates to avoid discarding safe food.



- **Organize the Fridge:** Implement a clear labeling system for shared spaces and encourage regular cleanouts.
- **Plan Events Carefully:** When ordering catering or planning pitch-ins, estimate quantities accurately.
- **Encourage Mindful Consumption:** Bring reusable containers and utensils for leftovers from office lunches or events.

For more information and resources on food waste prevention, visit [FoodWastePreventionWeek.com](#) or follow @FoodWastePreventionWeek on social media platforms. IDEM will also feature Food Waste Prevention Week information on their social media platforms (@IDEMnews).

*Article by the Indiana Department of Environmental Management*

## 2025 Fair Housing Webinar: Seniors & Second Chances

Join the Indiana Civil Rights Commission (ICRC) for the 2025 Fair Housing Webinar, "**Seniors & Second Chances.**" This event will provide an overview of ICRC's mission, jurisdictions based on protected classes, and updates on fair housing laws.

Attendees will also gain valuable insights into the specific housing challenges faced by senior citizens and justice-involved individuals, as well as practical resources and support systems designed to address these needs. The event will also feature a question-and-answer session and qualifies for Continuing Legal Education (CLE) credit.

This event is free and open to the public!

Scan the QR code or visit [in.gov/icrc](#) now to secure your spot for this informative and engaging panel discussion! Stay connected and up to date on future events by following ICRC on social media @INCIVILRIGHTS.

*Article by the Indiana Civil Rights Commission*



## Rare book events at the Supreme Court Law Library!

The [Supreme Court Law Library](#) is proud to hold approximately 200 historically fascinating items in its rare book collection. In celebration of Law Day, recognized on May 1, they are offering three sessions for State employees to see, touch, and learn about these treasures.

[Please register](#) by April 17 at noon for one of the following opportunities to get up close and personal with history and reflect on what books from as far back as 1565 can teach us about the development of the legal system. All sessions take place in the Supreme Court Law Library on the third floor of the Statehouse (room 316).

### Tuesday, April 29

10 to 10:30 a.m. and 2 to 2:30 p.m.

Welcome remarks from Justice Derek Molter

### Thursday, May 1

2 to 2:30 p.m.

[Register for the Rare Books Event >](#)

## Indiana State Library to host Indiana Trivia Game

Join the Indiana State Library on Thursday, April 17 from noon to 1 p.m. for an Indiana Trivia Game. The free trivia game will cover topics such as Indiana history, sports, entertainment, and geography. Those interested in testing their Indiana trivia knowledge are encouraged to assemble a team and register now. The winning team will win a gift basket filled with Indiana goodies.



The game will take place in the History Reference Room at the Indiana State Library. Registered participants will receive a reminder email two days before the event that will also include parking information.

[Register for the Indiana Trivia Game >](#)

## Celebrate Records and Information Management Month with IARA!

April is Records and Information Management (RIM) Month, and the Indiana Archives and Records Administration (IARA) invites you to join the celebration of good recordkeeping.

Upcoming Events & Resources  
- Visit the [IARA website](#) and the [RIM Month](#) page for more information.

- **Webinar:** Learn how to manage texts, emails, and social media posts as records.
- **Interactive Game:** Test your records management skills in a fun challenge.
- **Blog Post:** Find out what to do when disaster strikes your public records.
- **Visit Us:** Stop by our booth next month during Data Day.

Want to stay informed year-round? Subscribe to our [Records Management Bulletins](#) for state and county/local government employees to keep up with the latest news and best practices.

*Article by Indiana Archives and Records Administration*



# You're invited to the inaugural Be Well, Live Well~Do Good Gala

The inaugural [Be Well, Live Well~Do Good Gala](#) will take place on June 4 at the beautiful Biltwell near downtown Indianapolis. For more than 50 years, the [Retired Indiana Public Employees Association](#) (RIPEA) has served as the lead advocate for PERF members. And since 2001, the RIPEA Foundation has come alongside those needing extra support – awarding more than \$1 million in annual grants. The Gala reception, silent auction, plated dinner, and program promise to deliver a night to remember. Mark your calendars to join the celebration!



Register for the Be Well,  
Live Well~Do Good Gala >

## Current Employee Application Portal

Current State of Indiana (SOI) employees can view and apply for open positions through the **Current Employee Application Portal** on the [Work for Indiana site](#). Employees can access the portal at the top of the page Work For Indiana homepage or by clicking “Careers” in [SuccessFactors](#). Any SOI employee interested in applying for a position within the organization must log in to SuccessFactors to complete the application process for the desired role.

Employees can also update their resume and cover letter information within the portal. Please note that some positions are available exclusively to internal candidates and will not be visible on the external career site.

View the Current  
Employee Portal >



Work for Indiana



INDIANA DEPARTMENT of ENVIRONMENTAL MANAGEMENT

## ELECTRONICS Collection Event! Indiana State Employees

All Cables and Wiring • All Televisions • Batteries (any size, any kind) • Camcorders/Cameras • Cellphones • Circuit Boards • Computer Monitors • Computer Towers • Computers (including desktops, laptops, and tablets) • Copiers • Digital Media Players • Digital Photo Frames • DVD Players • DVR/TiVo Devices (including cable boxes and satellite boxes) • E-readers • Fax Machines • Game Systems • iPods/MP3 Players • Microwaves and Handheld Appliances • Pagers and Palm Pilots • Peripherals (including keyboards, mice, external hard drives, projectors, and any other devices that are for external use with a computer) • Personal Digital Assists (PDAs) • Portable GPS navigation systems • Printers • Routers • Scanners • VCRs • Video Equipment

Questions about other items not listed? Contact us at [E-Cycle@idem.IN.gov](mailto:E-Cycle@idem.IN.gov)



WEDNESDAY APRIL 9  
8:00 a.m. to 12:00 p.m.

Drive up or walk your unwanted  
electronics to Robert Orr Plaza.

Where:  
ROBERT ORR  
PLAZA

# MPH moves data training program into SuccessFactors

The Indiana Management Performance Hub is excited to announce that starting April 1, employees can access the Data Proficiency Program courses exclusively through SuccessFactors (SF). MPH has removed the courses from the agency's website. Employees can now earn program badges by completing the Green, Blue, and Gold series as modules in the State of Indiana Learning Management System.

This change enables employees to seamlessly add completed training to their employee records. If you are one of the more than 3,000 employees who already earned a badge since the training launched, you will not need to retake it. MPH is collaborating with INSPD to ensure that all completed training is reflected in learners' SF learning history. Although we don't have a timeline for completing this process, we aim to prevent employees from retaking unnecessary training.



MPH has posted instructions for accessing the training in SF and answers to frequently asked questions on the [Data Proficiency Program webpage](#).

*Article by the Indiana Management Performance Hub*

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## Tax Day is coming: Let's get prepared!

The deadline to file your 2024 Individual Income tax returns, pay your first quarterly estimated tax payment (if required), or make any additional tax payments due to the IRS and Department of Revenue (DOR) is **Tuesday, April 15**.

### How to Pay

You can pay any state taxes owed through [INTIME](#). The customer portal allows for easy access to your tax information and direct messaging with DOR Customer Service.

**Customers cannot file** their Individual Income tax returns using INTIME. [Learn more about INTIME](#).

### Need More Time?

Don't panic. If you need an extension for **only** your Indiana Individual taxes, you may file Form IT-9 through [INTIME](#) by **April 15**. You do not need to file an extension request if you already have one with the IRS.

If you receive an extension of time to file, you have until Oct. 15 to submit your federal tax return and until Nov. 17 to submit your Indiana tax return.

The extension allows additional time to **file** but is not an extension of time to pay. If you pay 90% of taxes owed by April 15 and the rest by Nov. 17 DOR will waive any [penalties](#). Interest will accrue on the unpaid amount if you pay less than 90% of what is owed by April 15. Learn more about [Extensions of Time to File](#).

## April 6, 2025

### Garlic Mustard Pull | Clifty Falls State Park

Volunteer to remove the pesky, invasive plant, garlic mustard, from the park. Discover how to identify this invasive species and how it's hurting our ecosystem.

[More Information >](#)

### Petrified Wood | Falls of the Ohio State Park

Trees have been around since the Devonian Period, over 380 million years. These fossils are found in different geological periods across the world.

[More Information >](#)

## April 12, 2025

### Morel Hunting 101 | Patoka Lake

Learn the basics of how to find, identify, and prepare morel mushrooms.

[More Information >](#)

### Spring Kayak Tour | Patoka Lake

Hang out on the water and learn a little about the lake and wildlife.

[More Information >](#)

### Full Pink Moon Hike | Spring Mill State Park

Experience the natural world come to life as you hike under April's Full Pink Moon.

[More Information >](#)

## April 13, 2025

### Art at the Falls: Clay Tiles | Falls of the Ohio State Park

Design clay tiles with guidance from artist Mike Gibson.

[More Information >](#)

## April 16, 2025

### The Indiana Army Ammunition Plant Video | Charlestown State Park

Come to the Nature Nook for this 1-hour video presentation about the Indiana Army Ammunition Plant, which once occupied the land that is now Charlestown State Park.

[More Information >](#)

## April 19, 2025

### Park Pickup Scavenger Hunt | Chain O'Lakes State Park

Celebrate Earth Day a few days early this year by picking up this litterbug scavenger hunt. Complete the scavenger hunt as you help clean up the park!

[More Information >](#)

### 1920's Egg Decorating | The Farm at Prophetstown State Park

Step back into the 1920s as you express your creativity.

[More Information >](#)

### Star Tour! | Mounds State Park

Join the Muncie Astronomy Society on the front lawn of the old pool house to learn about the night sky.

[More Information >](#)

## April 19-20 & 26-27, 2025

### Mansfield Village Mushroom Festival | Historic Mansfield Roller Mill/Raccoon State Recreation Area

Come on in and get a chance to see the 140 year old equipment that still works, including the 137 year old Rodney Hunt water powered turbine.

[More Information >](#)

## April 25, 2025

### Bob Ross Painting | McCormick's Creek State Park

Support Indiana DNR, McCormick's Creek State Park, and Bob Ross Run for the Trees with this colorful spring scene. The workshop is led by Certified Bob Ross Instructor, Chris Taylor, who was also a mentee of Bob himself.

[More Information >](#)

### In-Person Workshop: Wildflower Botany for Beginners | Monroe Lake

This interactive workshop will give you the tools you need to become successful at wildflower identification.

[More Information >](#)

## April 26, 2025

### Bob Ross Painting | Brown County State Park

Support Indiana DNR, Brown County State Park, and Bob Ross Run for the Trees and enjoy spring blossoms and bubbling creeks. The workshop is led by Certified Bob Ross Instructor, Chris Taylor, who was also mentee of Bob himself.

[More Information >](#)

### Stanley Schoolhouse Opening Day | Chain O'Lakes State Park

Stop by and step back in time to school life in 1915!

[More Information >](#)

[View all DNR special events >](#)



# This Month WITH



**April 5, 2025**

**Wild Whitewater: Canal Nature Walk | Whitewater Canal State Historic Site**

The river flowing through the Whitewater Canal is home to all kinds of wildlife. Learn about the plants and animals that call the canal home.

[More Information >](#)

**Indiana Women Artists: A Creative Legacy | T.C. Steele State Historic Site**

Stop by for a presentation featuring the Brown County Art Guild's special exhibit celebrating Indiana women artists. Also learn about T.C. Steele's role as an artistic mentor and teacher.

[More Information >](#)

**April 5 & 6, 2025**

**Children's Tours of Historic Buildings | T.C. Steele State Historic Site**

Discover vibrant art, explore nature, and learn about the legacy of T.C. Steele during this morning tour designed specifically for children.

[More Information >](#)

**April 9, 2025**

**Radar Presents Reverso in Concert | New Harmony State Historic Site**

Reverso is a trans-oceanic improvising chamber jazz project co-lead by Jazz Times' #1 trombonist, Ryan Keberle, and Frank West, the acclaimed Paris-based pianist and music director Ibrahim Maalouf.

[More Information >](#)

**April 12 & 19, 2025**

**Guided Wildflower Walk | Angel Mounds State Historic Site**

Wonderful wildflowers bloom all over at Angel Mounds in the spring. See the beautiful flora and learn about the flowers common to southern Indiana during this walk along the trails.

[More Information >](#)

**April 12, 2025**

**Eggstravaganza | Lanier Mansion State Historic Site**

Hop over to the mansion for our family-favorite tradition. Children are invited to hunt for Easter eggs and play historic lawn games.

[More Information >](#)

**April 18, 2025**

**Riders of the Revolution | Vincennes State Historic Site**

A Paul Revere re-enactor, clad in full colonial dress, will gallop into history carrying the call for liberty through the streets of Vincennes. The celebration will continue with live music, food & drinks, and engaging activities.

[More Information >](#)

**April 19, 2025**

**Butler Community Arts School Concert | Indiana State Museum**

Butler Community Arts School students present a day of instrumental music performances showcasing the learning that has taken place over the course of the year.

[More Information >](#)

**Bookbinding Workshop | New Harmony State Historic Site**

Create your own leather-bound journal while learning about the history of bookbinding.

[More Information >](#)

**Creatures of the Night | Limberlost State Historic Site**

Discover the critters that inhabit the Loblolly Marsh Nature Preserve. Dip-net into the pothole wetland, see what you caught through a digital microscope and experience what it's like to explore with your sense of sight, smell, and sound during this fun nighttime excursion.

[More Information >](#)

**April 25-27, 2025**

**40th Annual Wildflower Foray | T.C. Steele State Historic Site**

Take part in hikes around the garden trails during Brown County's 40th annual Wildflower Foray. Experience nature and flowers through many hikes and a variety of programs. Celebrate natural history and learn about environmental concerns.

[More Information >](#)

**View all Indiana State Museum and Historic Sites events >**

# Run for the Trees: Register for Happy Little (Virtual) 5K

Registration is open for the return of the [Happy Little \(Virtual\) 5K](#), which the Indiana Department of Natural Resources (DNR) and the Indiana Natural Resources Foundation (INRF) welcome back for the third year in 2025.

In 2024, the virtual run raised more than \$18,000 for tree plantings and healthy forest initiatives in Indiana State Parks, with more than 1,000 people participating.

The event is open to everyone, and registrants can complete their 5K anywhere outdoors—on foot, by bike, skate or paddle, or using a mobility device—anytime between April 19-27, 2025, to encompass Earth Day (April 22) and Arbor Day (April 25).



For \$36 per person, each participant will receive a keepsake Happy Little T-shirt, a commemorative bib number, and a Bob Ross-inspired finisher's medal. All proceeds support tree planting and forest protection efforts in state parks.



SEVEN HOTEL  
**LOCATIONS**

## Indiana State Park Inns

### Spring fun & savings on lodging!

Surrounded by scenic beauty, hiking trails, nature centers and more.  
You're going to love it here!

**MARCH 2, 2025 - MAY 22, 2025**

(CERTAIN RESTRICTIONS MAY APPLY)

Stay two or more consecutive  
nights and get 25% off.



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# Camp Indiana Indiana Through the Decades

Indiana Statehouse Tour Office  
& Education Center

Join us for a week of Summer Fun!

Campers must be between entering 2nd  
grade and entering 6th grade  
(ages 7-11)

Spots available for 15 campers per session

**\$75 Camp Tuition**

For more information and  
how to register:  
Bailey Hinton-Matthews  
BHinton1@idoa.in.gov



## Camp Indiana DISCOVER!

Indiana Statehouse Tour Office & Education Center

Camp Indiana Discover is for  
campers in grades 6-8

Spots available for 15  
campers

**\$75 Tuition Fee**



For More information on how  
to Register:

Bailey Hinton-Matthews  
BHinton1@idoa.in.gov

## Indiana Influencers

**July 7-11**







April 2025: Tips for well-being

## Find ways to be active on any budget

Spring is here. It's a great time to get more physical activity each day. There are so many options to stay active, even if you're on a budget or tight schedule<sup>1</sup>.

Check online for free workout videos to learn yoga, line dancing or stretching moves. Join a local walking group or tai chi meet-up in the park. Need family-friendly activities? Play flying disc golf or kick a soccer ball outdoors. Explore local nature trails.

### Here are a few more tips:

- Plan a family yardwork day. Give everyone a task, like pulling weeds or raking leaves.
- Sign up for a local 5K walk or run to support your favorite charity.
- Learn jump rope routines set to music for a cardio and strength workout.
- Hold a living room dance contest for your kids set to their favorite tunes.



**Wellness  
Webinar**

### **Team Family: Getting active together\***

Is being active part of the fabric of your family life? Kids learn both from what we say and do. Join our discussion about ways to help kids make being active a habit that lasts a lifetime.

**Tuesday, April 22, 2025**

10 AM, 12:30 PM, 3:30 PM and 6:30 PM ET

\*The wellness webinar classes are not offered in Spanish.

<sup>1</sup>FOR EXERCISE SOURCE: CDC. Places to Be Physically Active. Physical Activity Basics. Published May 7, 2024.

Available at: [www.cdc.gov/physical-activity-basics/places/index.html](https://www.cdc.gov/physical-activity-basics/places/index.html). Accessed Feb. 24, 2025.

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 **ActiveHealth**  
MANAGEMENT.