

Healthbeat

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NATIONAL RECOVERY MONTH

RECOVERY. HOPE. HEALING.





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is Real.





by Tiffany Whisner
video by Ben Rose

The Power of Recovery

“Whole health recovery is about assisting those we serve to become healthy — mentally, physically and spiritually,” says Aspire Vice President of Recovery Capital Darrell Mitchell. “There are many pathways one can travel for sustainable long-term recovery, but at the core is this — one person connecting with another and being of service.”



[National Recovery Month](#) (Recovery Month), according to the Substance Abuse and Mental Health Services Administration (SAMHSA), is a national observance that started in 1989 and is held every September to promote and support new evidence-based treatment and recovery practices, the nation’s strong and proud recovery community, and the dedication of service providers and communities who make recovery in all its forms possible.

“Five years ago, Aspire wasn’t offering addiction treatment and recovery support services in a residential setting, and now we have the most extensive residential recovery continuum in Indiana,” Mitchell says.

As the Vice President of Recovery Capital, Mitchell is in charge of looking at the way Aspire delivers recovery care and ensuring Aspire as a whole has an understanding of recovery principles.



Click to play video



According to SAMHSA, [the four major dimensions of recovery](#) are:

- **Health:** Overcoming or managing one's disease(s) or symptoms.
- **Home:** Having a stable and safe place to live.
- **Purpose:** Conducting meaningful daily activities and the independence, income and resources to participate in society.
- **Community:** Having relationships and social networks that provide support, friendship, love and hope.

ASPIRE'S WHOLE HEALTH RECOVERY CONTINUUM (WHRC)

When [Aspire Indiana Health](#) and [Progress House](#) merged in November 2019, it was the first step in launching Aspire's [Whole Health Recovery Continuum \(WHRC\)](#) to address substance use disorder (SUD), a complex problem with multiple causes.

Instead of scattering the pieces to the recovery puzzle and expecting you to find them, the WHRC brings everything needed for a highly-effective recovery program to you — including a stable, safe place to live.



[Mockingbird Hill](#) is Aspire's substance use treatment facility offering onsite primary medical and behavioral healthcare, Medication Assisted Treatment (MAT), withdrawal management, individual case management, peer support groups and 24/7 care and supervision. [Progress House](#) is a safe, residential recovery program where individuals can begin to recover physically, mentally and spiritually; and Next Step is a sober living apartment community available to those who have successfully completed the program at Progress House.

“As a result of offering these comprehensive services in a continuum of care, our residents are healthier in mind, body and spirit,” Mitchell says.

Some individuals may start their journey at Mockingbird Hill, where clinical services are offered and recovery principles are introduced. After the average 28-day stay at Mockingbird Hill, programming can continue at Progress House for the next five to seven months, where individuals still receive treatment services but are now in a recovery environment with a recovery culture. Others start their journey at Progress House, where there are fewer group and individual therapy hours but more one-on-one recovery coach time and daily 12-step meetings. Some graduates then go on to Next Step, where they can stay for up to two years. >>



“A high percentage of clients at Mockingbird Hill go to Progress House, and after successful completion, can either go back into the community and continue outpatient services or go to our Next Step apartments, a recovery community that offers more independence but with structure and accountability,” Mitchell says. “Nowhere else in the state can someone enter treatment, move on to recovery housing and then transitional housing in a sober environment in a seamless continuum.”

Once an individual fills out an online application for [Mockingbird Hill](#) or [Progress House](#), Aspire clinicians and operations staff assess that person to decide what level of care is needed, given the nature of the person’s SUD as well as emotional and physical status. A personalized treatment plan includes a recommendation for the proper venue for services — whether outpatient or residential — along with the extent and types of services needed to maximize the opportunity for long-term recovery.

Many times, individuals continue in and out of treatment facilities because they haven’t had the appropriate next step of recovery support needed. The goal of the WHRC is the same for everyone — to reach a stage of long-term recovery where the disease of SUD is no longer controlling your life.

In 2022, there were 3,000 applicants in the [SAMHSA Recovery Innovation Challenge](#), which sought to identify innovative practices in

behavioral health that advance recovery on the ground and in the community. And Progress House — having merged with Aspire Indiana Health — was one of just 10 winners across the U.S.

“Our integrated Whole Health Recovery Model is unique. We are the only organization in the country that offers a six-month residential recovery program with medical, behavioral health and recovery support services — all on the foundation of a spiritual recovery program — under one roof ,” Mitchell says. “We can say we have the most innovative recovery model in the country. The reason this is so important is we have seen our success outcomes improve from 35% to 70%. These are remarkable outcomes and so encouraging, as it equates to lives being saved and changed.”

THE PATH TO LONG-TERM RECOVERY

“If people come to Aspire with only what they have on their back, we can say to them that what you don’t have in resources you can make up for with willingness, and we can give them quality healthcare, quality mental healthcare, quality housing and quality recovery support in a model that is nowhere else,” Mitchell says.

There is a lot of work that goes into recovery for an individual to learn to accept and understand how to remove the obstacles of resentment and trauma that may have led to SUD.

“There are three indispensable qualities we describe with people who we’re working with in recovery,” Mitchell says. “And those are honesty, willingness and open-mindedness. So, in other words, a person in recovery has to be teachable. You’ve got to be honest with others — and yourself — and then you have to be willing to follow the suggestions outlined throughout the recovery process.”

The recovery journey isn’t an easy one — especially at the beginning.

“Think about the amount of energy and work that’s required for someone to begin to get honest about all areas of their life as a result of their alcoholism or drug addiction and start to clean things up,” Mitchell says. “It’s not just about sober living; it’s about reaching out to the people you’ve harmed so you — and they — can have some peace. That’s why treatment doesn’t work by itself. Treatment is the precursor to a lifelong recovery journey.”

In addition to one’s own willingness to begin recovery, there is a tremendous amount of strength that comes from being in community



with others who have traveled that same path before you and know what you are going through.

“The reason why peers are so powerful is because they’re talking from a place of experience instead of opinion,” Mitchell says. “Our staff with lived recovery experience is invaluable because they share what they have been through and how they overcame those same challenges and struggles with addiction.”

Mitchell continues, “Aspire offers support for our clients’ recovery journey. And in every part of that journey, whether in our residential facilities or outpatient clinics, our staff plays an important role in providing the care and tools for long-term recovery and independent, meaningful living in the community.

“Several patients who started their journey at Mockingbird Hill have returned there to work in some capacity. The same is true for Progress House, as all operations staff are former residents. It is critical in both facilities to have people with lived experience on staff. It’s even more powerful when they share with our clients that they were former residents themselves.” >>



“The reason why peers are so powerful is because they’re talking from a place of experience instead of opinion,” Mitchell says.





Daisy is a service dog at Progress House.

photo by Ben Rose

Mitchell says Aspire has found a way to treat people in an integrated fashion, making that treatment accessible and affordable to clients and available in a coherent experience for them.

“One objective we have is to earn our client’s trust through our commitment to their long-term recovery,” Mitchell says. “It’s a privilege to do this work. I’ve seen families reunited and lives transformed. There is such a significant need in our communities for the services we provide. There is still pain; however, there is hope, love and compassion. That is the business we are in, and that’s the power of recovery.”

There is a popular saying in the rooms of recovery, “You have to give it away to keep it.” It means you can only truly keep the important things in life by sharing them with those around you.

“Next Step residents and other Progress House alums return to the House because their lives have been changed at Progress House, and they want to share their experiences with the men just beginning their recovery journey — showing them there is help... and hope.” ■



by **Tiffany Whisner**
photo by iStock images

Zero Suicide Initiative Transforms Suicide Care

Suicide is an urgent and growing public health crisis. During [Suicide Prevention Month](#) in September, it's important to remember the lives lost to suicide, acknowledge the millions who have experienced suicidal thoughts, and the many individuals, families and communities who have been impacted by suicide.

© 2020 Zero Suicide Institute at EDC.



According to the [Suicide Prevention Resource Center](#), suicide rates increased among both males and females in the U.S. from 2011 to 2021. In that time period, the total age-adjusted suicide death rate increased from 12.3 to 14.1 per 100,000 people. And according to the [U.S. Department of Health and Human Services](#), more than 49,000 people in the United States died by suicide in 2022.

That's one death every 11 minutes.

“For a long time, the thought behind suicide was there’s nothing we can do about it because we can’t change an individual’s actions, but research shows if we ask the right questions, do appropriate follow-up and complete safety plans with individuals, we actually CAN reduce the risk of suicide and the overall number of deaths by suicide,” says Aspire Director of Service Entry Kaitlyn Ervin.



Ervin is the chair of Aspire’s Zero Suicide Committee, a group of team members that leads Aspire’s participation in the Zero Suicide Initiative. It is based on the foundational >>

belief suicide deaths for individuals under the care of health and behavioral health systems are preventable.

Inspired by healthcare systems that saw dramatic reductions in patient suicide, [Zero Suicide](#) began as a key concept of the [2012 National Strategy for Suicide Prevention](#) and quickly became a priority of [National Action Alliance for Suicide Prevention](#) and, through the [Suicide Prevention Resource Center](#), a project of Education Development Center.

Since 2014, [ZeroSuicide.com](#) has been an evolving source of free resources and open community support for systems taking on the challenge of Zero Suicide. For systems dedicated to improving patient safety, Zero Suicide presents an aspirational challenge and practical framework for system-wide transformation toward safer suicide care.



“There was trend of an increasing number of deaths by suicide, and one of our goals as an organization was to focus on reducing that number,” says **Aspire Executive Vice President and Chief**

Transformation Officer Jim Skeel. “It felt like we needed to do something internally, and Zero Suicide was demonstrating success when nothing else was. They’re now at the epicenter of what works and what doesn’t, so it was an easy decision to get their guidance on implementing the Zero Suicide framework at Aspire.”

ZERO SUICIDE FRAMEWORK

Aspire became a part of the Zero Suicide Initiative in 2015 and created an internal team to incorporate the seven elements that make up



the Zero Suicide framework into the company’s systems of care to deliver safer, more effective care. The [Zero Suicide Elements](#) are:

- **Lead:** Lead system-wide culture change committed to reducing suicides.
- **Train:** Train a competent, confident and caring workforce.
- **Identify:** Identify individuals with suicide risk via comprehensive screening and assessment.
- **Engage:** Engage all individuals at risk of suicide using a suicide care management plan.
- **Treat:** Treat suicidal thoughts and behaviors directly using evidence-based treatments.
- **Transition:** Transition individuals through care with warm hand-offs and supportive contacts.
- **Improve:** Improve policies and procedures through continuous quality improvement.



“When we first started down this path with Zero Suicide in 2015, we spent a lot of time with their leadership learning more about the Zero Suicide core values, including the commitment to being a learning organization dedicated to change that advances best practices in suicide care. We never stop trying to better ourselves and our care as an organization, improving how we serve our patients.”

“Zero Suicide is evidence based, everything from the tools and assessments to the way we contact people,” Skeel says. “And research demonstrates that it works.”

That’s why, since the conception of the Zero Suicide Committee, Aspire has recognized the importance of creating — and adhering to — a 90-day action plan. Examples of action items have been:

- Develop an Initiatives page on our internal website so all staff have access to current efforts.
- Review protocols and procedures related to the Zero Suicide Initiative to verify they are up to date and relate to all services lines.
- Review ongoing data to help ensure we are assessing and safety planning in a timely and appropriate manner, in a way that is supporting the individual we’re serving.

“Suicide is a topic that can be scary to address, even for those of us providing services,” Ervin says. “At Aspire, we want to empower our staff to not only know we can help reduce the number of deaths by suicide but to understand how to have those conversations and become more comfortable discussing suicide with patients.”

INTERVENTION AND SUICIDE PREVENTION

Interactions with Aspire staff are a critical part of the patient experience, and one of the first ways any behavioral services patient is assessed is with the [Columbia Suicide Severity Rating Scale \(C-SSRS\)](#), a series of questions anyone can ask to help identify whether someone is at risk for suicide, determine the severity and immediacy of the risk and gauge the level of support the person needs.

“A key piece of this protocol is that we are using shared language,” Ervin says. “Staff don’t have to worry about if they are asking the right questions or saying the right things; you simply have to ask the questions and determine the score. Based on the scoring, it gives us a risk level, and next steps are determined from that level.” >>



Aspire created its “Clinical Care for Suicide Risk Policy” to “identify and outline the processes of our current clinical care guidelines, minimum training standards and related activities for addressing the care for people we serve who are identified as being at risk for suicide.” Part of the policy addresses Aspire’s periodic use of a Zero Suicide Workforce Survey to gather a snapshot of employees’ perceptions, training, competency and comfort in working with this population; the results are used to enhance Aspire’s training plans for employees.

“We know from the Workforce Survey there is an increased staff level of comfort dealing with suicide,” Skeel says. “We have a continuous training and retraining effort to make sure new staff members and new clinicians are trained appropriately, and therefore, there is more acceptance and understanding internally about suicide and a greater focus on compassion overall.”

“I was working at Aspire as a youth and adolescent therapist when we started the Zero Suicide Committee, and through my work I have seen the changes and progress we have been able to make,” Ervin says. “Now as a manager, it’s important to me to understand suicide prevention and how to support those individuals

I am managing — and the Aspire staff as a whole — to increase the level of comfort with talking about suicide and providing the care needed to reduce the amount of deaths by suicide.”

Aspire’s adherence to the Zero Suicide framework has resulted in a 750% reduction in deaths by suicide in the last 10 years. And according to Skeel, that translates to 140 lives saved.

“Suicide is the worst possible outcome of mental illness,” Skeel says. “We have no ability to help someone after that. Before, we were just treating symptoms; now we are tackling this problem head on and being an active part of an individual’s care plan.”

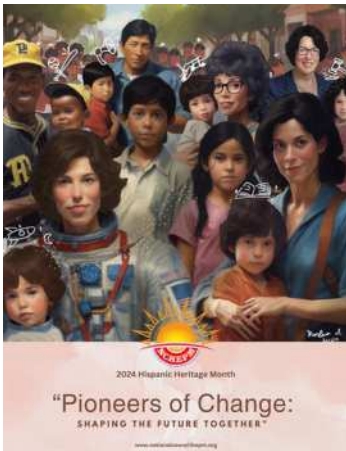
“Aspire has been dedicated to helping individuals dealing with suicide risk; we are continuing to push through different stigma and make changes to improve suicide care,” Ervin says. “Suicide can affect anyone at any time, so it’s important to educate more people on what suicide prevention and care looks like. And if we learn the language and are more comfortable having the conversations, we can really make a difference.” ■



by **Tiffany Whisner**
video by *Ben Rose*

Celebrating Hispanic Heritage Month

[Hispanic Heritage Month](#), celebrated September 15 to October 15, recognizes the achievements and contributions of Hispanic Americans who have inspired others to achieve success.



This heritage month is celebrated mid-September to mid-October to highlight the independence of several countries. September 15 is the day that five Latin American countries celebrate their independence from Spain: Costa Rica, El Salvador, Nicaragua, Guatemala and Honduras. Mexico celebrates its independence on September 16 and Chile on September 18. Also, Columbus Day/Indigenous Peoples Day, or Día de la Raza, in mid-October, falls within this 30-day period. By aligning with these independence dates, Hispanic Heritage Month honors the resilience and determination of the Hispanic community.

The observation began in 1968 as Hispanic Heritage Week under President Lyndon Johnson and was expanded by President Ronald Reagan in 1988 to cover a 30-day period. It was enacted into law on August 17, 1988. The theme for 2024 is “Pioneers of Change: Shaping the Future Together.” [Click here to hear more from Dr. Gina!](#) ■

Click to play video





by **Tiffany Whisner**
photos by *Ben Rose*

Taking a Stand Against Gun Violence

Youth Anti-Gun Violence Day was a powerful community event dedicated to raising awareness and taking a stand against gun violence.



Hosted by [Pathway Resource Center](#), the event took place Saturday, August 24, offering resources and engaging workshops aimed at empowering our youth to lead the change.

It also included a workshop from [Indy Peace Fellowship](#), a partnership between the Indy Public Safety Foundation and the Office of Public Health and Safety. The program is part of Indianapolis's larger violence reduction strategy.

The guest speaker was Marion County Prosecutor Ryan Mears. Aspire had an exhibit table at the event and also brought Macy, our mobile clinic unit. Thanks to everyone who participated in this impactful event!





by **Jaclyn Saunders**
photo/video by Ben Rose

Employee Spotlight: Hilary Davis-Reed Project Manager-HR

Nearly 25 years ago, BehaviorCorp (which would eventually become Aspire) hired Hilary Davis-Reed, a bright and eager learner, for the Human Resources Department. As she worked her way through college to earn a bachelor's degree in human resources, Hilary grew alongside the BehaviorCorp organization.



“I didn’t have any experience, but they took a chance on me,” she says. While it may have been a chance, Hilary has proven time and time again that chance was one worth taking. Hilary has dedicated her long career to Aspire — working in various HR positions, including compliance, payroll and recruitment. Most recently, she has been in a project manager position, Manager of Projects and Solutions, overseeing an array of human resources responsibilities. She works tirelessly with her team to support the various facets of HR and provide support as needed. “I love helping people,” Hilary mentions as we discuss where her passion for HR stems from.



Click to play video



Understanding people and where policies and processes are born helps her seamlessly meld the two. “I even love doing reports,” she chuckles. While pulling or creating reports can feel mundane to some, Hilary finds joy in knowing the work she does is serving someone and will make a difference in their day. Her infectious smile clearly illustrates her enthusiasm for her work, even after 25 years. In her spare time, Hilary enjoys spending time with her family and friends as well as her two American Bulldogs. She also loves attending concerts, spending as many nights as possible with her lawn pass at Ruoff Music Center, or sailing off on the occasional cruise. Hilary brings joy to her workplace — and to her personal life. ■

ACCENT ON COMPASSION

In last month’s Accent on Compassion feature by Aspire Indiana Health President and CEO Antony Sheehan, he focused on teaching his daughter to drive, recognizing the need to navigate new roles throughout life and taking pride in occupying the passenger’s seat. Read more here! [Read more here!](#)



by Brandi Brewer

Social Media Hits

A look back at our top social media hits in August!





Aspire News



DOCTORS CHAMBERS JOIN ASPIRE

Two of Indiana's most preeminent psychiatrists, Dr. Joanna Chambers and Dr. Andy Chambers, have joined Aspire Indiana Health. A married couple, both are faculty members at the Indiana University School of Medicine with long records of public health advocacy and research. Dr. Joanna Chambers will practice at Aspire's Noblesville health center and specializes in women's behavioral health issues. Dr. Andy Chambers specializes in the treatment of adolescents and addiction treatment. Welcome, Doctors Chambers!



UPDATE ON Mpox OUTBREAK

On August 14, the [World Health Organization \(WHO\) declared](#) mpox, formerly known as monkeypox, a global public health emergency for the second time in two years due to an upsurge of the virus in the Democratic Republic of the Congo (DRC). A public health emergency of international concern (PHEIC) is the WHO's highest level of alert, with potential to spread further across countries in Africa and possibly outside the continent. >>

According to the [Centers for Disease Control and Prevention \(CDC\)](#), the risk to the general public in the United States from the type of mpox circulating in the DRC is very low. CDC made this assessment due to the limited number of travelers and no direct commercial flights from DRC or its neighboring countries to the United States. The risk might change as more information becomes available, or if cases appear outside central and eastern Africa.

Mpox needs close or intimate contact to spread, so casual contact like you might have during travel is not likely to cause the disease to spread. A vaccine for mpox is available in the U.S. — the CDC recommends that people who are exposed to the mpox virus receive two doses of the vaccine. [Updated results of mpox cases](#) in Indiana are shown on the Indiana Department of Health website.



BEN ROSE NAMED CREATIVE MANAGER

Ben Rose, formerly Multimedia Content Producer for the marketing team, has been named Marketing Creative Manager. In this new role he will lead the team's creative staff, innovate and execute an ambitious vision for high-level multimedia content and help shape the Aspire brand. A job search is currently underway to backfill his old position — so Ben isn't laying down his cameras quite yet. Congrats!



FAITH IN YOUR RECOVERY PODCAST

Aspire's Bri Green, Manager of Infectious Disease Testing, and Kaylyn Mora, Infectious Disease Case Manager, took to the soundwaves of the Faith in Your Recovery Podcast to share how Aspire's services and resources can help you or a loved one. The Faith in Your Recovery Podcast shares stories of those who have been touched by addiction in order to bring awareness to the struggles associated with dependency of any kind. [Listen to the podcast episode here!](#)



MARKETING AWARDS FROM RAGAN

Aspire Indiana Health's marketing team has racked up more recognition for its creative work! In Ragan's 2024 Content Marketing Awards, Aspire was named a Finalist in the categories of Overall Use of Video and Annual Report. You can view their award-winning work by [clicking here](#) for the video and [clicking here](#) for the annual report. Congrats!



by Jaclyn Saunders

Recognition

We're proud of the people who work for Aspire. That's why we'd like to take a moment to give recognition to them for their achievements — both inside and outside the work they do with us serving Hoosiers.



Courtney Tanner, Home Based Therapist, was recently praised by Madison County Juvenile Probation for her great work with the youth, collaboration and consistent communication with probation to help serve the population well.



Ashley Merrell, Licensed Eligible Therapist, is always going above and beyond. She is always willing to help others if needed, and her clients love her. Elwood is so very lucky to have her as part of the team and family. Thank you for all you do!



Meredith Moore, Intake Clinician, has been providing exceptional care and support to the clients she sees for intake. She has shown a great level of professionalism and contributes to the overall effectiveness of our team and the quality of service provided. Meredith has quickly acclimated to the team and expectations for her role and has done a great job. You are appreciated!



Ryan Stadnik, Psychologist, has repeatedly gone above and beyond for clients and will advocate for them without hesitation. Ryan responds quickly with great insight and ideas about ways to help his clients.



Eboni Starks, Psychologist, is enthusiastic about her work with her clients and has grown tremendously as a psychologist. She is proficient in teaching her clients skills, and her unique personality energizes them.



Rita Stephens, Nurse Practitioner, saved a life while on Macy by calling 911 for a person in distress who was not our patient. She quickly responded to the person who was lying on the ground and ensured proper medical intervention by calling 911. Rita did a beautiful job showing how Aspire cares for the community.



Dr. Olivia Smith, Physician - Primary Care, was called outside Macy to assess a person who had lain down and was unresponsive. Even though not our patient, she quickly responded, obtained vitals, administered Narcan and called 911. Dr. Olivia saved a life this week. She shows dedication to serving her community well.



Deb Gerstorff, Medication Technician, has joined the Mockingbird Hill team and has taken all the challenges that have been thrown at her in stride! She is always asking questions if she is unsure, and she is always smiling.



Staci Johnson, Recovery Coach, has become busier in recent days, and she still gives the same care to her clients with a smile on her face. Staci not only works wonders for her clients here, she also manages doing great work in the community outside our office. Thanks for all the hard work you do, Staci!



John Williams, Recovery Coach, has been a great team member as we restarted addictions services at the Carmel office. He makes clients the center of their treatment with integrity and compassion.



Gwenetta Hill, Recovery Coach, is amazing at uncovering underlying needs for her clients and not just what appears on the surface. Gwenetta has a great understanding of strengths and needs, and that comes from extensive experience and a passion to always learn more.



Shad Hill, Supervisor - Home and Community Based Services, went out of his way to help a colleague who was stranded and out of gas.



Michael Burke, Community Health Care Worker, goes above and beyond for Macy and Progress House. He has been a great addition to the team and cares so much about our patients and residents. Michael also completed his Community Health Certification, and we are so proud of him.



Sydney May, Team HOPE Project Associate, always has a cheerful outlook and works to find a creative way to spread sunshine through Team HOPE! Sydney recently identified a challenge in our Anderson office – we were regularly buried in cardboard boxes from the endless supply delivery. She did some research on local recycling and presented a plan to take these boxes to a local recycling center on a regular basis. This creative thinking helped keep our office space tidy, helped reduce the amount of waste regularly filling up the dumpster, and is great for the environment. Kudos, Sydney!



Kaylei Neal, Medical Assistant, has wonderful bedside manner with her patients, really making a great patient experience. Additionally, her team huddles give her providers exactly what they need to have a successful day. Her dedication and spirit are what make a great patient experience.



Jen Lawson, Medical Assistant Team Lead, has been a rockstar keeping Carmel running efficiently despite being short staffed. She is quick to jump in and help the team whenever needed. She also works hard to listen to the MAs working under her supervision.



Sadaf Shaikh, Accounts Receivable Representative, is a powerful and steady force of the AR Department. She comes across as a quiet, steady worker who just pushes through, but she is very mighty. She is super dependable and continuously hits goals. We are so very fortunate to have her as part of the AR Department and Aspire. Thank you for all you do, Sadaf!



Cyera Young, Office Coordinator - DeHaven, always tries to do anything she can to make those around her successful. Cyera stepped up when learning our sister office, Hoak, was going to be short staffed, and she offered to cover the mornings so no one would work the front desk alone. She did this all while knowing we were working on some big projects for DeHaven. She is very helpful, and I appreciate her!



Courtney Ryan, Care Coordinator/Life Skills Instructor - Home & Community Based, took the lead on a very difficult case involving a juvenile client that involved DCS, law enforcement and various hospitals. Courtney went, and continues to go, above and beyond for this client and others on her caseload.



Cé'Aira Waymon, Marketing Creative Associate, in just a few months into her first post-college job, has proven herself to be an innovative and diligent creative professional. After joining the marketing and communications team in May as a Creative Associate, she's shown herself to have an exacting eye for design and multimedia projects, turning out high-level products right out of the gate!



Lindsay Romwalter, Crisis Service Provider, has been eager to engage and support all her team members as they process mobile crisis runs and some of the challenging elements of any given run. She models strong boundaries while also remaining compassionate and ethical.



Jackie Peck, Patient Access Specialist, is helping a colleague work through process improvements for patient access specialists at DeHaven and is greatly appreciated for her "can do" attitude and being a team player.



LaTisha Lampkin, Certified Medical Assistant, is very informal and great with the patients. It is a pleasure to work with her.



Melissa Westfall, Case Manager, is an amazing team member to have! During Outreach, she's kind to everyone she talks to and cracks jokes to make everyone laugh. She is passionate about what she does.



Cassandra Frederico, Case Manager, has made it a priority to help train new team members and ensure they understand their job responsibilities.



Jan Showers, Non-Medical Case Manager, is always considerate of others. She is there for everyone ... offering help, a smile or a strong shoulder to lean on. Jan shares her positivity and kindness everywhere.



Maggie Spitznogle, 340B Program Coordinator, has recently moved into a new role at Aspire and has shown a strong desire to learn and grow in the new position. She has taken ownership of her learning and new tasks and has shown an aptitude for her new role. Our team is grateful for Maggie's effort and focus during this transition.



Holly Thompson, 340B Program Coordinator, is a recent hire to Aspire and new to the 340B space, which can be a daunting program to learn. That hasn't stopped her from being enthusiastic to learn and eager to ask questions. Others are impressed with her desire to figure things out and her dedication and focus to a task well done, even when it gets hard.



Ally Parker, 340B Program Supervisor, has recently joined Aspire and taken on the difficult task of leading an entirely new team with no background in 340B, including herself. But she has embraced this challenge and has shown a strong ability to learn alongside her team while providing support, encouragement and direction along the way.



Jessy Brown, Patient Access Specialist, is very knowledgeable about how to get things done and is always willing to help me and our clients. We appreciate her hard work and caring spirit.



Lourdes Cruz, Patient Access Specialist, has been very diligent in her job. She believes she is bothering the IT/EHR department, but because of her diligence, she caught something that has been going on for months. I was able to do a deep dive and get with Clinect to fix the issue. She is a valued member of the Aspire team, and we are glad to have her here.



Dalia Medina, Deaf Services Patient Access Specialist, has been working hard juggling tons of tasks, including intakes. She has learned a lot and displayed willingness and open-mindedness to do what is best for any client at Aspire, especially in the Willowbrook office. Thank you, Dalia!



Eric Ebert, Manager-Food Services, has helped the Progress House kitchen run much smoother. Eric has done a good job at making different meals and also adding some healthy and fresh vegetables and fruit to the menu. Residents look forward to eating.



Katie Cuttrell, Multi Site Clinical Manager, is an amazing supervisor to all her team members. Katie has a no-nonsense approach to client care and is compassionate to all her employees when they are in need. We are all very lucky to be in the service of Katie.



James Bryant, Manager - Food Services, already has a long-standing reputation throughout the entire organization for the amazing food he creates. What most people don't see is the endless hard work he puts in to create those amazing meals. His dedication to serving people is second to none, and the joy he receives from that is a wonderful thing to watch.



Brooke Martinez, Manager, People Operations, is an amazing support. She takes the time to meet with individuals and teams if a need arises. She approaches situations with a positive and solution-focused mindset. She truly is an advocate for those who work at Aspire, the individuals served by Aspire, and Aspire as a whole.



Mary Giesel, Manager of Community Engagement, has a wealth of knowledge about Aspire and outside organizations – connecting the two to develop potential relationships to continue serving this amazing community most of us call home!



Vivian Hinders, Manager - HCBS Services DeHaven, participated in the Saint Mary's of the Woods College Women in Leadership pilot program with Aspire. They did a phenomenal job with their assignments, especially their final poster presentations. "These projects were all very well done! I would also like to thank their DMS who supported their participation in this program to help foster their growth and development. We are very excited to watch our leaders grow."



Kat Siegel, Systems Analyst III, participated in the Saint Mary's of the Woods College Women in Leadership pilot program with Aspire. They did a phenomenal job with their assignments, especially their final poster presentations. "These projects were all very well done! I would also like to thank their DMS who supported their participation in this program to help foster their growth and development. We are very excited to watch our leaders grow."



Emily Hunsinger, Director - Grants Billing and Compliance, participated in the Saint Mary's of the Woods College Women in Leadership pilot program with Aspire. They did a phenomenal job with their assignments, especially their final poster presentations. "These projects were all very well done! I would also like to thank their DMS who supported their participation in this program to help foster their growth and development. We are very excited to watch our leaders grow."



Silvia Lopez, Program Manager - Deaf Services, participated in the Saint Mary's of the Woods College Women in Leadership pilot program with Aspire. They did a phenomenal job with their assignments, especially their final poster presentations. "These projects were all very well done! I would also like to thank their DMS who supported their participation in this program to help foster their growth and development. We are very excited to watch our leaders grow."



Michelle Lamie, Manager - Infectious Disease, participated in the Saint Mary's of the Woods College Women in Leadership pilot program with Aspire. They did a phenomenal job with their assignments, especially their final poster presentations. "These projects were all very well done! I would also like to thank their DMS who supported their participation in this program to help foster their growth and development. We are very excited to watch our leaders grow."



Kim Williams, Manager - Compensation & Benefits, participated in the Saint Mary's of the Woods College Women in Leadership pilot program with Aspire. They did a phenomenal job with their assignments, especially their final poster presentations. "These projects were all very well done! I would also like to thank their DMS who supported their participation in this program to help foster their growth and development. We are very excited to watch our leaders grow."



Bri Green, Manager - Infectious Disease Testing Services, participated in the Saint Mary's of the Woods College Women in Leadership pilot program with Aspire. They did a phenomenal job with their assignments, especially their final poster presentations. "These projects were all very well done! I would also like to thank their DMS who supported their participation in this program to help foster their growth and development. We are very excited to watch our leaders grow."



Taylor Nikolov, Manager - Orientation & Learning, participated in the Saint Mary's of the Woods College Women in Leadership pilot program with Aspire. They did a phenomenal job with their assignments, especially their final poster presentations. "These projects were all very well done! I would also like to thank their DMS who supported their participation in this program to help foster their growth and development. We are very excited to watch our leaders grow."



Rachael Derrick, Manager - Residential Addiction Services Progress House, participated in the Saint Mary's of the Woods College Women in Leadership pilot program with Aspire. They did a phenomenal job with their assignments, especially their final poster presentations. "These projects were all very well done! I would also like to thank their DMS who supported their participation in this program to help foster their growth and development. We are very excited to watch our leaders grow."

Welcome New Employees!

Hope Carman

Life Skills Coach
Hartung

Candace Stiner

Property Manager
Ward

Meghan Mellady

Residential Recovery Technician-Full Time
Mockingbird Hill

Bode Oladipo

Life Skills Coach
Questend

Brooke Thomas

Residential Recovery Technician-Full Time
Mockingbird Hill

Ashley Tipton

Certified Medical Assistant
Progress House/MACY

Tiawatha Carter

Medication Technician
Mockingbird Hill

Abby Vonderschmitt

Hepatitis C Care Coordinator
Muncie

Julie Fields

Patient Access Specialist
Carmel

Leroy Posey

Life Skills Coach-Part Time
Questend

Douglas Osborne

Network Administrator
Noblesville Admin

Ruqaya Al Delfi

Residential Recovery Technician
Mockingbird Hill

Milissa Cruse

Patient Access Specialist
Noblesville

Ashley Pumphrey

Benefits Coordinator
Administration

Geetaharichandana Vemuri

Data Analyst
Administration

Stacey Simison

Residential Recovery Technician
Mockingbird Hill

Danny Collier

Residential Recovery Technician
Mockingbird Hill

Jocelyn Carrasco

Life Skills Coach
Questend

Ciara Roberts

Patient Access Specialist
Hoak

Samantha Hudson

Patient Access Specialist
Hoak

Nicole Wesling

Certified Medical Assistant
Noblesville

Kenneth Rushing

Maintenance Technician
Lebanon

Rachael Peterson

Care Coordinator/Life Skills Instructor-Home &
Community Based
Carmel