

**Johnson County Health First Indiana Grant Agreement**  
**Upstream Prevention-Suicide Prevention Coalition of Johnson County**

**This Grant Agreement**(“Agreement”) made the 13<sup>th</sup> day of January 2025 (“Award Date”) by and between Upstream Prevention, Inc., with offices located at 530 US 31 S, Greenwood, IN 46142 (“Grantee”), and the Johnson County Indiana Health Department, acting through its Board of Commissioners, and its successors and assigns, 86 West Court Street, Franklin, IN 46131 (collectively “Grantor”).

**Witnesseth**, that the Grantee and the Grantor for the consideration named agree as follows:

**Article 1      Amount Awarded**

The Grantor has awarded Grantee Seventy-Five Thousand Dollars and 00/00 Cents (\$75,000.00) to operate the Suicide Prevention Coalition of Johnson County as a core public health service for the citizens of Johnson County, Indiana.

**Article 2      Grant Terms**

1. Grantee attests that funds granted will be used solely as required by the Health First Indiana Program, Ind. Code § 16-18-2-79.5, Ind. Code § 16-20-1-12, and specified in Grantee’s 2024-2027 Strategic Plan attached hereto and incorporated herein as “**Exhibit A;**” and
2. All expenditures and financial transactions must be supported by documentation that supports why the transaction is allowable for grant purposes by including an invoice summary cover sheet which has a list of all expenditures. The cover sheet must contain:
  - a. the date of transaction,
  - b. the type of transaction,
  - c. the payee,
  - d. total amount of expense,
  - e. the form/type of supporting documentation,
  - f. a brief explanation of the purpose of the expense; and
3. Accounting records must be traced back to source documentation. In general, documentation will be:
  - a. A copy of a cancelled check/electronic copy or other document supporting that the transaction was executed; e.g., bank statement, electronic reference, etc. All copies of cancelled checks submitted should include both the front and back of the check. If the back side is not available, a copy of the respective bank statement or online statements can be substituted.

- b. Submission of a credit card statement is not sufficient documentation of an incurred and paid cost unless you are able to provide supporting documentation such as a contract, purchase receipt or invoice and a subsequent statement verifying the account balance was paid in full no later than 90 days after the period of performance end date. If the credit card account carries a balance, only the pro-rated portion of the expenditure in relation to the outstanding balance will be allowed.
  - c. Debit card transactions can be supported with the receipt or invoice and the bank statement highlighting the transaction; and
4. Entire grant award must be expended by within twelve (12) months of the Award Date. If Grantee has extreme circumstances and is unable to spend the entire awarded amount within twelve (12) months, Grantee may ask for an extension from the Johnson County Board of Commissioners. If Grantee does not have a granted extension and had not expended the entire grant award amount within twelve (12) months, the remaining awarded funds shall revert back to the Health First Indiana general grant fund account for Johnson County.
5. To maintain financial records adequate to verify expenditures and activity related to this grant for three (3) years.

### **Article 3      General provisions**

Grantee understands that this Grant is a one-time grant and acknowledges that it has received no assurances that this Grant may be extended beyond its expiration date.

All work in association with Grantee's and this Agreement shall be completed in a workmanlike manner and in complete compliance with all applicable state and federal laws.

To the extent required by law, all work in association with and this Grantee and this Agreement shall be performed by individuals duly licensed and authorized by law to perform said work.

Pursuant to Ind. Code § 22-9-1-10, Grantee and any employee shall not discriminate against any employee or applicant for employment to be employed in the performance of work under this Agreement, with respect to hire, tenure, terms, conditions, or privileges or employment or any matter directly or indirectly related to employment, because of race, color, religion, sex, disability, national origin, or ancestry. Breach of this provision/covenant may be regarded as a material breach of the Agreement.

Grantee warrants it is adequately insured for injury to its employees and others incurring loss or injury as a result of the acts of Grantee or its employees or subcontractors and shall provide a certificate of insurance and all endorsements to Grantor. Any deductible or self-insured retention amount or other similar obligation under the insurance policies shall be the sole obligation of Grantee. Failure to provide insurance as required in this Agreement is a material breach of contract entitling the Grantor to terminate this Agreement immediately.

To the fullest extent permitted by law, Grantee shall indemnify, hold harmless, and defend the Grantor from and against all liability, claims, actions, damages, losses, and expenses, including without limitation reasonable attorney's fees and costs, arising out of any alleged or negligent or willful acts or omissions of Grantee, its officers, employees, and agents.

This Agreement shall be construed and interpreted in accordance with the laws of the State of Indiana, as well as all applicable federal, state, or local laws or regulations, which are herein incorporated by reference. The Parties agree that any action related to the Agreement shall be brought in Johnson County, Indiana.

If any term of this Grant is declared by a court having jurisdiction to be illegal or unenforceable, the validity of the remaining terms will not be affected and, if possible, the rights and obligations of the parties are to be construed and enforced as if the Grant does not contain the illegal or unenforceable term.

#### **Article 4 Termination**

1. **Termination by Mutual Agreement or Notice.** This Grant may be terminated at any time by mutual consent of both parties executed in writing, or upon 30 days' written notice by either party, with or without cause.
2. **Termination for Lack of Funding or Authority.** Termination of this Grant under this subsection is without prejudice to any obligations or liabilities of either party already accrued prior to termination. Grantor may terminate the whole or any part of this Grant, effective upon delivery of written notice to Grantee or on any later date stated in the notice, under any of the following conditions:
  - a. If funding from federal, state, or other sources is not obtained and continued at levels sufficient to allow for purchase of the services or supplies in the indicated quantities or for the indicated term. The Grant may be modified by mutual consent of the parties in writing to accommodate a reduction in funds.
  - b. If federal or state laws or rules are modified or interpreted in a way that the services are no longer allowable or appropriate for purchase under this Grant or are no longer eligible for the funding proposed for payments authorized by this Grant.
  - c. If any license, permit, or certificate required by law or rule, or by the terms of this Grant, is for any reason denied, revoked, suspended, or not renewed.
3. **Termination for Cause.** The rights and remedies of Grantor provided in this section are not exclusive and are in addition to any other rights and remedies provided by law or under this Grant. Grantor may terminate this Grant effective upon delivery of written notice to Grantee, or any later date stated in the notice:

- a. If Grantee fails to provide services required by this Grant as described in Exhibit A within the time specified or within any extension agreed to by Grantor; or
- b. If Grantee fails to perform any of the other provisions of this Grant, or so fails to pursue the work in a way that endangers performance of this Grant in accordance with its terms.
- c. If Grantee performance of the services required by this Grant as described in Exhibit A become impossible because of circumstances beyond the control of Grantee, and through no fault of Grantee, the Grant will be terminated and Grantor may set off, against any liability or obligations owed to Grantee under this Grant or otherwise, any amounts paid for individual items of work which are incomplete at the time of the breach.

**Article 5                      Notice**

All notices required to be given under this Agreement will be made in writing and will be sent by certified or registered mail addressed to the parties, as follow:

County:                      Board of Commissioners of Johnson County  
Johnson County West Annex  
86 West Court St  
Franklin, IN 46131

And copy to:                County Attorney  
Johnson County West Annex  
86 West Court St  
Franklin, IN 46131

Grantee:                      Upstream Prevention, Inc.  
Attn: Kathleen Ratcliff  
53 US 31 S  
Greenwood, IN 46142

**Article 6                      Entire Agreement; Amendment**

This Agreement contains and constitutes the entire agreement of the parties regarding the subject matter hereof, and there are no other agreements, written or oral, between the parties affecting the subject matter hereof. No amendment of this Agreement shall be effective unless the same is made in writing and signed by the parties hereto. To the extent there are inconsistencies between this Agreement and any exhibits or attachments, this Agreement controls.

## **Article 7 Authority to Contract**

Grantee may subcontract with qualified providers of services, provided that any subcontract acknowledges the binding nature of this Grant, and incorporates this Grant, together with its attachments as appropriate. Grantee is solely responsible for the performance of any subcontractor. Grantee may not contract for or on behalf of or incur obligations on behalf of Grantor. Grantee may not assign or otherwise transfer or delegate any right or duty without Grantor's express written consent.

## **Article 8 Independent Entity**

Grantee is an independent entity under this Grant. Grantee, its employees, agents, or representatives are not employees of Grantor for any purpose. No part of this Grant may be construed to represent the creation of an employer/employee relationship between Grantor and Grantee. Grantee retains sole and absolute discretion in the manner and means of carrying out Grantee's activities and responsibilities under this Grant, except to the extent specified in this Grant.

## **Article 9 Audit Responsibility/Retention of Records**

Grantee agrees to keep financial records necessary to fully disclose the complete financial status of the Grant. Grantee must submit documentation supporting requests for reimbursement for review by Grantor or its agents, upon request. All records, regardless of physical form, and the accounting practices and procedures of Grantee relevant to this Grant are subject to examination by the Indiana State Auditor, the Auditor's designee, or federal auditors and Grantee must be able to provide them at any reasonable time. Grantee agrees to retain records for at least three years following completion of this Grant or, if subject to audit, from the date the audit is completed and closed, whichever occurs later.

## **Article 10 Acceptance of Terms & Conditions**

This grant is conditional upon Grantee's acceptance of the terms and conditions set forth herein. By signing below, Grantee agrees to accept and comply with the stated terms and conditions of this grant.

## **Article 11 Authorized Signature**

By typing in your Name, and Title in the spaces below, you confirm that you are authorized to make legal contracts for the Grantee and that you agree to enter into this agreement.

**IN WITNESS WHEREOF**, Grantee and Grantor have executed this contract on the date first above stated:

**UPSTREAM PREVENTION, INC.**

**JOHNSON COUNTY BOARD OF COMMISSIONERS**

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Brian P. Baird, Chair

Printed: \_\_\_\_\_

\_\_\_\_\_  
Kevin M. Walls, Member

Title: \_\_\_\_\_

\_\_\_\_\_  
Ronald H. West, Member

*Attest:*

\_\_\_\_\_  
Elizabeth Alvey, County Auditor

# Exhibit A

## 2024-2027 STRATEGIC PLAN



Suicide Prevention Coalition  
of Johnson County

### Our Vision

Provide Johnson County with a culture of hope and resilience in an effort to decrease stigma and stop suicide.





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# Executive Summary

This executive summary details the comprehensive strategic planning journey undertaken by the Johnson County Suicide Prevention Coalition throughout May and June 2024. Facilitated by DJC Solutions, this initiative sought to mobilize community stakeholders towards sustained suicide prevention efforts, with a series of seven structured workshops aimed at crafting a practical, forward-looking strategic plan.

## Purpose and Philosophy

The coalition's strategic initiative aimed to enhance the capacity and collaboration of multiple organizations to deliver sustained, monitored, and evidence-based suicide prevention efforts. This process emphasized the creation of a connected and engaged community, resource sharing, and stigma reduction regarding mental health.

## The Strategic Planning Process

1. **Context Setting:** Outlined the overall planning approach and set ground rules.
2. **Strategic Juncture & Cooperative Study:** Provided a shared understanding of the current county landscape and national strategies.
3. **Practical Vision Workshop:** Developed a shared, practical vision for the future of suicide prevention in the county.
4. **Identifying Blocks & Barriers:** Addressed obstacles that could hinder the realization of the vision.
5. **Strategic Directions:** Formulated strategic directions to overcome identified barriers and achieve the vision.
6. **First-Year & Future Accomplishments:** Specified measurable outcomes for the first year and objectives for future years.
7. **Timeline and Assignments:** Detailed the timeline and responsibilities for achieving the first-year goals.

## Strategic Directions

The strategic planning identified four main directions:

1. **Amplifying Stories:** Increasing awareness and connection through focused communication and intentional partnerships.
2. **Strengthening and Sustaining the Coalition:** Building organizational capacity and professionalizing efforts through enhanced training and support systems.
3. **Getting the Work Done:** Implementing effective strategies and ensuring organizational alignment with goals.
4. **Embedding Suicide Prevention Everywhere:** Integrating prevention strategies across various community settings to maximize impact.

## Conclusion

The strategic planning sessions equipped the Coalition with a robust framework for action, aligning the coalition's efforts with a set of well-defined goals and strategies. This process not only sets a pathway for the immediate future but also laid the groundwork for long-term sustainability and effectiveness in suicide prevention efforts across the community. The engaged and collaborative approach ensured that all stakeholder voices were heard, creating a unified vision and a strong foundation for proactive suicide prevention initiatives.

# Introduction

The Suicide Prevention Coalition (SPC), a dedicated initiative of Upstream Prevention, was established in 2019 with the mission to prevent suicide in Johnson County through community mobilization, education, and resource sharing. This comprehensive strategic plan is the culmination of an inclusive process facilitated by DJC Solutions, aimed at enhancing the coalition's efforts in creating a culture of hope and resilience.

## Purpose and Vision

The purpose of this strategic plan is to provide a clear, actionable roadmap for the coalition's efforts over the next three to five years. Our vision is to foster a community where suicide is preventable, and individuals have access to the support and resources they need to thrive. This plan aims to mobilize community stakeholders, foster collaboration, and reduce the stigma associated with mental health challenges through education, resource sharing, and evidence-based practices.

## Strategic Planning Process

Over seven focused workshops conducted from May to June 2024, coalition members engaged in a series of activities designed to harness diverse perspectives, identify key challenges, and develop innovative solutions. These sessions covered critical aspects of strategic planning, including context setting, environmental scanning, visioning, identifying obstacles, formulating strategies, and establishing timelines and responsibilities for implementation.

## Key Objectives

The strategic planning process was guided by several key objectives:

- To enhance the capacity and collaboration of multiple organizations in delivering sustained, monitored, and evaluated suicide prevention efforts.
- To develop a shared practical vision for the coalition, aligning immediate and long-term goals with the community's needs and resources.
- To identify and address underlying contradictions and barriers that hinder progress towards the coalition's vision.
- To establish clear, measurable accomplishments for the first year of implementation, with a detailed timeline and assigned responsibilities.

## Guiding Principles

Our planning process was anchored by guiding principles that ensured consistency, accountability, and excellence. These principles included proactive collaboration, fostering a safe and inclusive environment, transparent data assessment, evidence-based prevention practices, and honest, reliable communication. These values shaped every strategy, decision, and action within our strategic plan, ensuring that our efforts are aligned with the coalition's mission and community needs.

## About the Coalition

The Suicide Prevention Coalition of Johnson County consists of representatives from behavioral health organizations, survivors of suicide loss, government bodies, educational institutions, medical groups, and

other passionate stakeholders. The coalition is committed to creating a community culture of hope and resilience, striving to reduce stigma and promote mental well-being. Open to individuals and organizations interested in joining the cause, the coalition values diverse perspectives and collaborative efforts.

## **Structure of the Plan**

The strategic plan is organized into the following sections:

1. Environmental Scan: An overview of the current county landscape and national strategies for suicide prevention.
2. Vision: A shared practical vision for the coalition's future.
3. Blocks and Barriers: An analysis of obstacles and root causes that prevent the vision from becoming a reality.
4. Strategic Directions: Detailed strategies to address identified barriers and move towards the vision.
5. First Year and Future Accomplishments: Specific, measurable goals for the first year of implementation.
6. First-Year Implementation Timeline: A comprehensive timeline with assigned responsibilities for achieving first-year goals.
7. Ongoing Evaluation: Mechanisms for monitoring and evaluating progress to ensure continuous improvement and adaptation.

The Suicide Prevention Coalition's strategic plan represents a collective commitment to creating a safer, healthier community. Through this plan, we aim to turn our shared vision into reality, making significant strides in suicide prevention and mental health promotion. This document serves as a guide for our actions, a benchmark for our progress, and a testament to our dedication to saving lives and supporting those in need. For more information about our coalition and ongoing efforts, please visit our website at <https://upstreamprevention.org/community-coalitions/suicidepreventioncoalition/>.

## **Mission, Vision, and Guiding Principles**

### **Mission**

The mission of the Suicide Prevention Coalition is to prevent suicide in Johnson County through community mobilization, education, and resource sharing. By fostering a culture of hope and resilience, the coalition aims to reduce the stigma associated with mental health challenges and ensure that individuals have access to the support they need.

### **Vision**

Our vision is to create a community where suicide is preventable, and all individuals can achieve mental well-being. We strive to build a supportive environment where everyone can thrive and feel connected.

### **Guiding Principles**

1. **Proactive Collaboration:** We believe in the power of working together to achieve our goals, fostering partnerships that amplify our impact.
2. **Inclusivity and Safety:** We are committed to creating a safe, welcoming, and inclusive environment for all community members.
3. **Transparency and Accountability:** Our actions are guided by transparent data assessment and honest communication, ensuring accountability at every step.
4. **Evidence-Based Practices:** We utilize prevention science to guide our strategies, ensuring our efforts are grounded in research and best practices.
5. **Community Engagement:** We value sincere engagement with the community, listening to and addressing their needs and concerns with empathy and respect.

### **Practical Vision**

During the strategic planning process, the coalition members participated in a Practical Vision Workshop to collectively articulate a shared vision for the future. This vision is not just an aspirational goal but a realistic and practical snapshot of where the coalition aims to be within the next three to five years. The Practical Vision includes key elements such as:

- **Widespread and Effective Training:** Implementing robust and ongoing training programs for various community sectors, including law enforcement, healthcare providers, and educators.
- **Connected and Safe Community:** Fostering a community environment where individuals feel safe, connected, and supported.
- **Comprehensive Postvention Support:** Ensuring that individuals affected by suicide have access to effective and compassionate postvention resources.
- **Accessible, Community-Based Support:** Developing and maintaining peer support networks and community resources that are easily accessible to all.
- **Diverse and Stable Funding:** Securing a stable and diverse funding base to support the coalition's initiatives and ensure sustainability.

These vision elements are designed to guide the coalition's efforts, ensuring that every action taken is aligned with the overarching goal of preventing suicide and promoting mental health within Johnson County. This Practical Vision serves as a guiding star, providing a clear and motivating point of reference for all strategic initiatives and actions.

# Strategic Goals and Objectives

## Strategic Goal 1: Amplify Stories

### Year One (October 2024 – December 2025)

- **Objective 1.1: Build a comprehensive marketing plan**
  - Activity 1.1.1 Develop a comprehensive marketing plan to outline strategies for amplifying stories within the community.
  - Activity 1.1.2 Identify key populations that should be prioritized for story amplification efforts.
  - Activity 1.1.3 Use demographic data and community feedback to pinpoint groups that may benefit most from targeted messaging.
  - Activity 1.1.4 Define key messages, target audiences, and communication channels.
  - Activity 1.1.5 Implement created plan focusing on identified population
- **Objective 1.2: Host more than 1 activity for survivors**
  - Activity 1.2.1 Organize and host multiple events or activities that provide a platform for survivors to share their stories.
  - Activity 1.2.2 Collaborate with local organizations and stakeholders to increase participation and impact.

### Year Two

- **Objective 1.3: Focused messaging to priority populations**
  - Activity 1.3.1 Implement the marketing plan with a focus on the identified priority populations.
  - Activity 1.3.2 Develop tailored messages and campaigns that resonate with these groups and address their specific needs and concerns.
  - Activity 1.3.3 Utilize various media channels to reach and engage priority populations effectively.

### Year Three

- **Objective 1.3: Focused messaging to priority populations**
  - Activity 1.3.1 Continue and enhance the focused messaging efforts to priority populations.
  - Activity 1.3.2 Evaluate the effectiveness of the previous year's campaigns and make necessary adjustments to improve reach and impact.
  - Activity 1.3.3 Expand partnerships and collaborations to amplify the messaging further and ensure sustainability.

## Strategic Goal 2: Strengthen and Sustain the Coalition

### Year One

- **Objective 2.1: Build a Strong Coalition Foundation**
  - Activity 2.1.1: Build volunteer and coalition handbook
  - Activity 2.1.2: Create an onboarding process for new and current members
  - Activity 2.1.3: Onboarding for outreach and creation of distribution materials
  - Activity 2.1.4: Implement a recruitment strategy to bring in at least five new coalition members.
  - Activity 2.1.5: Make presentations to local organizations (Chamber of Commerce, JCCF, JCERN) to gain support and visibility.
  - Activity 2.1.6: (Upstream to) Hire a part-time or full-time outreach coordinator/educator.

- **Objective 2.2: Assess and Plan for Sustainability**
  - Activity 2.2.1: Create an inventory of member organizations and perform SWOT (Strengths, Weaknesses, Opportunities, Threats) or SOAR (Strengths, Opportunities, Aspirations, Results) analysis.
  - Activity 2.2.2: Secure funding for the outreach coordinator position for the following year.
- **Objective 2.2: Develop Key Plans**
  - Activity 2.2.1: Review and revise the coalition's executive staffing structure to enhance efficiency and effectiveness.
  - Activity 2.2.2: Develop a comprehensive marketing plan to enhance the coalition's visibility and outreach.
  - Activity 2.2.3: Develop a detailed fundraising plan to ensure financial stability.
  - Activity 2.2.4: Create an evaluation plan to measure the effectiveness of the coalition's activities and initiatives.

## Year 2

- **Objective 2.4: Secure Long-term Funding**
  - Activity 2.4.1: Implement strategies to secure long-term funding for the coalition.
  - Activity 2.4.2: Conduct annual evaluations of all coalition activities to assess impact and areas for improvement.
- **Objective 2.5: Increase Awareness and Membership**
  - Activity 2.5.1: Launch a media campaign specifically focused on raising awareness about the coalition.
  - Activity 2.5.2: Develop and implement a recruitment strategy to bring in at least ten new active members each year.

## Year 3

- **Objective 2.6: Maintain and Expand Membership**
  - Activity 2.6.1: Continue the recruitment strategy to bring in at least ten new active members each year.
  - Activity 2.6.2: Organize a large event to appreciate and recognize the contributions of volunteers.

## **Strategic Goal 3: Get the Work Done**

### Year 1

- **Objective 3.1: Continue Key Programs and Partnerships**
  - Activity 3.1.1: Continue evidence-based trainings (QPR, ASIST, SafeTALK, CALM, etc.)
  - Activity 3.1.2: Continue outreach events in priority populations or events (Pride, etc.)
  - Activity 3.1.3: Continue community outreach activities (Goosechase, wellness events, etc.)
- **Objective 3.2: Initiate Key Programs and Partnerships**
  - Activity 3.2.1: Identify and partner with the first organization to implement the "Ask the Question" initiative.
  - Activity 3.2.2: Establish connections and gain access to Camp Atterbury and Johnson County Armory to introduce coalition programs and initiatives.
  - Activity 3.2.3: Select one school to work with on achieving the Purple Star School status (which recognizes schools for their commitment to supporting military-connected students).

## Year 2

- **Objective 3.2: Expand Program Implementation and School Engagement**
  - Activity 3.2.1: Continue to expand the "Ask the Question" initiative to more organizations.
  - Activity 3.2.2: Identify and assist two additional schools in achieving the Purple Star School status.
  - Activity 3.2.3: Continue items from Year 1, refined to manageable tasks.

## Year 3

- **Objective 3.3: Enhance Screening and School Recognition**
  - Activity 3.3.1: Embed mental health and wellness screenings in various organizations to enhance early identification and support.
  - Activity 3.3.2: Identify and assist three additional schools in achieving the Purple Star School status.
  - Activity 3.3.3: Continue items from Year 2, refined to manageable tasks.

## **Strategic Goal 4: Embed Suicide Prevention Everywhere**

### Year 1

- **Objective 4.1: Initiate Community Training and Infrastructure**
  - Activity 4.1.1: Partner with 3-5 community churches to provide comprehensive suicide prevention training.
  - Activity 4.1.2: Construct and install the first Calm bench in a community park.

### Year 2

- **Objective 4.2: Expand Community Engagement and Awareness**
  - Activity 4.2.1: Promote and distribute QR codes for the "Ask the Question" initiative to enhance accessibility and engagement.
  - Activity 4.2.2: Research and partner with popular community events to integrate suicide prevention activities and messaging.

### Year 3

- **Objective 4.3: Integrate Training and Support Systems into Organizations**
  - Activity 4.3.1: Incorporate suicide prevention training into the regular training programs of various organizations and businesses.
  - Activity 4.3.2: Integrate military culture training into organizations and businesses to support military-connected individuals.
  - Activity 4.3.3: Expand the installation of Calm benches to 50% of the community parks.
  - Activity 4.3.4: Establish and train support teams within three businesses to provide peer support and resources.
  - Activity 4.3.5: Develop and implement strategies to enhance peer support networks throughout the community.

By setting these strategic goals and objectives, the coalition aims to create a robust and effective framework for suicide prevention, ensuring that every effort is aligned with the mission to build a safer, healthier community. Each goal is accompanied by measurable steps to track progress and ensure accountability, paving the way for significant and lasting impact.

# Implementation Plan

## Implementation Steps

1. First-Year Accomplishments: The Strategic Planning Teams develops the First-Year Accomplishments using the provided template. This involves small group discussions to establish the current reality, success indicators, and SMARTIES goals for the first year.
2. Yearly Calendar Development: Accomplishments are placed on a yearly calendar, balancing the workload by quarters across all focus areas. Existing work and deliverables are overlaid onto this calendar to ensure a realistic and manageable timeline.
3. Finalization of Implementation Steps: Teams meet to complete the 90-Day Implementation Steps Worksheet, detailing who will do what by when. This worksheet captures cross-collaboration, resource, and budget needs, ensuring all tasks are well-defined and actionable.
4. 90-Day Implementation Tracking: Immediate tasks are transferred to the 90-Day Implementation Sheet for regular check-ins. These check-ins can be weekly, bi-weekly, monthly, or quarterly, depending on the complexity and urgency of the tasks. The 90-Day Team Update Sheets are used to revise and make updates after each 90-day cycle, ensuring continuous progress and adaptation.



## Evaluation Plan

The evaluation of the strategic plan's implementation is crucial to ensure that the Suicide Prevention Coalition (SPC) stays on track towards achieving its long-term goals. The evaluation process will utilize SMARTIES goals—Specific, Measurable, Achievable, Relevant, Time-bound, Inclusive, Equitable, and Sustainable—to monitor progress, measure success, and make necessary adjustments. This section outlines the steps and tools for evaluating the *effectiveness of the strategic plan*.

### SMARTIES Goals

Each strategic goal and objective outlined in the strategic plan will be evaluated based on SMARTIES criteria:

- Strategic & Specific: Clearly define what needs to be accomplished.
- Measurable: Establish criteria to measure progress and success.
- Achievable & Ambitious: Ensure goals are realistic and attainable with available resources.
- Realistic & Relevant: Align goals with the coalition's mission and vision.
- Time-bound: Set deadlines to achieve goals within a specific timeframe.
- Inclusive: Ensure the goals consider the diverse needs of the community.
- Equitable: Promote fairness and equality in goal achievement.
- Sustainable: Develop strategies that ensure long-term impact and viability.

### Monitoring and Reporting:

- Regular Check-Ins: Teams will hold regular check-in meetings to discuss progress, address challenges, and adjust as needed.
- Progress Reports: Quarterly progress reports will be generated to provide updates on the implementation of strategic goals and objectives.
- Annual Review: An annual review will assess the overall progress of the strategic plan, celebrate successes, and identify areas for improvement. This review will inform any necessary revisions to the strategic plan for the following year.

### Activity Evaluation:

Separate from evaluating the strategic plan, SPC will utilize the full-time staff evaluator of Upstream Prevention to collaboratively build an activity-specific evaluation plan, focusing on identifying success points for programs and efforts. The evaluator will modify or create tools to ensure efficient data collection, and in order to produce meaningful reports at the community level.

### Conclusion

The evaluation process ensures that the Suicide Prevention Coalition remains accountable and transparent in its efforts to prevent suicide and promote mental well-being. By evaluating both activities and the overall plan, both using SMARTIES goals and structured steps, the coalition can continuously monitor its progress, adapt to new challenges, and achieve its long-term vision of a community where suicide is preventable, and individuals are supported in their mental health journey.

# Appendices

## Guiding Principles

Guiding principles shape every strategy, decision, and action within your strategic planning. They are the standards that ensure consistency, accountability, and excellence. As a group we spent time defining these principles: think of them as the essential rules or beliefs that support and direct the fulfillment of your purpose. This was about identifying what is non-negotiable in your approach, which behaviors and actions are acceptable, and what boundaries will set the parameters for how you operate.

Our non-negotiables for this strategic planning process are...				
Proactive collaboration & follow through to completion	Foster & create a safe & inclusive connection	Driving & assessing data transparently	Evidence based prevention (aka prevention science)	Consistent, reliable, honest conversations
These were all informed by the following ideas each member identified...				
<ul style="list-style-type: none"> <li>• Collaborative</li> <li>• Teamwork</li> <li>• Follow through</li> <li>• Joint effort</li> </ul>	<ul style="list-style-type: none"> <li>• Safety</li> <li>• Inclusive and welcoming</li> </ul>	<ul style="list-style-type: none"> <li>• Transparency</li> <li>• Data follow up / # survey monkey / show me #'s</li> <li>• data</li> </ul>	<ul style="list-style-type: none"> <li>• evidence based.</li> <li>• Prevention science!</li> </ul>	<ul style="list-style-type: none"> <li>• Sincere community engagement</li> <li>• Education</li> <li>• Honest conversations</li> <li>• Listening and really hearing others</li> </ul>

## Cooperative Study – 2024 National Strategy for Suicide Prevention

In a focused activity, members of our coalition engaged in a Cooperative Study to examine and dissect the 2024 National Strategy for Suicide Prevention. Specifically, our attention was directed towards Strategic Direct 1: Community-Based Suicide Prevention. The participants were organized into four groups, with each group assigned two goals from the directive to review.

During the session, each group thoroughly reviewed their designated sections, identifying key highlights that underline the strategy's pivotal points. They also expressed any concerns that could pose challenges, and outlined key takeaways that would inform our coalition's approach moving forward. Each group also discussed important considerations that we need to keep in mind as we proceed with our strategic planning efforts.

This structured review enabled a comprehensive understanding of the national strategy's foundational goals and fostered a collaborative environment for sharing insights and perspectives, setting a solid foundation for our strategic planning journey.

Strategic Direction 1: Community-Based Suicide Prevention

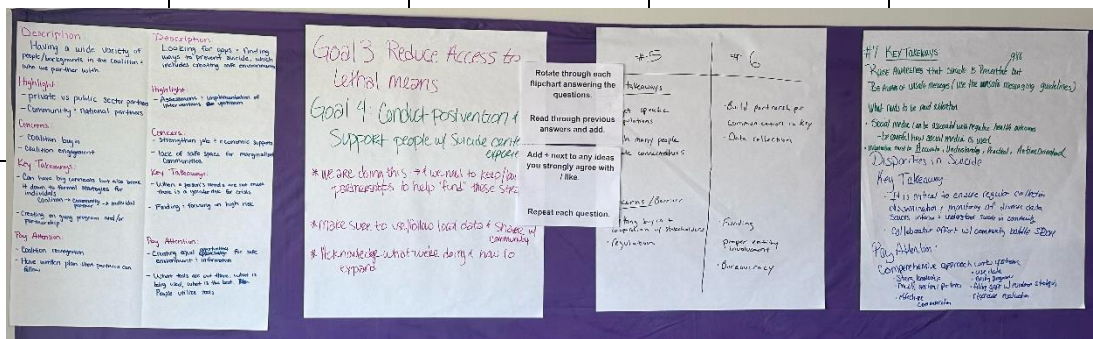
<p><b>GOAL 1:</b> Establish effective, broad-based, collaborative, and sustainable suicide prevention partnerships.</p>	<p><b>GOAL 2:</b> Support upstream comprehensive community-based suicide prevention.</p>	<p><b>GOAL 3:</b> Reduce access to lethal means among people at risk of suicide.</p>	<p><b>GOAL 4:</b> Conduct postvention and support people with suicide centered lived experience.</p>	<p><b>GOAL 5:</b> Integrate suicide prevention into the culture of the workplace and into other community settings.</p>	<p><b>GOAL 6:</b> Build and sustain suicide prevention infrastructure at the state, tribal, local, and territorial levels.</p>	<p><b>GOAL 7:</b> Implement research-informed suicide prevention communication activities in diverse populations using best practices from communication science.</p>	<p>Disparities in Suicide</p>
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Key Takeaways

<ul style="list-style-type: none"> <li>• Can have big connections, but also break it down to formal strategies for individuals.             <ul style="list-style-type: none"> <li>○ Coalition -&gt; Community partner -&gt; individual</li> </ul> </li> <li>• Creating ongoing program and/or partnership</li> </ul>	<ul style="list-style-type: none"> <li>• When a person's needs are not met, there is a greater risk for crisis.</li> <li>• Finding &amp; focusing on high risk</li> </ul>	<ul style="list-style-type: none"> <li>• We are doing this -&gt; we need to keep/building partnerships to help "fund" these strategies.</li> </ul>	<ul style="list-style-type: none"> <li>• We are doing this -&gt; we need to keep/building partnerships to help "fund" these strategies.</li> </ul>	<ul style="list-style-type: none"> <li>• Target specific populations</li> <li>• Reach many people.</li> <li>• Create connectedness</li> </ul>	<ul style="list-style-type: none"> <li>• Build partnerships.</li> <li>• Communication is key.</li> <li>• Data collection</li> </ul>	<ul style="list-style-type: none"> <li>• Raise awareness that suicide is preventable (988)</li> <li>• Be aware of unsafe messaging (use the messaging guidelines)</li> </ul>	<ul style="list-style-type: none"> <li>• It is critical to ensure regular collection, dissemination, and monitoring of diverse data sources, inform &amp; understand suicide in community.</li> <li>• Collaborative effort w/community to battle SDOH</li> </ul>
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Things to be mindful of as we move forward...

<ul style="list-style-type: none"> <li>• Coalition recognition</li> <li>• Have written plan to partners can follow.</li> </ul>	<ul style="list-style-type: none"> <li>• Creating equal opportunities for safe environment &amp; information</li> <li>• What tools are out there, what is being used, what is the best?</li> <li>• People utilizing tools</li> </ul>	<ul style="list-style-type: none"> <li>• Make sure to use/follow local data &amp; share w/community.</li> <li>• Acknowledge what we're doing and how to expand.</li> </ul>	<ul style="list-style-type: none"> <li>• Make sure to use/follow local data &amp; share w/community.</li> <li>• Acknowledge what we're doing and how to expand.</li> </ul>	<ul style="list-style-type: none"> <li>• Getting buy in and cooperation from stakeholders.</li> <li>• Regulations</li> </ul>	<ul style="list-style-type: none"> <li>• Funding</li> <li>• Proper entity involvement</li> <li>• Bureaucracy</li> </ul>	<ul style="list-style-type: none"> <li>• Social media can be associated with negative health outcomes.             <ul style="list-style-type: none"> <li>○ Be careful how social media is used.</li> </ul> </li> <li>• Information must be Accurate, Understood, Practical, Action Oriented</li> </ul>	<ul style="list-style-type: none"> <li>• Comprehensive approach works upstream.             <ul style="list-style-type: none"> <li>○ Strong leadership</li> <li>○ Multi sector partners</li> <li>○ Effective communication</li> <li>○ Use data.</li> <li>○ Existing programs</li> <li>○ Filling gaps with evidence-based strategies.</li> <li>○ Rigorous evaluation</li> </ul> </li> </ul>
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## Strategic Juncture

Following the Cooperative Study, we engaged in a strategic reflection known as the "Strategic Juncture" to identify and explore our coalition's windows of opportunity within the context of suicide prevention. This activity was designed to prompt critical thinking about both the risks of inaction and the potential positive outcomes of proactive strategies over the next 5 to 10 years.

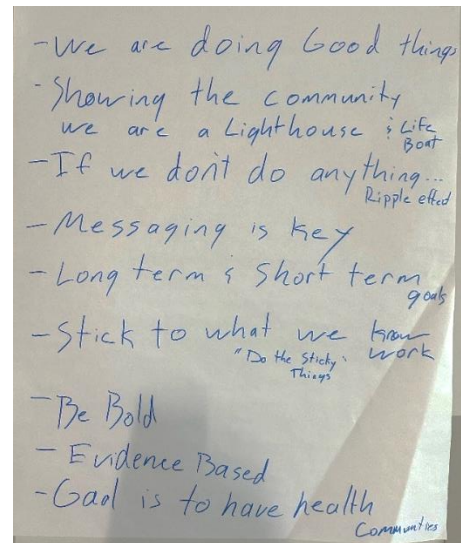
Participants rotated through several stations, each represented by a flipchart with guiding questions focused on different aspects of our strategic outlook. These questions included:

1. What is our window of opportunity?
2. What are the negative consequences of inaction?
3. What could be affected or changed in a POSITIVE direction in the next 5 – 10 years if we did something specific now?
4. What future desired results – change is going to require our persistence or perseverance?
5. What is working that needs to be carefully watched, preserved, or encouraged?
6. Where do you see the signs of the future happening now?
7. What is placing new limits on our future?
8. What is removing old barriers to our new future?
9. What BOLD new risks could we explore or take?

Participants were encouraged to read through previous responses to build on existing ideas, add endorsements to proposals they strongly supported, and contribute new insights. This collective brainstorming and reflection process helped in articulating a shared vision for future initiatives and strategies, critical for shaping our coalition's path forward.

### Here are the key insights identified during the strategic juncture:

- We are doing good things.
- Showing the community, we are a lighthouse and life boat
- If we don't do anything.... The ripple effect.
- Messaging is key.
- Long term & short-term goals
- Stick to what we know works "do the sticky things."
- Be **BOLD**
- Evidenced-based.
- The goal is to have healthy communities.

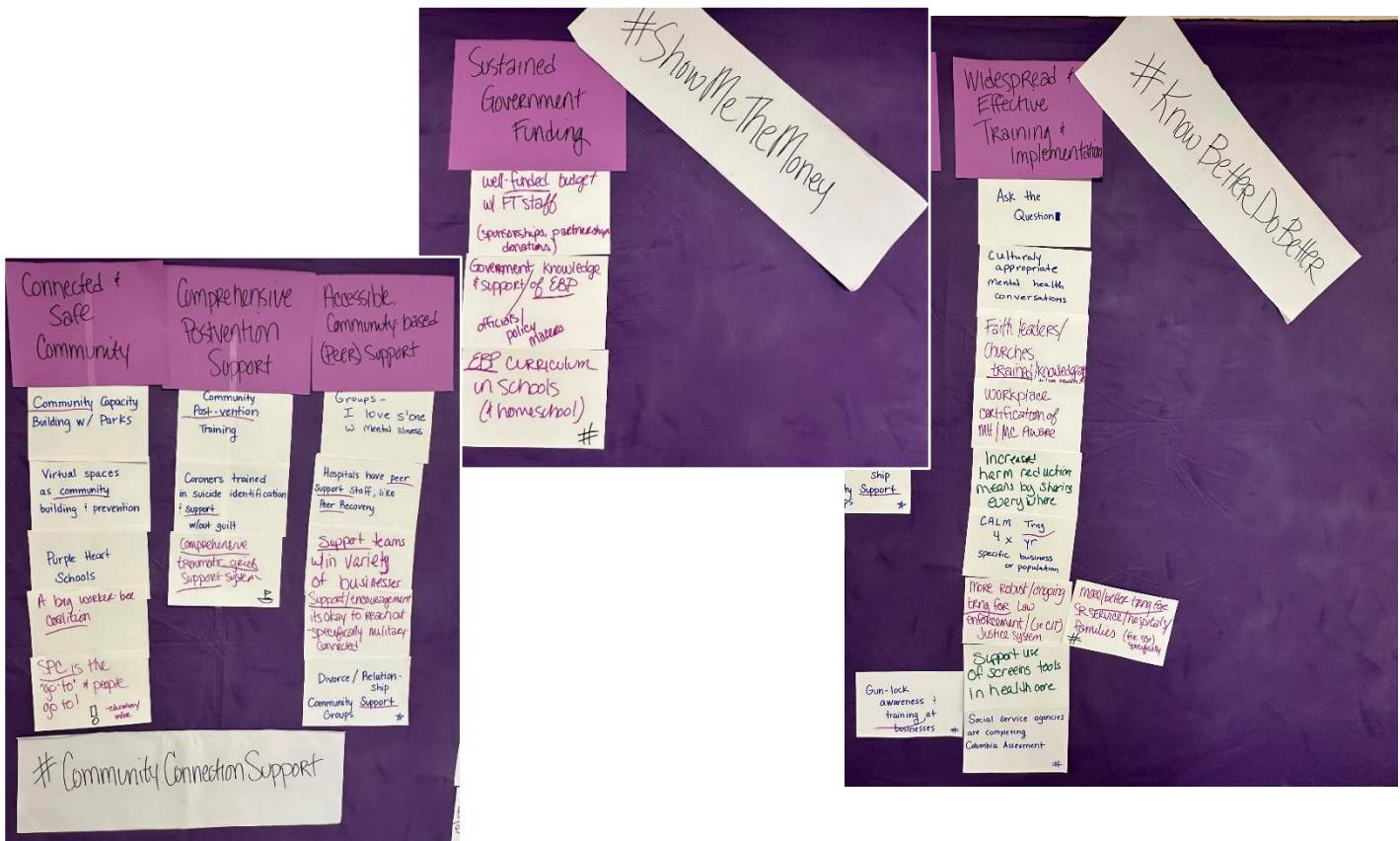


## The Practical Vision

The Practical Vision Workshop serves as a critical component of our strategic planning process, uniquely designed to draw upon the collective and individual aspirations of stakeholders within the coalition. Instead of merely projecting current trends into the future, the workshop engages participants in creative thinking to craft a "Practical Vision"—an attainable yet inspiring future state for the coalition. This vision isn't an isolated goal or mission statement, but rather a holistic snapshot of where the coalition wants to be, constructed from the hopes, dreams, and real-world considerations of each participant.

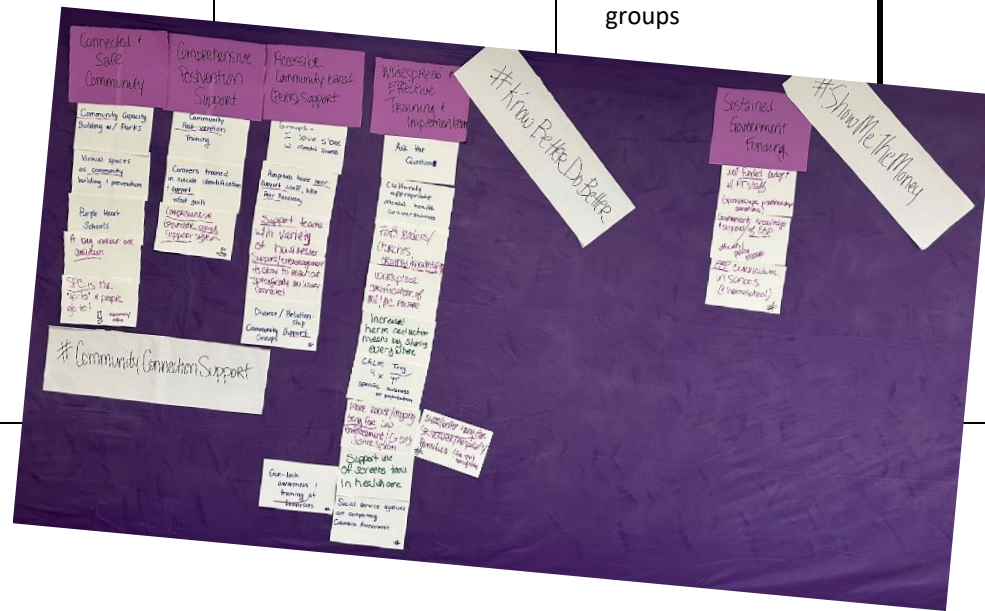
What sets the Practical Vision Workshop apart as an effective strategic planning tool was its ability to synthesize a range of perspectives into a shared vision that is both motivational and grounded. By encouraging stakeholders to look beyond the immediate challenges to envision what could lie 'around the curve,' the workshop enables you to align your daily operations and long-term strategies with a mutually agreed-upon future. This shared vision will act as a guiding star for the coalition, providing a clear, inspirational point of reference for all subsequent planning and decision-making.

The focus question for this workshop: ***"What do we want to see in place in 3-5 years as a result of our actions?"***



The Key Vision Elements

#KnowBetterDoBetter	#CommunityConnectionSupport			#ShowMeTheMoney
Widespread & Effective Training & Implementation	Connected & Safe Community	Comprehensive Postvention Support	Accessible, Community-Based (Peer) Support	Diverse & Stable Funding
<i>As illustrated by</i>				
<ul style="list-style-type: none"> <li>• Ask the Question</li> <li>• Culturally appropriate mental health conversations</li> <li>• Faith leaders/churches training/knowledgeable</li> <li>• Workplace certification of MH/MC aware</li> <li>• Increased harm reduction means by sharing everywhere</li> <li>• CALM trainings 4 x yr, specific businesses or populations</li> <li>• More robust/ongoing training for law enforcement (i.e. CIT) / Justice system</li> <li>• Support use of screens tools in healthcare</li> <li>• Social service agencies are completing Columbia assessment</li> <li>• More training for SR service/hospitals/families (for 55+ specifically)</li> </ul>	<ul style="list-style-type: none"> <li>• Community Capacity Building 2/parks</li> <li>• Virtual spaces as community building and prevention</li> <li>• Purple heart schools</li> <li>• A big worker bee coalition</li> <li>• SPC is the “go-to” and people go to!</li> </ul>	<ul style="list-style-type: none"> <li>• Community post-vention training</li> <li>• Coroners trained in suicide identification &amp; support without guilt</li> <li>• Comprehensive</li> </ul>	<ul style="list-style-type: none"> <li>• Groups – I love someone w/mental illness</li> <li>• Hospitals have peer support staff like peer recovery</li> <li>• Support teams w/in a variety of businesses</li> <li>• Support/encouragement, its okay to reach out – specifically military connected</li> <li>• Divorce/relationship community support groups</li> </ul>	<ul style="list-style-type: none"> <li>• Well funded budget w/FT staff (Sponsorships, partnerships, donations)</li> <li>• Government knowledge &amp; support of EBP               <ul style="list-style-type: none"> <li>◦ Officials/policy makers</li> </ul> </li> <li>• EBP curriculum in schools (&amp; homeschool)</li> </ul>

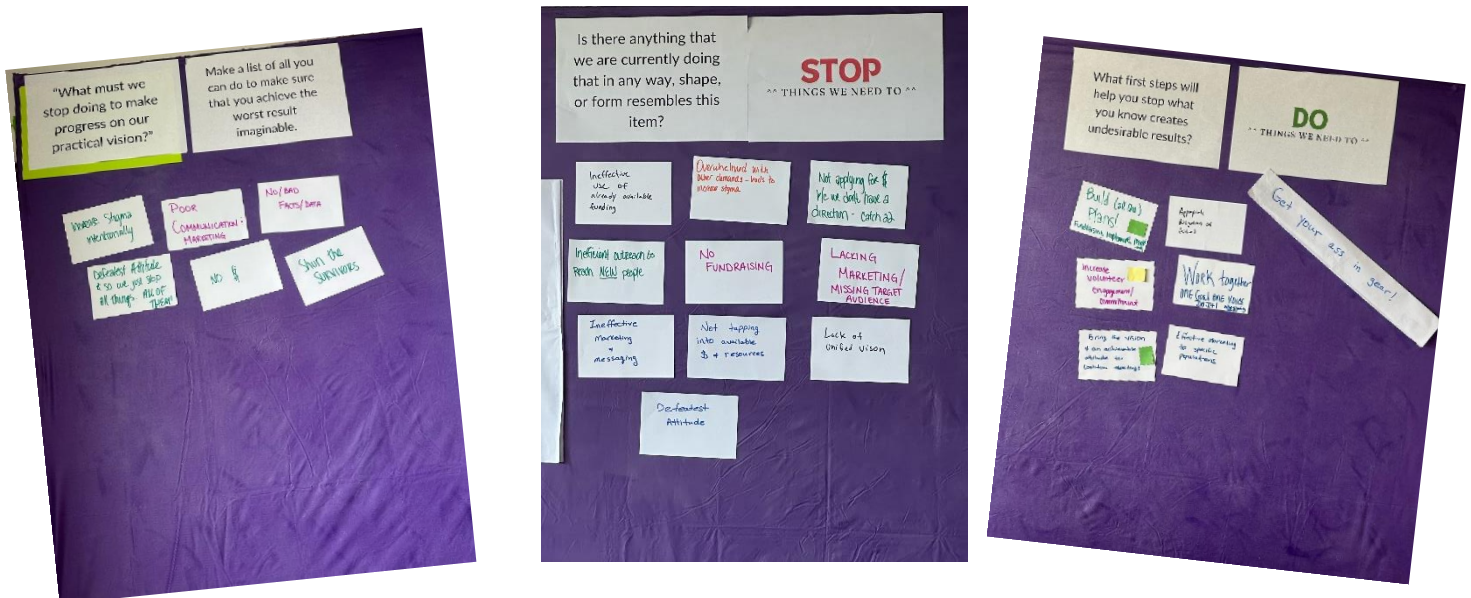


## Identifying Blocks and Barriers

The underlying contradictions conversation and Creative Destruction Workshop was a pivotal session in our strategic planning journey, designed to uncover and address the underlying issues that hinder our progress toward our vision. Through the metaphor of an iceberg, you were guided to look beyond surface-level symptoms and identify the deep-seated attitudes, structures, and trends that sustain negative patterns. This workshop emphasized the importance of discerning root causes and recognizing the blocks that exist today, fostering an environment of honesty and transparency. By identifying both controllable and uncontrollable factors, the session aimed to empower you with a clearer understanding of what can be influenced and what must be worked around.

A significant part of the session was dedicated to "Creative Destruction: Making Space for Innovation," where you engaged in a structured 1-2-4-All process to identify and eliminate activities that limit success. This activity encouraged you to think critically and creatively about unwanted results and current practices that mirror those results. By brainstorming individually, in pairs, and in large groups, and then discussing the impact of these activities, you were able to determine concrete first steps to stop counterproductive behaviors. This collaborative effort to identify and dismantle barriers to success is crucial for making space for innovation and aligning our actions with our strategic vision. The ideas and solutions generated during this workshop will serve as a foundation for the subsequent sessions, which will focus on developing strategies and actions to move forward.

The focus question for this workshop: ***"What must we stop doing to make progress on our practical vision?"***



Things that will result in the <u>worst possible</u> outcomes.	Things we are doing that we need to <u>STOP</u> doing...	Things we need to <u>DO</u> ...
<ul style="list-style-type: none"> <li>Increasing the stigma intentionally</li> <li>Poor communication and marketing</li> <li>No or bad facts and data</li> <li>Defeatist attitude – so we just stop all things... ALL OF THEM</li> <li>No \$</li> <li>Shun the survivors</li> </ul>	<ul style="list-style-type: none"> <li>Ineffective use of already available funding</li> <li>Overwhelmed with other demands leads to increase in stigma</li> <li>Not applying for \$ b/c we don't have a direction / catch 22</li> <li>Inefficient outreach to reach NEW people</li> <li>No fundraising</li> <li>Lacking marketing/missing audiences</li> <li>Ineffective marketing and messaging</li> <li>Not tapping into available \$ and resources</li> <li>Lack of unified vision</li> <li>Defeatist attitude</li> </ul>	<ul style="list-style-type: none"> <li>Build All the plans! E.g. fundraising, implementation, marketing.</li> <li>Appropriate delegation of duties</li> <li>Increase volunteer engagement/commitment</li> <li>Work together, one goal, one voice, DO IT!</li> <li>Bring the vision &amp; achievable attitude to coalition meetings</li> <li>Effective marketing to specific populations</li> </ul>





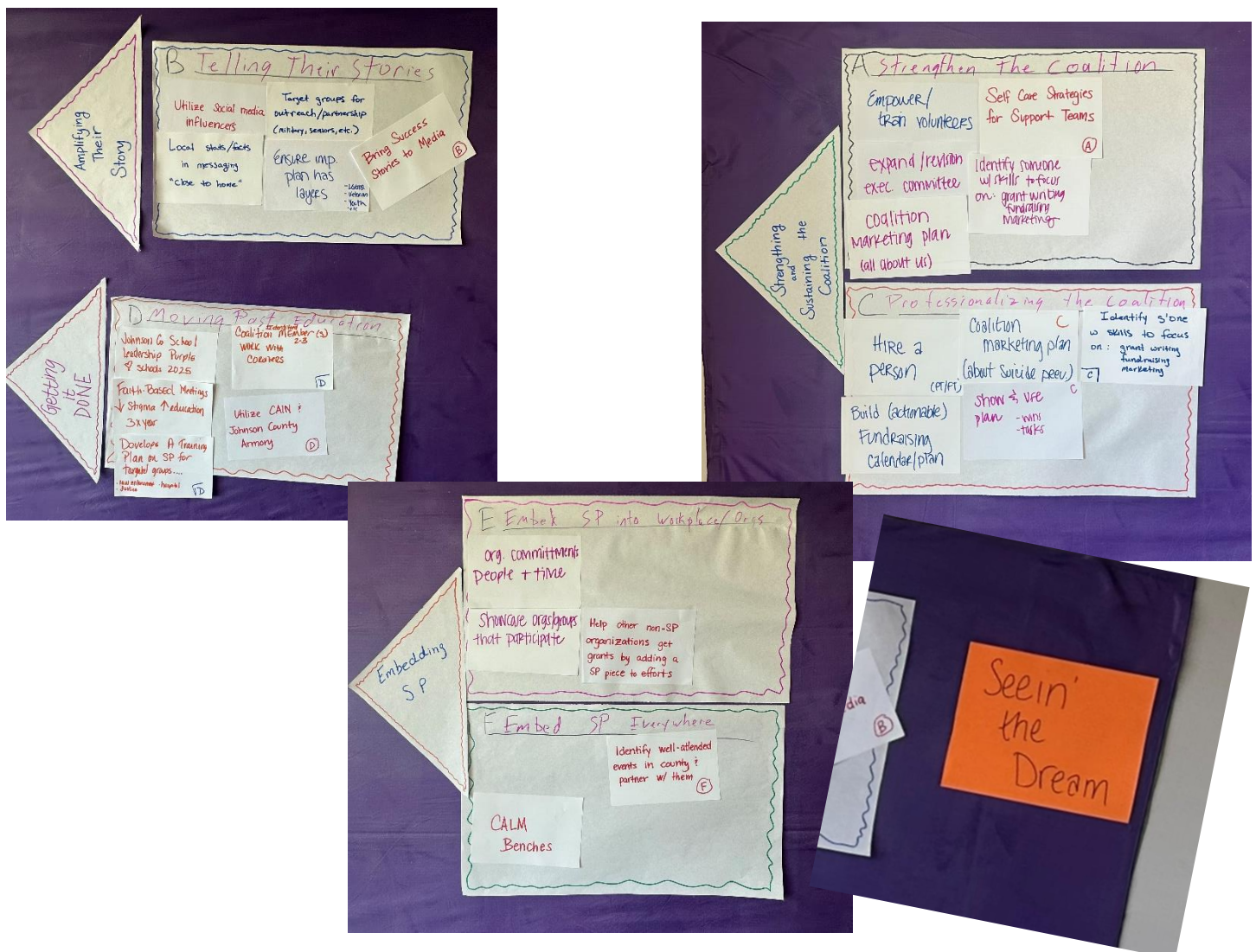
## Strategic Directions





In your journey towards actualizing your vision for the future, it is paramount not just to recognize the challenges that lie in your path, but also to set forth clear, actionable, and strategic steps to navigate them. The Strategic Directions section embodies this essential phase of our process. It's where your collective insights, drawn from the prior sections, coalesce into tangible strategies, each crafted to propel you towards your goals while keeping potential obstacles in check.

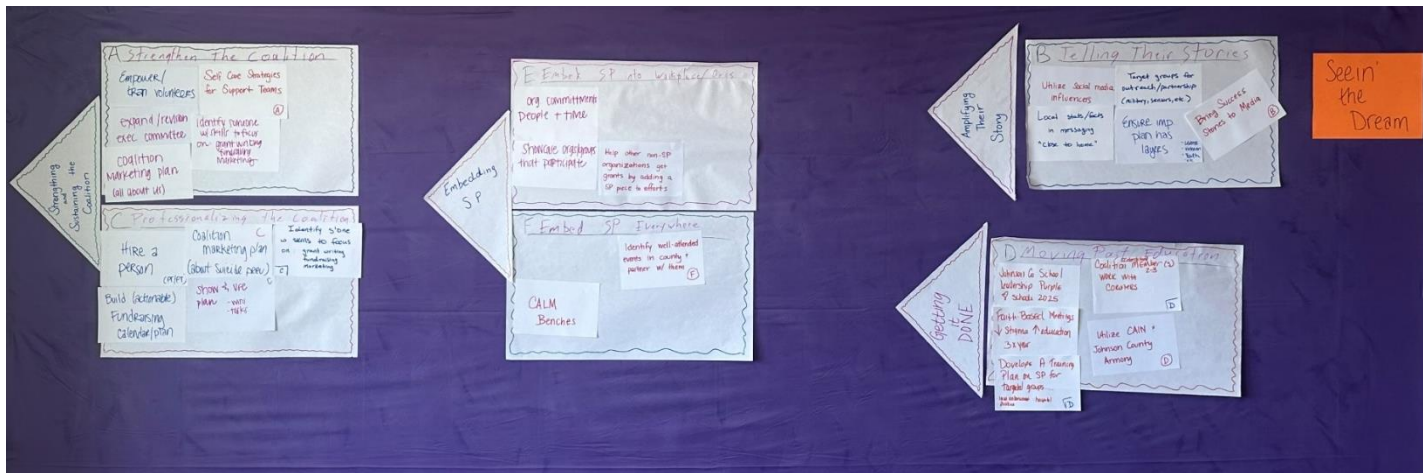
The strategic directions you lay out serve as the roadmap, detailing the routes you'll take, the milestones you aim to achieve, and the methods you'll employ. These aren't mere aspirations but strategic intents – grounded in your understanding of your vision, challenges, and the realities of the operating environment.

As you delve into this section, you'll find not just strategies, but the embodiment of your commitment to turn vision into reality. These directions represent your proactive approach, ensuring that you're not merely reacting to challenges but preemptively shaping the journey, always with the end goal in sight.

**The focus question for this workshop:** *“What innovative, substantial actions will deal with the underlying contradictions and move us toward our vision?”*



<b>Amplifying their story</b> 	<b>Strengthening and Sustaining the Coalition</b> 		<b>Getting it done</b> 	<b>Embedding Suicide Prevention</b> 	
<b>Telling Their Stories</b>	<b>Strengthening the coalition</b>	<b>Professionalizing the coalition</b>	<b>Moving past education</b>	<b>Embed SP into workplace and organizations</b>	<b>Embed SP everywhere</b>
<ul style="list-style-type: none"> <li>Utilize social media influencers</li> <li>Local stats/facts in messaging "close to home"</li> <li>Target groups for outreach/partnership (military, seniors etc.)</li> <li>Ensure Implementation plan has layers (LGBTQ, Veteran, Youth etc.)</li> <li>Bring success stories to media</li> </ul>	<ul style="list-style-type: none"> <li>Empower/train volunteers</li> <li>Expand/revision exec committee</li> <li>Coalition marketing plan (all about us)</li> <li>Self-care strategies for support teams</li> <li>Identify someone w/skills to focus on: grant writing, fundraising, marketing</li> </ul>	<ul style="list-style-type: none"> <li>Hire a person (PT/FT)</li> <li>Build actionable fundraising calendar/plan</li> <li>Coalition marketing plan about suicide prevention</li> <li>Show &amp; use plan – wins – tasks</li> <li>Identify someone w/skills to focus on grant writing, fundraising, marketing</li> </ul>	<ul style="list-style-type: none"> <li>Johnson Co School leadership Purple &lt;3 schools 2025</li> <li>Faith based meetings to lower stigma and increase education 3x a year</li> <li>Develop a training plan on SP for targeted groups.... Law enforcement, hospitals, justice</li> <li>Identify coalition member(s) 2-3 to work with coroners</li> <li>Utilize Camp Attebury &amp; Johnson County Armory</li> </ul>	<ul style="list-style-type: none"> <li>Org commitments i.e. people and time</li> <li>Showcase orgs/groups that participate</li> <li>Help other non-SP organizations get grants by adding a SP piece to efforts</li> </ul>	<ul style="list-style-type: none"> <li>Identify well-attended events in county &amp; partner w/them</li> <li>CALM benches</li> </ul>



# Identifying Our Key Accomplishments

Amplifying their story Kathleen (ensuring this is embedded everywhere)			Strengthening and Sustaining the Coalition Tina, Chelcee			Getting it done Sylvia, Tina, Maureen, Aaron			Embedding Suicide Prevention Sylvia, Tricia, Maureen, Aaron		
Year 1	Year 2	Year 3	Year 1	Year 2	Year 3	Year 1	Year 2	Year 3	Year 1	Year 2	Year 3
<ul style="list-style-type: none"> <li>Build a marketing plan</li> <li>Host more than 1 activity for survivors</li> <li>Create Calendar Point of Contact for events</li> <li>Identify priority populations</li> </ul>	<ul style="list-style-type: none"> <li>Focused messaging to priority populations</li> </ul>	<ul style="list-style-type: none"> <li>Focused messaging to priority populations</li> </ul>	<ul style="list-style-type: none"> <li>Build a marketing plan</li> <li>Create calendar point of contact for events</li> <li>5 new coalition members</li> <li>Inventory coalition member organizations, SWOT/SOAR</li> <li>Ensure funding is there for year 2 outreach coordinator</li> <li>Present to Chamber, JCCF, JCERN</li> <li>Revise Exec staffing</li> <li>Build fundraising plan</li> <li>Build evaluation plan</li> </ul>	<ul style="list-style-type: none"> <li>Focus on long-term funding</li> <li>Evaluate activities at end of each year</li> <li>PT/FT outreach coordinator / Educator "Bring Hope home"</li> <li>Targeted media about the coalition specifically</li> <li>Recruit 10 new active members per year</li> </ul>	<ul style="list-style-type: none"> <li>Recruit 10 new active members per year</li> <li>Big volunteer appreciation event</li> </ul>	<ul style="list-style-type: none"> <li>Get first org to do Ask the Question</li> <li>Get into Camp Atterbury and Johnson County Armory</li> <li>Identify 3 schools for Purple Star Award</li> </ul>	<ul style="list-style-type: none"> <li>Ask the Question</li> <li>3 new Purple Star Award Schools</li> </ul>	<ul style="list-style-type: none"> <li>Increase screenings embedded in different orgs</li> <li>3 new Purple Star award schools</li> </ul>	<ul style="list-style-type: none"> <li>Train 3-5 community churches in SP</li> <li>Build 1<sup>st</sup> CALM bench</li> </ul>	<ul style="list-style-type: none"> <li>Increase the QR code use for Ask the Question</li> <li>Identify a variety of well attended community events and partner with them</li> </ul>	<ul style="list-style-type: none"> <li>Embed SP training into Orgs &amp; Biz</li> <li>Embed Military culture training into Orgs &amp; Biz</li> <li>CALM Benches in 50% of the parks</li> <li>Create trained support teams in 3 businesses</li> <li>Increase peer support in the community</li> </ul>

1  
 Get 1<sup>st</sup> Org to Ask the Question  
 Build a Marketing Plan  
 Train 3-5 community Churches in SP  
 Build 1<sup>st</sup> CALM bench  
 Plan on how to get into CA/Army  
 Host more than 1 activity for survivors  
 ID 3 schools for Purple Heart  
 Create Calendar P.O.C.  
 5 New Members for Coalition  
 Inventory Coalition Orgs  
 ID Priority Pops  
 Ensure funding is there for Year 2 outreach coord  
 Present to Chamber i Comm. Foundation, JCCF  
 Revised Exec Staffing  
 Build Fundraising Plan  
 Build Eval Plan

2  
 Ask the Question  
 Focus on Long-term Funding  
 Eval Activities at end of each year  
 Purple Heart Schools 3  
 Focus Messaging to Priority Pop.s  
 PT/FT - Outreach Coord / Educator  
 the QR code for Ask the Q  
 Targeted media about Coalition specific  
 ID, variety of well attended events i Partner  
 Create 10 new active members per/year

Year of Refining

3  
 Embed SP training into Orgs i Biz  
 Embed Mil. Cult training into  
 CALM Benches in 50% of the Parks  
 Create Support teams in 3 Biz that are trained  
 Peer Support in the Community  
 10 more New members  
 Big Volunteer Appreciation Events  
 Screenings Embedde in Dif Orgs  
 Purple Heart Schools - 3  
 Focus Messaging to priority Pop.

Seein' the Dream

## About DJC Solutions, LLC

DJC Solutions LLC, owned by Dave Closson, is a modern-day consulting company centered around helping to create purpose and connection in the lives we work with. We have a combined focus of serving prevention professionals, law enforcement officers, and military veterans. Our work is collaborative, involving client personnel, resources, and the transfer of skills to the client. We work with specific objectives and clearly established outcomes and timing, contributing to the client's prevention goals.

### DJC Solutions Philosophy

Our approach revolves around a simple idea: Improving the client's condition. One of the fundamentals of our success is to utilize the existing talents and resources of the organization in a comprehensive strategy to enhance their prevention efforts.



*DJC Solutions is an SBA certified Service-Disabled Veteran-Owned Small Business.*

### Meet The Facilitator

Dave Closson, the owner of DJC Solutions, LLC. With a focus on sustainable habits, aligned experiences, and next level excellence, Dave helps others achieve their full potential.

As the author of “Motivational Interviewing for Campus Police” and one of the few Veterans of Foreign Wars (VFW) #StillServing Heroes nationwide, Dave is a nationally recognized expert in his field. He was the very first Director of the Mid-America Prevention Technology Transfer Center, where he served as a prevention catalyst, empowering individuals and fostering partnerships to promote safe, healthy, and drug-free communities.

Dave's unique experience in substance misuse prevention comes from serving as a university police officer at Eastern Illinois University and being deployed as part of Operation Iraqi Freedom. During his year in Iraq with his infantry battalion and recon team, Dave earned the Combat Infantryman's Badge and was awarded two Army Commendation Medals (one for valor and one for meritorious service).

In addition to being a ToP (Technology of Participation) Facilitator, Dave has a Master's in Technology, Training and Development, and a Bachelor's in Environmental Biology. Dave is a lifelong learner who is committed to pushing his own limits and helping others do the same. Through training, coaching, and consulting, Dave is making a difference in the lives of those he serves and helping them achieve lasting transformation.