

Spectrum Health Gerber Memorial

2021-22 Community Health Needs Assessment



Community Health Needs Assessment for:

Spectrum Health Gerber Memorial

Spectrum Health is a not-for-profit health system that provides care and coverage, comprising 31,000+ team members, 14 hospitals (including Helen DeVos Children's Hospital), a robust network of care facilities, teams of nationally recognized doctors and providers, and the nation's third-largest provider-sponsored health plan, Priority Health, currently serving over 1 million members across the state of Michigan.

People are at the heart of everything we do. Locally governed and headquartered in Grand Rapids, Michigan, we are focused on our mission: to Improve health, instill humanity and inspire hope. Spectrum Health has a legacy of strong community partnerships, philanthropy and transparency. Through experience, innovation and collaboration, we are reimagining a better, more equitable model of health and wellness.

Community Health Needs Assessment

The focus of this Community Health Needs Assessment (CHNA) is to identify the community needs as they exist during the assessment period (2021-2022), understanding fully that they will be continually changing in the months and years to come. For this Community Health Needs Assessment, "community" is defined by the county the Spectrum Health Gerber Memorial primary service area covers: Newaygo County. The target population of the assessment reflects an overall representation of the community served by this hospital facility. The information contained in this report is current as of the date of the CHNA, with updates to the assessment anticipated every three years in accordance with the Patient Protection and Affordable Care Act and Internal Revenue Code 501(r). This CHNA complies with the requirements of the Internal Revenue Code 501(r) regulations either implicitly or explicitly.

This report was reviewed and approved by:

The Spectrum Health West Michigan Board of Directors on November 15, 2022

Your feedback on this report or its contents is welcomed. Please send comments to CHNA@spectrumhealth.org

Acknowledgments

The 2021 MiThrive Community Health Needs Assessment is a regional, collaborative initiative led by the Northern Michigan Community Health Innovation Region (CHIR). It is designed to bring together hospitals, local health departments, community-based organizations, coalitions, agencies and residents across 31 counties in northern Michigan to collect data, identify strategic issues and develop plans for collaboratively addressing them. The following partners contributed funding and leadership to the 2022 MiThrive Community Health Needs Assessment. We are grateful for their support.





















MUNSON HEALTHCARE

In addition, the Northern Michigan CHIR was awarded two national grants to enhance a health equity focus in the MiThrive assessments:

- Cross Jurisdictional Sharing Mini-Grant from the Center for Sharing Public Health Services to implement the Mobilizing for Action through Planning and Partnerships (MAPP) process Health Equity Supplement
- Increasing Disability Inclusion in the MAPP Process Grant from the National Association of County and City Health Officials

Thank you to all who shared their time and expertise in the MiThrive initiative, especially local residents. Thousands of residents and organizations participated in planning the assessments, participating in community events and surveys, collecting data, analyzying data and ranking strategic issues. We are especially grateful to members of the MiThrive Steering Committee and Design Team, as well as the Northwest, Northeast, and North Central Workgroups.

MiThrive Steering Committee

Kerry Baughman, Northwest Michigan Community
Action Agency

Rachel Blizzard, McLaren Central Michigan

Arlene Brennan, Traverse Health Center

Ashley Brenner, MyMichigan Health

Denise Bryan, District Health Department #2

and District Health Department #4

Dan Buron, Goodwill Northern Michigan

Amy Christie, North County CMH Authority

Sarah Eichberger, Michigan State University Extension

Danielle Gritters, Spectrum Health

Steve Hall, Central Michigan District Health Department

Wendy Hirshenberger, Grand Traverse County

Health Department

Kevin Hughes, District Health Department #10

Beth Jabin, Spectrum Health (Chair)

Tanya Janes, McLaren Northern Michigan

Natalie Kasiborski, PhD, Northern Michigan Health Consortium

Michelle Klein, Benzie-Leelanau District Health Department

Shannon Lijewski, Everyday Life Consulting (Vice Chair)

Jim Moore, Disability Network of Northern Michigan

Christi Nowak, Munson Healthcare

Lisa Peacock, Benzie-Leelanau District Health Department

and Health Department of Northwest Michigan

Erica Phillips, MyMichigan Health

Abby Reeg, Newaygo County Community Collaborative

Lori Schultz, Michigan Department of Health and Human Services

Nicole Smith, Northeast Michigan Community Service Agency

Woody Smith, Avenue ISR

MiThrive Design Team

Ashley Brenner, MyMichigan Health

Danielle Gritters, Spectrum Health

Tanya Janes, McLaren Northern Michigan

Cassie Larrieux, Spectrum Health

Laura Marentette, AuSable Valley CMH Authority

Chrystal Miklosovic, Michigan Department of Health and Human Services

Erica Phillips, MyMichigan Health

Christy Rivette, District Health Department #10

Tara Rybicki, Munson Healthcare

Woody Smith, Avenue ISR

Teresa Tokarczyk, AuSable Valley CMH Authority

Jessica Wimmer, Mecosta Osceola Intermediate School District

David Wingard, PhD, TrueNorth Community Services



MiThrive partners represent many sectors of the community, including:

- Businesses
- Collaborative bodies and coalitions
- Community-based organizations
- Community mental health agencies
- · Federally qualified health centers
- · Grant-making organizations
- Hospitals
- · Local health departments
- Michigan Dept of Health and Human Services
- Municipalities
- Physicians and other health care providers
- Residents
- Schools
- Substance use prevention, treatment and recovery services
- Tribal nations

MiThrive North Central Workgroup



Ashley Brenner, MyMichigan Health
Julie Burrell, The Right Place
Beverly Cassidy, TrueNorth Community Services
Gene Ford, Standard Process
Danielle Gritters, Spectrum Health
Steve Hall, Central Michigan District Health Department
Kevin Hughes, District Health Department #10
Naomi Hyso, Michigan State University Extension
Kelsey Killinger, MyMichigan Health
Cassandre Larrieux, Spectrum Health
Andrea Leslie, Spectrum Health
Scott Lombard, Spectrum Health
Brent Mikkola, MyMichigan Health

Kaley Petersen, Spectrum Health
Mark Petz, Fremont Area Community Foundation
Beth Pomranky-Brady, Ascension Health
Abby Reeg, Newaygo County Community Collaborative
Lynne Russell, Mason County United Way
Annie Sanders, United Way of Gratiot & Isabella
Monica Schuyler, Pennies from Heaven Foundation
Meredith Sprince, Spectrum Health
Julie Tatko, Family Healthcare
Shawn Washington, Lake County Habitat for Humanity
David Wingard, PhD, TrueNorth Community Services
Jena Zeerip, Spectrum Health

MiThrive Northeast Workgroup



Jodi Balhorn, Northern Michigan Regional Entity
Angie Bruning, Alpena-MontmorencyAlcona Great Start Collaborative
Denise Bryan, District Health Department #2 and
District Health Department #4
Dan Connors, Alcona Community Schools
Dawn Fenstermaker, Great Start Collaborative of
Cheboygan, Otsego, and Presque Isle Counties
Heather Gagnon, Alpena-MontmorencyAlcona Great Start Collaborative
Steve Hall, Central Michigan District Health Department
Amy Hepburn, Thunder Bay Community Health Services
Kevin Hughes, District Health Department #10
Kathy Jacobsen, Munson Healthcare
Tanya Janes, McLaren Northern Michigan

Mary Kushion, Ascension Health
Laura Marentette, AuSable Valley CMH Authority
Lisa Peacock, Health Department of Northwest Michigan
Erica Phillips, MyMichigan Health
Beth Pomranky-Brady, Ascension Health
Tara Rybicki, Munson Healthcare
Jacquelyn Schwanz, Alpena-Montmorency-Alcona ESD
Jordan Smith, Alcona Health Centers
Alice Snyder, Crawford County Commission on Aging
Nena Sork, Northeast Michigan CMH Authority
Nancy Stevenson, Northern Lakes CMH Authority
Patty Thomas, Alcona County Resident
Teresa Tokarczyk, AuSable Valley CMH Authority
Nancy Wright, AuSable Valley CMH Authority

MiThrive Northwest Workgroup



Debbie Aldridge, Benzie-Leelanau District Health Department

Heidi Britton, Northwest Michigan Health Services
Dan Buron, Goodwill Northern Michigan
Jessica Carland, Benzie Bus
Kim Chandler, Munson Healthcare
Kayla Diets, Alcona Health Centers
Sarah Eichberger, Michgan State University Extension
Wendy Hirschenberger, Grand Traverse County Health
Department

Kevin Hughes, District Health Department #10
Kathleen Jakinovich, Health Department of Northwest
Michigan

Tanya Janes, McLaren Northern Michigan
Seth Johnson, United Way of Northwest Michigan
Alyson Kass, Munson Healthcare
Dana Kilinski, Northwest Michigan Health Services
Michelle Klein, Benzie-Leelanau District Health Department
Laura Laisure, Grand Traverse County Health Department
Paula Martin, Groundworks Center for Resilient
Communities

Alison Metiva, Grand Traverse Regional Community Foundation

Jim Moore, Disability Network of Northern Michigan Gerry Morris, Project Unity 4 Life

Jenifer Murray, Northern Michigan Community Health Innovation Region

Lisa Peacock, Benzie-Leelanau District Health Department and Health Department of Northwest MIchigan Rachel Pomeroy, Benzie-Leelanau District Health

Department

Christy Rivette, District Health Department #10 Tara Rybicki, Munson Healthcare

Lindsey Schnell, Northwest Michigan Health Services

Jordan Smith, Alcona Health Centers

Madison Smith, Northwest Michigan Health Services Joshua Stoltz, GrowBenzie

Mindy Taylor, Little Traverse Bay Band of Odawa Indians Stephanie Williams, Munson Healthcare

Lauren Wolf, Benzie-Leelanau District Health Department

The MiThrive Core Team

The Northern Michigan Community Health Innovation Region (CHIR) leads the MiThrive community health needs assessment every three years in partnership with hospitals, local health departments and other community partners. The CHIR's backbone organization is the Northern Michigan Public Health Alliance, a partnership of seven local health departments that together serve a 31-county area. This area was organized into three regions—Northwest, Northeast and North Central—for the 2021 MiThrive community health needs assessment.



Administrators, communication specialists, epidemiologists, health educators and nurses from the Northern Michigan Public Health Alliance formed the MiThrive Core Support Team:

- Jane Sundmacher, MEd, Northern Michigan Community Health Innovation Region and MiThrive Lead
- Erin Barrett, MPH, MCHES, Community Themes and Strengths Assessment Team Lead and North Central Region Lead, District Health Department #10
- Emily Llore, MPH, Forces of Change Assessment Lead and Northwest Region Lead, Health Department of Northwest Michigan
- Donna Norkoli, MCHES, Community System Assessment Team Lead and Northeast Region Lead, District Health Department #10
- Jordan Powell, MPH, Community Health Status Assessment Lead, District Health Department #10
- Scott Izzo, MPH, MA, Community Health Status Assessment Team Member, District Health Department #2
- Amy Horstman, MPH, CHES, Community Health Status Assessment Team Member, Health Department of Northwest Michigan
- · Laura Laisure, RN, Grand Traverse County Health Department
- Sarah Oleniczak, MPH, MCHES, District Health Department #10
- · Rachel Pomeroy, MPH, CHES, Benzie-Leelanau District Health Department
- Anna Reetz, Central Michigan District Health Department
- Devin Spivey, MPH, District Health Department #4

Definitions

Community Health Improvement Process

The Community Health Improvement Process is a comprehensive approach to assessing community health, including social determinants of health, and developing action plans to improve community health through substantive involvement from residents and community organizations. The Community Health Needs Assessment process yields two distinct yet connected deliverables: the Community Health Needs Assessment report and Community Health Improvement Plan and an Implementation Strategy.

Community Health Needs Assessment

The Community Health Needs Assessment is a process that engages community members and partners to systematically collect and analyze qualitative and quantitative data from a variety of resources from a certain geographic region. The assessment includes information on health status, quality of life, social determinants of health, mortality and morbidity. The findings of the community health assessment include data collected from both primary and secondary sources, identification of key issues based on analysis of data, and prioritization of key issues.

Community Health Improvement Plan

The Community Health Improvement Plan includes an Outcomes Framework that details metrics, goals and strategies, and the community partners committed to implementing strategies for the top priorities identified in the Community Health Needs Assessment. It is a long-term, systematic effort to collaboratively address complex community issues, set priorities and coordinate and target resources.

Hospital Implementation Strategy

The Implementation Strategy details which priorities identified in the Community Health Needs Assessment the hospital plans to address and how it will build on previous efforts and existing initiatives while also considering new strategies to improve health. The Implementation Strategy describes actions the hospital intends to take, including programs and resources it plans to commit, anticipated impacts of these actions, and planned collaboration between the hospital and community partners

Contents

Executive Summary		
Introduction	15	
Mobilizing for Action through Planning and Partnerships Community Health Needs Assessment Framework	18	
MiThrive Assessment Results	20	
Community Health Status Assessment	20	
Community Themes and Strengths Assessment	29	
Community System Assessment	43	
Forces of Change Assessment	45	
Data Limitations	50	
Identifying and Prioritizing Strategic Issues	51	
Next Steps	56	
Appendices		
A. List of Organizations Participating in the North Central Community Health Needs Assessment	57	
B. Community Health Status Assessment Survey Indicators and Scores		
C. Community Themes and Strengths Assessment Survey Instruments		
D. Community Themes and Strengths Assessment Community Assets		
E. Community System Assessment Event Agenda & Design		
F. Forces of Change Assessment Event Agenda & Design		
G. North Central Strategic Issue Data Briefs		

Executive Summary

In a remarkable partnership, hospitals, health departments, and other community partners in northern Michigan join together every three years to take a comprehensive look at the health and well-being of residents and communities. Through community engagement and participation across a 31-county region, the MiThrive Community Health Needs Assessment collects and analyzes data from a broad range of social, economic, environmental and behavioral factors that influence health and well-being. It then identifies and ranks key strategic issues. In 2021, together we conducted a comprehensive, community-driven assessment of health and quality of life on an unprecedented scale. MiThrive gathered data from existing statistics; listened to residents; and learned from community partners, including health care providers. Our findings show that our communities face complex, interconnected issues, and these issues harm some groups more than others.

Report Goals and Objectives

The purpose of this report is to serve as a foundation for community decision-making and improvement efforts. Key objectives are:

- Describe the current state of health and well-being in northern Lower Michigan.
- Describe the processes used to collect community perspectives.
- Describe the process for prioritizing strategic issues within the North Central CHIR region.
- · Identify community strengths, resources and service gaps.

Regional Approach

MiThrive was implemented across a 31-county region through a remarkable partnership of hospital systems, local health departments and other community partners. Our aim is to leverage resources and reduce duplication while still addressing unique local needs for high-quality, comparable county-level data. The 2021 MiThrive Community Health Needs Assessment covered three regions: Northwest, Northeast and North Central. We've found there are several advantages to a regional approach, including strengthened partnerships, alignment of priorities, reduced duplication of effort, comparable data and maximized resources.

For this Community Health Needs Assessment, "community" is defined by the county in which the Spectrum Health Gerber Memorial primary service areas covers: Newaygo County. This county is included in the MiThrive North Central region. As discussed below, of the four MiThrive assessments, two were conducted at the county level and two were conducted within the MiThrive regions.



Data Collection

The findings detailed throughout this report are based on data collected through a variety of primary data collection methods and existing statistics. From the beginning, it was our goal to engage residents and many diverse community partners in data collection methods.

To accurately identify, understand and prioritize strategic issues, MiThrive combines quantitative data, such as the number of people affected; changes over time and differences over time; and qualitative data, such as community input, perspectives and experiences. This approach is best practice, providing a complete view of health and quality of life while ensuring results are driven by the community.

MiThrive utilizes the Mobilizing for Action through Planning and Partnerships (MAPP) community health needs assessment framework. Considered the "gold standard," it consists of four different assessments for a 360-degree view of the community. Each assessment is designed to answer key questions:

Community Health Status Assessment

The Community Health Status Assessment identifies priority community health and quality of life issues. It answers the questions "How healthy are our residents?" and "What does the health status of our community look like?" The purpose of this assessment is to collect quantitative secondary data about the health and well-being of residents and communities. We collected about 100 statistics by county for the 31-county region from reliable sources such as County Health Rankings, the Michigan Department of Health and Human Services, and the U.S. Census Bureau.

MiThrive Data Collection in 31-County Region

- 100 Local, state and national indicators collected by county for the Community Health Status Assessment
- 152 Participants in three Community System Assessment regional events
- 396 Participants in focused conversations for the Community System Assessment at 28 community collaborative meetings
- 3,465 Residents completed the Community
 Surveys for the Community Themes and
 Strengths Assessment
- 840 Residents facing barriers to social determinants of health participated in Pulse Surveys conducted by community partners for the Community Themes and Strengths Assessment
- 354 Physicians, nurses and other clinicians completed the Healthcare Provider Survey for the Community Themes and Strengths Assessment
- 199 Participants in three Forces of Change Assessment regional events

Community Themes and Strengths Assessment

The Community Themes and Strengths Assessment provides a deep understanding of the issues that residents feel are significant by answering the questions "What is important to our community?," "How is quality perceived in our community?" and "What assets do we have that can be used to improve well-being?" The Community Themes and Strengths Assessment consisted of three surveys: Community Survey, Healthcare Provider Survey and Pulse Survey. Results from each were analyzed by county, hospital service area and the three MiThrive regions.

Community System Assessment

The Community System Assessment focuses on organizations that contribute to well-being. It answers the questions "What are the components, activities, competencies and capacities in the regional system?" and "How are services being provided to our residents?" The Community System Assessment was completed in two parts. First, communitywide virtual meetings were convened in the Northwest, Northeast and North Central MiThrive regions, where participants discussed various attributes of the community system. These were followed by related discussions at community collaborative meetings at the county (or two-county) level.

Forces of Change Assessment

The Forces of Change Assessment identifies forces such as legislation, technology and other factors that affect the community context. It answers the questions "What is occurring or might occur that affects the health of our community or the local system?" and "What specific threats or opportunities are generated by these occurrences?" Like the Community System Assessment, the Forces of Change Assessment was conducted through community meetings that convened virtually in the Northwest, Northeast and North Central MiThrive regions.

The assessments all provide important information, but the value of the four assessments is multiplied by considering the findings as a whole.

Health Equity

The Robert Wood Johnson Foundation says health equity is achieved when everyone can attain their full health potential, and no one is disadvantaged from achieving this potential because of social position or any other socially defined circumstance. Without health equity, there are endless social, health and economic consequences that negatively impact patients/clients, communities and organizations. Although health equity is often framed in terms of race or culture, in rural areas, like Newaygo County, social isolation, higher rates of health risk behaviors, limited access to medical care and few opportunities for good jobs contribute to increased mortality rates, lower life expectancies, and higher incidence of disease and disability, according to the Rural Health Information Hub.

The MiThrive vision, a vibrant, diverse, and caring region where collaboration affords all people equitable opportunities to achieve optimum health and well-being, is grounded in the value of health equity. As one of the first steps of achieving health equity is to understand current health disparities, we invited diverse community partners to join the MiThrive steering committee, design team and workgroups, and we gathered primary and secondary data from medically underserved, minority and low-income populations in each of the four MiThrive assessments, including:

- Cross-tabulating demographic indicators such as age, race and sex for the Community Themes and Strengths
 Assessment
- Engaging residents experiencing barriers to social determinants of health and organizations that serve them in the Community System Assessment, Community Themes and Strengths Assessment, and Forces of Change Assessment
- Reaching out to the medically underserved and low-income populations through Pulse Surveys administered by organizations that serve them
- Increasing inclusion of people with disabilities in the community health needs assessment through partnership with the Disability Network of Northern Michigan
- · Surveying providers who care for patients/clients enrolled in Medicaid Health Plans
- Recruiting residents experiencing barriers and diverse organizations that serve them to the MiThrive Data Walks and Priority-Setting Events

Key Findings

Following analysis of primary and secondary data collected during the 2021 MiThrive Community Health Assessment, 11 health needs emerged in the North Central region. Members of the MiThrive steering committee, design team and workgroups framed these health needs as strategic issues, as recommended by the Mobilizing for Action through Planning and Partnerships (MAPP) Framework. On Dec. 8, 2021, 77 residents and community partners participated in the MiThrive North Central Region's Data Walk and Priority-Setting Event. Using a criteria-based process, participants ranked the strategic issues as listed below. Severity, magnitude, impact, health equity and sustainability were the criteria used for this ranking process.

- Behavioral Health: How do we increase access and reduce barriers to quality behavioral health services while increasing resiliency and well-being?
- 2. **Access to Health Care:** How do we increase access to integrated systems of care as well as increase engagement, knowledge and awareness of existing systems to better promote health and prevent and treat chronic disease?
- 3. **Healthy Weight:** How can we create an environment that provides access, opportunities and support for individuals to reach and maintain a healthy weight?
- 4. **Economic Security:** How do we foster a community where everyone feels economically secure?
- 5. **Substance Misuse:** How can we develop increased comprehensive substance misuse prevention and treatment services that are accessible, patient centered and stigma free?
- 6. Housing Security: How do we ensure that everyone has safe, affordable and accessible housing?
- 7. **Transportation Options:** How can we nurture a community- and health-oriented transportation environment that provides safe and reliable transportation access, opportunities and encouragement to live a healthy life?
- 8. Food Security: What policy, system and environmental changes do we need to ensure reliable access to healthy food?
- 9. Broadband Access: How can we advocate for increased broadband access and affordability?
- 10. Safety: How do we ensure all community members are aware of and can access safety and well-being supports?
- 11. **Equity:** How do we cultivate a community whose policies, systems and practices are rooted in equity and belonging?

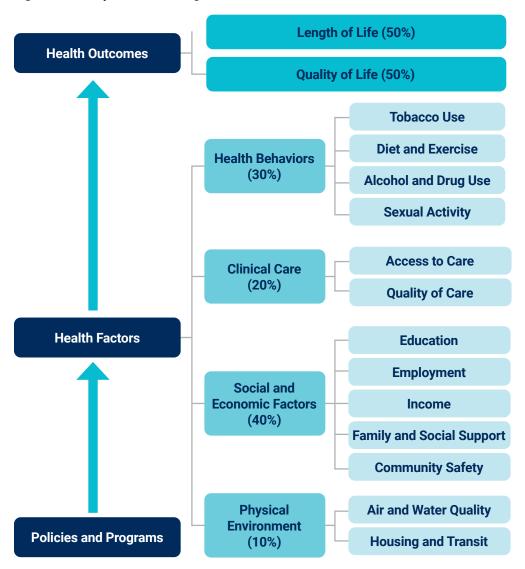
The purpose of this ranking process was to prioritize the significant health needs to collectively address in a collaborative Community Health Improvement Plan. Following the Data Walk and Priority-Setting Events, MiThrive partners and participants refined the prioritized strategic issues to remove any jargon, clarify language and wordsmith. The final significant health needs identified for the Spectrum Health Ludington Hospital community are as follows:

- 1. Behavioral Health
- 2. Access to Health Care
- 3. Chronic Disease
- 4. Economic Security

Introduction

We all have a role to play in the health of our community. In addition to disease, health is influenced by education level, economic status and other issues. No one individual, community group, hospital, agency or governmental body can be responsible for the health of the community. No one organization can address complex community issues alone. However, working together, we can understand the issues and create plans to address them.

Figure 1: County Health Rankings Modell



Source: Remington, Patrick L, Bridget B Catlin, and Keith P Gennuso. 2015. "The County Health Rankings: Rationale and Methods." Population Health Metrics 13 (11): 1-12.

The County Health Rankings Model provides a broad understanding of health, describing the importance of social determinants of health organized in the categories of health behaviors, clinical care, social and economic factors, and the physical environment. It illustrates how community policies and programs influence health factors and, in turn, health outcomes.

Purpose of the Community Health Needs Assessment

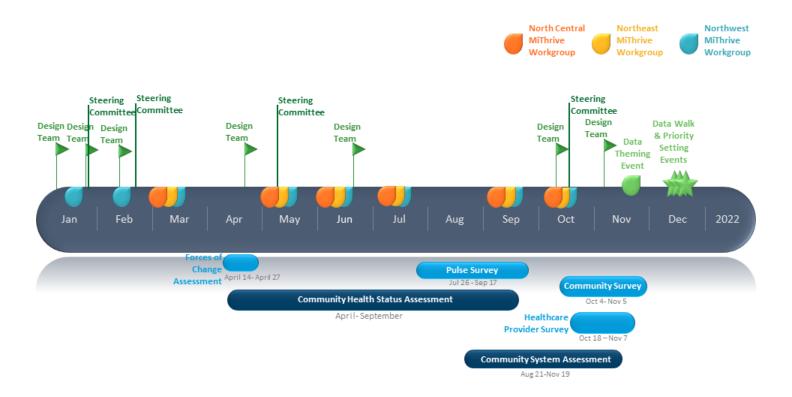
The foundation of the MiThrive community health needs assessment is the County Health Rankings Model and its focus on social determinants. The purpose of the community health needs assessment is to:

- 1. Engage residents and community partners to better understand the current state of health and well-being in the community.
- Identify key problems and assets to address them. Findings are used to develop collaborative community health improvement plans and implementation strategies and to inform decision-making, strategic planning, grant development and policymaker advocacy.

Role of MiThrive Steering Committee, Design Team and Workgroups

The MiThrive design team is responsible for developing Data Collection Plans for the four assessments and recommendations to the steering committee. In addition to approving the Data Collection Plans, the steering committee updated the MiThrive vision and core values and provided oversight to the community health needs assessment. The regional workgroups (Northwest, Northeast and North Central) assisted in local implementation of primary data collections and participated in assessments and Data Walk and Priority-Setting Events. They will develop a collaborative Community Health Improvement Plan for the top-ranked priorities in their regions and oversee their implementation. (Please see Appendix A for a list of organizations engaged in MiThrive in the North Central region.)

Figure 2: MiThrive Infrastructure Meetings and Assessment Timeline



Impact of COVID-19 on MiThrive

There were challenges in conducting a regional, collaborative community health needs assessment in 2021, during the peak of the COVID-19 pandemic. Despite their roles in pandemic response, leaders from hospitals, health departments and other community partners prioritized their involvement in planning and executing the MiThrive Community Health Needs Assessment through their active participation in the steering committee, design team and/or one or more regional workgroups. In all, 53 individuals representing 40 organizations participated in the MiThrive organization.

In previous cycles of the community health needs assessment, MiThrive convened in-person events for the Community System Assessment and Forces of Change Assessment. During the pandemic, they were convened virtually using Zoom and participatory engagement tools like breakout rooms, MURAL and RetroBoards, among others. Because residents and partners did not have to spend time for travel, their participation at the community assessment events was increased. Overall, more than 2,000 people participated in MiThrive assessments in the North Central region:

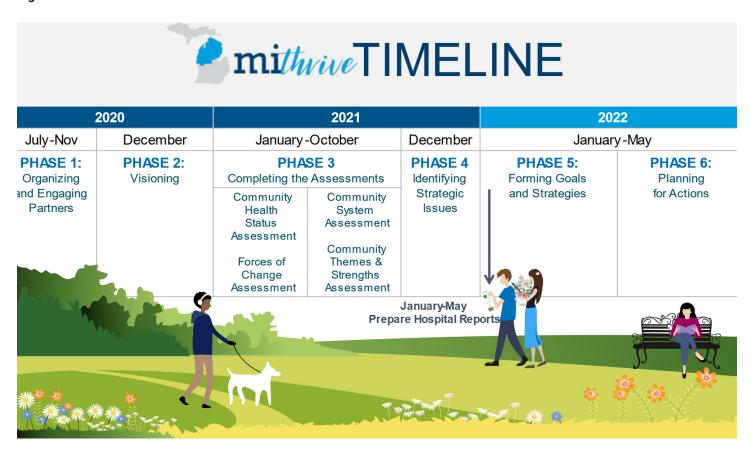
Table 1: Primary Data Collection Activities

MiThrive Assessments—Primary Data Collection North Central Region Only		Participants or Respondents
Community System Assessment	Community system assessment event on Aug. 12, 2021, via Zoom	69
	Focused conversations at nine collaborative body meetings via Zoom	128
Community Themes and	Community surveys collected (distributed widely by community partners and social media)	1,456
Strengths Assessment	Pulse surveys collected	378
	Provider surveys collected	104
Forces of Change Assessment	Forces of change assessment event on April 20, 2021, via Zoom	67
Total:		2,202

Mobilizing for Action through Planning and Partnerships Community Health Needs Assessment Framework

MiThrive utilizes the Mobilizing for Action through Planning and Partnerships (MAPP) community health needs assessment framework. It is a nationally recognized, best practice framework that was developed by the National Association of County and City Health Officials and the U.S. Centers for Disease Control and Prevention.

Figure 3: MiThrive MAPP Timeline



Phase 1: Organizing and Engaging Partners

Phase 1 involves two critical and interrelated activities: organizing the planning process and developing the planning process. The purpose of this phase is to structure a planning process that builds commitment, encourages participants to be active partners, uses participants' time well and results in a Community Health Needs Assessment that identifies key issues in a region to inform collaborative decision-making to improve population health and health equity, while at the same time meeting organizations' requirements for the community health needs assessment. During this phase, funding agreements with local health departments and hospitals were executed; the MiThrive steering committee, design team and workgroups were organized; and the core support team was assembled.

Phase 2: Visioning

Vision statements provide focus, purpose and direction to the community health needs assessment. They provide a useful mechanism for convening the community, building enthusiasm for the process and setting the stage for planning. Following thoughtful discussion, steering committee members updated the MiThrive vision in January 2021 to: A vibrant, diverse, caring region where collaboration affords all people equitable opportunities to achieve optimal health and well-being.

Phase 3: Conducting the Four Assessments

The MAPP framework consists of four different assessments, each providing unique insights into the health of the community. For the 2021 community health needs assessment, MiThrive gathered more health equity data than ever before and engaged more diverse stakeholders, including many residents, in the assessments. (Please see Appendix A for a list of organizations that participated in MiThrive.)

Health Equity

There is more to good health than health care. A number of factors affect people's health that people do not often think of as health care concerns, such as where they live and work, the quality of their neighborhoods, how rich or poor they are, their level of education, and their race or ethnicity. These social factors influence about 80% of length of life and quality of life, according to the County Health Rankings Model.

A key finding of the 2021 MiThrive community health needs assessment mirrors a persistent reality across the country and the world: Health risks do not impact everyone the same way. We consistently find that groups who are more disadvantaged in society also bear the brunt of illness, disability and death. This pattern is not a coincidence. Health, quality of life and length of life are all fundamentally impacted by the conditions in which we live, learn, work and play.

Health equity is the realization of all people of the highest attainable level of health. Achieving health equity requires valuing all individuals and populations equally, and entails focused and ongoing societal efforts to address avoidable inequities by ensuring the conditions for optimal health for all groups.

—Adewale Troutman
Health Equity, Human Rights and Social Justice:
Social Determinants as the Direction for
Global Health

Obstacles like poverty and discrimination lead to consequences like powerlessness and lack of access to good jobs with fair pay, quality education and housing, safe environments, and health care. All of these community conditions combine to limit the opportunities and chances for people to be healthy. The resulting differences in health outcomes (like risk of disease or early death) are known as "health inequities."

The health equity data collected in the four MiThrive assessments is discussed below.

MiThrive Assessment Results

Community Health Status Assessment

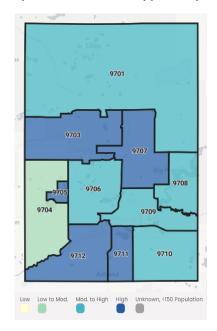
The Community Health Status Assessment identifies priority community health and quality of life issues. It answers the questions "How healthy are our residents?" and "What does the health status of our community look like?" The answers to these questions were measured by collecting 100 secondary indicators from different sources, including the Michigan Department of Health and Human Services, the U.S. Census Bureau, and the U.S. Centers for Disease Control and Prevention.

The design team ensured that secondary data included measures of social and economic inequity, including Asset Limited, Income Constrained, Employed (ALICE) households; children living below the federal poverty level; families living below the federal poverty level, households living below the federal poverty level; population living below the federal poverty level; gross rent equal to or greater than 35% of household income; high school graduation rate; income inequality; median household income; median value of owner-occupied homes; political participation; renters (percentage of all occupied homes); and unemployment rate.

The Social Vulnerability Index illustrates how where we live influences health and well-being. It ranks factors such as income below federal poverty level; unemployment rate; income; no high school diploma; age 65 or older; age 17 or younger; older than 5 with a disability; single-parent households; minority status; speaks English "less than well"; multi-unit housing structures; mobile homes; crowded group quarters; and no vehicle.

As illustrated in the map at right, census tracts in Newaygo County have social vulnerability indices at "high" or "moderate to high" in most of the county.

Figure 4: Social Vulnerability Index by Census Tract in Newaygo County



Source: Michigan Lighthouse 2022, Centers for Disease Control and Prevention/Agency for Toxic Substances and Disease Registry/Geospatial Research, Analysis, and Services Program. CDC Social Vulnerability Index 2018 Database - Michigan. Community Health Status Assessment indicators were collected and analyzed by county for MiThrive's 31-county region from the following sources:

- · County Health Rankings
- · Feeding America
- Kids Count
- Michigan Behavioral Risk Factor Surveillance Survey
- · Michigan Cancer Surveillance Program
- · Michigan Care Improvement Registry
- · Michigan Health Statistics
- · Michigan Profile for Healthy Youth
- Michigan School Data

- · Michigan Secretary of State
- Michigan Substance Use Disorder Data Repository
- Michigan Vital Records
- Princeton Eviction Lab
- United for ALICE
- · U.S. Census Bureau
- · U.S. Department of Agriculture
- U.S. Health Resources & Services Administration

Each indicator was scored on a scale of 0 to 3 by sorting the data into quartiles based on the 31-county regional level; comparing to the mean value of the MiThrive region; and comparing to the state, national and Healthy People 2030 target when available. Indicators with a score above 1.5 were defined as "high secondary data," and indicators with scores below 1.5 were defined as "low secondary data."

There were 42 indicators in Newaygo County that scored above 1.5, meaning they were worse than the North Central region overall or state rates:

- Alcohol-induced mortality
- All cancer mortality
- · All causes of death
- · Alzheimer's disease/dementia mortality
- Asthma (teens)
- Average Health Professions Shortage Area Score Primary Care
- · Bachelor's degree or higher
- · Child abuse/neglect rate
- Children living below the federal poverty level
- · Chronic lower respiratory disease mortality
- Diabetes mortality
- Ever told COPD (adults)
- Ever told diabetes (adults)
- Evictions (rate)
- Families living below federal poverty level
- Fully immunized toddlers aged 19 to 35 months
- · Households living below federal poverty level
- Injury mortality
- Intentional self-harm mortality
- Lung and bronchus cancer
- Major depressive episode (teens)

- · Median household income
- Median value of owner-occupied home
- Motor vehicle crash mortality
- Obesity (adults)
- Obesity (teens)
- · Oral cavity and pharynx cancer
- Overweight (adults)
- Population below federal poverty level
- Preventable hospital stays
- Renters (percentage of all occupied homes)
- Self-reported health assessment fair or poor
- Severe quality problems with housing
- Smoked cigarettes in past 30 days (teens)
- Supplemental Nutrition Assistance Program (SNAP) authorized stores
- Special education percent Child Find
- · Students not proficient in Grade 4 English
- Teens with 2+ adverse childhood experiences (ACEs)
- Teens with 5+ fruits/vegetables per day
- Unintentional injury mortality
- Used prescription drugs without prescription (teens)
- Vaped in past 30 days (teens)

Please see Appendix B for values for these indicators and their scores for Newaygo County.

Geography and Population

The service area for Spectrum Health Gerber Memorial is Newaygo County. Newaygo County is known as a tourist destination. The Muskegon River attracts fishers, and the Manistee National Forest, which covers half of the county, is excellent for camping, hunting and other outdoor activities. Covering 813 square miles of land, most of the county is designated as "rural" by the U.S. Census Bureau. This is one of its most important characteristics, as rurality influences health and well-being.

The composition of the population is also important, as health and social issues can impact disparate groups in different ways, and a strategy that works to support one group may not be the best choice for another. Of the 48,980 people who live in Newaygo County, 90.2% are white. The largest racial or ethnic minority groups are Black or African American (1.2%), Hispanic or Latino (6.0%), and American Indian and Alaska Native (0.9%).

Figure 5: Rurality by County

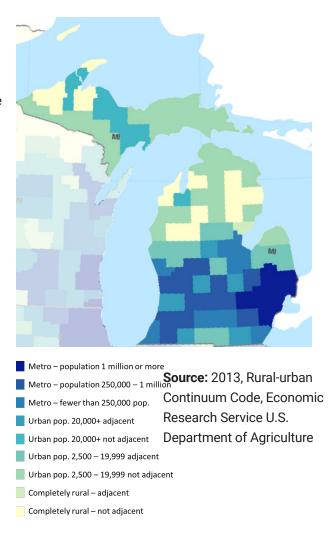


Figure 6: Age Distribution of Newaygo County and Michigan

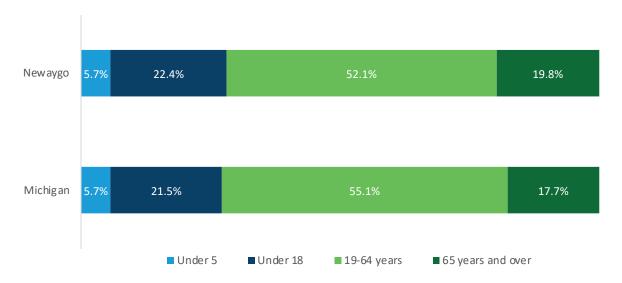
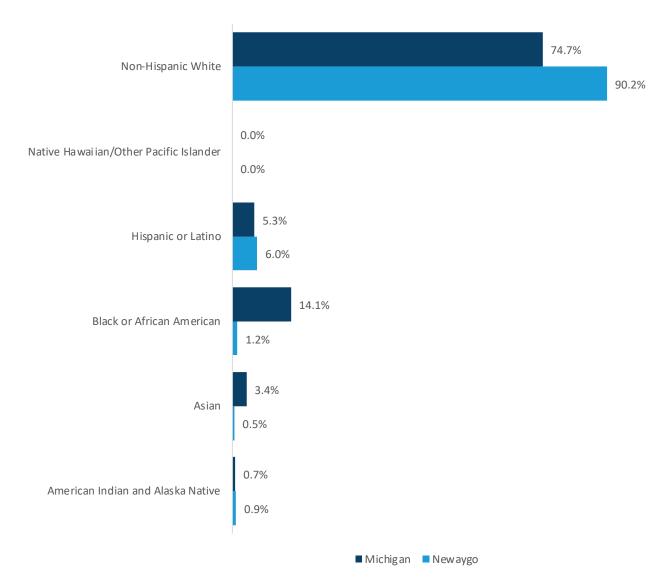
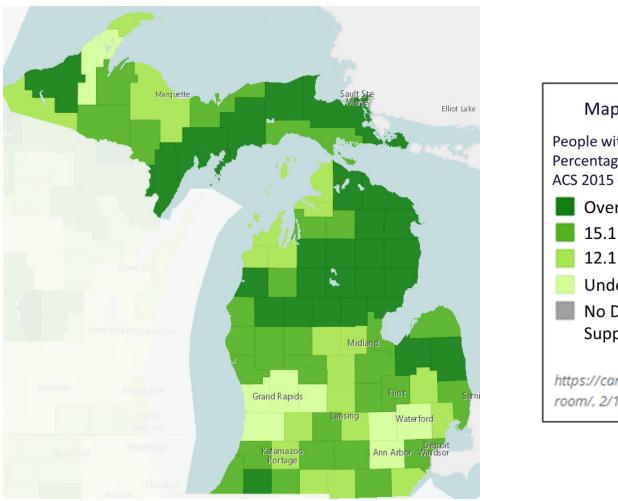


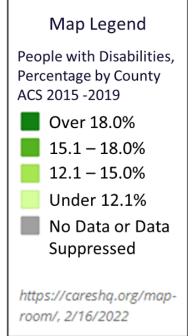
Figure 7: Race and Ethnicity Distribution of Newaygo County and Michigan



Source: United States Census Bueau, 2019

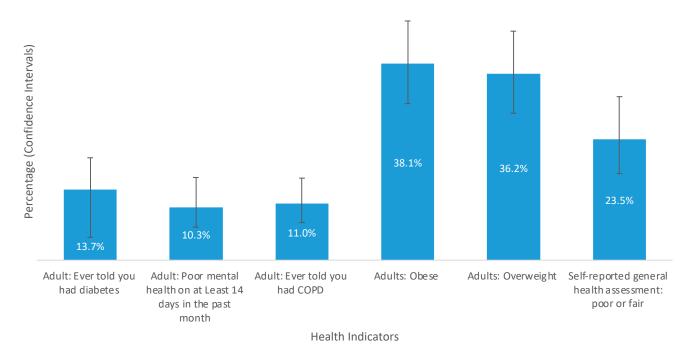
Figure 8: State of Michigan – Prevalence of People with Disabilities





A greater percentage of Newaygo County residents (17.8%) have a disability compared to the state (14.2%).

Figure 9: Selected Health Indicators for the Gerber Memorial Service Area



Source: Michigan Behavioral Risk Factor Surveillance System, 2015-2019

Figure 10: Cancer Incidence Rates for the Gerber Memorial Service Area

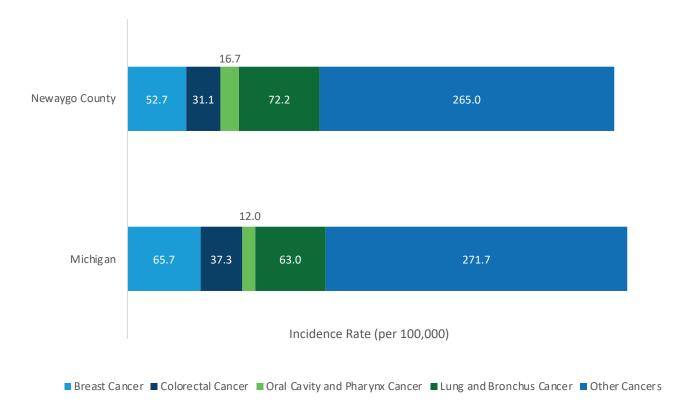
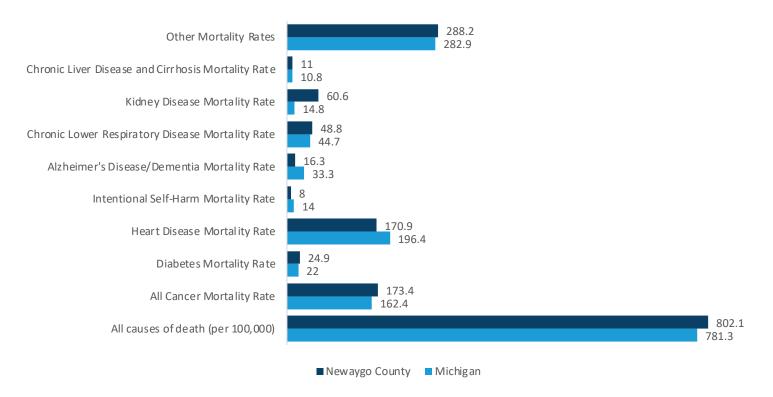
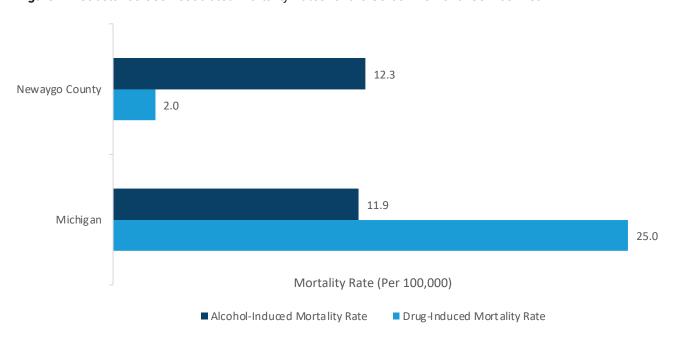


Figure 11: Selected Mortality Rates for the Gerber Memorial Service Area



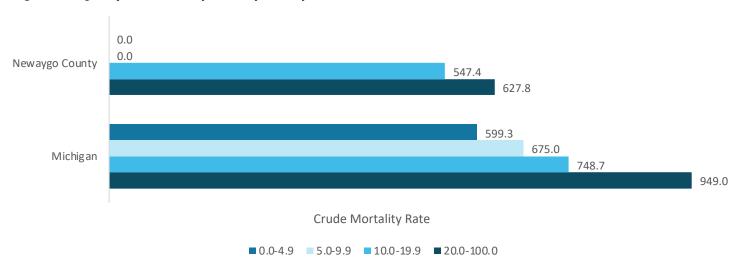
Source: Michigan Department of Health and Human Services Vital Statistics, 2015-2019

Figure 12: Substance-Use Associated Mortality Rates for the Gerber Memorial Service Area



Source: Michigan Department of Health and Human Services Mortality Statistics, 2019

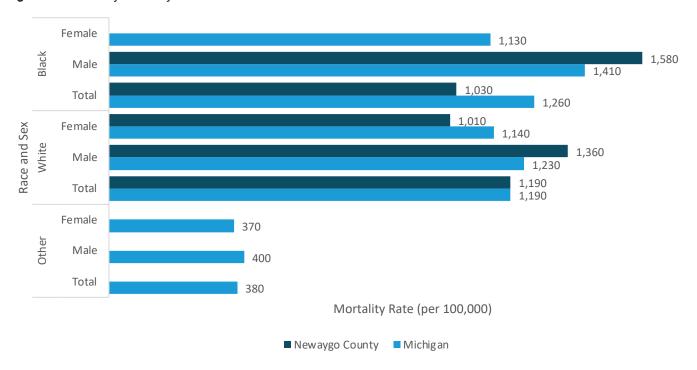
Figure 13: Age-Adjusted Mortality Rates by Poverty Level for the Gerber Memorial Service Area



Source: Michigan Department of Health and Human Services Mortality and Poverty Statistics, 2019

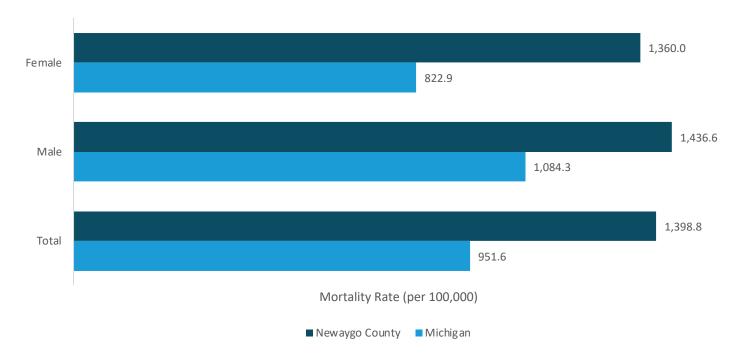
Note: The poverty categories here refer to the percentage of residents in each census tract who live below the poverty line. Deaths have been organized by these categorizations. Any area with 20% or more of the population living below the poverty line is considered a poverty area by U.S. census reports. Age adjustment was performed using the standardized population from the 2000 U.S. Census.

Figure 14: Mortality Rates by Race and Sex for the Gerber Memorial Service Area



Source: Michigan Department of Health and Human Services Vital Statistics, 2020

Figure 15: Age-Adjusted Death Rates by Sex for the Gerber Memorial Service Area



Source: Michigan Department of Health and Human Services Vital Statistics, 2020

Note: Age adjustment was performed using the standardized population from the 2000 U.S. Census.

Community Themes and Strengths Assessment

The Community Themes and Strengths Assessment provides a deep understanding of the issues that residents feel are significant by answering the questions "What is important to our community?" "How is quality perceived in our community?" and "What assets do we have that can be used to improve well-being?" For the Community Themes and Strengths Assessment, the MiThrive design team designed three types of surveys: Community Survey, Healthcare Provider Survey and Pulse Survey. (Please see Appendix C for survey instruments.)

Community Survey

The Community Survey asked 18 questions about what is important to the community, what factors are impacting the community, quality of life, built environment and demographics. The Community Survey also asked respondents to identify assets in their communities. Please see Appendix D for assets from Newaygo County.

Community Surveys were administered electronically and on paper in both English and Spanish. The electronic version of the survey was available through an electronic link and QR code. The survey was open from Monday, Oct. 4, 2021, to Friday, Nov. 5, 2021. Five \$50 gift cards were offered to incentivize people to complete the survey. Partner organizations promoted the survey through social media and community outreach. Promotional materials developed for the Community Survey include a flyer, social



media content and a press release. Of the 1,456 surveys collected in the North Central MiThrive region, 233 surveys were collected from Newaygo County.

Figure 16: Community Survey Response Count



Newaygo County = 231 Responses

A total of 233 Community Survey responses were collected in Newaygo County.

Figure 17: Top 10 Factors for a Thriving Community as Identified by Newaygo County Community Survey Respondents (n=231)

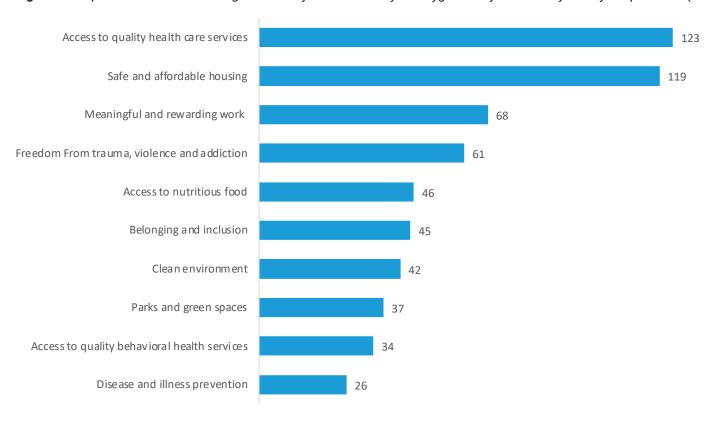
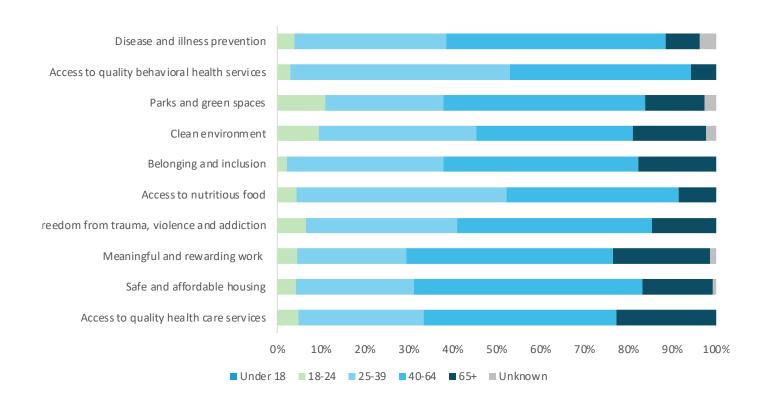
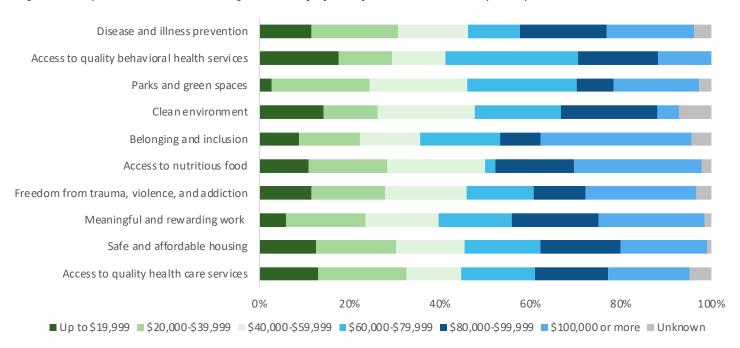


Figure 18: Top 10 Factors for a Thriving Community by Age (n=231)



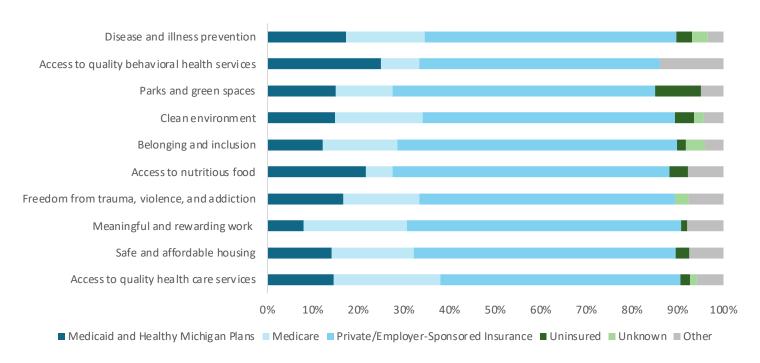
Among individuals age 25-29, more people identified access to quality behavioral health services as an important factor for a thriving community than identified the other nine top factors.

Figure 19: Top 10 Factors for a Thriving Community by Yearly Household Income (n=231)



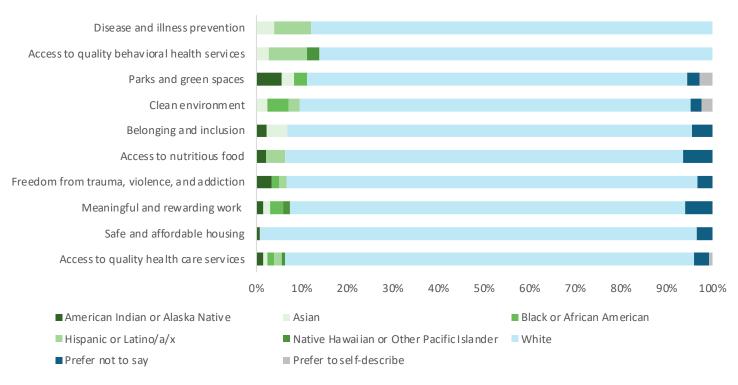
Among individuals with a yearly household income up to \$39,999, more people identified access to quality health care services as an important factor for a thriving community than identified the other nine top factors.

Figure 20: Top 10 Factors for a Thriving Community by Insurance Type (n=231)



Among individuals with Medicaid and Healthy Michigan Plans, more people identified access to quality behavioral health services as an important factor for a thriving community than identified the other nine top factors.

Figure 21: Top 10 Factors for a Thriving Community by Race and Ethnicity (n=231)



Among racial and ethnic minority groups, more people identified access to quality behavioral health services as an important factor for a thriving community than identified the other nine top factors.

Figure 22: Top 10 Issues Impacting the Community as Identified by Newaygo County Community Survey Respondents (n=232)

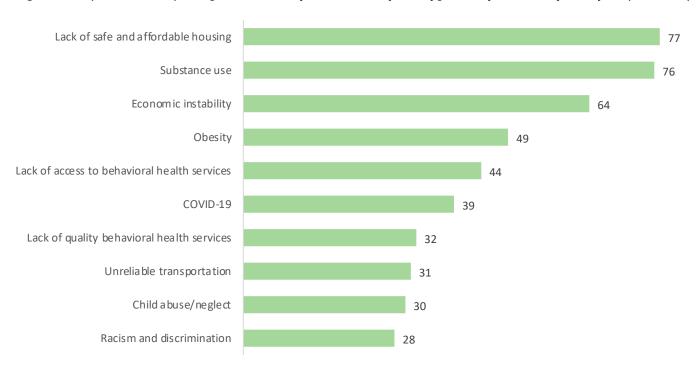
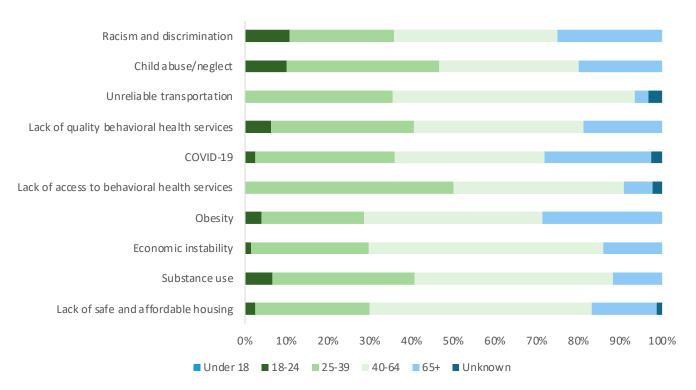
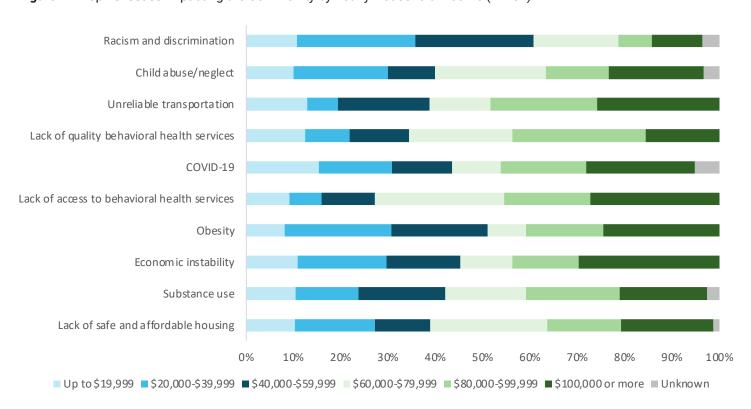


Figure 23: Top 10 Issues Impacting the Community by Age (n=232)



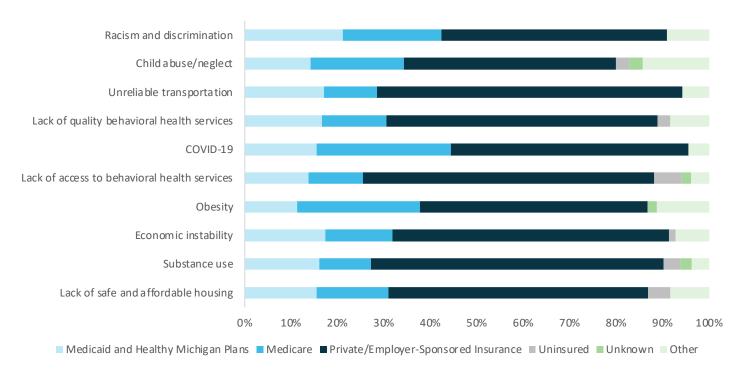
Among individuals age 25-29, more people identified lack of access to behavioral health services as an important issue impacting the community than identified the other nine top factors.

Figure 24: Top 10 Issues Impacting the Community by Yearly Household Income (n=232)



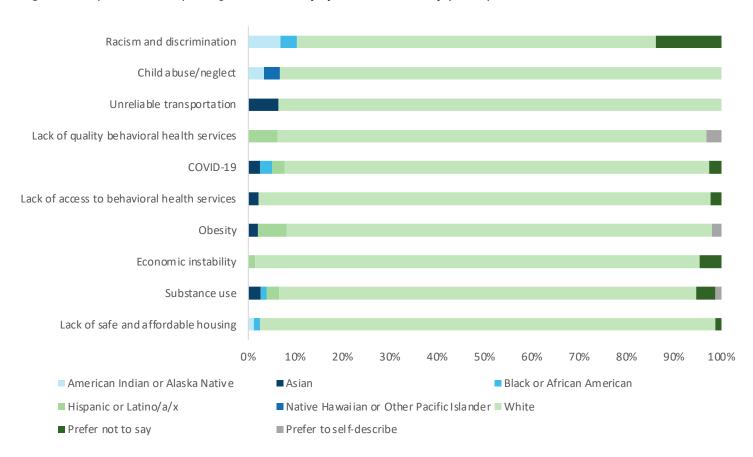
Among individuals with a yearly household income up to \$59,999, more people identified racism and discrimination as an important issue impacting the community than identified the other nine top factors.

Figure 25: Top 10 Issues Impacting the Community by Insurance Type (n=232)



Among individuals who are uninsured, more people identified lack of access to behavioral health services as an important issue impacting the community than identified the other nine top factors.

Figure 26: Top 10 Issues Impacting the Community by Race and Ethnicity (n=232)



Among racial and ethnic minority groups, more people identified racism and discrimination as an important issue impacting the community than identified the other nine top factors.

Figure 27: Top Issues Preventing Physical Activity by Newaygo County Community Survey Respondents (n=229)

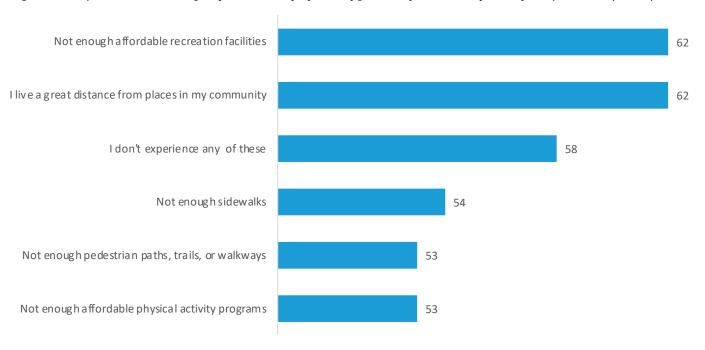
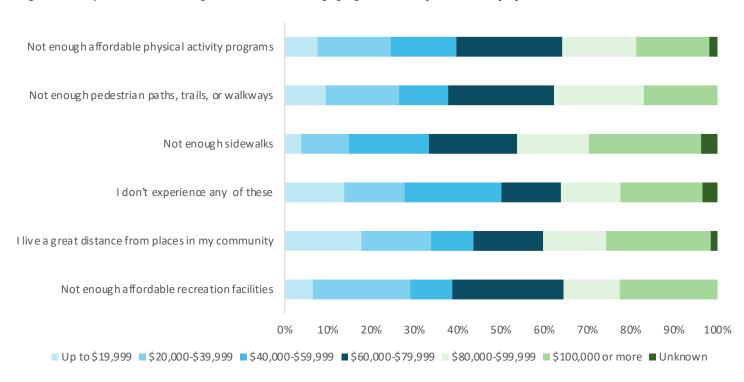


Figure 28: Top Issues Preventing Individuals from Engaging in More Physical Activity by Income



Among individuals with a yearly household income of \$80,000-\$99,999, more people identified not enough pedestrian paths, trails or walkways as an issue preventing them from being more physically active than identified the other nine top factors.

Survey respondents were asked to imagine a ladder with steps numbered from 0 at the bottom to 10 at the top. The top of the ladder represented the best possible life (10) and the bottom of the ladder represented the worst possible life (0). Survey respondents identified where they felt they stood on the ladder at the time of completing the survey (Figure 29) and where they felt they would stand three years from now (Figure 30).

Figure 29: 28.57% of individuals in Newaygo County are currently either struggling or suffering compared to 71.43% who are thriving.



Figure 30: 1.17% of individuals in Newaygo County predict they will either be struggling or suffering compared to 68.83% who predict they will be thriving three years from now.



*The Cantril Ladder self-anchoring scale is used to measure subjective well-being. Scores can be grouped into three categories – thriving, struggling and suffering. The Cantril ladder data was analyzed separately for the purpose of 2021 MiThrive Community Health Needs Assessment.

Pulse Survey

The purpose of the Pulse Survey was to gather input from people and populations facing barriers and inequities in the 31-county MiThrive region. It was a four-part data collection series, in which each topic-specific questionnaire was conducted over a two-week span, resulting in an eight-week data collection period. This data collection series included four three-question surveys targeting key topic areas to be conducted with clients and patients.

The Pulse Surveys were designed to be woven into existing intake and appointment processes of participating agencies/ organizations. Community partners administered the Pulse Survey series between July 26, 2021, and Sept. 17, 2021, using a variety of delivery methods, including in-person interviews, phone interviews, in-person written surveys and client text services. Pulse Survey guestionnaires were provided in English and Spanish.

Each Pulse Survey focused on a different quality of life topic area (aging, economic security, children and disability) using a Likert-scale question and an open-ended topic-specific question. Additionally, each survey included an open-ended equity question. In Newaygo County, 37 aging, 12 children, 9 disability and 39 economic responses were collected. The target population for the Pulse Survey series included people from historically excluded groups, economically disadvantaged individuals, older adults, racial and ethnic minorities, unemployed individuals, uninsured and underinsured individuals, Medicaid-eligible individuals, children from low-income families, LGBTQ+ and gender-nonconforming individuals, people with HIV, people with severe mental and behavioral health disorders, people experiencing homelessness, refugees, people with a disability and many others.

On average, individuals in Newaygo County felt they would move .66 of a step higher on the ladder three years from how they scored themselves presently (n=231).

Figure 31: Total Count of Pulse Surveys Collected in Newaygo County (n=97)

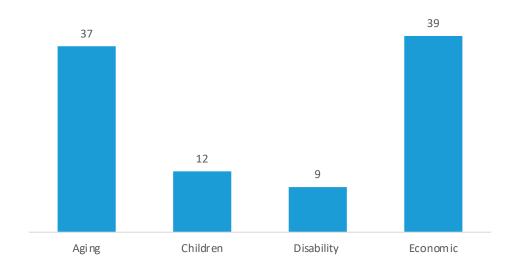
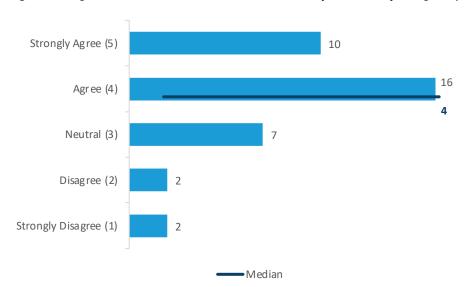


Figure 32: Agreement Breakdown of the Statement "My community is a good place to age" (n=37)



1 Lack of Resources
2 Lack of Transportation
3 Poverty
4 Geographic Location/Rurality
5 Lack of Housing
6 Safety Concerns

*Themes emerged from the 10-county MiThrive North Central region

data.

Key themes that emerged among Pulse Survey respondents

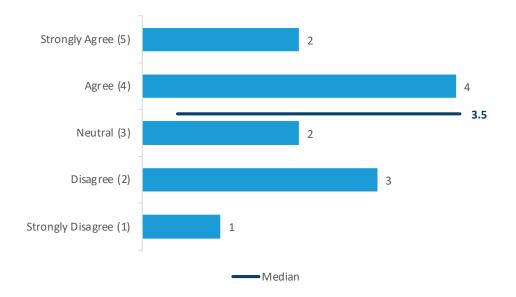
who gave a low rating to the statement "My community is a

Thinking more broadly, how would you ensure that people in tough life circumstances come to have as good a chance as other do in achieving good health and well-being over time?

1	Change in Health Care System
2	Increase Financial Assistance/Government Assistance
3	More Resource Navigation
4	Increase Education and Job Availability
5	Increase Community Support/Support Systems
6	Improved Transportation

*Themes emerged from the 10-county MiThrive North Central region data.

Figure 33: Agreement Breakdown of the Statement "This community is a good place to raise children" (n=12)







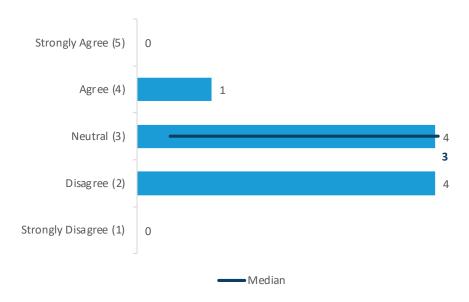
^{*}Themes emerged from the 10-county MiThrive North Central region

Thinking more broadly, what are some ways in which your community could ensure everyone has a chance at living the healthiest life possible?

1	Combat Food Insecurity
2	Promote Community Engagement
3	Improve Outreach Efforts
4	Promote Nutrition and Physical Activity
5	Improve Transportation
6	Improve the Health Care System
7	Increase Housing Options
8	Promote Social Justice

^{*}Themes emerged from the 10-county MiThrive North Central region data.

Figure 34: Agreement Breakdown of the Statement, "In this community, a person with a disability can live a full life" (n=9)



Key themes that emerged among Pulse Survey respondents who gave a low rating to the statement "In this community, a person with a disability can live a full life"



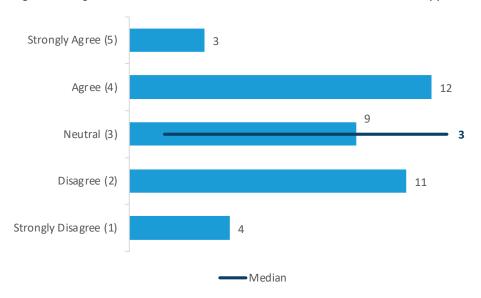
^{*}Themes emerged from the 10-county MiThrive North Central region data.

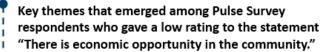
Thinking more broadly, how can we come together so that people promote each other's well-being and not just their own?

1	Strengthen Community Connection and Support
2	Provide Affordable Recreation Opportunities
3	Improve Health Education and Awareness
4	Increase Mental Health Supports
5	Offer More Resources and Services
6	Strengthen Family Support

^{*}Themes emerged from the 10-county MiThrive North Central region

Figure 35: Agreement Breakdown of the statement "There is economic opportunity in the community" (n=39)





1	Job Availability					
2	Housing					
3	Wages					
4	Lack of Resources					
5	Child Care					
6	Transportation/Commute					
7	Rurality/Geographic Location					

^{*}Themes emerged from the 10-county MiThrive North Central region data.

Think more broadly about groups that experience relatively good health and those that experience poor health. Why do you think there is a difference?

1	Change in Health Care System
2	Increased Financial Assistance/Government Assistance
3	More Resource Navigation
4	Increased Education and Job Availability
5	Increased Community Support/Support Systems
6	Improved Transportation
7	Need for Increased Community Support
8	Geographic Location/Rurality

^{*}Themes emerged from the 10-county MiThrive North Central region data.

Healthcare Provider Survey

Data collected for the Healthcare Provider Survey was gathered through a self-administered electronic survey. It asked 10 questions about what is important to the community, what factors are impacting the community, quality of life, built environment, community assets and demographics. The survey was open from Oct. 18, 2021, to Nov. 7, 2021.

Health care partners such as hospitals, federally qualified health centers and local health departments, among others, sent the Healthcare Provider Survey via an electronic link to their physicians, nurses and other clinicians. Additionally, partner organizations supported survey promotion by sharing the survey link with external community partners. Twenty-six providers completed the Healthcare Provider Survey in Newaygo County.

Figure 36: Provider Survey Response Breakdown (n=26)

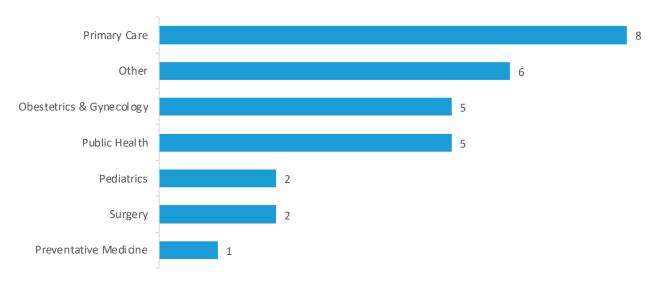


Figure 37: Count of Providers Reporting the Percentage of Patients/Clients Who Are On Medicaid (n=26)

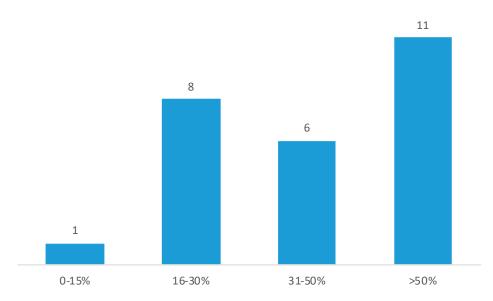


Figure 38: Provider Survey Responses on Most Important Factors For a Thriving Community (n=26)

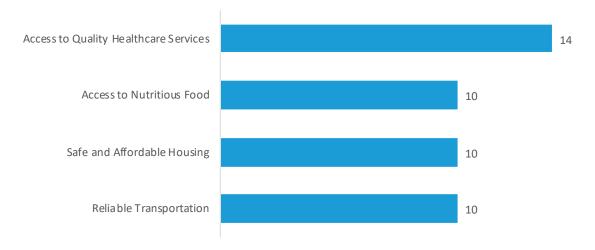


Figure 39: Provider Survey Responses on Resources Missing From Their Community (n=26)

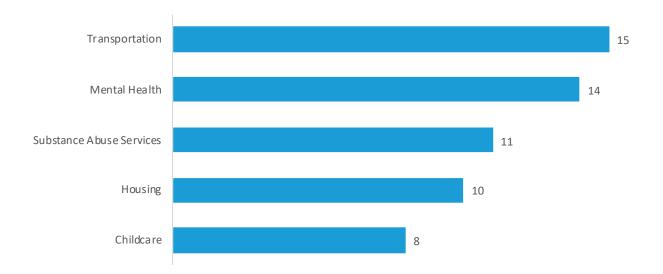


Figure 40: Provider Survey Responses on Issues Impacting Patients/Clients in Their Community (n=26)



Community System Assessment

The Community System Assessment focuses on organizations that contribute to well-being. It answers the questions "What are the components, activities, competencies and capacities in the regional system?" and "How are services being provided to our residents?" It was designed to improve organizational and community communication by bringing a broad spectrum of partners to the same table; to explore interconnections in the community system; and to identify system strengths and opportunities for improvement. The Community System Assessment had two components:

Community System Assessment Event

On Aug. 12, 2021, 69 residents and community partners representing 27 organizations and agencies in the MiThrive North Central region assessed the system's capacity. Through a facilitated discussion, they identified system strengths and opportunities for improvement.

(Please see Appendix E for Community System Assessment meeting agenda/design.)



Focus Area	System Strengths	Opportunities for Improvement of the System
Resources A community asset or resource is anything that can be used to improve the quality of life for residents in the community	 Organizations do work together to connect people to the resources they need More than one organization is working with others and sharing several resources 	 Create an asset map Connect to the community ("silent population") to link to resources that they need Increase broadband access
Policy A rule or plan of action, especially an official one adopted and followed by a group, organization or government		 Engage in activities that inform the policy development process; organizations in the system need to provide education to ensure informed decisions Transition from a reactive to proactive system
Data Access/Capacity A community with data capacity is one where people can access and use data to understand and improve health outcomes	Hospitals and health departments conduct community health assessments, gather input from the community and identify needs to address as a community	 Present the data to the public in a more meaningful way Update the Community Health Assessment and monitor progress Improve data sharing
Community Alliances Diverse partnerships that collaborate in the community to maximize health improvement initiatives and are beneficial to all partners	The Community System is composed of strong collaborative groups	 Develop action steps and increase accountability Design engaging virtual meetings
Workforce The people engaged in or available for work in a particular area	Individual organizations are knowledgeable about workforce issues	 Identify priority areas of need and submit plans to address workforce issues to funders Collaborate systematically to address workforce gaps
Leadership Demonstrated by organizations and individuals that are committed to improving the health of the community	 The North Central Community Health Innovation Region (CHIR) is positioned to provide leadership in the region Leadership is occurring at the county level 	 Develop a broad community system vision Create an environment for collaboration
Community Power and Engagement The ability to control the processes of agenda setting, resource distribution and decision-making, as well as determining who is included and excluded from these processes	There is good work happening, and the system is improving in creating awareness of public health issues and engaging the community	 Increase resident voice and engagement to inform decision-making Increase diversity Increase direct representation of vulnerable populations on boards and in leadership
Capacity for Health Equity Assurance of the conditions for optimal health for all people		 Develop a common language around health disparities Advocate for a Health in All Policies framework so that all sectors understand how policies impact health

Follow-up conversation at the Newaygo County Community Collaborative (Nc3)

Subsequently, a focused conversation was held during the Newaygo County Community Collaborative Meeting on Oct. 14, 2021. Nc3 members chose "Data Access and Capacity" as the most important focus area to work on in Newaygo County. In the discussion, the following themes emerged:

- There is a need to increase housing resources in Newaygo County.
- There is a need to assist small entities in collecting meaningful, useful data.
- There is a need for better internet options.
- There is a need for improved transportation options.
- There is a need to conduct surveys/focus groups to get hard data—need to find a way to generate funds for this and a way to implement these surveys/focus groups.

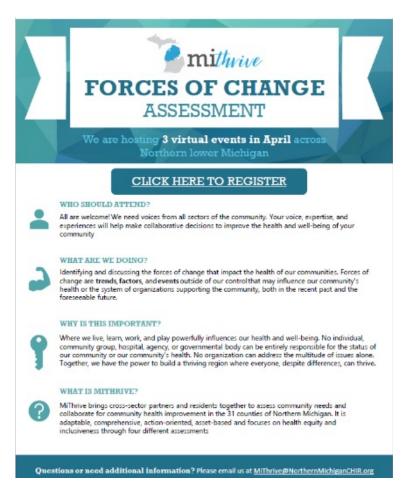
Forces of Change Assessment

The Forces of Change Assessment aims to answer the following questions: "What is occurring or might occur that affects the health of our community or the local system?" and "What specific threats or opportunities are generated by these occurrences?" Like the Community System Assessment, the Forces of Change Assessment was composed of community meetings convened virtually in the Northwest, Northeast and North Central MiThrive regions. It focused on trends, factors and events outside our control within several dimensions, such as government leadership, government budgets/spending priorities, health care workforce, access to health services, economic environment and access to social services.

(Please see Appendix F for Forces of Change Assessment event agenda/design.)

Sixty-seven residents and community partners participated in the Forces of Change Assessment in the North Central region on April 20, 2021. The most powerful forces they identified were:

- Broadband internet
- Mental health and substance misuse
- Affordable housing
- · Health care provider shortage
- Telehealth
- Rurality
- Diversity and inclusion
- · Misinformation and mistrust
- Asset Limited, Income Constrained, Employed (ALICE) population



MiThrive North Central Region Forces of Change Assessment Results

Table 3. MiThrive North Central Region Forces of Change Assessment Results							
Topic Area	Top Forces of Change	Threats	Opportunities				
	Trust in Government	Pervasive polarization hinders improvements, misinformation is spread and integrity is lost in leaders. Therefore, people don't follow guidance; no middle ground equals no progress					
Government Leadership	Inability to Flex	Rural communities are left out at all levels—including financial and programmatic; flexible, unique problem solving is taken away; people are unable to improve their situations where there are multiple layers of policy/bureaucracy; one size does not fit all; government policy interferes with multi-sector systems work—e.g., Health Insurance Portability and Accountability Act of 1996/Family Educational Rights and Privacy Act are barriers to cross-sector collaboration	Boots on the ground/hands-on approach can be an opportunity to target interventions locally; local leaders know their population and what they need, so the ability to flex funding or policy could lead to improvements; cross-sector alignment of priorities and work will eliminate duplication, streamline efforts and result in increased services				
	Diversity and Inclusion	When everyone in leadership looks the same, there is no representation of age, gender, race, experience and socioeconomic status; lack of diversity limits progress of new ideas, and we lose the voice of unique communities/culture/history	Having more voices at the table expands opportunities for the underserved communities and those with limited power to influence change; improved quality of life and health for those at greatest risk; resident voices would provide real solutions to barriers the rest of us don't see				
Government Budgets and Spending Priorities	Political Agendas and Influences	Lack of funding; changes in policies; reduction in affordable services; changes in leadership at the national and state level; term limits for legislators; barriers to engagement and need for education; some are not interested in pursuing our goals and needs	Grant opportunities like Healthy Heart or Fit for You; changes in policies; restructuring platforms like when MDHHS merged with Community Mental Health; changes in leadership at the national and state level				
	Demographics of the Region: Rural Nature, Aging Population, Low Income	Lack of funding; lack of services; resource reduction; education on health and well-being; preparing for wave of older adults and their increased needs for housing and in-home help; smaller voices for new policies	Collaboration of community partners; innovative programs like Ever Promise Plus (two-year degree)				
	COVID-19 Pandemic	Lack of funding and financial strain; priority overall—everything else goes by the wayside; patients are reluctant to visit doctors' offices	Planning for the future (if there is a similar event, preparations are more current); relief to working families (day care)				

Sufficient Health Care Workforce	Broadband and Telehealth	Limits access to health care; limits the ability to work from home; limits the ability to participate in online schooling; financial strain of cost of broadband	Create the possibility of being able to work from home; provide opportunities to increase access to health care; allow some students to participate in school virtually; increase opportunities for communication
	Attracting Health Care Professionals in Rural Areas	Creates access issues; people may have to travel great distances to access health care	People may want to move to northern Michigan vs. homegrown talent—keep our residents from moving out of the area; grants available to train local residents; MI-LEAP program funding available; Department of Labor and Economic Opportunity trainings available
	Severe Shortage of Mental Health Providers	People must travel to access mental health care; not a lot of private providers for people who don't qualify for community mental health; increase in suicides and overall decline in mental health; increase in substance use disorders; shortage of inpatient beds; people with mental illness end up in the jail system; privatization of mental health system	Grant from the state to expand services; jail diversion grant—training for law enforcement; tuition assistance and student loan forgiveness opportunities
	Rurality	Continues to widen access gap; difficulty with transportation; difficulty with broadband; increased need for telehealth	More discussion on policy related to broadband; services needed throughout the region—opportunity for continued partnership and investment
Access to Health	COVID-19 Impact on Substance Use and Poverty	Misinformation creating division; restrictions have widened gap for those who need it the most	Engaging conversations surrounding improvement in language, inclusion, equity
Services	Provider Access and Affordability of Care	Poor health outcomes due to limited preventive care; increased difficulty with transportation; insurances changing—difficulty of high-deductible plans; difficulty in recruiting providers to rural areas	Some providers may want to move to more rural areas due to COVID-19; need to develop more "Grow Your Own" programs (foster local talent); opportunity for more discussion surrounding reimbursement
Economic Environment	Broadband Access	Lack of access to resources; Department of Health and Human Services different online apps; lack of information, when and where would you get information other than online; telehealth increase; unreliable broadband can limit access to telehealth opportunities; expensive, unreliable, unavailable	If available—faster access to information; access to patients; access to support resources; businesses would be able to expand; would be on the map more for attraction projects

Economic Environment, continued	Political Administration Changes	Racial issues—safety of various communities; uncertainty within people; mistrust of official information—e.g., COVID-19 vaccine and information from the political divide; access to affordable health care; current administration focus; mistrust; financial support; racial tensions; affordable health care; access to broadband; current administration priorities	Government funding—the amount of dollars coming to local municipalities could lead to lasting impactful changes if used wisely; current administration focus
	Behavioral Health Issues on Employment	Mental health and substance use disorders impact employees' ability to get to work and cost of health care for employees; utilization cost can go up for employees and employers; negative impact on labor force participation rate; low unemployment and talent retention; mental health and substance use disorder barriers; unintended consequences of unemployment benefits; student well-being; long-term impacts	Easier to talk about behavioral health—not as "taboo" to talk about it; increase focus on employees' mental health as well as if they are physically sick; easier to find self-care resources and mental health diagnosis information online; additional funding for schools (31N funding) for increased school counseling
	Insufficient Number of Providers	People continue to fall behind with their health care	Remote providers
Access to Social	Affordable Housing	Affects your overall well-being	Building trades
Services	Technology Gap	Security concerns with personal information	Mitigate loss of traditional media
	Broadband	Many seniors and others lack the education and capability to utilize technology resources; language barriers for non-English-speaking population; geographic size and space—rural areas	Opportunities for collaboration with community organizations and resources
Social Context	ALICE Population	Often fall through the cracks because they aren't eligible for many social services but have need for social services; employment challenges because people can make more money from public benefits; cost of day care continues to be an issue	efforts for the needs of this population; opportunities for policy change at the state level; informing workplaces to be ALICE friendly with their policies; benefits to case management
Impacts Related to COVID-19	Distrust in Science and Public Health and Political Rhetoric	Johnson & Johnson pause on vaccine manufacturing—caused a shift in mistrust; anti-vaxxers; social media—rapid miscommunication; lack of understanding of evidence-based science; spikes in COVID-19 cases	Power of local leaders to spread evidence-based information; benefit of consistent messaging; strengthened communication across community partners

Impacts Related to COVID-19, continued	Economic Impact	Fear of going back to work (especially in health care); disproportionate impact on low-income communities; businesses having to close; capitalism vs. individual health; trying to find employees: stimulus checks (factor)—unintended consequences; internet access isn't in all places	Encourage use of less expensive health services, telehealth services, virtual mental health services; encourage businesses to expand services; encourage grocery stores to provide home deliveries, curbside services; stimulus checks were helpful
	Family Hardship and the Impact on Low-Income Individuals and Families	Lack of child care is a continuing issue for those looking for work; women exiting the workforce—lack of child care and support; hardship on families (especially with school-age children); youth isolation; financial impact	Encourage new and/or more social connections

Data Limitations

Community Health Status Assessment

- Since secondary indicator scores are based on comparison, low scores can result even from very serious issues if there
 are similarly high rates across the state and/or U.S.
- We can only work with the data we have, which can be limited at the local level in northern Michigan. Much of the data we have has wide confidence intervals, making many of these data points inexact.
- Some data is missing for some counties—as a result, the "regional average" may not include all counties in the region.
 Additionally, some counties share data points—for example, in the Michigan Profile for Healthy Youth, data from
 Crawford, Ogemaw, Oscoda, and Roscommon counties is aggregated; therefore, each of these counties will have the
 same value in the MiThrive dataset.
- Secondary data tells only part of the story. Viewing all the assessments holistically is therefore necessary.
- Some data sources have not been updated since the previous MiThrive cycle; therefore, values for some indicators may
 not have changed and thus cannot be used to show trends from the previous cycle to this cycle.

Community System Assessment

- Completing the Community System Assessment is a means to an end rather than an end in itself. The results of the
 assessment should inform and result in action to improve the community system's infrastructure and capability to
 address health improvement issues.
- Each respondent self-reported with their different experiences and perspectives. Based on these perspectives, gathering responses for each question includes some subjectivity.
- When completing the assessment at the regional events or at the county level, there were time constraints for discussion, and some key stakeholders were missing from the table.
- Some participants tended to focus on how well their organization addressed the focus areas for health improvement rather than assessing the system of organizations as a whole.

Community Themes and Strengths Assessment

- A unique target number of completed Community Themes and Strength Assessment (CTSA) Community Surveys was set for each county based on population. Survey responses were not weighted for counties that exceeded this target number.
- While the CTSA Community Survey was offered online and in person, most surveys were collected digitally.
- Partial responses were removed from the CTSA Community Survey.
- Outreach and promotion for the CTSA Provider Survey was driven by existing MiThrive partners, which influenced the distribution of survey responses across provider entities.
- The CTSA Pulse Surveys were conducted across a wide variety of agencies and organizations. Additionally, survey delivery varied, including in-person interviews, over-the-phone interviews, text surveys and paper surveys.

Forces of Change Assessment

- Participants self-selected into one of eight Forces of Change Assessment topic areas during the events and discussed forces, trends and events using a standardized facilitation guide, although facilitators and note takers differed for the topic areas and events.
- These virtual events removed some barriers for participants, although internet accessibility was a requirement to participate.
- When completing the assessment, participants had time constraints for discussion, and some key stakeholders were
 missing from the table.
- MiThrive staff selected the eight topic areas using the MAPP's guidance in addition to insights from the MiThrive core team members.
- COVID-19 was included as a stand-alone topic area, and all participants were advised of the topic areas and were
 instructed to focus on their topic area with minimal discussion of COVID-19 unless it was part of their specific
 topic area.

Phase 4: Identifying and Prioritizing Strategic Issues

To launch Phase 4, the MiThrive core support team developed the MiThrive Prioritization Matrix (pictured below) to engage in data sensemaking. The team sorted the data by categorizing the primary and secondary data as either high or low. Secondary data was collected in the Community Health Status Assessment (CHSA), and each indicator was scored on a scale of 0 to 3. This scoring was informed by sorting the data into quartiles based on the 31-county regional level, comparing to the mean value of the MiThrive region, and comparing to the state, national and Healthy People 2030 target when available. Indicators with a score above 1.5 were defined as "high secondary data," and indicators with scores below 1.5 were defined as "low secondary data." Primary data was collected from the Community System Assessment, the Community Themes and Strengths Assessment (Community Survey, Pulse Survey and Healthcare Provider Survey) and the Forces of Change Assessment. If a topic emerged in three or more primary data activities, it was classified as "high primary data"; topics that emerged in less than three primary data activities were classified as "low primary data."



On Nov. 16, 2021, MiThrive design team members met to sort the data for the Northwest, Northeast and North Central regions using the MiThrive Prioritization Matrix. The team identified where the primary and secondary data converged by clustering data points based on topic, theme and interconnectedness. Given the interconnectedness of the social determinants of health and health outcomes, some data points were duplicated and represented in numerous clusters. Data clusters that fell into the High Secondary Data/High Primary Data quadrant of the MiThrive Prioritization Matrix were classified as the strategic issues or top health needs.

There was considerable agreement across the 31-county region, with the following cross-strategic issues or top health needs sorted into the High Secondary Data/High Primary Data (upper right quadrant) in all three MiThrive regions:

- Behavioral health
- Substance misuse
- Safety and well-being
- Housing
- Economic security
- Transportation
- Diversity, equity and inclusion
- Access to health care

In addition, three strategic issues or top health needs emerged unique to the North Central region:

- · Broadband access
- Obesity
- Food security

On Nov. 22, 2021, members of the MiThrive steering committee, design team and workgroups framed the 11 strategic issues, as recommended by the Mobilizing for Action through Planning and Partnerships (MAPP) framework. Strategic issues are fundamental policy choices or critical challenges that must be addressed for a community system to achieve its vision. Strategic issues should be broad to allow for the development of innovative, strategic activities as opposed to relying on the status quo or on familiar or easy activities. The broad strategic issues help align the community's overall strategic plan with the missions and interests of individual community system partners. This facilitated process included MiThrive partners to review the data clusters as a whole and the individual data points that made up the strategic issues or top health needs.

The 11 strategic issues developed in the North Central region are reflected below in alphabetical order:

- Access to Health Care: How do we increase access to integrated systems of care, as well as increase engagement, knowledge and awareness of existing systems to better promote health and prevent and treat chronic disease?
- **Behavioral Health:** How do we increase access and reduce barriers to quality behavioral health services while increasing resiliency and well-being?
- Broadband Access: How can we advocate for increased broadband access and affordability?
- Economic Security: How do we foster a community where everyone feels economically secure?
- Equity: How do we cultivate a community whose policies, systems and practices are rooted in equity and belonging?
- Food Security: What policy, system and environmental changes do we need to ensure reliable access to healthy food?
- **Healthy Weight:** How can we create an environment that provides access, opportunities and support for individuals to reach and maintain a healthy weight?
- Housing Security: How do we ensure that everyone has safe, affordable and accessible housing?
- Safety: How do we ensure all community members are aware of and can access safety and well-being supports?
- **Substance Misuse:** How can we develop increased comprehensive substance misuse prevention and treatment services that are accessible, patient centered and stigma free?
- **Transportation Options:** How can we nurture a community and health-oriented transportation environment that provides safe and reliable transportation access, opportunities and encouragement to live a healthy life?

On Dec. 8, 2021, 77 residents and community partners participated in the MiThrive North Central region's Data Walk and Priority-Setting Event. During this live event, participants engaged in a facilitated Data Walk and participated in a criteria-based ranking process to prioritize two or three strategic issues to collectively address in a collaborative Community Health Improvement Plan. For each strategic issue, a MiThrive Data Brief was prepared that summarized, by MiThrive region, the results of the four assessments. (Please see Appendix G.)

After engaging in the MiThrive Data Walk, participants were asked to complete a prioritization survey to individually rank the 11 strategic issues. The ranking process used five criteria to assess each strategic issue: severity, magnitude, impact, health equity and sustainability. Participant votes were calculated in real time during the event, and the top-scoring strategic issues are reflected in green in the scoring grid below. This transparent process elicited robust conversation around the top-scoring strategic issues, and participants identified alignment between the healthy weight strategic issue and the chronic disease element in the access to health care strategic issue. Participants opted to combine these two strategic issues and adjust the wording to reflect this after the event.

Table 4. North Central MiThrive Prioritization Total Scoring Grid

Prioritization Total Scoring Grid								
Strategic Issue	Severity	Magnitude	Impact	Health Equity	Sustainability	Total Score		
How can we nurture a community- and health-oriented transportation environment that provides safe and reliable transportation access, opportunities and encouragement to live a healthy life.	158	149	172	174	143	796		
How do we ensure all community members are aware of and can access safety and well-being supports?	156	140	152	158	135	741		
How can we advocate for increased broadband access and affordability?	143	160	160	164	148	775		
How can we create an environment that provides access, opportunities and support for individuals to reach and maintain a healthy weight?	173	167	176	167	155	838		
How do we increase access and reduce barriers to quality behavioral health services while increasing resiliency and well-being?	196	180	192	175	162	905		
What policy, system and environmental changes do we need to ensure reliable access to healthy food?	161	150	165	163	151	790		
How do we increase access to integrated systems of care, as well as increase engagement, knowledge and awareness of existing systems to better promote health and prevent and treat chronic disease?	175	174	180	168	168	865		
How do we cultivate a community whose policies, systems and practices are rooted in equity and belonging?	143	146	153	157	138	737		
How do we ensure that everyone has safe, affordable and accessible housing?	171	156	173	162	144	806		
How can we develop increased comprehensive substance misuse prevention and treatment services that are accessible, patient centered and stigma free?	178	153	175	169	151	826		
How do we foster a community where everyone feels economically secure?	176	166	179	178	139	838		

Following the Data Walk and Priority-Setting Events, MiThrive partners and participants refined the prioritized strategic issues by wordsmithing the combined strategic issues, clarifying the language and removing any jargon. This process included gathering feedback via a feedback and revision document sent out to MiThrive partners on Jan. 5, 2022. Comments, feedback and suggestions were collected over the course of a week and a half, and the MiThrive core support team updated the top-ranked strategic issues based on this feedback. A key change, based on revisions, was to separate access to health care from chronic disease/healthy weight given the two distinct buckets of work. This change is reflected in the final top-ranked strategic issues, or significant health needs, below.

The final top-ranked strategic issues, or significant health needs, identified for the Spectrum Health Gerber Memorial community are as follows:

- 1. Behavioral health
- 2. Access to health care
- 3. Chronic disease
- 4. Economic security

Key data points from the 2021 MiThrive Community Health Assessment for the 10-county North Central region and Gerber Memorial's service area are briefly discussed below.

#1: Behavioral Health

Mental health is important to well-being, healthy relationships and the ability to live a full life. It also plays a major role in our ability to maintain good physical health, because mental illness increases the risk for many chronic health conditions. According to the <u>U.S. Centers for Disease Control and Prevention</u>, mental illness is common in the United States: More than 50% of Americans will be diagnosed with a mental illness at some point in their lifetime, and one in five Americans will experience a mental illness in a given year, making access to mental health services essential.

Newaygo County is included in the 10-county MiThrive North Central region, where mental health emerged as a top theme in all six data collection activities. Geographic disparities exist at the census tract level, with high percentages of poor mental health in the western part of the North Central region.

Over half (53.8%) of the respondents of the MiThrive Healthcare Provider Survey from Newaygo County stated that access to quality behavioral health services is important for a thriving community (compared to 43.3% in the 10-county region). Similarly, Pulse Survey respondents (vulnerable residents) from the three-county region ranked "increasing mental health supports" fourth among actions they could take to promote each other's well-being and not just their own.

MiThrive Data Collection Activities

- 100+ secondary data indicators
- Community Survey
- Pulse Survey
- Healthcare Provider Survey
- Community System Assessment
- Forces of Change Assessment

A severe shortage of mental health providers was also identified as one of the strongest forces in the North Central region's Forces of Change Assessment, with participants noting barriers such as a shortage of inpatient psychiatric beds and a dearth of outpatient providers outside of the community mental health system, as well as the impact behavioral health issues have on workforce and employee productivity.

#2: Access to Health Care

Access to health services affects a person's health and well-being. It can prevent disease and disability, detect and treat illness, and reduce the likelihood of an early death and increase life expectancy. Access to both physical and mental health services is important for all individuals, regardless of age, and includes factors like insurance status and the ability to cover the cost of care and time and transportation to travel to and from office visits.

Access to care was identified as a top theme in five of six data collection activities in the North Central region. Access to quality health care services ranked high among health care providers and residents as a top factor for a thriving community. The average Health Professional Shortage Area score for primary care in Newaygo County, at 16.25, tracks with the MiThrive North Central region rate (16.1). The health care provider shortage was also identified as one of the most powerful forces in the Forces of Change Assessment in the North Central region, with participants citing rurality, provider access and affordability of care as negative forces and the increasing use of telehealth as a positive force.

Some individuals and groups face more challenges getting health care than others. In rural areas like Newaygo County, doctors and specialists may only be found in larger towns, so many residents must travel long distances to get health care. Low-income individuals and people in rural areas face more challenges related to transportation, cost of care, difficulty navigating health insurance bureaucracy, inflexibility of work schedules, child care and other issues. Lack of cultural competency among health care providers can also become a barrier to care. If community residents who are ethnic minorities or who identify as LGBTQ+ visit the doctor and perceive discrimination or inadequate understanding of issues that affect them, they may receive inadequate care or delay seeking needed health care in the future. Furthermore, people experiencing mental illness or substance use disorders are wary of seeking help as a result of the stigma around mental illness and substance use disorders. Another example of inequities in access to care are the significant differences in insurance coverage among people of different races/ethnicities. In our service area, this mostly impacts Native American and Hispanic populations.

Lack of access to health care contributes to statistics in the North Central region's Community Health Status Assessment that exceed state rates, such as all causes of death (814.9 per 100,000 population), heart disease mortality (199.2 per 100,000), all cancer mortality (178.2 per 100,000 population), injury mortality (81.4 per 100,000), diabetes mortality (22.9 per 100,000), uninsured rate (7.9%), fully immunized toddlers age 19-35 months (67.7%), and self-reported health as "fair" or "poor" (22.6%).

#3: Chronic Disease

According to the U.S. Centers for Disease Control and Prevention, chronic diseases such as heart disease, cancer and diabetes are the leading causes of death and disability in the U.S. As of 2020, the leading causes of death in Newaygo County, by far, were heart disease and cancer (Michigan Department of Health and Human Services). As noted above, rates in the North Central region for heart disease, cancer and diabetes exceed state rates.

Many chronic diseases are caused by a short list of risk behaviors, such as tobacco use, poor nutrition, lack of physical activity and excessive alcohol use. In Newaygo County, the proportion of overweight adults (36.20%), obese adults (38.10%) and obese teens (19.60%) exceeds both the North Central region and state rates.

Social determinants of health, or the conditions where people live, work and play, include factors like access to care, neighborhood safety, transportation and green spaces for physical activity. Social determinants of health are contributing factors to health inequities. For example, people without access to a safe place for physical activity may be more likely to be obese, which raises the risk of other chronic diseases, like heart disease and diabetes. Residents of Newaygo County noted many barriers to physical activity in the MiThrive Community Survey, including:

- Not enough affordable recreation activities
- Living a great distance from community resources
- · Not enough sidewalks
- Not enough pedestrian paths, trails or walkways
- Not enough affordable recreation activities
- Not enough affordable physical activity programs

Also, vulnerable residents from Newaygo County ranked "affordable recreation activities" as one of the top ways everyone has a chance to live the healthiest life possible.

#4: Economic Security

Health, education and wealth are intrinsically linked. People with lower education levels typically work at low-wage jobs, limiting their choices in health care, proper nutrition, safe neighborhoods, transportation and other social determinants of health.

People who live in socially vulnerably areas live shorter lives and experience reduced quality of life. With the exception of one census tract, residents of Newaygo County live in census tracts with social vulnerability indices at "high" or "moderate to high."

Data from the MiThrive Community Health Needs Assessment illustrate the theme of economic insecurity in the North Central region and Newaygo County. Among health care providers, 30.8% noted that economic stability is an important issue impacting their patients. In addition, there are several secondary data indicators for Newaygo County that exceed the North Central region and state rates, including median household income and children, families, households and population living below the federal poverty level.

On average, vulnerable residents who completed the MiThrive Pulse Survey were neutral when asked if there is economic opportunity in their community. Those who ranked economic opportunity low cited concerns regarding barriers to job availability, affordable housing, wages, lack of resources, child care and transportation.

Next Steps

Now that the MiThrive Community Health Needs Assessment is complete, MiThrive workgroups will be developing Community Health Improvement Plans for the top-ranked priorities in their region and overseeing their implementation. If you are interested in joining the North Central MiThrive workgroup, please email mithrive@northernmichiganchir.org.

Appendix A: List of Organizations Participating in the North Central CHNA



APPENDIX A

Participating Organizations in the North Central MiThrive Region

Arenac, Clare, Gladwin, Isabella, Lake, Mason, Mecosta, Oceana, and Osecola Counties

Sector	Participating Organization	31-County MiThrive Region		North Central	Community Themes and Strengths Assessment		Community System	Forces of Change	Data Walk and Priority
		Steering Committee	Design Team	MiThrive Work Group	Pulse Survey	Provider Survey	Assessment	Assessment	Setting
Hospital Systems	Ascension Michigan St. Joseph Hospital Standish Hospital			Х		Х			Х
	McLaren McLaren Central Michigan McLaren Northern Michigan	Х	Х		Х	Х			
	MyMichigan Health Alpena Medical Center Clare Medical Center Gladwin Medical Center Mt. Pleasant Medical Center West Branch Medical Center	х	Х	X		Х	х		
	Munson Healthcare Charlevoix Hospital Grayling Hospital Manistee Hospital Munson Medical Center Otsego Memorial Hospital Paul Oliver Hospital	X	Х			х			
	Spectrum Health Big Rapids Hospital Gerber Memorial Hospital Ludington Hospital Reed City Hospital	Х	Х	Х		X	Х	Х	Х
Local Health	Benzie Leelanau District Health Department	Х	Χ						
Depts.	Central Michigan District Health Department	Х	Χ	X	Х	Х	Х	Χ	Χ
	District Health Department #2	X	Χ		Х				
	District Health Department #4	X	Χ						
	District Health Department #10	X	Χ	Х	Х	X	X	X	X
	Grand Traverse County Health Department	X	Χ						
	Health Department of Northwest Michigan	X	Χ						

Community	211 West Michigan						Х		
Based Orgs	Central Michigan Recovery & Education Network							Х	
	Children's Advocacy Center						Х		
	Disability Network of Northern Michigan	Х							
	EightCAP							X	
	Food Bank of Eastern Michigan							X	
	Goodwill Northern Michigan	X							
	Habitat for Humanity of Lake County			X					
	Habitat for Humanity of Mason County							X	
	Hope Network							Х	
	Isabella Community Soup Kitchen				Χ				
	Isabella County Restoration House				Х				
	Lakeshore Food Club							Х	
	Ludington Area Senior Center								
	Mason County United Way			Х			Х		
	MDHHS County Offices		Х		Х		Х	Х	
	MSU Extension Health and Nutrition Institute	Х							
	Michigan WORKS!							Х	
	Mid-Michigan Big Brothers and Big Sisters								
	Mid-Michigan Community Action								Х
	Muskegon Health Project							Х	
	Northeast Michigan Community Service Agency							Х	
	Northern Michigan Regional Entity						Х	Х	
	Northwest Michigan Community Action Agency	Х	Х						
	Our Brother's Keeper—Big Rapids							Х	
	Staircase Youth Services						Х	Х	
	Sunrise Side Senior Services					Х			
	Ten16 Recovery Network							Х	
	The Red Project							Х	
	The Right Place, Inc.			Х				Х	
	True North Community Services		Х	X	Х		Х		Х
	United Way of Gratiot and Isabella Counties			X				Х	
	United Way of the Lakeshore			,,				X	
	Wellspring Adult Day Services							X	
	Women's Information Services (WISE) Big Rapids							X	
Community	Arbor Circle					Х		-	
Mental	AuSable Valley CMH Authority		Х						Х
Health	CMH for Central Michigan		,				Х	Х	
Agencies	Newaygo County CMH Authority								Х
J. 1.10	North Country CMH Authority	Х							
	West Michigan CMH Authority						Х	Х	
Primary Care	Alpine Cardiology					Х	^	^	
i i iii iai y care	Aipine cardiology					^	1	1	

	Cadillac Family Physicians							X	
	Family Health Care				X			Х	
	Isabella Citizens for Health					Х		Х	
	MSU College of Human Medicine							Х	
	Northwest Michigan Health Services						Х		
	Sterling Area Health Center							Х	
	Traverse Health Clinic	Х							
	Northern Michigan Neurology					Х			
Native Nations	Little Traverse Band of Odawa Indians								
Coalitions and	Arenac Co. Human Services Coordinating Body						Х		
Service Clubs	Big Rapids Rotary Club						X		
	Clare Community Leaders						X		
	General Federation of Women's Clubs							Х	
	Gladwin Co. Human Services Coordinating Body						Х		
	Isabella Co. Human Services Coordinating Body						X		-
	Lake County Roundtable						X		+
	Meceola Human Trafficking Task Force						^	Х	+
	Mecosta Osceola Human Services Coor Body						Х	^	-
	Newaygo County Community Collaborative	Х		X			X	Х	-
	(NC3)	^		^			^	^	
	Oceana Health Bound Coalition						Х		-
	Rotary Charities						^		-
	Walkerville Thrives						Х		-
Educational	Bay-Arenac Intermediate School District						X	v	
Institutions								X	
IIISTITUTIONS	Ferris State University						X	X	
	Gratiot-Isabella Education Service District						Α	Χ	-
	Great Lakes Bay Regional Alliance								
	Ludington Area Schools						X		
	Mason County Central School District						X		-
	Mason County Eastern Schools						X		
	Mason County Promise						Х		-
	Mecosta Osceola Intermediate School District		Х					Х	
	MSU College of Human Medicine								
	Pentwater Public Schools				Х				
	West Shore Educational Service District								
Grant-Making	Catholic Charities West Michigan						X		
Organizations	Community Foundation of Mason County						X		
	Fremont Area Community Foundation			х				Х	
	Pennies From Heaven Foundation			X			х		х
Government	City of Big Rapids							Х	
Government	City of Fremont							X	
	City of Ludington						Х	X	
	Ludington Area Senior Center						X	^	-
	Mason County Emergency Management						X		+
	Mason County Library						X	Х	+
	Newaygo County Commission on Aging						^	X	+
Businesses	CBD Store of Michigan							X	+
DUSITIESSES	<u> </u>	Х						٨	+
	Everyday Life Consulting Harmonized Healing Counseling Services	٨						Х	+
	Inspire Counseling and Consulting							X	+
	Standard Process Inc			X				^	+
	Standard Frocess IIIC			^			1		

Appendix B: Community Health Status Assessment Survey Indicators and Scores

	Average Comparison Score	Newaygo
Median household income	1.8	\$50,326
Households below federal poverty level	2.0	15.00%
Families living below poverty level	2.3	11.40%
Population below poverty level	2.2	16.60%
Children below poverty level	2.5	25.40%
Students not proficient in Grade 4 English	3.0	66.20%
Special education % child find	1.7	100.00%
Bachelor's degree or higher	2.5	16.60%
Preventable hospital stays per 100,000 Medicare enrollee	1.7	4130
Average HPSA score - Primary Care	2.3	16.25
Fully immunized toddlers aged 19-35 months	1.7	70.00%
Severe quality problems with housing	1.7	15%
Median value of owner-occupied homes	2.0	\$121,300
Renters (% of all occupied homes)	2.8	16.10%
Evictions (rate)	2.3	314.4
Child abuse/neglect rate per 1,000	1.7	147.2
Feens with 2+ ACES	2.0	37.90%
Feens with 5+ fruits/vegetables per day	2.5	22.60%
SNAP authorized stores/ 1,000 population	2.1	1
Dral cavity and phaynx cancer	3.0	16.7
Lung and bronchus cancer	2.0	72.23
Ever told diabetes (adults)	2.0	13.70%
Ever told COPD (adults)	2.0	11.00%
Asthma (teens)	2.0	55.60%
Self-reported health assessment fair or poor	2.3	23.50%
Major depressive episode (teens)	3.0	43.80%
Dbesity (teens)	2.7	19.60%
Dbesity (adults)	2.0	38.10%
Overweight (adults)	2.0	36.20%
Jsed prescription drugs without prescription (teens)	2.7	7.60%
Smoked cigarettes in past 30 days (teens)	2.0	4.90%
/aped in past 30 days (teens)	1.8	18.90%
All causes of death	1.7	802.1
All cancer mortality	1.7	173.4
Diabetes mortality	2.7	24.9
njury mortality	2.7	90
Motor vehicle crash mortality	3.0	21
Unintentional injury mortality	2.0	33.8
ntentional self harm mortality (count)	2.0	8
Alzheimer's/Dementia mortality	3.0	48.8
Chronic lower respiratory disease mortality	2.3	60.6
Alcohol induced mortality (count)	2.0	6

Appendix C: Community Themes and Strengths Assessment Survey Instruments

MiThrive Community Survey

Informed Consent



What is important to the community? What resources and strengths does the community have that can be used to improve community health?

This survey is a chance for you to tell us what is most important to you. MiThrive isworking to improve the health of communities in Northern Michigan by collecting data, identifying key issues, and bringing people together for change.

This survey will take about 10 minutes to complete. Your participation in this survey is completely voluntary. Your answers are confidential. The survey data will be managed by MiThrive staff. Your answers will not be used to identify who you are. You are free to skip any question and stop taking the survey at any time. The information you provide will not be used for a discriminatory purpose and there is minimal risk to you for taking the survey.

At the end of the survey, you can choose to be entered into a drawing for a chance to win a \$50 gift card. Five (5) winners will be chosen - must be 18 or older.

If you have any questions about this survey, please email mithrive@northernmichiganchir.org.

Max. answers = 3 (if answered) 13 1. In the following list, what do you thin factors for a thriving community? Check only three:	k are the three most important
☐ Reliable transportation	☐ Safe and affordable housing
☐ Parks and green spaces	☐ Belonging & inclusion
☐ Meaningful and rewarding work	☐ Lifelong learning: cradle to career
☐ Civic engagement	☐ Disability Accessibility
Access to quality behavioral health services	☐ Clean environment
	☐ Access to nutritious food
Freedom from trauma, violence, and addiction	☐ Arts and cultural events
Access to quality healthcare services	Other - Write In
☐ Disease and illness prevention	

Check only three: Racism and discrimination Infant death Infectious diseases (e.g., hepatitis, tuberculosis, etc.) Child abuse/neglect Rape/sexual assault Diabetes Sexually transmitted infections (STIs) COVID-19 Dental problems Domestic violence Poor environmental health Hack of access to behavioral health Environment Cancer Lack of access to behavioral health services Lack of access to behavioral health services High blood pressure Aging problems (e.g., arthritis, hearing/vision loss, etc.) Respiratory/lung disease Lack of safe and	162. In th	Max. answers = 3 (if arme following list, what sting your community)	do	you think are the thre	ee r	nost important issues
discrimination Infant death Infectious diseases (e.g., hepatitis, tuberculosis, etc.) Child abuse/neglect Rape/sexual assault Diabetes Sexually transmitted infections (STIs) COVID-19 Dental problems Domestic violence Poor environmental health Infant death Unreliable transportation Unreliable transportation Lack of access to Lack of quality behavioral health services Lack of access to behavioral health services Sexually transmitted infections (STIs) Teenage pregnancy Neighborhood and built environment Lack of quality education Respiratory/lung disease Lack of safe and	Check	only three:				
(e.g., hepatitis, tuberculosis, etc.) HIV/AIDS	C	discrimination				healthcare services
□ Rape/sexual assault □ Diabetes □ Diabetes □ Lack of access to behavioral health services □ Diabetes □ Lack of access to behavioral health services □ Sexually transmitted infections (STIs) □ Teenage pregnancy □ COVID-19 □ Neighborhood and built environment □ Domestic violence □ Lack of quality education □ Poor environmental health □ Cancer □ Lack of access to □ Lack of access to □ Lack of access to □ Lack of safe and □ Lack of safe and □ Lack of safe and	((e.g., hepatitis,				transportation
□ Diabetes □ Lack of access to behavioral health □ Heart disease and stroke infections (STIs) □ Teenage pregnancy □ High blood pressure □ COVID-19 □ Neighborhood and built environment □ Aging problems (e.g., arthritis, hearing/vision loss, etc.) □ Domestic violence □ Lack of quality education □ Respiratory/lung disease □ Lack of safe and □ Lack of safe		_				Lack of quality behavioral health
☐ COVID-19 ☐ Neighborhood and built ☐ Aging problems (e.g., arthritis, hearing/vision loss, etc.) ☐ Domestic violence ☐ Lack of quality education ☐ Respiratory/lung disease ☐ Homicide ☐ Lack of access to ☐ Lack of safe and ☐ ☐ Lack of safe and ☐ Lack of safe and ☐ Lack of safe and ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐		Sexually transmitted		behavioral health		Heart disease and
□ Domestic violence □ Lack of quality education □ Respiratory/lung disease □ Lack of safe and □ Lack of saf		COVID-19		Neighborhood and built		Aging problems (e.g.,
Homicide Lack of access to		Domestic violence Poor environmental		education		loss, etc.) Respiratory/lung
Economic instability Motor vehicle crash injuries Lack of quality healthcare services		Homicide Economic instability		Motor vehicle crash		affordable housing Lack of quality healthcare services Firearm-related injuries

18

Imagine a ladder with steps numbered from zero at the bottom to 10 at the top. The top of the ladder represents the best possible life for you and the bottom of the ladder represents the worst possible life for you.

19

- 3. On which step of the ladder would you say you personally feel you stand at this time?
 - O 10
 - 0 9
 - 0 8
 - 0 7
 - **6**
 - 0 5
 - 0 4
 - 0 3
 - 0 2
 - 0 1
 - 0 0

204. On which step of the ladder do you think you will stand about three years from now?
o 10
O 9
O 8
c 7
C 6
C 5
C 4
С 3
C 2
o 1
o 0

5. Think about your level of physical activity and ability to bike, walk, or roll from one place to another. Do any of the following issues prevent you from being more active in your community? (select all that apply)
☐ Not enough bike lanes
□ Not enough affordable recreation facilities
☐ I live a great distance from places in my community
☐ Not enough street lights
☐ Not enough sidewalks
☐ Low accessibility
☐ Not enough pedestrian paths, trails, or walkways
☐ Not enough wayfinding signage
☐ Not enough affordable physical activity programs
☐ I feel unsafe in my community
☐ Not enough greenspaces
Other - Write In
☐ I don't experience any of these

28

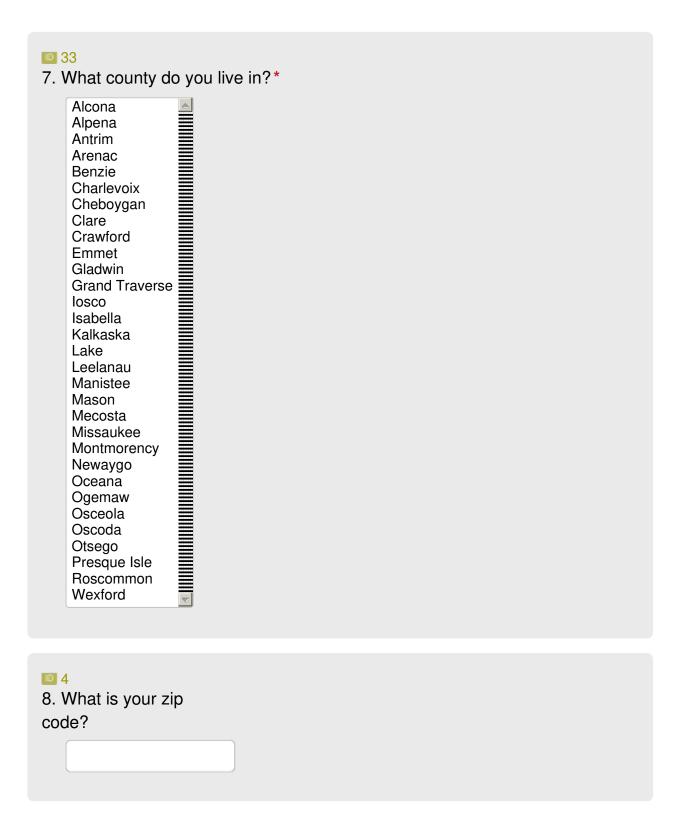
A community is defined, not only by its problems, but by its assets. Assets are resources that bring value to a community such as people, groups, and organizations. We want to know what assets make your community unique and special. Below is a list of community assets. Check the box by each asset that exists in your community. On the following page you will be asked to identify the name of the person, group, or organization and if that asset is primarily focused on a particular population.

check as many or as fev		•	,	ur community (feel fre
Social Service		Community College		Community or
☐ Community Center		Before-/After-School		Philanthropic Foundation
☐ Housing Organizations		Program		Political Organizations
☐ Food Pantry / Kitchens		Vocational/Technical Education Programs	Inf	rastructure
☐ Emergency Housing Shelters	Не	ealth Institutions		Parks
☐ Halfway Houses		Hospital		Public Pools
□ Domestic Violence		Healthcare Clinic		Vacant Private Building or Lot
Shelters		Health Department	_	
Social/Grassroot Organizations		Behavioral Health Services		Public Lake or Coastline
☐ Seniors' Group	Pι	ıblic Service		Community Gardens
☐ Special Interest Group		Library		Farmers' Markets
☐ Advocacy		Police Department	No	teworthy Person/Group
Groups/Coalitions		Fire Department		Local Artists/Musicians
☐ Cultural Organizations	П	Emergency Medical		Community Leader
☐ Hunting/Sportsman Leagues		Services		Celebrity or Influential Figure
☐ Amateur Sports	Co Oı	ommunity-Based ganizations	Ot	her
Leagues		Religious Organizations	П	Other - Write In
Education		United Way	_	(Required)
☐ Colleges or Universities				*

(untitled)

PIPING Piped From Question 6. (Check the box next to each asset you know is in your community (feel free to check as many or as few options as you want):) Can you tell us the names of the organization you selected?
[question("piped value")]
Piped From Question 6. (Check the box next to each asset you know is in your community (feel free to check as many or as few options as you want):) 7. Some of the assets you selected may be geared to a special population. Can you tell us the target population for the assets you identified?

Demographic Questions



59. How	v old are you?
0 4	Jnder 18
0 1	18-24
0 2	25-39
0 4	10-64
O 6	65 and older
	nat kind of health insurance do you have? (select all that apply) Medicaid and Healthy Michigan Plans Medicare Private/Employer-Sponsored Insurance Uninsured Unknown Other - Write In

711. Which of the following best describes you? (select all that apply)
☐ American Indian or Alaska Native
☐ Asian
☐ Black or African American
☐ Hispanic or Latino/a/x
☐ Native Hawaiian or Other Pacific Islander
□ White
☐ Prefer not to say
Prefer to self-describe

1 8

12. What is your yearly household income?

- C Less than \$10,000
- © \$10,000 to \$19,999
- © \$20,000 to \$29,999
- o \$30,000 to \$39,999
- C \$40,000 to \$49,999
- © \$50,000 to \$59,999
- © \$60,000 to \$69,999
- c \$70,000 to \$79,999
- c \$80,000 to \$89,999
- c \$90,000 to \$99,999
- Over \$100,000

13. Including yourself, how many people live in your household? 1
C 2 C 3 C 4 C 5 C 6 C >7 Show/hide trigger exists. 10 14. Do you identify as having a disability? C Yes
 C 3 C 4 C 5 C 6 C >7 C Show/hide trigger exists. 10 14. Do you identify as having a disability? C Yes
 4 5 6 >7 Show/hide trigger exists. 10 14. Do you identify as having a disability? Yes
 5 6 >7 Show/hide trigger exists. 10 14. Do you identify as having a disability? Yes
C 6 C >7 C Show/hide trigger exists. 10 14. Do you identify as having a disability? C Yes
C >7 C >7 C >7 C >7 C >7 C >7 C Yes
Show/hide trigger exists. 10 14. Do you identify as having a disability? Yes
1014. Do you identify as having a disability?Yes
1014. Do you identify as having a disability?Yes
1014. Do you identify as having a disability?Yes
14. Do you identify as having a disability? © Yes
© Yes
Hidden unless: #14 Question "Do you identify as having a disability?" is one of the
following answers ("Yes") 11
15. Select all that apply
☐ Physical Disability
☐ Mental Disability
☐ Emotional Disability
☐ Prefer not to say
□ Prefer to self-describe

12 16. How do you identify your gender? (select all that apply)
☐ Female
☐ Male
☐ Non-binary
☐ Transgender
Prefer to self-describe:
☐ Prefer to not answer
□ 34
IMPORTANT: After you submit this survey, click the link on the thank you page to be entered into the gift card drawing.

Thank You!

ID 1

Thank you for your time and energy to complete this survey.

Click here for a chance to win a \$50 gift card. Your personal information will not be connected to your survey responses. The same link will also allow you to indicate if you are interested in additional opportunities to provide feedback or participate in opportunities to support health improvement in your community.



MiThrive is conducting a Community Themes & Strengths Assessment (CTSA) Pulse Survey and would like to gather feedback from you as a member of one of our communities!

Informational Purposes ONLY - Do not read to client.

What is MiThrive?

MiThrive is a collaboration of diverse community organizations, local health departments, and hospital systems with a shared goal to assess and collaboratively improve community health within the 31 counties of Northern lower Michigan.

What is the purpose of the CTSA Pulse Survey?

The purpose of the MiThrive CTSA Pulse Survey is to gather input from people and populations facing barriers and inequities in the 31-county MiThrive region. These populations can include those historically excluded, economically disadvantaged, older adults, racial and ethnic minorities, those unemployed, uninsured and under-insured, Medicaid eligible, children of low-income families, LGBTQ+ and gender non-conforming, people with HIV, people with mental and behavioral health disorders, people without housing, refugees, people with a disability, and many others.

How does the CTSA Pulse Survey work?

The CTSA Pulse Survey is a four-part data collection series. Each survey will be distributed in a two-week cycle beginning July 26th and ending September 19th.

Thank you so much for your time and consideration! If you have any questions regarding this survey please feel free to reach out to us at mithrive@northernmichiganchir.org



Informed Consent

We are collecting information about client experiences to improve health within your community. This will take about four minutes. Your answers will be anonymous – we will not record your name or personal information.

If you are willing to answer a few questions, please fill out the following:

1.	Please write the name of the organization/agency you are filling this out at
2.	What county do you live in?
3.	What is your zip code?



4. Thinking about resources for older adults such as housing, transportation to medical services, churches, shopping, adult day care, social support for older adults living alone, meals on wheels, rate your level of agreement on a scale from 1 to 5 where 1= "strongly disagree" and 5= "strongly agree" with the following statement:

My community is a good place to age

			110	
	ore broadly, v as a chance		r community co e?	ould ensure

Pulse Survey: Children



MiThrive is conducting a Community Themes & Strengths Assessment (CTSA) Pulse Survey and would like to gather feedback from you as a member of one of our communities!

Informational Purposes ONLY - Do not read to client.

What is MiThrive?

MiThrive is a collaboration of diverse community organizations, local health departments, and hospital systems with a shared goal to assess and collaboratively improve community health within the 31 counties of Northern lower Michigan.

What is the purpose of the CTSA Pulse Survey?

The purpose of the MiThrive CTSA Pulse Survey is to gather input from people and populations facing barriers and inequities in the 31-county MiThrive region. These populations can include those historically excluded, economically disadvantaged, older adults, racial and ethnic minorities, those unemployed, uninsured and under-insured, Medicaid eligible, children of low-income families, LGBTQ+ and gender non-conforming, people with HIV, people with mental and behavioral health disorders, people without housing, refugees, people with a disability, and many others.

How does the CTSA Pulse Survey work?

The CTSA Pulse Survey is a four-part data collection series. Each survey will be distributed in a two-week cycle beginning July 26th and ending September 19th.

Thank you so much for your time and consideration! If you have any questions regarding this survey please feel free to reach out to us at mithrive@northernmichiganchir.org



Informed Consent

We are collecting information about client experiences to improve health within your community. This will take about four minutes. Your answers will be anonymous – we will not record your name or personal information.

If you are willing to answer a few questions, please fill out the following:

1.	Please write the name of the organization/agency you are filling this out at
2.	What county do you live in?
3.	What is your zip code?



4. Thinking about school quality, day care, after school programs, recreation, rate your level of agreement on a scale from 1 to 5 where 1= "strongly disagree" and 5= "strongly agree" with the following statement:

This community is a good place to raise children

"Strongly disagree"	2="Mostly disagree"	disagree"	4="Mostly agree"	5="Strongly agre
0	0	0	0	0
5. What	about your communi	ty made you think that	•?	
J. What	about your commun			
				2-1
			er so that people promote	e each other's
well-b	eing and not just thei	r own? 		



MiThrive is conducting a Community Themes & Strengths Assessment (CTSA) Pulse Survey and would like to gather feedback from you as a member of one of our communities!

Informational Purposes ONLY - Do not read to client.

What is MiThrive?

MiThrive is a collaboration of diverse community organizations, local health departments, and hospital systems with a shared goal to assess and collaboratively improve community health within the 31 counties of Northern lower Michigan.

What is the purpose of the CTSA Pulse Survey?

The purpose of the MiThrive CTSA Pulse Survey is to gather input from people and populations facing barriers and inequities in the 31-county MiThrive region. These populations can include those historically excluded, economically disadvantaged, older adults, racial and ethnic minorities, those unemployed, uninsured and under-insured, Medicaid eligible, children of low-income families, LGBTQ+ and gender non-conforming, people with HIV, people with mental and behavioral health disorders, people without housing, refugees, people with a disability, and many others.

How does the CTSA Pulse Survey work?

The CTSA Pulse Survey is a four-part data collection series. Each survey will be distributed in a two-week cycle beginning July 26th and ending September 19th.

Thank you so much for your time and consideration! If you have any questions regarding this survey please feel free to reach out to us at mithrive@northernmichiganchir.org



Informed Consent

We are collecting information about client experiences to improve health within your community. This will take about four minutes. Your answers will be anonymous – we will not record your name or personal information.

If you are willing to answer a few questions, please fill out the following:

1.	Please write the name of the organization/agency you are filling this	out a
2.	What county do you live in?	
3.	What is your zip code?	



4. Thinking about individuals that have a disability (such as physical, mental, emotional), rate your level of agreement on a scale from 1 to 5 where 1 = "Strongly disagree" and 5 = "strongly agree" with the following statement:

In this community, a person with a disability can live a full life

Strongly disagree"	2="Mostly disagree"	3="Neither agree nor disagree"	4="Mostly agree"	5="Strongly agre
0	0	0	0	0
5 What	about your community	made you think that?		
J. Wildi	about your community	made you trink triat:		
6. Think	ing more broadly, think	about groups that expe	erience relatively good	health and
	that experience poor he			



MiThrive is conducting a Community Themes & Strengths Assessment (CTSA) Pulse Survey and would like to gather feedback from you as a member of one of our communities!

Informational Purposes ONLY - Do not read to client.

What is MiThrive?

MiThrive is a collaboration of diverse community organizations, local health departments, and hospital systems with a shared goal to assess and collaboratively improve community health within the 31 counties of Northern lower Michigan.

What is the purpose of the CTSA Pulse Survey?

The purpose of the MiThrive CTSA Pulse Survey is to gather input from people and populations facing barriers and inequities in the 31-county MiThrive region. These populations can include those historically excluded, economically disadvantaged, older adults, racial and ethnic minorities, those unemployed, uninsured and under-insured, Medicaid eligible, children of low-income families, LGBTQ+ and gender non-conforming, people with HIV, people with mental and behavioral health disorders, people without housing, refugees, people with a disability, and many others.

How does the CTSA Pulse Survey work?

The CTSA Pulse Survey is a four-part data collection series. Each survey will be distributed in a two-week cycle beginning July 26th and ending September 19th.

Thank you so much for your time and consideration! If you have any questions regarding this survey please feel free to reach out to us at mithrive@northernmichiganchir.org



Informed Consent

We are collecting information about client experiences to improve health within your community. This will take about four minutes. Your answers will be anonymous – we will not record your name or personal information.

If you are willing to answer a few questions, please fill out the following:

1.	Please write the name of the organization/agency you are filling this out at
2.	What county do you live in?
3.	What is your zip code?



4. Thinking about individuals that have a disability (such as physical, mental, emotional), rate your level of agreement on a scale from 1 to 5 where 1 = "Strongly disagree" and 5 = "strongly agree" with the following statement:

In this community, a person with a disability can live a full life

trongly disagree"	2="Mostly disagree"	3="Neither agree nor disagree"	4="Mostly agree"	5="Strongly ag
0	0	0	0	0
5. What	about your community n	nade you think that?)	
6. Thinki	ng more broadly, think a	bout groups that ex	perience relatively good	health and
			nk there is a difference?	



MiThrive is conducting a Community Themes & Strengths Assessment (CTSA) Pulse Survey and would like to gather feedback from you as a member of one of our communities!

Informational Purposes ONLY - Do not read to client.

What is MiThrive?

MiThrive is a collaboration of diverse community organizations, local health departments, and hospital systems with a shared goal to assess and collaboratively improve community health within the 31 counties of Northern lower Michigan.

What is the purpose of the CTSA Pulse Survey?

The purpose of the MiThrive CTSA Pulse Survey is to gather input from people and populations facing barriers and inequities in the 31-county MiThrive region. These populations can include those historically excluded, economically disadvantaged, older adults, racial and ethnic minorities, those unemployed, uninsured and under-insured, Medicaid eligible, children of low-income families, LGBTQ+ and gender non-conforming, people with HIV, people with mental and behavioral health disorders, people without housing, refugees, people with a disability, and many others.

How does the CTSA Pulse Survey work?

The CTSA Pulse Survey is a four-part data collection series. Each survey will be distributed in a two-week cycle beginning July 26th and ending September 19th.

Thank you so much for your time and consideration! If you have any questions regarding this survey please feel free to reach out to us at mithrive@northernmichiganchir.org



Informed Consent

We are collecting information about client experiences to improve health within your community. This will take about four minutes. Your answers will be anonymous – we will not record your name or personal information.

If you are willing to answer a few questions, please fill out the following:

1.	Please write the name of the organization/agency you are filling this out a
2.	What county do you live in?
3	What is your zip code?



4. Thinking about basic needs contributing to quality of life such as being able to support yourself, having a job that allows you to pay bills on time, having a safe home, a reasonable commute, being able to get what you need in the community, rate your level of agreement on a scale from 1 to 5 where 1 = "strongly disagree" and 5 = "strongly agree" with the following statement:

There is economic opportunity in the community

1="Strongly disagr	ee"	2="Mostly disagre	ee"	3="Neither ag		4="Mostly agre	ee"	5="Strongly agree
0		0		0		0		0
5.	What al	bout your comm	unity ma	de you think	that?			
6.		g more broadly,						
	to have	as good a chan	ge as oth	ners do in ac	hieving goo	d health and w	ell being ove	er time?

2021 MiThrive Provider Survey

Informed Consent



This survey seeks providers perspectives on how various issues impact the health and wellbeing of their patients/clients within the 31 counties of Northern Lower Michigan. MiThrive is working to improve the health of communities in Northern Michigan by collecting data, identifying key issues, and bringing people together for change.

This survey will take approximately 10 minutes to complete. Your participation in this survey is completely voluntary. Your answers are confidential. The survey data will be managed and analyzed by MiThrive staff. You will not be identifiable by your answers. You are free to skip any question and stop taking the survey at any time. There is minimal risk to you for taking the survey, including an imposition of time and questions which may be sensitive in nature. If you have any questions about this survey, please email mithrive@northernmichiganchir.org.

(untitled)

Page exit logic: Skip / Disqualify Logic

IF: #1 Question "Do you provide direct care or services for clients or patients?" is one of the following answers ("No") **THEN:** Disqualify and display:

Thank you for your interest in this survey; however, you do not meet the requirement for this survey.

3

- Do you provide direct care or services for clients or patients?*
 - Yes
 - O No

(untitled)

182. What health system, organization, or entity do you work for? (Please avoid using abbreviations) *
163. What is your primary role?*
C Clinical Social Worker
O Doctor of Medicine or Osteopathy
 Pharmacist
C Physician's Assistant
C Dental Hygenist
C Public Health Educator
C Community Health Worker
Nurse Practitioner
C Chiropractor
© Nurse
C Clinical Psychologist
Podiatrist
C Dentist
Optometrist
Nurse-Midwife
Other - Write In

74. Please check the boxes that define your specialty or that of your practice.(Check all that apply) *
☐ Primary Care
☐ Pediatrics
☐ Dental
☐ Preventative Medicine
☐ Behavioral Health
☐ Surgery
☐ Obstetrics & Gynecology
☐ Public Health
Other - Write In
85. Which county(ies) do you provide direct care or services in? (Check all that apply) *
□ Alcona
☐ Alpena
☐ Antrim
☐ Arenac
☐ Benzie
☐ Charlevoix
☐ Cheboygan
□ Clare
☐ Crawford

☐ Gladwin
☐ Grand Traverse
□ losco
□ Isabella
☐ Kalkaska
□ Lake
□ Leelanau
☐ Manistee
□ Mason
□ Mecosta
☐ Missaukee
☐ Montmorency
□ Newaygo
□ Oceana
□ Ogemaw
□ Osceola
□ Oscoda
□ Otsego
☐ Presque Isle
Roscommon
☐ Wexford

C 0-15%						
© 16-30%						
C 31-50%						
o >50%						
Max. answers = 3 (if answered) 10 7. Thinking about the population you s most important factors for a thriving co	•					
Check only three: *	, and the second					
☐ Disease and illness prevention	Lifelong learning: cradle to career					
Clean environment	Access to quality behavioral health services					
☐ Reliable transportation	☐ Belonging & inclusion					
Safe and affordable housingParks and green spaces	☐ Meaningful and rewarding work					
☐ Access to quality healthcare srvices☐ Civic engagement	☐ Disability Accessibility ☐ Arts and cultural events					
☐ Access to nutritious food	Freedom from trauma, violence, and addiction Other - Write In					

6. Approximately what percentage of the patients you serve are on Medicaid?

D 9

Max. answers = 3 (if answered)					
12					
	nat do you think are th		·	ssu	es impacting
	nts/clients in the comr	nur	nity(ies) you serve?		
nec	k only three: *				
	Motor vehicle crash		Lack of quality education		Dental problems
	injuries		education		Teenage pregnancy
	Lack of access to healthcare services		Firearm-related injuries		Substance use
_			Poor environmental		Suicide
	Aging problems (e.g., arthritis, hearing/vision		health		
	loss, etc.)		Rape/sexual assault		Respiratory/lung disease
	Homicide		Economic instability	_	
П	Cancer		Obesity		Infectious diseases (e.g., hepatitis,
_		П	Lack of access to		tuberculosis, etc.)
	Lack of safe and affordable housing	_	behavioral health		Domestic violence
	Lack of quality		services		Child abuse/neglect
	behavioral health		Neighborhood and built		Lack of access to
	services		environment		nutritious foods
	Unreliable		Lack of access to	П	Diabetes
	transportation		education	_	
	Infant death		COVID-19		HIV/AIDS
	High blood pressure		Racism and		Other - Write In
	Heart disease and		discrimination		
	stroke		Sexually transmitted		
	Lack of quality		infections (STIs)		
	healthcare services				

149. From the list below which resources or services are missing in your community that would benefit your patients/clients? (Check all that apply) *			
Employment Navigation			
Domestic Violence Services			
Mental Health			
Housing			
Food			
Substance Abuse Services			
Translation			
Financial Support			
☐ Transportation			
□ Education			
☐ Childcare			
☐ Dental Health			
☐ Primary Care			
Other - Write In			
☐ I feel there are enough services and resources to refer my patients/clients to.			

Show/hide trigger exists.



10. Are you interested in additional opportunities to provide feedback or participate in opportunities to support health improvement efforts in your community?

*

Yes

No

Hidden unless: #10 Question "Are you interested in additional opportunities to provide feedback or participate in opportunities to support health improvement efforts in your community?

" is one of the following answers ("Yes")

17

IMPORTANT: In an effort to keep your survey responses confidential, click the link on the thank you page which will take you to a separate form where you can enter your contact information if you are interested in further feedback or engagement opportunities.

Thank You!



Thank you for your time and energy to complete this survey.

If you selected yes to the last question, please provide your contact information by clicking this link.

Appendix D: Community Themes and Strengths Assessment Community Assets

Spectrum Health Gerber Memorial Assets

Identified by Community Survey Respondents from Newaygo County

Social Service

Community Center

- · Fremont Community Recreation Center
- The Stream
- · Grant Community Center
- Tamarac Wellness

Housing Organizations

- True North Community Services
- Habitat for Humanity
- Hope 101 Ministry

Food Pantry/Kitchens

- TrueNorth Mobile Food Pantry
- Bennys House
- Love Inc Newaygo County
- · Commission on Aging

Emergency Housing Shelters

- Vera's House
- TrueNorth

Halfway Houses

Domestic Violence Shelters

Social/Grassroot Organizations

Seniors' Group

- Newaygo County Commission on Aging
- · Well Spring Senior Day Center
- PACE (The Program For All Inclusive Care)

Special Interest Group

- Tamarac Bicycling Club
- Newaygo County People for Peace
- Foster Grandparent Newaygo County
- Newaygo County Recycling
- "Dead Heads" Flower Group
- Friends of the Library Group
- Boy Scouts
- · Girl Scouts

Advocacy Groups/Coalitions

- Newaygo County Community Collaborative
- LiveWell Newaygo County
- Headway Coalition
- BreatheWell
- · Great Start Parent's Coalition
- Newaygo County Autism Community
- Newaygo County Prevention of Child Abuse and Neglect
- Newaygo Disability Network West Michigan

Cultural Organizations

- Dogwood Center for Performing Arts
- · Stage Door Players Theater Group
- Newaygo County Council for the Arts Artsplace

Hunting/Sportsman Leagues

- · Fremont Archery Club
- Newaygo Sportsman's Club
- · Croton Rod and Gun Club

Amateur Sports Leagues

- Newaygo County Pickleball Club
- AYSO
- · Fremont Little League
- Newaygo Little League
- Newaygo Rocket Football
- North Pointe Gymnastics
- · Fremont Bowling League
- · Newaygo Michigan Cornhole League

Education

Colleges or Universities

Community College

Before-/After-School Program

- TrueNorth Community Services
- Project FOCUS at White Cloud Upper Elementary
- · Beyond the Bell Newaygo Schools
- TrueMentors
- Fremont Public Schools
- · Grant Public Schools
- The Arc Newaygo County

- REACH
- Packers Pride Child Care Center Fremont
- Fremont High School Conservation Club

Vocational/Technical Education Programs

- Newaygo County Regional Education Service Agency
- Newaygo County Career Tech Center

Health Institutions

Hospital

Spectrum Health Gerber Memorial

Health care Clinic

- Family Health Care White Cloud
- Family Health Care Grant
- Spectrum Health Gerber Memorial Walk-In Clinic

Health Department

District Health Department #10

Behavioral Health Services

- Arbor Circle
- · Healthy Minds Counseling
- Newaygo County Community Mental Health
- Pawsitive Counseling Center
- · Harmonized Counseling Services Inc.

Public Service

Library

- Newaygo Area District Library
- Fremont Public Library
- Croton Township Library
- · Grant Area District Library

Police Department

- Newaygo County Police Department
- White Cloud Police Department
- Fremont Police Department
- Grant Police Department

Fire Department

- Fremont Fire Department
- White Cloud Fire Department
- · Newaygo Fire Department
- · Croton Township Fire Department

Emergency Medical Services

Life EMS of Newaygo County

Community-Based Organizations

Religious Organizations

- · First Baptist Church
- · Grace Bible Church
- Resonate Church
- Newaygo United Church of Christ
- · All Saints Church
- First Baptist Church of Newaygo
- First Baptist Church of Fremont
- Reeman Christian Reformed Church
- · Christ Lutheran Church
- New Community Church of Newaygo
- Inspire Church Fremont
- Newaygo United Methodist Church
- · Family of God Community Church
- Fremont Seventh Day Adventist Church
- Croton Methodist Church
- · Bailey Christian Church
- Harvest Fremont Church
- · St. Bartholomew Church

United Way

· United Way of the Lakeshore

Community or Philanthropic Foundation

- · White Cloud Lions Club
- · The Moose
- The Eagles
- · Boomerang 49349
- White Cloud Rotary
- Fremont Rotary
- Fremont Area Community Foundation

Political Organizations

- Newaygo County Democrats
- · Newaygo County Republicans

Infrastructure

Parks

- Branstrom Park
- Brooks Park
- Riverfront Park
- Marshall Memorial Park
- · Hackley Park
- Henning Park
- Veterans Memorial Park Fremont
- Croton Park

- · City of White Cloud Rotary Park
- · Sandy Beach Park

Public Pools

· Fremont Recreation Center Pool

Vacant Private Building or Lot

· Valspar Building

Public Lake or Coastline

- Fremont Lake
- · Crystal Lake
- · Blanche Lake
- Bills Lake
- Hess Lake
- Butterfield Lake
- · Muskegon River
- Pettit Lake
- · Emerald Lake
- · Hardy Pond
- Sylvan Lake

Community Gardens

- Great Start Community Garden
- · Tamarac Community Garden
- Newaygo 4-H Garden

Farmer's Markets

- · Fremont Farmers Market
- Newaygo Farmers Market
- · Nelson's Farm Market

Noteworthy Person/Group

Local Artists/Musicians

- Greg Miller
- · Renae Wallace
- · Iris Herrera
- · Stacey Kirk
- · Eric Lemire
- Deb Emeric
- · Jane Stroschin
- · Braunshwager Blues Band

Community Leader

- · Julie Hallman, Mayor
- · Jim Rynberg, Mayor
- Pastor Keith Schubert
- Jon Bumstead
- · Herman Becker, Mayor

Celebrity or Influential Figure

Other

Appendix E: Community System Assessment Event Agenda & Design





Northeast Community System Assessment Agenda

1:15 pm	Virtual Event Opens	
1:30 pm	Welcome & Introductions	
1:40pm	Community System Assessment Unpacked	
1:50 am	Team Discussion #1	
2:40 pm	Large Group Check In (Break)	
2:45 pm	Team Discussion #2	
3:25 pm	Large Group Celebration (Wrap Up)	
3:30 pm	(optional) Happy Half Hour-Questions & Networking	

Introduction to the Community System Assessment

Activity Purpose:

- Improve organizational and community communication and collaboration by bringing a broad spectrum of partners to the same table.
- Learn about community health and how activities are interconnected.
- Identify system strengths and weaknesses which may then be used to improve and better coordinate activities at the community level

What is a Community System?

All of us are part of the Community System. Community Systems are networks of diverse agencies and groups with differing roles, relationships, and interactions whose activities combined contribute to the health and well-being of the community.

What topic areas will we be talking about today?

- Resources: A community asset (or community resource) is anything that can be used to improve the quality of community life.
- Policy: Policies are the written or unwritten guidelines that governments, organizations and institutions, communities, or individuals use when responding to issues and situations.
- Data Access/Capacity: A community with data capacity is one where people can access and use data to understand and improve health outcomes where they live.
- Community Alliances: Diverse partnerships which collaborate in the community to maximize health improvement activities and are beneficial to all partners involved.

- **Workforce:** The people engaged in or available for work in a particular area, company, or industry.
- Leadership: Leadership within the community is demonstrated by organizations and individuals that are committed to improving the health of the community.
- Community Power/Engagement: Power is the ability to control the processes of agenda setting, resource distribution, and decision-making, as well as to determine who is included and excluded from these processes.
- Health Equity Capacity: Health Equity is the assurance of the conditions for optimal health for all people.

Team Discussion #1: Community System Assessment

Detailed Instructions:

Team Introductions: [10 minutes]

- Designate your Note Taker. This person will take notes on the CSA Notes Form.
- · Get to know your team! Introduce yourself.
- Review your Focus Area

Introduction Inclusion Tips:

- Learn how to pronounce people's names: It is helpful to phonetically spell names in the chat box [Why is this important?]
- Share pronouns: One best practice is to include preferred pronouns with one's name [Why is this important?]
- Put Names with Faces: Show your face with your preferred name if you can, also realize that not everyone can see you. Introductions that include descriptors of what people would see are helpful to those who can't see you.

Overview of Discussion and Performance Measure Scoring: [5 minutes]

- Review as a group the questions to think about in the regarding your Focus Area (See Participant Packet)
- Introduce the Performance Measure questions and scoring grid

Discussion: [15 minutes]

Using discussion questions in your Participant Packet for your Focus Are discuss how the community organizations participate in these focus area activities, and how the system as a whole performs.

Scoring of Performance Measures (8 Minutes)

Vote on the specific measures for your Focus Area using the scoring grid.

Optimal Activity (76-100%)	Greater than 75% of the activity described within the question is met.
Significant Activity (51-75%)	Greater than 50% but no more than 75% of the activity described within the question is met.
Moderate Activity (26-50%)	Greater than 25% but no more than 50% of the activity described in the question is met.
Minimal Activity (1-25%)	Greater than 0% but no more than 25% of the activity described in the question is met.
No Activity (0%)	0% or absolutely no activity relating to the activity described in the question.

Discussion to determine strengths and opportunities to improve Performance Meaasures (12 Miniutes)

Choose one of the measures with the most disagreement for more discussion to dig deeper into strengths, weaknesses, and opportunities.

Team Discussion #2: Community System Assessment

Repeat Steps for Team Discussion #1

Omit grounding question

TEAM FACILITATORS: PLEASE SEND US YOUR NOTES IMMEDIATELY FOLLOWING THE EVENT

THANK YOU!

MiThrive@northernmichiganCHIR.org

Appendix F: Forces of Change Assessment Event



Agenda

9:45 am	Virtual Event Opens
10:00 am	Welcome & Introductions
10:10 am	Introduction to MiThrive and the Forces of Change Assessment
10:30 am	Small Group Spotlight
10:45 am	Small Group Spotlight
11:05 am	Forces of Change Small Group Threats and Opportunities Session
11:25 am	Small Group Spotlight
11:45 am	Wrap Up & Next Steps
12:00 pm	Adjourn

EVENT ACCESS LINK

https://zoom.us/j/96917348003?pwd=ZHhiTCtUM0Q5L3B0L3dwb0JzbHk1UT09

Meeting ID: 969 1734 8003

Passcode: 484284 One tap mobile

+13126266799,,96917348003#,,,,*484284# US (Chicago)

+19292056099,,96917348003#,,,,*484284# US (New York)

Dial by your location

+1 312 626 6799 US (Chicago)

+1 929 205 6099 US (New York)

+1 301 715 8592 US (Washington DC)

+1 346 248 7799 US (Houston)

+1 669 900 6833 US (San Jose)

+1 253 215 8782 US (Tacoma)

Meeting ID: 969 1734 8003

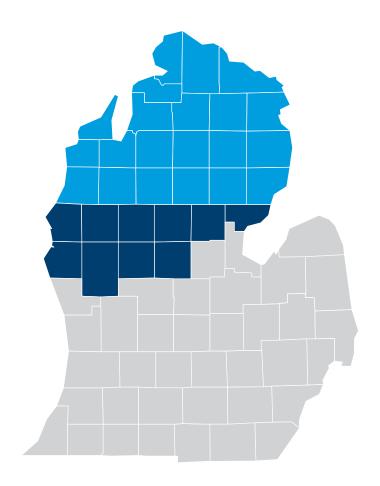
Passcode: 484284

Find your local number: https://zoom.us/u/aeCTgzoACl

Questions? Please email us at mithrive@northernmichiganchir.org

Appendix G: North Central Strategic Issue Data Briefs





2021 North Central MiThrive Data Briefs

Published: January 2022

Arenac, Clare, Gladwin, Isabella, Lake, Mason, Mecosta, Newaygo, Oceana, and Osceola

Assessment Snapshot

The Forces of Change Assessment (FOCA) aims to answer the following questions:

- What is occurring or might occur that affects the health and wellbeing of our community?
- What specific threats or opportunities are generated by these occurrences?

Forces of change are trends, factors, and events outside of our control that may influence the health of our community or the system of organizations supporting the community, both in the recent past and the foreseeable future.

The FOCA Topic Areas:

- Government Leadership & Budgets, Spending Priorities
- 2. Sufficient Health Care Workforce
- 3. Access to Health Services
- 4. Population Demographics
- 5. Economic Environment
- 6. Access to Social Services
- 7. Social Context
- 8. COVID-19 Pandemic

The Community Health Status Assessment (CHSA) aims to answer the following questions:

- How healthy are our residents?
- What does the health status of our community look like?

The answers to these questions were measured by collecting 100 secondary indicators from 20 different sources including the US Census Bureau, Centers for Disease Control, and Michigan Department of Health and Human Services. The table in green shows select indicators relevant to the strategic issue.

For each strategic issue, a map related to one of the indicators in the table is visualized at either the census-tract or county level. A brief statement highlighting the geographical disparities is located near the map.

The Community System Assessment (CSA) aims to answer the following question:

 What are the components, activities, competencies, and capacities in our local systems?

The CSA assessed performance measures for 8 topic areas:

- 1. Resources
- 2. Policies
- 3. Data Access & Capacity
- 4. Community Alliances
- 5. Workforce
- 6. Leadership
- 7. Community Power/Engagement
- 8. Capacity for Health Equity

The CSA was conducted at the regional level. Additional data was then collected at the county-level through facilitated conversations at community collaboratives.

The Community Themes and Strengths Assessment (CTSA) aims to answer the following questions:

- What is important to the community?
- How is quality of life perceived in the community?
- What assets does the community have that can be used to improve community health?

The CTSA collected data using 3 different methods:

- Pulse Survey Series: Four, three question mini client interviews conducted by community partners with clients and patients. Topics included education, aging, disability, and economic security.
- 2. Community Survey: This survey was conducted through an online and paper format and asked questions about what makes a thriving community, current issues impacting the health of the community, and quality of life questions.
- **3. Provider Survey:** This survey was conducted through an online format and targeted individuals providing direct care and services.

Data Brief Navigation Guide

Data was collected 6 different ways. Each circle represents a different data collection method.

 \rightarrow

Data collected in the Community Themes and Strengths Assessment is shown in blue. Data was collected through a community survey, provider survey, and pulse surveys as reflected by the 3 blue circles.

North Central Strategic Issue: How do we ensure that everyone has safe, affordable, and accessible mportance: Safe and affordable housing promote good physical and mental health. Poor quality or nadequate housing contributes to chronic disease and injuries and can have harmful effects on childhood development. Housing affordability not but also affects overall ability of families to make healthy **FOCA: Key Issues** 45.2% (n=1442) of north central residents identified safe and affordable housing as a top factor for a thriving community. This ranked #1 out of 15 factors. Housing affects your overall health Housing impacts retention of local talent 30.9% (n=1444) of north central residents identified lack of safe and affordable hou Changing demographics are identified lack of safe and affordable housing as a top issue impacting their community. This ranked #2 out of 35 issues. changing housing needs •••• 0000 Lack of housing emerged as a theme in the pulse survey series from clients/patients that scored the following statement low, "My community is a good place to age." Increase housing options emerged as a theme in the pulse survey series when clients/patients were asked to think of ways in which the community can ensure everyone has a chance at living the healthiest life

Importance Statement



Data collected in the Forces of Change Assessment is shown in purple. The dot illustration represents how often the strategic issue was identified in one of the 8 topic areas (left) and as a top priority within a topic area (right)



This graphic illustrates where a topic or theme emerged in the different data collection methods.

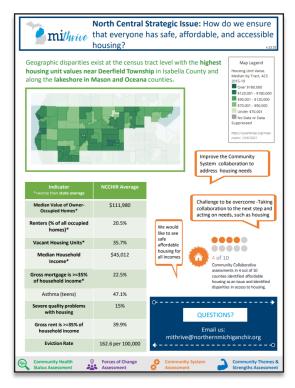
Data collected in the Community System
Assessment is shown in orange. The dot illustration represents the number of community collaboratives in which a topic or theme emerged. The comment boxes indicate comments from participants regarding recurring themes.



Color coded key illustrating the 4 MiThrive assessments

Strategic issue –

Data collected in the Community Health Status Assessment is shown in green. Indicators in bold had a state value available to compare to. If the regional value was worse than the state value (meaning of worse depends on what the indicator is measuring) an asterisk is placed next to the indicator title.



Data Brief Acronyms

Acronym	What does it stand for?	What does it mean?
YPLL	Years Potential Life Lost	The difference between a predetermined end point (usually age 75 and the age at death for death(s) that occurred prior to that end point age
ALICE	Asset Limited, Income Constrained, Employed	The ALICE population represents those among us who are working, but due to childcare costs, transportation challenges, high cost of living and so much more are living paycheck to paycheck.
FPL	Federal Poverty Level	A measure of income issued every year by the Department of Health and Human Services used to determine eligibility for certain programs and benefits.
ACE(s)	Adverse Childhood Experience(s)	Potentially traumatic events that occur in childhood (0-17 years)
HPSA	Health Professional Shortage Area	Geographic areas, populations, or facilities with a shortage of primary, dental or mental health care providers.
WIC	Women Infants Children	Aims to safeguard the health of low-income women, infants, and children up to age 5 who are at nutrition risk by providing nutritious foods to supplement diets, information on healthy eating, and referrals to care
COPD	Chronic Obstructive Pulmonary Disorder	Chronic inflammatory lung disease that causes obstructed airflow from the lungs.
Description of per 100,000		Rates take into account the number of cases/deaths/etc. and the population size. Rate per 100,000 is calculated by taking the total number of cases divided by the total population and multiplied by 100,000.
Description of Gini index		measure of income inequality.; It ranges from 0, indicating perfect equality (everyone receives an equal share), to 1, perfect inequality (only one recipient or group of recipients receives all the income)



North Central Strategic Issue: How do we ensure that everyone has safe, affordable, and accessible housing?



Importance: Safe and affordable housing promotes good physical and mental health. Poor quality or inadequate housing contributes to chronic disease and injuries and can have harmful effects on childhood development. Housing affordability not only shapes home and neighborhood conditions but also affects overall ability **NORTHCENTRAL** of families to make healthy choices.

- 40.4% (n=104) of providers identified safe and affordable housing as a top factor for a thriving community. This ranked #3 out of 15 factors.
- 45.2% (n=1442) of north central residents identified safe and affordable housing as a top factor for a thriving community. This ranked #1 out of 15 factors.
- 30.9% (n=1444) of north central residents identified lack of safe and affordable housing 3 as a top issue impacting their community. This ranked #2 out of 35 issues.
- Lack of housing emerged as a theme in the pulse survey series from clients/patients who scored the following statement low, "There is economic opportunity in the community."
- Lack of housing emerged as a theme in the pulse survey series from clients/patients that scored the following statement low, "My community is a good place to age."

in the pulse survey series when clients/patients were asked to think of ways in which the community can ensure everyone has a chance at living the healthiest life possible.

Increase housing options emerged as a theme

FOCA: Key Issues

- Housing affects your overall health
- Housing impacts retention of local talent
- Changing demographics are changing housing needs







Community Health Status Assessment



Forces of Change Assessment



Community System Assessment

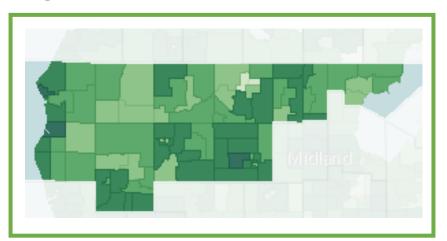


Community Themes & Strengths Assessment



North Central Strategic Issue: How do we ensure mittwive that everyone has safe, affordable, and accessible housing?

Geographic disparities exist at the census tract level with the highest housing unit values near Deerfield Township in Isabella County and along the lakeshore in Mason and Oceana counties.



Map Legend Housing Unit Value, Median by Tract, ACS 2015-19 Over \$180,000 \$120,001 - \$180,000 \$90,001 - \$120,000 \$70,001 - \$90,000 Under \$70,001 No Data or Data Suppressed https://sparkmap.org/maproom/, 12/6/2021

Improve the Community System collaboration to address housing needs

Indicator *=worse than state average	NCCHIR Average
Median Value of Owner- Occupied Homes*	\$111,980
Renters (% of all occupied homes)*	20.5%
Vacant Housing Units*	35.7%
Median Household Income*	\$45,012
Gross mortgage is >=35% of household income*	22.5%
Asthma (teens)	47.1%
Severe quality problems with housing	15%
Gross rent is >=35% of household income	39.9%
Eviction Rate	162.6 per 100,000

Challenge to be overcome -Taking collaboration to the next step and acting on needs, such as housing

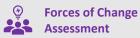
We would like to see safe affordable housing for all incomes



Community Collaborative assessments in 4 out of 10 counties identified affordable housing as an issue and identified disparities in access to housing.

QUESTIONS? Email us: mithrive@northernmichiganchir.org











North Central Strategic Issue: How can we increase comprehensive substance misuse prevention and treatment services that are accessible, patient-centered and stigma free?

v 12 21

INNOVATION REGION













Importance: Substance misuse impact people's chances of living long, healthy, and productive lives. It can decrease quality of life, academic performance, and workplace productivity; increases crime and motor vehicle crashes and fatalities; and raises health care costs for acute and chronic conditions.

Encourage people to engage without fear of threat to societal status – reduce stigma

More opportunities for counseling for families and children

Need additional resources for substance misuse prevention and treatment

What improvements would you like to see in your community in the next three years?

We need programs working in unison to develop a universal intake so that families can be supported, and resources known

- 18.3% (n=104) of providers identified freedom from trauma, violence, and addiction as a top factor for a thriving community. This ranked #7 out of 15 factors.
- 34.6% (n=104) of providers identified substance use as a top issue impacting their patients/clients. This ranked #1 out of 35 issues.
- 44.2% (n=104) of providers said substance abuse services for patients/clients are missing in the community they serve. This ranked #3 out of 13 resources/services.
- 23% (n=1442) of north central residents identified freedom from trauma, violence, and addiction as a top factor for a thriving community. This ranked #4 out of 15 factors.
- 31.9% (n=1444) of north central residents identified substance use as a top issue impacting their community. This ranked #1 out of 35 issues.



Substance misuse emerged as a top theme in **4 of 6** data collection activities.



Community Health Status Assessment



Forces of Change Assessment



Community System
Assessment

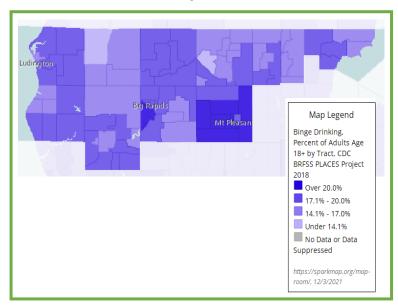




North Central Strategic Issue: How can we increase comprehensive substance misuse prevention and treatment services that are accessible, patient-centered and stigma free?

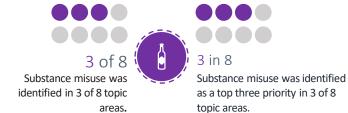
v.12.21

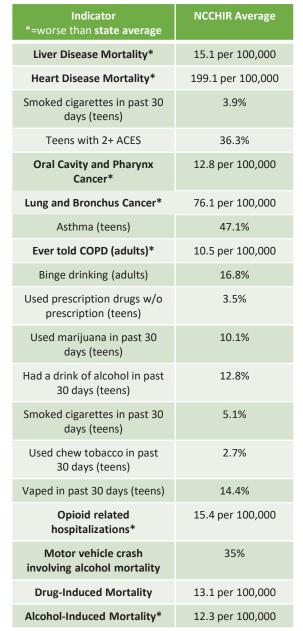
Geographic disparities exist at the census tract level with the **highest percentages** of **binge drinking** in **Isabella** and **Mecosta** county **near Ferris State University**



COVID-19 has increased the substance misuse in our communities and impacted other systemslike workforce

There has historically been a shortage of providers and now it has worsened.











Forces of Change Assessment



Community System
Assessment





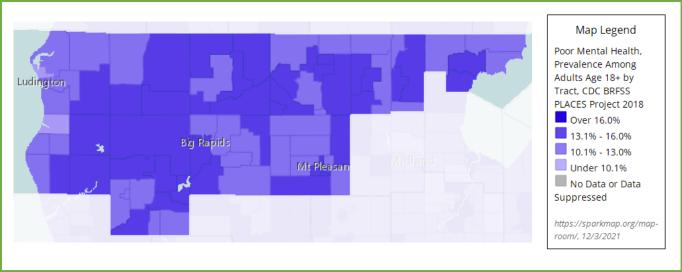
North Central Strategic Issue: How do we increase access and reduce barriers to quality behavioral health services while increasing resiliency and wellbeing?

v.12.21



Importance: Mental health is essential to a person's well-being, healthy relationships, and ability to live a full life. It also plays a major role in people's ability to maintain good physical health because mental illness increases risk for many chronic health conditions.



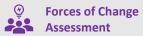


Indicator *=worse than state average	NCCHIR Average
Teens with 2+ ACES	36.3%
Alzheimer's/Dementia Mortality*	31.9 per 100,000
Poor mental health 14+ days (adult)	11.4%
Major depressive episode (teen)	40.0%
Average HPSA Score – Mental Health*	17.8
Intentional Self-Harm*	17.8 per 100,000

Geographic disparities exist at the census tract level with a large portion of high percentages of poor mental health in the western part of the region.













North Central Strategic Issue: How do we increase access and reduce barriers to quality behavioral health services while increasing resiliency and wellbeing?

v.12.21







Community Health Status Assessment



Forces of Change Assessment



Community System
Assessment



Community Themes & Strengths Assessment

mithrive@northernmichiganchir.org



North Central Strategic Issue: How can we nurture a community and health-oriented transportation environment which provides safe and nealth-oriented transportation environment which provides sale and reliable transportation access, opportunities, and encouragement to live a healthy life?

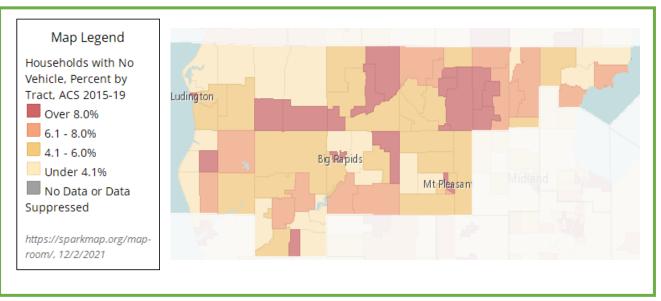


Importance: Transportation is a critical factor that influences people's health and the health of a community. Barriers to transportation options may result in missed or delayed health care visits, increased health expenditures and overall poorer health outcomes.



Geographic disparities exist at the census tract level with a large portion of the highest percentages of households with no vehicle around the shared border of Clare and Gladwin.

Indicator *=worse than state average	NWCHIR Average
Motor vehicle crash mortality	16.1 per 100,000
No household vehicle	6.7%









Forces of Change Assessment



Community System Assessment





North Central Strategic Issue: How can we nurture a community and health-oriented transportation environment which provides safe and reliable transportation access, opportunities, and encouragement to live a healthy life?







Transportation was identified in 3 of 8 topic areas. 1 in 8

Transportation was identified as a top three priority in 1 of 8 topic areas.

- 30.8% (n=104) of providers identified reliable transportation as a top factor for a thriving community. This ranked #5 out of 15 factors.
- 21.2% (n=104) of providers identified unreliable transportation as a top issue impacting their patients/clients. This ranked #5 out of 35 issues.
- 45.2% (n=104) of providers said transportation resources/services for patients/clients are missing in the community they serve. This ranked #2 out of 13 resources/services.
- Transportation and long commute emerged as themes in the pulse survey series for clients/patients that scored the following statement low, "There is economic opportunity in the community."
 - theme in the pulse survey series when clients/patients were asked to identify ways in which to ensure people in tough life circumstances come to have as good a chance as others do in achieving good health and wellbeing over time.

Addressing transportation needs emerged as a

- Lack of transportation emerged as a theme in the pulse survey series for clients/patients that scored the following statement low, "My community is a good place to age."
- Improve transportation options emerged as a theme in the pulse survey series when clients/patients were asked to think of ways in which the community can ensure everyone has a chance at living the healthiest life possible.

FOCA: Key Issues

- COVID-19 & working from home has reduced some transportation needs
- Limited access to healthcare & providers in rural areas has increased the need for nonemergency medical transportation and widened the access gap

Communities need Increased transportation options at a reasonable cost and easily accessible

Improvements to public transportation and access for individuals without driver's license/ vehicle/money for gas/insurance

Have a strong transportation system that is growing



4 of 10

Community Collaborative assessments in 4 out of 10 counties identified transportation barriers as impacting the health of their community.





Community Health Status Assessment



Forces of Change Assessment



Community System Assessment





North Central Strategic Issue: How do we foster a community where everyone feels economically secure?



Importance: Health and wealth are closely linked. Economic disadvantage affects health by limiting choice and access to proper nutrition, safe neighborhoods, transportation and other elements that define standard of living. People who live in socially vulnerable areas live shorter lives and experience reduced NORTHCENTRAL INNOVATION REGION quality of life.

- 18.3% (n=104) of providers identified meaningful and rewarding work as a top factor for a thriving community. This ranked #7 out of 15 factors.
- 28.8% (n=104) of providers identified economic instability as a top issue impacting their patients/clients. This ranked #4 out of 35 issues.
- 26.7% (n=1442) of north central residents identified meaningful and rewarding work 3 as a top factor for a thriving community. This ranked #3 out of 15 factors.
- 24.1% (n=1444) of north central residents identified economic instability as a top issue impacting their community. This ranked #3 out of 35 issues.
- Lack of job availability and wages emerged as themes in the pulse survey series for clients/patients that scored the following statement low, "There is economic opportunity in the community."
- Poverty emerged as a theme in the pulse survey series when clients/patients were asked to think about groups that experience relatively good health and those that experience poor health and identify why there might be a difference.

Family hardship with lack of affordable childcarewomen tend to exit workforce as result.

FOCA Bright Spot: innovative programs like Evart Promise Plus

There was fear going back to work and it disproportionately impacted low-income workers.

The ALICE population often falls through the cracks.

Emerging and ongoing advocacy efforts for the policy changes needed for the ALICE population.



Economic security was

identified in 4 of 8 topic

3 in 8

Economic security was identified as a top three priority in 3 of 8 topic areas.



Economic security emerged as a top theme in 5 of 6 data collection activities.



Community Health Status Assessment



Forces of Change Assessment

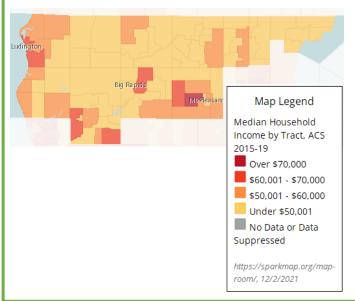


Community System Assessment





North Central Strategic Issue: How do we foster a community where everyone feels economically secure?



Indicator *=worse than state average	NCCHIR Average
Median Household Income*	\$45,012
Gross mortgage is >=35% of household income*	22.5%
High school graduation rate	82.6%
High school graduate or higher*	88.0%
Children 0-5 in Special Education	4.2%
Special Education % Child Find	99.6%
Children enrolled in early education	28.7%
Students not proficient in Grade 4 English*	59.1%
ALICE Households*	29.0%
Households below federal poverty level (FPL)*	17.4%
Families living below the poverty level (%)*	12.2%
Population below poverty level*	18.9%
Children below poverty level*	26.0%
Unemployment	3.5%
Income inequality (Gini index)	0.44

Geographic disparities exist at the census tract level with highest household income in Isabella County near Deerfield Township.

Keep track of the needs that are not met in our community. Discuss the needs not met and how the community can assist.

Provide opportunity for community growthhousing, childcare, employment, school. Families need to know they can THRIVE not just survive

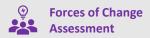
Childcare is needed for working families



Community Collaborative assessments in 4 out of 10 counties identified. access to affordable childcare as an issue for economic stability.













North Central Strategic Issue: How do we cultivate a community whose policies, systems, and practices are rooted in equity and belonging?

v.12.21



Importance: Health inequities are systematic and unjust differences in opportunities to achieve optimum health and wellbeing. These inequities lead to preventable differences in health status or outcome (health disparities). The dimensions in which health disparities exist can include geographic location, race, ethnicity, disability, age, sexual identity, and socioeconomic status.

Strengthening community engagement and promoting social justice emerged as

- themes in the pulse survey series when clients/patients were asked to identify ways in which their community could ensure everyone has a chance at living the healthiest life possible.
- Strengthen community connection and support emerged as theme in the pulse survey series when clients/patients were asked to identify ways in which we can come together so that people promote each other's wellbeing and not just their own.

A lack of community support/connectedness and system navigation issues emerged as themes in the pulse survey series when clients/patients were asked to think about groups that experience relatively good health and those that experience

- poor health and to identify why that difference may exist.

 14.9% (n=1442) of north central residents identified belonging and inclusion as a
- 8.9% (n=1444) of north central residents identified **racism and discrimination** as a top issue impacting their community.

top factor a thriving community.

FOCA: Key Issues

- Lack of diversity limits progress of new ideas and we lose the voice of unique communities, culture, and history
- Leadership looks the same. There is no representation of age, gender, race, experiences and socioeconomic status
- Expanding the table and resident voices could provide real solutions to barriers that may otherwise go unnoticed.
- Our communities would benefit from being a diverse, thriving, safe, and inclusive community.
- Current culture brings all these issues up to the surface and now we can start system change; seeing and recognition of inequity allows us to begin reducing them



4 of 8

Diversity, equity, and inclusion was identified



1 in 8

Diversity, equity, and inclusion was identified as a top three priority in 1 of 8 topic areas.



in 4 of 8 topic areas.

Diversity, equity, and inclusion emerged as a top theme in **4 of 6** data collection activities.





Forces of Change Assessment



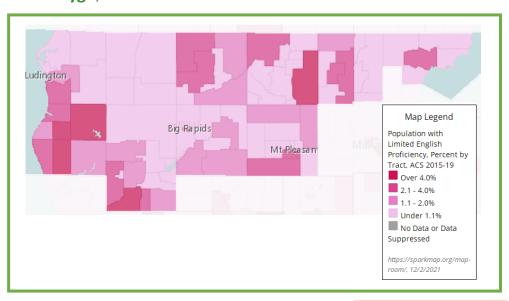
Community System
Assessment





North Central Strategic Issue: How do we cultivate a community whose policies, systems, and practices are rooted in equity and belonging?

Geographic disparities exist at the census tract level with the highest percentages of limited English proficiency in Clare, Newaygo, and Oceana



Create a broad system for identifying disparities.

Increase resident voice and engagement to inform decisionmaking

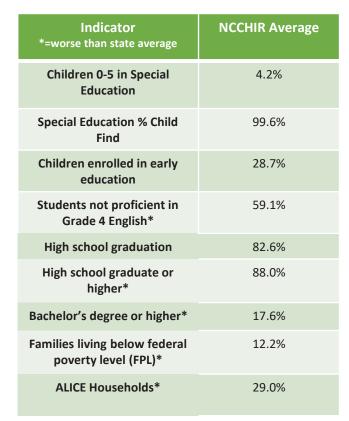
There are opportunities
locally and regionally to
establish a common
language around health
disparities.



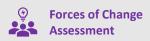


Community Collaborative assessments in 9 out of 10 counties identified a need for increased diversity and inclusion

0		
	QUESTIONS?	
mithri∙	Email us: ve@northernmichiganch	ir.org













North Central Strategic Issue: How do we increase access to integrated systems of care as well as increase engagement, knowledge, awareness with existing systems to better promote health and prevent, and treat chronic disease?

v 12 21



Importance: Access to health services affects a person's health and well-being. It can prevent disease and disability, detect and treat illness and conditions; and reduce the likelihood of early death and increase life expectancy.

- 53.8% (n=104) of providers identified access to quality healthcare services as a top factor for a thriving community. This ranked #1 out of 15 factors.
- 34.6% (n=104) of providers identified disease and illness prevention as a top factor for a thriving community. This ranked #4 out of 15 factors.
- 19.2 (n=104) of providers identified lack of access to healthcare services as a top issue impacting the community they serve. This ranked #6 out of 35 issues.
- 35.6% (n=104) of providers said primary care services for patients/clients are missing in the community they serve. This ranked #4 out of 13 resources/services.
- 42.6% (n=1442) of north central residents identified access to quality healthcare services as a top factor for a thriving community. This ranked #2 out of 15 factors.
- Improve the healthcare system emerged as a theme in the pulse survey series when clients/patients were asked to identify ways we can ensure people in tough life circumstance come to have as good a chance as others do in achieving good health and wellbeing over time.
- Healthcare and insurance emerged as themes in the pulse survey series when clients/patients were asked to identify why some groups of people experience relatively good health as compared to those that experience poor health.

FOCA: Key Issues

- The healthcare workforce isn't sufficient.
- COVID-19 and healthcare access issues have led to less preventative care and poor health outcomes.
- Accessing healthcare through telehealth has been helpful to some but broadband access is limited for others.
- Funding for health services and recruiting providers in rural areas is an ongoing challenge.
- Health insurance & insurance changes result in health inequities.





Healthcare was identified as a top three priority in 3 of 8 topic areas.



Healthcare emerged as a top theme in **5 of 6** data collection activities.



Community Health Status Assessment



Forces of Change Assessment



Community System
Assessment



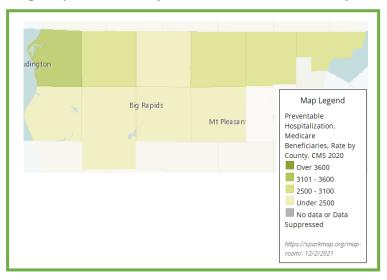


North Central Strategic Issue: How do we increase access to integrated systems of care as well as increase engagement, knowledge, awareness with existing systems to better promote health and prevent, and treat chronic disease?

v.12.21

La Parker	NICCLUD A
Indicator *=worse than state average	NCCHIR Average
Breast cancer incidence	54.7 per 100,000
Self-reported health fair or poor*	22.6%
All Cancer Incidence	432.4 per 100,000
Average HPSA Score- Dental Health*	19.1
Liver disease mortality*	15.1 per 100,000
Injury mortality*	81.4 per 100,000
Uninsured*	7.9%
No personal health checkup in the past year	16.8%
Preventable hospital stays (Medicare enrollees)	3,968 per 100,000
Average HPSA Score – Primary Care*	16.1
Fully immunized toddlers (aged 19-35 months)*	67.6%
Colorectal cancer incidence*	37.8 per 100,000
All cancer mortality*	178.2 per 100,000
Diabetes mortality*	22.9 per 100,000
Heart disease mortality*	199.2 per 100,000
YPLL Pneumonia/Flu	88.0 per 100,000
Chronic lower respiratory disease mortality*	57.1 per 100,000
Kidney disease mortality*	17.1 per 100,000
Oral cavity and pharynx cancer incidence*	12.8 per 100,000
Lung and bronchus cancer incidence*	76.2 per 100,000
Ever told diabetes (adults)	13.3%
Ever told COPD (adults)	10.5%
All causes of death*	814.9 per 100,000

Geographic disparities exist at the county level with the highest preventable hospitalization rate in Mason County.



Would like to see greater access to all healthcare and healthier living styles and standards

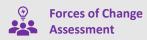
When transporting across county lines, drop off for medical appointments

Need for more home visits or case managers to help support individuals

3 of 10
Community Collaborative assessments in 3 out of 10 counties identified access to healthcare issues













North Central Strategic Issue: How do we ensure all community members are aware of and can access safety and well-being supports?



Importance: Witnessing or being a victim of child maltreatment, youth violence, intimate partner, violence, bullying, or elder abuse are linked to lifelong physical, emotional, and social consequences. **NORTHCENTRAL** INNOVATION REGION

- 18.3% (n=104) of providers identified freedom from trauma, violence, and addiction as a top factor for a thriving community. This ranked #7 out of 15 factors.
- 23% (n=1442) of north central residents identified freedom from trauma, violence, and addiction as a top factor for a thriving community. This ranked #4 out of 15 factors.
- Safety concerns emerged as a theme in the pulse survey series for clients/patients that 3 scored the following statement low, "My community is a good place to age."
- Safety concerns emerged as a theme in the pulse survey series for clients/patients that scored the following statement low, "My community is a good place to raise children."
- 14.9% (n=1442) of north central residents identified belonging and inclusion as a top 5 factor for a thriving community.
- 8.9% (n=1444) of north central residents identified racism and discrimination as a top 6 issue impacting their community.

The Community System needs to work together to see public health considerations become part of all policies

Programs working in unison to develop a universal intake so that families can be supported, and resources known

Childcare is needed for working families



Community Collaborative assessments in 7 out of 10 counties identified. Issues to improve the safety and well-being of community members.



Safety and wellbeing emerged as a top theme in 4 of 6 data collection activities.



Community Health Status Assessment



Forces of Change Assessment



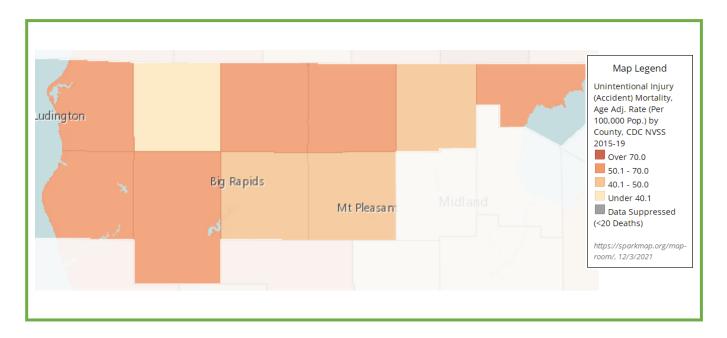
Community System Assessment





North Central Strategic Issue: How do we ensure all community members are aware of and can access safety and well-being supports?

v.12.23



Geographic disparities exist at the county level with higher age-adjusted rates of unintentional injury in Arenac, Clare, Mason, Oceana, Osceola, and Newaygo

Indicator
*=worse than state
average

Teens with 2+ ACES

36.3%

Child abuse/neglect rate*

Injury mortality*

Unintentional injuries

Motor vehicle crash
mortality

NCCHIR Average

NCCHIR Average

16.1 per 100,000

Racial issues were identified, and the safety of various communities is in question with political climate



Safety & well-being was identified in 1 of 8 topic areas.

Safety & well-being was identified as a top three priority in 0 of 8 topic areas.







Forces of Change Assessment



Community System
Assessment





North Central Strategic Issue: How can we advocate for increased broadband access and affordability?

v.12.21



Importance: High-speed internet is necessary for many aspects of modern life such as remote work and schooling, telemedicine, online banking and connecting with family and friends. Attaining broadband access is associated with improved health outcomes. by increasing access to health care via telemedicine, improving economic stability through opportunities for telework and job search opportunities, and increasing food access with online grocery shopping.

Geographic location and rurality emerged as themes in the pulse survey series when clients/patients were asked to identify why some groups of people experience relatively good health where others don't.

Lack of broadband access limits access to healthcare, ability to work from home, and participate in school.

We need to have the ability to have affordable broadband access

Our rural areas do not have the level of accessibility to broadband to break down barriers

There is a need for broadband internet access in rural areas

7 of 10
Community Collaborative
assessments covering 7 out of 10
counties identified broadband
access and affordability as an issue

For many broadband is unreliable, unaffordable or unavailable

Infrastructure related to broadband widens rural communities access gap.



3 in 8

Environment/infrastructure was identified in 5 of 8 topic areas.

Environment/infrastructure was identified as a top three priority in 3 of 8 topic areas.



Broadband emerged as a top theme in **4 of 6** data collection activities.





Forces of Change Assessment



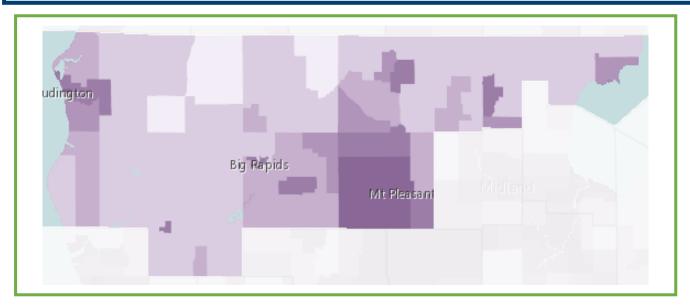
Community System
Assessment





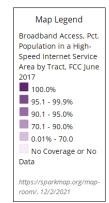
North Central Strategic Issue: How can we advocate for increased broadband access and affordability?

v.12.21



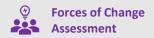
Geographic disparities exist at the census tract level with majority of the region having less than 70.1% of the population located in a high-speed internet service area.

Indicator *=worse than state average	NCCHIR Average
Homes with broadband internet*	76.6%















North Central Strategic Issue: What policy, system and environmental changes do we need to ensure reliable access to healthy food?





Importance: Food insecurity is influenced by a number of factors, including income, employment, race/ethnicity, and disability. Neighborhood conditions, like food deserts or limited transportation options make it more difficult to meet household food needs. NNOVATION REGION

- 25% (n=104) of providers identified access to nutritious food as a top factor for a thriving community. This ranked #6 out of 15 factors.
- 20.4% (n=1442) of north central residents identified access to nutritious food as a top factor for a thriving community. This ranked #6 out of 15 factors.
- a theme in the pulse survey series when clients/patients were asked to identify ways in which the community could ensure everyone has a chance at living the healthiest life possible.

Combating food insecurity emerged as

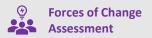
FOCA OPPORTUNTIY:

COVID-19 encouraged more grocery stores and app-based businesses to provider home deliveries and curbside services that had a positive impact on residents getting their food needs met.









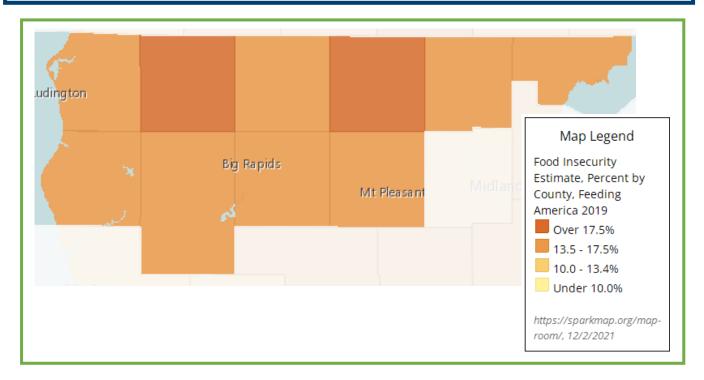






North Central Strategic Issue: What policy, system and environmental changes do we need to ensure reliable access to healthy food?

v.12.2



Indicator *=worse than state average	NCCHIR Average
SNAP authorized stores	1.22 per 1,000
Population food insecurity*	15.9%
Child food insecurity*	18.5%
Children 0-4 receiving WIC*	59.1%
Teens with 5+ fruits/vegetables per day	25.3%
Obesity (teens)	18.9%
Obesity (adults)	36.4%
Overweight (teens)	16.2%
Overweight (adults)	36.1%

Geographic disparities exist at the county level with **higher percentages of food insecurity** in **Clare** and **Lake**













North Central Strategic Issue: How can we create an environment which provides access, opportunities, and support for individuals to reach and maintain a healthy weight?

v.12.21



Importance: Obesity is a complex health issue resulting from a combination of causes and factors such as genetics, individual behavior, environment, access to food, education and skills, and income. Consequences of obesity include poorer mental health outcomes, reduced quality of life, and comorbidities.

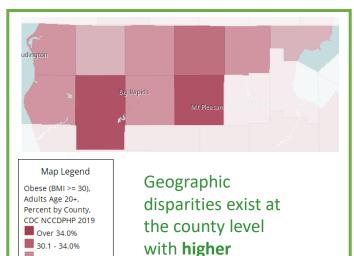
- 32.7% (n=104) of providers identified **obesity** as a top issue impacting their patients/clients. This ranked #2 out of 35 issues.
- 34.6% (n=104) of providers identified disease and illness prevention as a top factor for a thriving community. <u>This ranked #4 out of 15 factors.</u>
- 25% (n=104) of providers identified access to nutritious food as a top factor for a thriving community. This ranked #6 out of 15 factors.
- 12.5% (n=1444) of north central residents identified obesity as a top issue their community. This ranked #7 out of 35 issues.
- 20.4% (n=1444) of north central residents identified access to nutritious food as a top factor for a thriving community. This ranked #6 out of 15 factors.
- Promote nutrition and physical activity emerged as a theme in the pulse survey series when clients/patients were asked to identify ways in which the community could ensure everyone has a chance at living the healthiest life possible.
- Improved health education efforts/awareness emerged as a theme in the pulse survey series when clients/patients were asked to identify ways in which the community can come together so that people promote each other's wellbeing and not just their own.

Indicator *=higher than state average	NCCHIR Average
Teens with 5+ fruits/vegetables per day	25.3%
Obesity (teens)	18.9%
Obesity (adults)	36.4%
Overweight (teens)	16.2%
Overweight (adults)	36.1%

Community Health
Status Assessment



Forces of Change Assessment



percentages of adult

obesity in Isabella

and Newaygo

Obesity emerged as a top theme in 4 of 6 data collection activities.





26.1 - 30.0%

Under 26.1%
No Data or Data

https://sparkmap.org/map

Suppressed

room/, 12/6/2021





Spectrum Health complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex. [81 FR 31465, May 16, 2016; 81 FR 46613, July 18, 2016]