

# Community Health Resources Commission

### **December 6, 2018**

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### **BACKGROUND ON THE CHRC**



 The Community Health Resources Commission (CHRC) was created by the Maryland General Assembly in 2005 to expand access for low-income Marylanders and underserved communities.

#### • Statutory responsibilities include:

- Increase access to primary and specialty care through community health resources
- Promote emergency department diversion programs to prevent avoidable hospital utilization and generate cost savings
- Facilitate the adoption of health information technology
- Support long-term sustainability of safety net providers

#### **BACKGROUND ON THE CHRC**



## • Eleven Commissioners of the CHRC are appointed by the Governor.

#### Allan Anderson, M.D., Chairman

**Elizabeth Chung, Vice Chair**, Executive Director, Asian American Center of Frederick

**Scott T. Gibson,** Vice President for Human Resources, Melwood Horticultural Training Center, Inc.

**J. Wayne Howard,** Former President and CEO, Choptank Community Health System, Inc.

**Celeste James**, Executive Director of Community Health and Benefit, Kaiser Permanente of the Mid-Atlantic States

Surina Jordan, PhD, Zima Health, LLC, President and Senior Health Advisor

**Barry Ronan,** President and CEO, Western Maryland Health System

**Erica I. Shelton, M.D.**, Physician and Assistant Professor, Johns Hopkins University School of Medicine, Department of Emergency Medicine

**Ivy Simmons, PhD,** Clinical Director, International Association of Fire Fighters Center of Excellence

Julie Wagner, Vice President of Community Affairs, CareFirst BlueCross BlueShield

Anthony C. Wisniewski, Esq., Chairman of the Board and Chief of External and Governmental Affairs, Livanta LLC

#### **IMPACT OF CHRC GRANTS**



- Since 2007, CHRC has awarded 210 grants totaling \$64.1 million. Most grants are for multiple years. CHRC has supported programs in all 24 jurisdictions.
- These programs have collectively served over 458,000 Marylanders. Most individuals have complex health and social service needs.
- Grants awarded by the CHRC have enabled grantees to leverage \$23 million in <u>additional</u> federal and private/ nonprofit resources.
- Of this \$23 million, more than \$19M has been from private and local resources.

#### **IMPACT OF CHRC GRANTS**



#### **Reducing avoidable hospital utilization**



Esperanza Center, a free clinic in Baltimore - A program to expand service capacity at their free clinic in Baltimore City. The project outcomes included essential health services for more than 5,315 individuals and cost savings/avoided charges of \$2.3 million.



Calvert County Health Department - "Project Phoenix," a program to provide substance use treatment services, including medications, and address the social determinants of health impacting individuals with substance use disorders. The average number of ED visits dropped more than 70%, from 1.57 visits per participant to 0.45 visits per participant. In light of the reductions in avoidable hospital costs, Calvert Memorial Hospital is providing financial support for implementation of the program.

### **IMPACT OF CHRC GRANTS**



#### Improving clinical health outcomes.



Shepherd's Clinic - Diabetes self-management program, providing services to 390 pre-diabetic and diabetic patients. Regular clinical measurements indicated that 66% lost weight and 70% had a reduced A1C. Among patients who participated in diabetes prevention counseling, just one patient converted to a diagnosis of diabetes.



Mary's Center for Maternal and Child Care, Inc. - Prenatal care and women's health program aimed at improving birth outcomes and reducing infant mortality in Prince George's County. Served 3,000 women. The percentage of women in the program receiving prenatal care in the first trimester increased from a baseline of 63.6% to 74%. Those in the program delivering low-birth weight babies (2,500 grams or less) was 5% (the rate in Prince George's County is 9.1%, and the state is 8.6%).

The Problem with ROI: Challenges in Capturing Savings due to Investments in Public Health and Social **Determinants of Health** 

Dylan H. Roby, Ph.D.

Associate Professor and Associate Chair, Department of Health Services Administration

University of Maryland School of Public Health

### Return-on-Investment (ROI)

- Typically, ROI is used to summarize the benefit to a business of making a specific investment
- It is an estimate of the degree of profitability, not the profit itself, so we can compare across investments
- For example, we typically see ROI calculations based on the % of the investment returned over a specific time period (i.e. profit)
  - A \$1000 investment that doubled in value to \$2,000 would have an ROI of 100%
    - (Final Value of Investment Original Investment) / (Original Investment)

### Some Investments are straightforward...

- Unfortunately, investments in health and social determinants are not.
- There is no easy way to measure "profit"
- Unlike investments, there are unknown offsetting costs and benefits
- Any "profit" may not accrue to the investor
- That profit is unlikely to accrue immediately or within a short period of time
- In the case of investments made by governments, hospital systems, health care providers, communities to improve health and social welfare it is more useful to think about:

Social Return on Investment (SROI)

### Social Return on Investment (SROI)

Rather than only applying direct savings in your calculation, we should also give credit to interventions for:

1) Immediate societal benefits

Presenteeism and absenteeism, increased wages/productivity, etc.

2) Benefits that accrue over the long-term

- Reduced mortality and morbidity
- i.e. health insurance coverage and access improves child development, educational achievement, and reduces future reliance on public programs
- 3) Offsetting changes in spending and/or use of services
- An intervention that reduces hospitalizations may increase primary care service use and prescription drug use, which means the direct savings accrued to the program must deduct those new costs to the system from the net savings.

# One of the Best Examples of Positive ROI: Childhood Vaccinations

- Evidence suggests that spending on childhood vaccines returns substantial benefit in reduced illness and costs to the health care system for treating those illnesses
  - ROI = 1600% if we count cost of vaccines, supply chain, and service delivery and compare it to the cost of treating averted illness, (Ozawa, et al. *Health Affairs*, 2016)
- If we use a "full-income" approach where we count the value of longer, healthier lives (i.e. the societal benefits of averted illness and improved health), the ROI is much higher.
  - ROI = 4400% (for every \$1 spent, we generate \$44 of societal/economic good), (Ozawa, et al. Health Affairs, 2016)

### Challenges with ROI

- Assumptions are clear with vaccines due to knowledge of effectiveness and impact of "absence" of disease
- In other wellness-related investments, the costs, effectiveness, time horizon, and environmental factors are less predictable
  - An employee wellness program may only run for one-year, could affect only 10% of employees, and have uncertain results
  - Interventions do not occur in a vacuum
  - Wellness gains (reduced rate of obesity, improved physical activity) unlikely to pay off in decrease heart attack, hypertension, and diabetes risk for 10+ years
- Offsetting costs and unintended consequences
  - When the flu vaccine is not a good match for the virus in a given year, the ROI is -2100% (Masters, et al. *Journal of Epidemiology and Community Health*, 2017)

### Using ROI in Delivery Systems

- By constraining time period and activities, the ROI can be easier to capture and calculate
  - However, unknown or immeasurable additional savings and spending may occur outside of the system
- Interventions focused on a specific, high-risk population can result in immediate returns in the form of avoided inpatient/emergency services
  - Need to be cautious about offsetting use (i.e. long-term care outside of the hospital, outpatient services, pharmacy, etc)
  - Savings may accrue in the short-term to other parts of the system (i.e. insurance companies, hospitals under shared savings arrangements, state government, federal government).
  - In these cases, the ROI may not be re-invested into population health
- Expanding programs to larger populations without acute needs and unpredictable risk, ROI is reduced

### Final Thoughts

- Relying on ROI can reduce incentive to invest in solutions with long-term impacts that do not immediately accrue to the investor
  - Housing
  - Education
  - Healthy Eating and Wellness
  - Built Environment
- Short-term quality improvement and care coordination programs focused on specific populations can demonstrate ROI quickly and part can be captured by the investor/funder
- ▶ When engaging in budgeting, we are short-sighted
  - Cutting public health programs in one-year may allow for one-time budgetary savings (i.e. averted spending by the agency), but could have negative long-term impacts

### Return on Investment from High-Utilizer and Social Determinant Interventions: Maryland Success Stories



#### Office of Minority Health and Health Disparities' 15th Annual Health Equity Conference, Achieving Health Equity and Disparity Reduction: Prevention and Cost Savings Initiatives, December 6, 2018



Ernest L. Carter MD PhD Deputy Health Officer

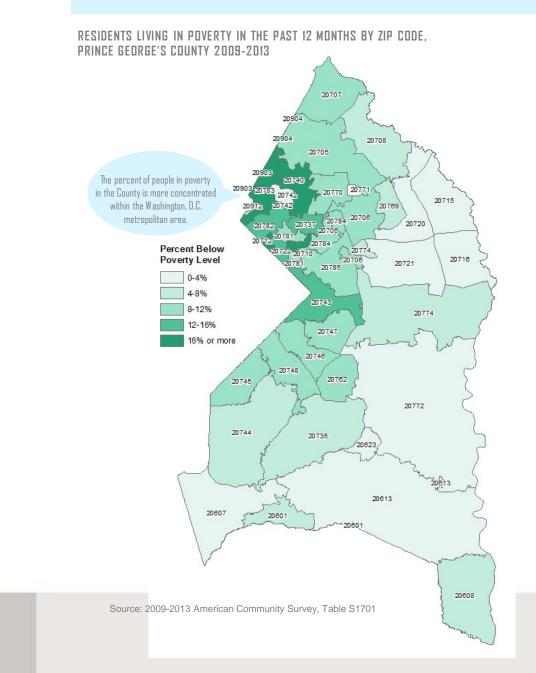
Building a Healthier Prince George's County

### **HEZ Overview: The Need**

- Capitol Heights Zip Code 20743 with ~ 40,000 residents
- Much less that 1 physician per 3500 residents
- Diverse population presents particular challenges that are exacerbated by the lack of reliable, robust data on residents' health care needs, utilization and outcomes.
- Given that over 90% of the population belong to a racial and/or ethnic minority a comparison of the Maryland median with the values for Capitol Heights on several health indicators demonstrates <u>significant</u> <u>disparities</u> (see Table 1).

Table 1	Life Expectancy (2006 – 2010)	Average LBW Rate	Medicaid Enrollment	Wic Participation
Maryland Median	79.2	6.3	109	17.9
Capitol Heights	72.16	11.8	201.33	29.72

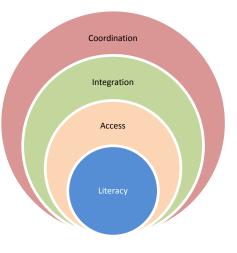
Need to address social determinants of health



### **Health Enterprise Zone: Strategy**

- Increase Access to Healthcare
  - Establish Patient Centered Medical Homes (PCMHs) through incentives
- Create <u>Population Health Management</u> <u>Model</u> to coordinate care in a community
  - improves the health outcomes of a group by monitoring and identifying individual patients within that group.
  - requires a robust care management and risk stratification infrastructure, a cohesive delivery system, and a well-managed partnership network
  - gives real-time insights to identify and address care gaps within the patient population.





### **Health Enterprise Zone: Strategy**

- Establish <u>Health Information</u> <u>Exchange</u>
- Engage the Capital Heights community – Community Activation: elected officials, civic associations, faith based leaders, residents
- Improve Health Literacy Patient <u>Activation</u> with the assistance of the University of Maryland School of Public Health
- Reduce healthcare costs







### **Health Enterprise Zone Overview**

- Establish 5 Patient Centered Medical Homes (PCMHs) with a minimum of 1 physician and two nurse practitioners per PCMH within 4 years
  - Greater Baden, Gerald Family Care, Global Vision, Dimensions Ambulatory Care Center and Family Medical Services
- Care Coordination Team (CCT/CHW)
  - Health Department CHWs integrated into the 2 Hospitals (Doctor's Community Hospital and Dimensions Healthcare System) and Primary Care Practices (Patient Centered Medical Homes)
- Establishment of a Community Care Coordination Team (CCCT/Oversight) "Bridge Entity"
- Health Literacy Campaign
- Behavioral Health and Social Services Integration
- Evaluation and Quality Improvement

#### **Increase Access:**

#### Summary of PCMH Services and Increase in Capacity at Y4, Q3

# Increase in Access to Healthcare as of Dec. 31, 2016:

- 58,451 Total number of patient visits in HEZ medical practices
- 41,614 Patients seen (unduplicated visits)
- Patients seen are from 20743 and surrounding zip codes
- 17,249 Patients seen in practices from zip code 20743 Approximately 41.45% of patients are from Zone

#### **Increase in Healthcare Workforce**

- 4.4 New Zone providers; 4.2 existing = 8.6 practitioners (MDs, PAs, NPs and nurse midwife)
- 4.9 New licensed health care providers (RNs, LPNs, social workers, CMAs, and certified counselors)
- 13.50 New and other licensed health care practitioners (All Practitioners)<sup>7</sup>
- 5 Full-time Community Health Workers
- 18.9 New jobs created in the Zone to date
- Total Zone FTE: 27.05 (all categories –New and Pre Zone)

1. Identify patients with persistent, high and preventable utilization of ED and hospital inpatient services who either:

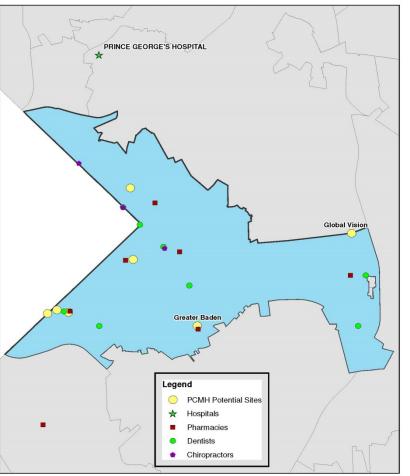
- a) have preventable disease
- decompensation that requires ED/hospital

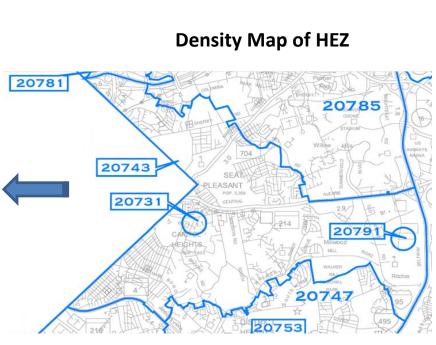
care, or

b) use the ED for more minor conditions because primary care alternatives are unavailable, inconvenient, or unknown

### Increase Access: Capital Heights: zip code 20743

Health Enterprise Zone ZIP Code 20743



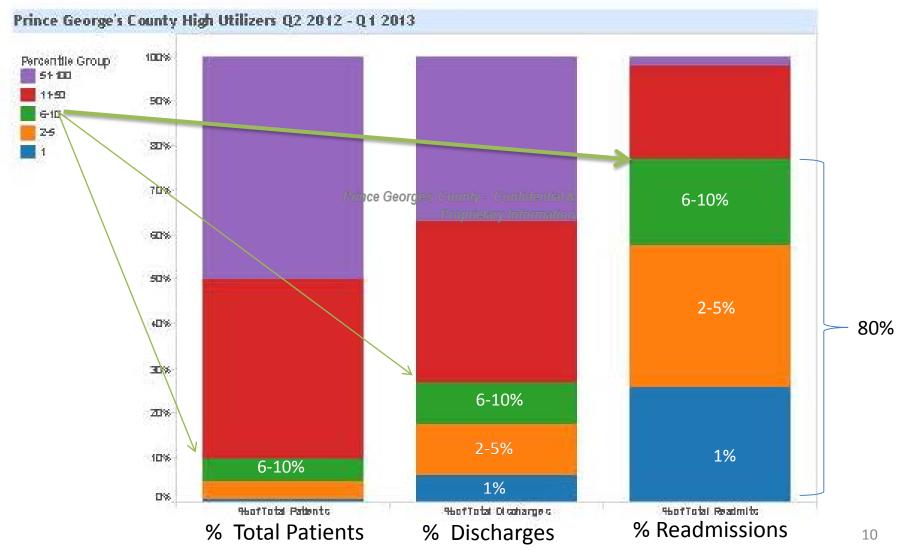


- Kingdom Square: Capitol Heights
- Southern Capitol Heights
- Coral Hills
- Seat Pleasant
- > Fairmount Heights

### **Targeted Population**

Care management and risk stratification infrastructure

#### Inpatient Utilization Data for HEZ - zip code 20743 from CRISP



### **Care Coordination**

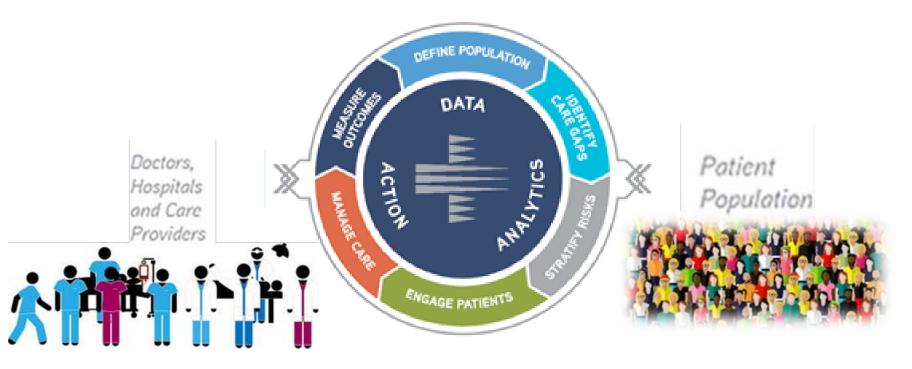
- Care coordination is a key strategy that has the potential to improve the effectiveness, safety, and efficiency of the American health care system\*.
- Well-designed, targeted care coordination that is delivered to the right people can improve outcomes for everyone: patients, providers, and payers\*.
- Must obtain data to identify your targeted population\*.
- Prince George's County HEZ statistics (from CRISP data):
  - ✓ 10% of Prince George's County HEZ residents represent 80% of all readmissions at County hospitals
  - ✓ Approximately 270 patients are very high utilizers
  - ✓ In need of multiple services, i.e. social services, primary care, behavioral health services

2. Develop effective interventions to reduce preventable utilization of ED and hospital inpatient services among high utilizers by

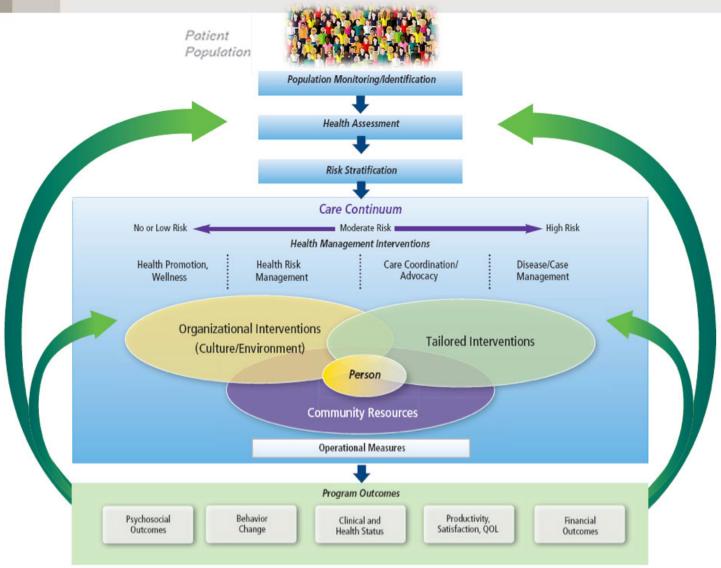
- a) providing disease management support to prevent disease decompensation, and/or
- b)increasing availability, convenience, knowledge of, and use of primary care alternatives for minor medical conditions.

### **The Population Health Model**

A well-developed care management program is the key to better outcomes and cost savings, especially in populations with chronic disease



### **Population Health Management**



https://www.wellcentive.com/what-is-population-health-management/

#### Community Care Coordination Team (CCCT) – "Bridge Organization" Managed partnership network

Care coordination team that <u>deliberately</u> organizes patient care activities and <u>shares information</u> among all of the participants concerned with a patient's care to achieve safer and more effective care.

- Identifies needs
- Sets coordination priorities
- Quality Assurance
- Establishes communications among stakeholders

The patient's needs and preferences are known ahead of time and communicated:

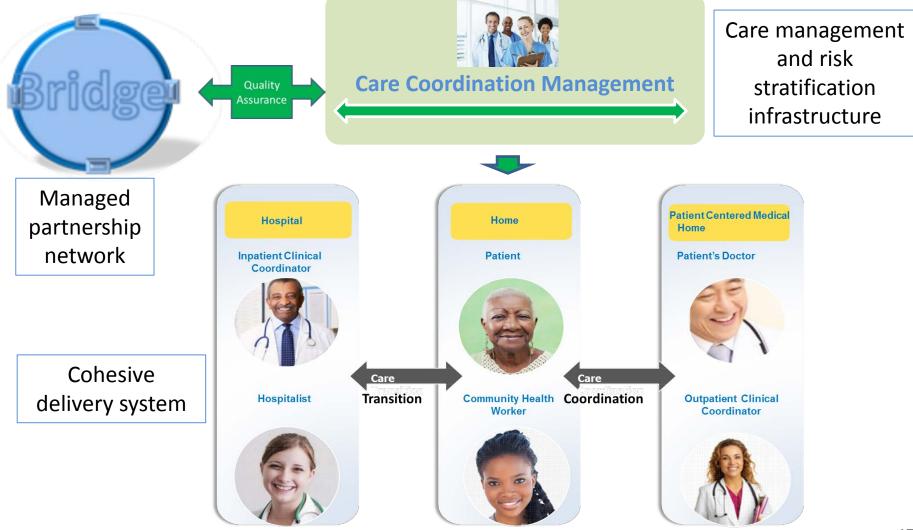
- > at the right time
- > to the right people

#### Community Care Coordination Team **Community Stakeholders** Multi-disciplinary team Local Businesses The Team identifies gaps from several health and Faith-based Organizations in processes across social service Community Centers organizations; creates Community Based Organizations organizations working workflows and protocols together to meet the to address gaps needs of at-risk patients Organize Communicate Family **Nurse Coordinator Community Health Workers** Social Workers Care Coordinators **Health & Human Primary Care Providers Dieticians** Services: (PCMH) Pharmacists **Behavioral Health** • FQHC Health Department, Social **Health Literacy** Private Practices Services, Family Services Fire/EMS Associate Integrate Home Health Payers Cooperate CCCT pathways ensure CCCT workflows focus on **Hospital Systems &** quality, evidence based linkages to care and **Specialists** practices services Regional Hospital

Local Hospitals

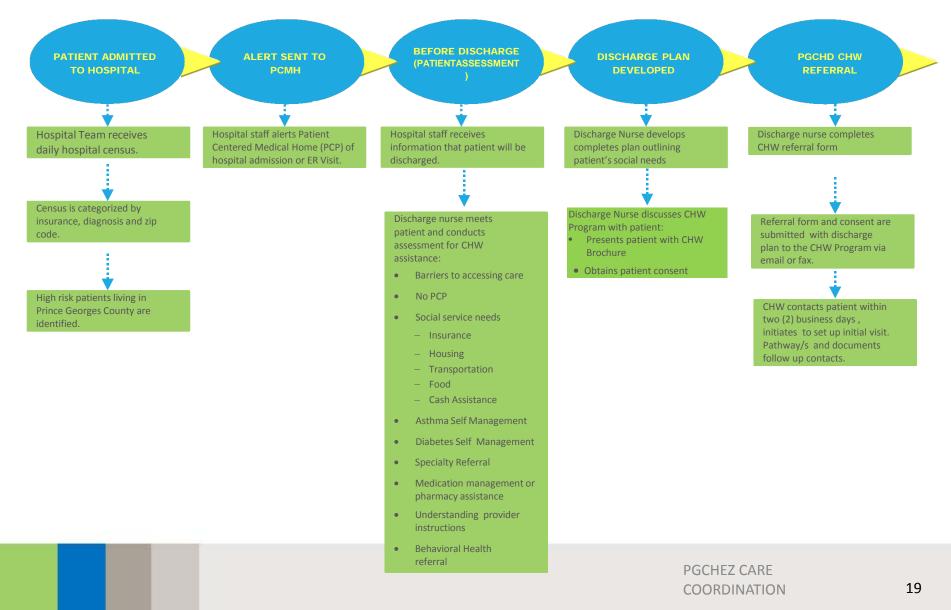
Specialty groups practices

#### **Care Management Team:** Evidence-Based Care Transitions and Care Coordination Across the Continuum of Care

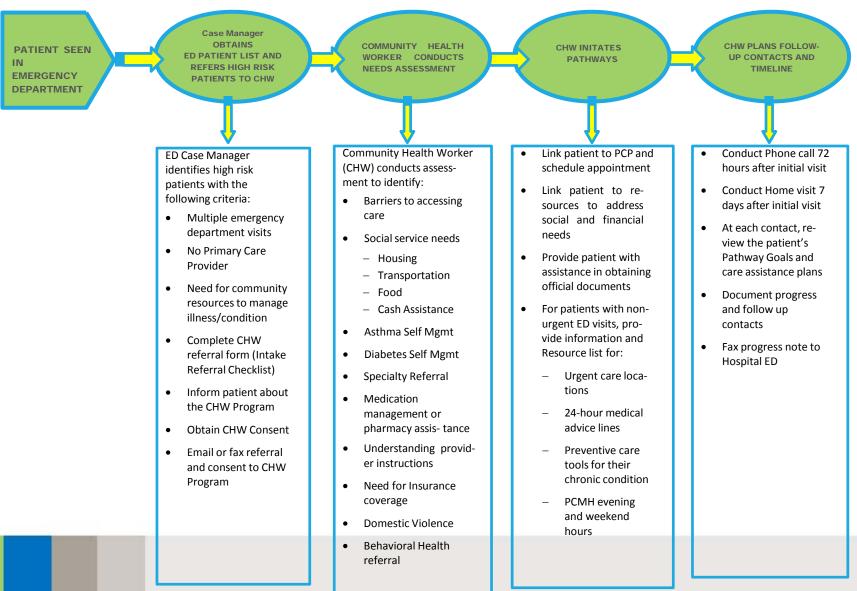


 Document the health benefits of interventions and the costeffectiveness of the intervention

#### PRINCE GEORGE'S COUNTY HEALTH DEPARTMENT HOSPITAL TRANSITION WORKFLOW

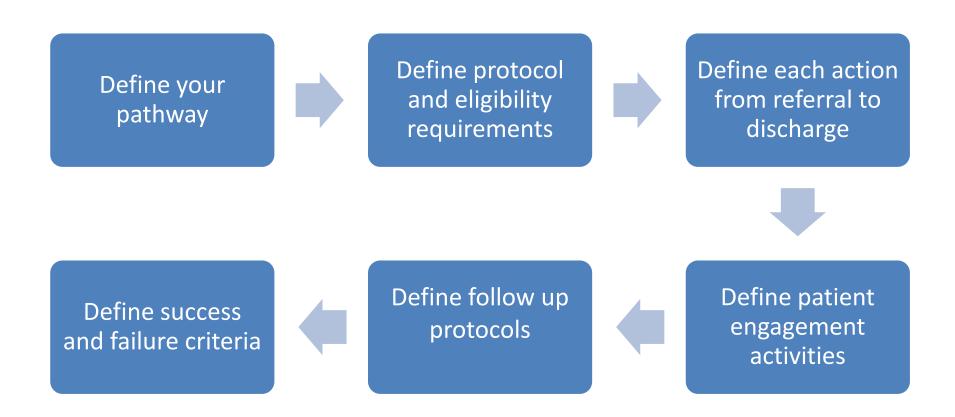


#### PRINCE GEORGE'S COUNTY HEALTH DEPARTMENT PGH EMERGENCY DEPARTMENT (ED) TRANSITION WORKFLOW



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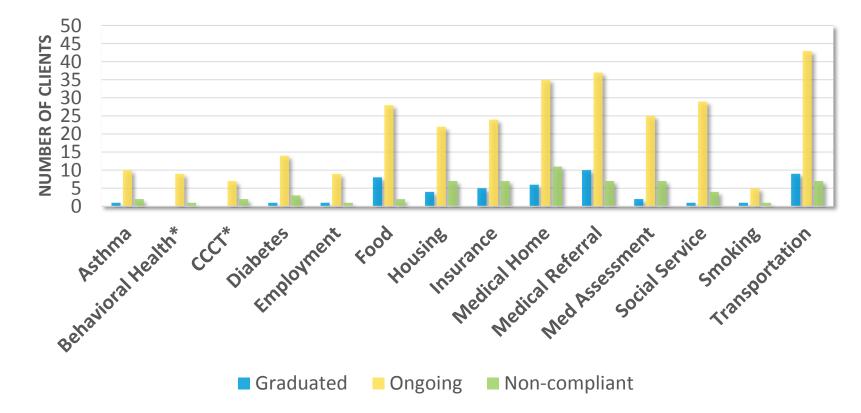
### **Developing a Pathway**



### Pathway Objectives

- Achieve efficiencies by enabling all steps to be done within specified time frame
- Enable CHW to manage multiple clients in various stages of step completion over extended time via daily actions
- Serve as many clients as possible under CHW workload constraints.
- Increase value (outcome/cost) by reducing readmissions to emergency rooms
- Enable replicating to other contexts requires standardization of activities and costing for Value Based Purchasing
- Enable prioritization of pathways- assigning credit to pathways relative to patient needs.

#### **2015 – June 2016 HEZ Hospital Use Analysis: Pathway Issues Identified**

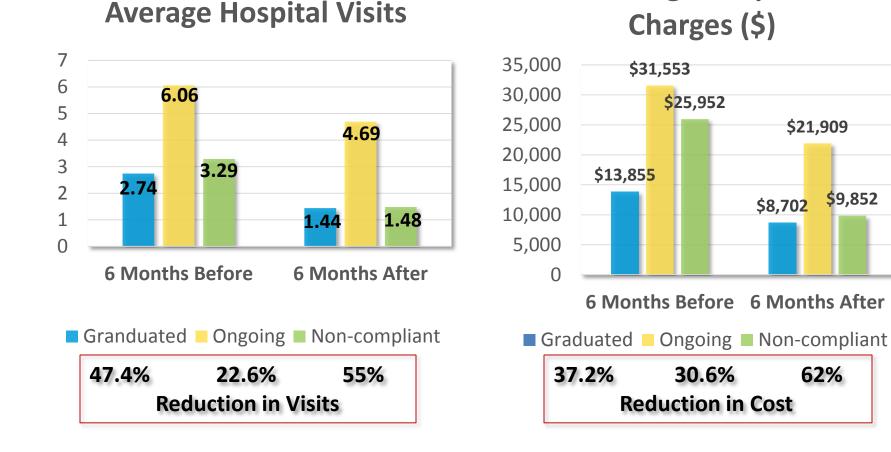


## 4. Compute the return on investment from interventions

#### **2015 – June 2016 HEZ Hospital Use Analysis**

**Average Hospital** 

N = 143 patients managed over an 18 month period



#### **OVERVIEW**

- 337 total Medicare clients listed
- 127 Medicare clients with referral dates within range to run a 6-month pre/post
- 102 Medicare clients with referral dates within range to run a 1-year pre/post

<u>Exclusions</u>: Not enough info, not found in Medicare database based on full name + DOB, under referral min, over referral max, duplicates



#### **DATA SOURCE AND TIMEFRAMES**

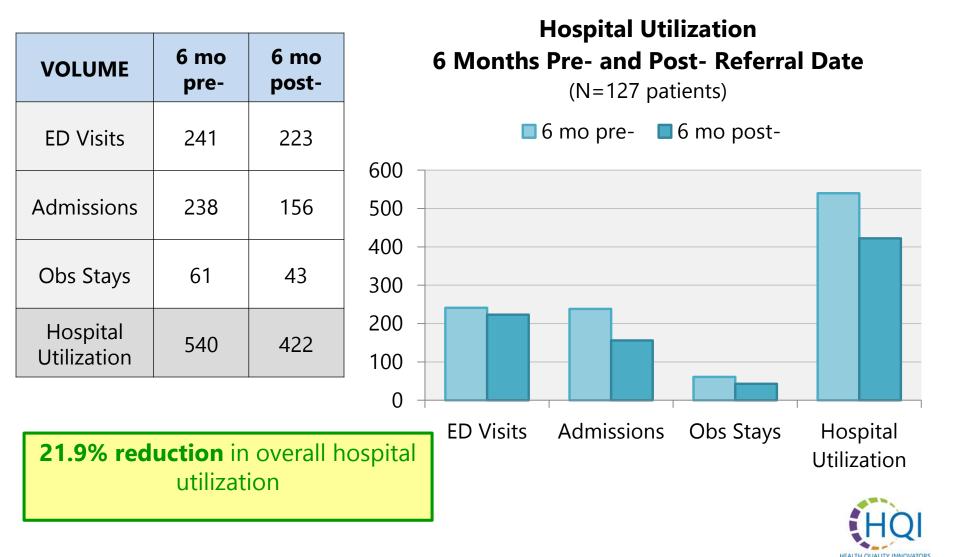
Medicare Part A claims

27

- Mar-2015 through May-2018
- To qualify for 6-month pre/post:
  - Referral date from Sep-2015 to Nov-2017
- To qualify for 1-year pre/post:
  - Referral date from Mar-2016 to May-2017



#### Hospital Utilization Volume 6 Months Pre/Post



#### Hospital Utilization Costs 6 Months Pre/Post

CLAIM PAYMENTS	6 mo pre-	6 mo post-	6 Months Pre- and Post- Referral Date (N=127 patients)		
ED Visits	\$122,828	\$120,727	■ 6 mo pre- ■ 6 mo post- \$3,500,000		
Admissions	\$2,814,199	\$2,350,541	\$3,000,000 \$2,500,000		
Obs Stays	\$216,162	\$140,040	\$2,000,000 \$1,500,000		
Hospital Utilization	\$3,153,189	\$2,611,307	\$1,000,000 \$500,000 \$0 \$0		
ED Visits Admissions Obs Stays Hospital					

Hospital Utilization Costs 6 Months Pre- and Post- Referral Date

**17.2% reduction** in overall hospital utilization costs



Utilization

#### Hospital Utilization 6 Months Pre/Post

VOLUME	1 yr pre-	1 yr post-	1 year Pre- and Post- Referral Date (N=102 patients) ■ 1 yr pre- ■ 1 yr post-
ED Visits	321	334	800 700
Admissions	292	222	600
Obs Stays	77	75	500 400
Hospital Utilization	690	631	300 200 100 0
			ED Visits Admissions Obs Stays Hospital
8.6% reduction in overall hospital utilization			uspital Utilization
	utilizati	ON	(HOI

Hospital Utilization
1 year Pre- and Post- Referral Date

HEALTH QUALITY INNOVATORS

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#### Hospital Utilization Costs 6 Months Pre/Post

		1 year Pre- and Post- Referral Date			
CLAIM	1 yr	1 yr post-	(N=102 patients)		
PAYMENTS	pre-		🗖 1 yr pre- 🗖 1 yr post-		
ED Visits	\$153,644	\$186,470	\$4,000,000		
Admissions	\$3,354,783	\$2,921,820	\$3,500,000 \$3,000,000 \$2,500,000		
Obs Stays	\$251,841	\$248,569	\$2,000,000		
Hospital Utilization	\$3,760,268	\$3,356,859	\$1,000,000		
			ED Visits Admissions Obs Stays Hospital		

Hospital Utilization Costs

**10.7% reduction** in overall hospital utilization costs

Bis Hospital Utilization



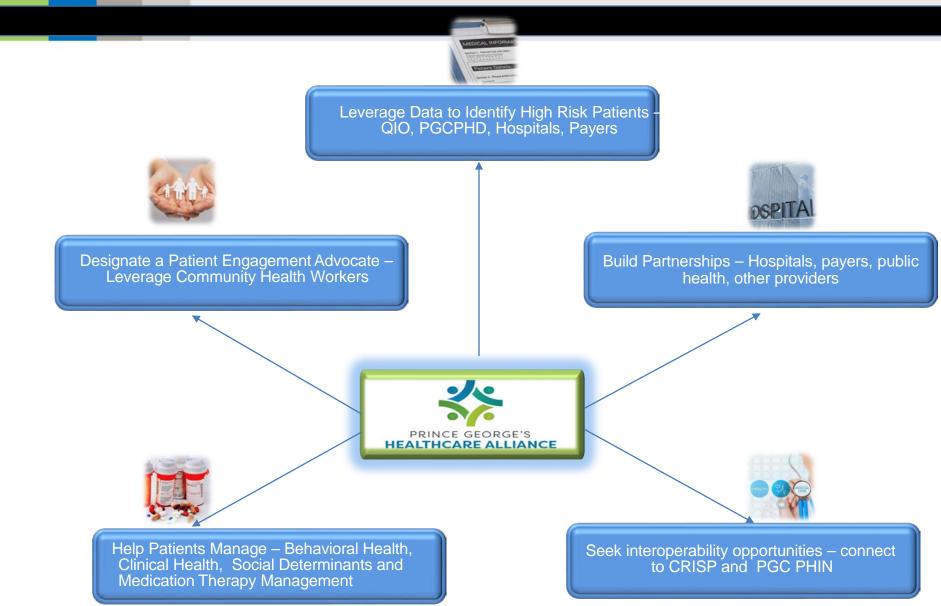
5. Capture the cost savings to pay the cost of the intervention, providing sustainability, and expandability of the interventions.

#### Prince George's Healthcare Alliance, Inc.



The Prince George's Healthcare Alliance, Inc. is a 501c3 formed in July, 2018 to continue the successes of the Prince George's County Health Department's Health Enterprise Zone Project. Our mission is to decrease over utilization of health system resources and to maximize quality of care for high need, high utilizers. Our vision is to help patients change their health behaviors, to achieve their best health, and to optimize community health.

#### **Health Alliance Overview**







#### CATHOLIC CHARITIES BALTIMORE

CHERISHING THE DIVINE WITHIN ALL



Catholic Charities Esperanza Center Health Services Clinic

Return on Investment from High-Utilizer and Social Determinant Interventions: Maryland Success Stories CHERISHING THE DIVINE WITHIN ALL

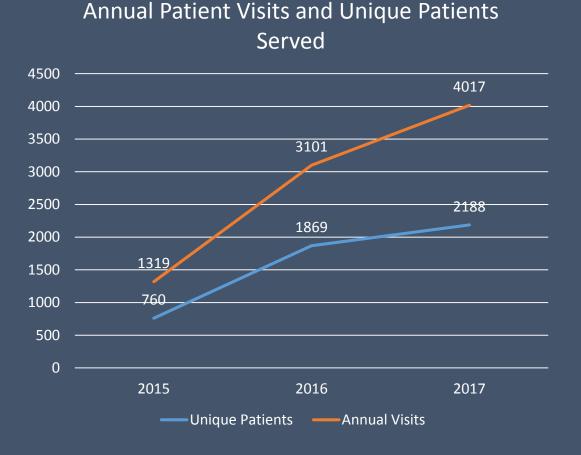


#### About Esperanza Health Services

- Provides free primary care for uninsured immigrant adults and children
  - Chronic disease management
  - Acute visits, including procedures
  - Wellness and prevention

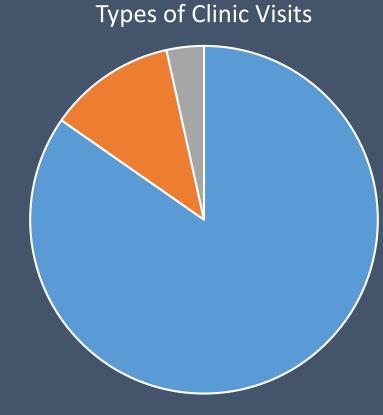
**IES BALTIMORE** 

- Referrals to specialty care through The Access Partnership (TAP) at Johns Hopkins
- Limited on-site specialty and dental care



#### **Esperanza Center Patient Population**

- Uninsured, undocumented immigrants (>95% Latino)
- Ineligible for Medicaid, Medicare, or coverage under the ACA Health Exchanges due to immigration status.
- Difficulty accessing care due to lack of insurance, language barriers, low or no income, and immigration status



Primary Care Dental Neuro/Opthamology





#### Esperanza Center Health Services Financial Model

- No billing or revenue generation.
- Volunteers in Medicine Clinic designation.
- Funding sources include MCHRC, Kaiser Permanente, Johns Hopkins, CareFirst and United Way, along with Catholic Charities agency support.
- Annual budget for clinic is \$743,910.



CHERISHING THE DIVINE WITHIN ALL



## Calculating ROI

- In 2017, 76% of all visits provided were to patients who self-reported they would have gone to ED if the Esperanza Center did not exist.
  - This translates to roughly 2,900 patient visits.
- Median ED visit costs \$1233\*
- Annual cost savings of roughly \$3.5 million
- For every \$1 invested in the intervention, how much is returned?
  - Savings/program cost
  - \$3.5 million/\$743,910 = **\$4.70 ROI for every \$1 invested.**

## Challenges in calculating ROI

- Staffing model does not lend itself to data collection necessary for more indepth ROI analysis
- Reliance on self-reporting
- Only looks at ED utilization
- Does not account for reduced absenteeism and reductions in productivity losses.

Diabetes Self-Management Program – A Comprehensive Approach for Pre-Diabetic and Diabetic Patients in a Unique Hybrid Model

Health Equity Conference, Dec 6<sup>th</sup>, 2018 Dr. Mariana Izraelson



## History of Caring for the Uninsured

- Serving uninsured and underserved neighbors in Northeast Baltimore for 25 years.
  - Volunteer driven facility
  - Over 5500 patient visits in FY'18 to cover 750 unique patients
  - 9 zip code service area in Baltimore City
- A patient centered medical home model offering a full continuum of quality, no-cost health care
  - Primary and specialty care
  - Behavioral Health
  - Wellness and Integrative care through JWC



Health Care for the Uninsured

# **Diabetes Self-Management for the Uninsured/Underinsured**

<u>Target Population</u>: Uninsured and underinsured adults with pre-diabetes or diabetes. Program served 272 patients.

<u>Purpose/Services</u>: Provided integrative care that incorporates mental health and wellness programming to improve the care and health outcomes of diabetic and pre-diabetic patients

• Clinical care

- Diabetes self-management education
- Lifestyle modification courses: (nutrition consultations, cooking demonstrations, and exercise classes offered via our on-site wellness center)

<u>Funding:</u> \$105,000 over two years. Increased the program's capacity, and enhanced our offerings with the addition of an on-site part-time certified diabetes educator.



## Nuts & Bolts

- Referral by Shepherd's Clinic medical provider (PCP, Nurse manager, etc.), community doctor, or Medstar
- Appointment with Diabetes Educator
- Receive schedule to attend: Diabetes Self-Management classes, Nutritional classes, Yoga classes, Nutritional Demonstrations, Massage, Acupuncture, Gardening, etc.
- Appointment with Nurse Coordinator to manage lab work, prescriptions and medical supplies.
- Appointment with Behavioral Health Provider.
- Follow up appointment with Medical Provider.

## **Everyone Involved**



- Internal Medicine Physician
- Endocrinologist
- Nurse Coordinator
- Diabetes Educator
- Nutritionist Instructor
- Phlebotomist/Labs
- Pharmacist/Rx/Supplies
- Yoga Instructor
- Acupuncturist
- Gardening Instructor
- Behavioral Health Therapist



## **Accomplished Goals**

- 1) Provided a comprehensive diabetes self-management program to 275 uninsured/underinsured patients with pre-diabetes or diabetes.
- 2) Reduced barriers to accessing affordable diabetes care 275 uninsured/underinsured patients with pre-diabetes or diabetes.
- 3) Enhanced patient understanding of diabetes and its complications in 95% of participating patients.
- 4) Reduced the body weight of 70% of participating patients by 3-5 percent.
- 5) Reduced HbA1c levels of 70% of participating patients.
- 6) Improved patient compliance by achieving a medication adherence rate of 95%.
- 7) Reduced ED hospitalizations for diabetes related issues



### Let's Do The Numbers

Total # Patients Served	Total # Referrals	Average Weight Loss	Average % Patients HbA1c
278	342	10 lbs	70%
Cost Per Patient	Total # of ED visits	Total # Sessions with Diabetes Educator	Total # Medical Visits
\$378	1	333	1187
Total # Participants DSM classes	Total # BH Encounters	Total # Auxiliary Encounters	<b>Total # Patient</b> <b>Encounters</b>
988	392	2534	5434
			SHEPHERD'S

Health Care for the Uninsured

## Sustainability

- Shepherd's Clinic has been a member of the community for 25 years with MedStar Union Memorial Hospital as a collaborating partner for patient care.
- Stulman Foundation agreed to continue the program for 2 additional years.
- Additionally, MUMH through community benefit dollars, provides salary support for two full time and two part time staff at Shepherd's Clinic.

