

Attachment F, Exhibit 16

List of Key Personnel

Name, Position & Tenure	Professional Background	Current Responsibilities	Contributions to Contract in lieu of hiring a 1.0 FTE Contract Coordinator	Contract Funded?
Staff Included in Cost Proposal				
<p>Name: Laura Wathen</p> <p>Position: Director of Programs</p> <p>Tenure: 21 Years</p>	<ul style="list-style-type: none"> ● Certified Prevention Specialist ● Trained Trainer for: <ul style="list-style-type: none"> ○ Franklin Covey - 7 Habits of Highly Effective People ○ Substance Abuse Prevention Skills Training ○ Strengthening Families ○ Botvin LifeSkills Training ○ Youth Mental Health First Aid (Trainer) ● Trained Facilitator for: <ul style="list-style-type: none"> ○ Coping & Support Training (CAST) ○ Reconnecting Youth ○ Family Connections ○ Family Foundations ○ Strengthening Families ○ Botvin LifeSkills Training ○ WhyTry ○ Al's Pals ○ Most of Us ○ Stewards of Children ● 14 years of experience in current upper management role 	<ul style="list-style-type: none"> ● Upper level management with oversight of organization's implementation of prevention programming in a manner that ensures program fidelity, effectiveness and efficiency. ● Responsible for the successful development and management of organization's program staff. ● Utilizing the Strategic Prevention Framework process, works in close collaboration with school partners and other community agencies to assess and track community needs that guide programming priorities. 	<ul style="list-style-type: none"> ● Primary contact with building leadership of schools implementing programming funded by contract. ● Connecting with local coalitions to build relationships within communities served ● Provide community outreach regarding prevention programming ● Attend local meetings to build relationships and strengthen state prevention efforts ● Assist in grant research and/or grant writing for program sustainability. 	<p>Position is Partially Funded with Contract Funds</p> <p>Position is Partially Funded with Contract Match Funds</p> <p>Position is Partially Funded with Funds Outside of Contract Project</p>
<p>Name: Kent Leslie</p> <p>Position: Asst. Director of Programs</p> <p>Tenure: 6 Months</p>	<ul style="list-style-type: none"> ● Certified Prevention Specialist (In Progress) ● BA degree from Univ. of Kentucky ● Crisis Prevention Intervention Instructor (Senior Level) ● Master ASIST Suicide Prevention Trainer ● Master QPR Suicide Prevention 	<ul style="list-style-type: none"> ● Mid level management with oversight of organization's implementation of prevention programming in a manner that ensures program fidelity, effectiveness and efficiency. ● Responsible for the successful development and management of organization's program staff and leading efforts to assess and track community needs to guide program priorities. 	<ul style="list-style-type: none"> ● Primary contact with building leadership of schools implementing programming funded by contract. ● Connecting with local coalitions to build relationships within communities served ● Provide community outreach regarding prevention programming ● Attend local meetings to build relationships and strengthen state prevention efforts 	<p>Position is Partially Funded with Contract Funds</p> <p>Position is Partially Funded with Contract Match Funds</p> <p>Position is Partially Funded</p>

	<p>Trainer</p> <ul style="list-style-type: none"> ● CALM Instructor ● 20 years experience with hospital affiliated mental health and addictions treatment center ● 4 years experience with community health center 	<ul style="list-style-type: none"> ● Utilizing the Strategic Prevention Framework process, works in close collaboration with school partners and other community agencies to assess and track community needs that guide programming priorities. 		with Funds Outside of Contract Project
<p>Name: Lisa Seals</p> <p>Position: Program Manager</p> <p>Tenure: 1 Year</p>	<ul style="list-style-type: none"> ● Certified Prevention Specialist (In Progress) ● BS degree from Indiana Univ. ● 7 years experience with equine therapy organizations ● 2 years experience with Indiana Office of Community & Rural Affairs (OCRA) ● 1 year executive experience with regional nonprofit ● 1 year experience in current role 	<ul style="list-style-type: none"> ● Responsible for the successful implementation of a subset of prevention programming across the organization's region ● Utilizing the Strategic Prevention Framework process, works in close collaboration with school partners and other community agencies to assess and track community needs that guide programming priorities. 	<ul style="list-style-type: none"> ● Secondary contact with building leadership of schools implementing programming funded by contract. ● Connecting with local coalitions to build relationships within communities served ● Provide community outreach regarding prevention programming ● Attend local meetings to build relationships and strengthen state prevention efforts 	<p>Position is Partially Funded with Contract Funds</p> <p>Position is Partially Funded with Contract Match Funds</p> <p>Position is Partially Funded with Funds Outside of Contract Project</p>
<p>Name: Salita Shively</p> <p>Position: Program Manager</p> <p>Tenure: 7 Years</p>	<ul style="list-style-type: none"> ● Certified Prevention Specialist ● BS degree from Northern Illinois Univ. ● 7 years experience in current role 	<ul style="list-style-type: none"> ● Responsible for the successful implementation of a subset of prevention programs across the organization's region ● Utilizing the Strategic Prevention Framework process, works in close collaboration with school partners and other community agencies to assess and track community needs that guide programming priorities. 	<ul style="list-style-type: none"> ● Secondary contact with building leadership of schools implementing programming funded by contract. ● Connecting with local coalitions to build relationships within communities served ● Provide community outreach regarding prevention programming ● Attend local meetings to build relationships and strengthen state prevention efforts 	<p>Position is Partially Funded with Contract Funds</p> <p>Position is Partially Funded with Contract Match Funds</p> <p>Position is Partially Funded with Funds Outside of Contract Project</p>
<p>Name: Alyssa Sieg</p> <p>Position: Program Manager</p> <p>Tenure: 5 Years</p>	<ul style="list-style-type: none"> ● Certified Prevention Specialist ● BS degree from Univ. of Southern Indiana ● 1 year experience in case management for mentoring non-profit 	<ul style="list-style-type: none"> ● Responsible for the successful implementation of a subset of prevention programs across the organization's region ● Utilizing the Strategic Prevention Framework process, works in close collaboration with school partners and other community agencies to assess and 	<ul style="list-style-type: none"> ● Secondary contact with building leadership of schools implementing programming funded by contract. ● Connecting with local coalitions to build relationships within communities served ● Provide community outreach regarding prevention programming 	<p>Position is Partially Funded with Contract Funds</p> <p>Position is Partially Funded with Contract Match Funds</p>

	<ul style="list-style-type: none"> ● 5 years experience in current role 	track community needs that guide programming priorities.	<ul style="list-style-type: none"> ● Attend local meetings to build relationships and strengthen state prevention efforts 	Position is Partially Funded with Funds Outside of Contract Project
<p>Name; Keisha Willis</p> <p>Position: Program Manager</p> <p>Tenure: 5 Years</p>	<ul style="list-style-type: none"> ● Certified Prevention Specialist (In Progress) ● BSW and MSW degrees from Univ. of Southern Indiana ● 2 years experience as School-based Mental Health Professional ● 3 years experience in current role 	<ul style="list-style-type: none"> ● Responsible for the successful implementation of a subset of prevention programs across the organization's region ● Utilizing the Strategic Prevention Framework process, works in close collaboration with school partners and other community agencies to assess and track community needs that guide programming priorities. 	<ul style="list-style-type: none"> ● Secondary contact with building leadership of schools implementing programming funded by contract. ● Connecting with local coalitions to build relationships within communities served ● Provide community outreach regarding prevention programming ● Attend local meetings to build relationships and strengthen state prevention efforts 	<p>Position is Partially Funded with Contract Funds</p> <p>Position is Partially Funded with Contract Match Funds</p> <p>Position is Partially Funded with Funds Outside of Contract Project</p>
<p>Name: Amy Wilkerson</p> <p>Position: Program Manager</p> <p>Tenure: 6 Months</p>	<ul style="list-style-type: none"> ● Certified Prevention Specialist (In Progress) ● BS degree from Univ. of Southern Indiana ● 7 years experience in primary prevention at domestic violence shelter ● 2 years experience in higher education student support services 	<ul style="list-style-type: none"> ● Responsible for the successful implementation of a subset of prevention programs across the organization's region ● Utilizing the Strategic Prevention Framework process, works in close collaboration with school partners and other community agencies to assess and track community needs that guide programming priorities. 	<ul style="list-style-type: none"> ● Secondary contact with building leadership of schools implementing programming funded by contract. ● Connecting with local coalitions to build relationships within communities served ● Provide community outreach regarding prevention programming ● Attend local meetings to build relationships and strengthen state prevention efforts 	<p>Position is Partially Funded with Contract Funds</p> <p>Position is Partially Funded with Contract Match Funds</p> <p>Position is Partially Funded with Funds Outside of Contract Project</p>
<p>Multiple Individuals (50+)</p> <p>Part-Time, Temporary, Community-Based Prevention Program Facilitators, Childcare Coordinators and Food Coordinators</p> <p>Tenure: Ranges from 0 to many years of experience facilitating or otherwise</p>	<ul style="list-style-type: none"> ● Youth First vetted, trained and paid facilitators are educators, healthcare workers, past program participants and otherwise invested community members of various backgrounds. ● Youth First vetted and paid food coordinators and childcare coordinators are invested community members of various backgrounds. 	<ul style="list-style-type: none"> ● Under the direction of Youth First's full-time Program Team, facilitate or provide food or childcare support for community-based programming. 		<p>Positions are Partially Funded with Contract Funds</p> <p>Positions are Partially Funded with Contract Match Funds</p>

<p>providing paid support for programming</p>				
<p>Multiple Individuals (88) School-Based Mental Health Professionals Tenure: Ranges from 0 to 21 Years with average tenure of 4.75 Years entering 2024-25 school year</p>	<ul style="list-style-type: none"> All School-Based Mental Health Professionals have at least a master’s degree in a mental health field and are licensed as a LSW, LCSW, LMFT or LMHC through the Indiana Board of Behavioral Health. Some School-Based Mental Health Professionals have professional backgrounds in addiction counseling, community mental health, child welfare, school counseling, probation and law enforcement, foster care, and private for-profit mental health prior to joining Youth First. Some School-Based Mental Health Professionals joined Youth First immediately following obtaining their master’s degrees. School-Based Mental Health Professionals have diverse levels of training in systems theory, cultural competency and motivational interviewing. 	<ul style="list-style-type: none"> Work closely with respective school environment to provide multi-tiered system of support that aligns with best practices in public health, utilizing universal, selective and indicated methods of prevention. Trained facilitators of several prevention programs implemented by the organization. 	<ul style="list-style-type: none"> Daily primary contact with building leadership of schools implementing programming funded by contract. Connecting with local coalitions to build relationships within communities served Provide community outreach regarding prevention programming Attend local meetings to build relationships and strengthen state prevention efforts 	<p>Positions are Partially Funded with Contract Funds</p> <p>Positions are Partially Funded with Contract Match Funds</p> <p>Positions are Partially Funded with Funds Outside of Contract Project</p>
<p>Other Essential Staff (Not Included in Cost Proposal)</p>				
<p>Parri O. Black President & CEO Tenure: 20 Years</p>	<ul style="list-style-type: none"> BSJ degree from Northwestern Univ. and MS degree from Univ. of Evansville 17 years of experience in television journalism. 20 years of experience in current executive role. 	<ul style="list-style-type: none"> Executive level oversight of organization’s efforts to fulfill its mission in alignment with the vision, values and strategic direction set by the Board of Directors, including DEIB. Responsibilities include strategic planning and partnerships, board and donor development, school and government relations, fiscal and human resource management, and supervision of executive team of vice presidents. Involvement in community coalitions and initiatives including mental health collaborative and IU School of Medicine 	<ul style="list-style-type: none"> Secondary contact with DMHA contract manager. Primary contact with senior leadership of all LEAs implementing programming funded by contract. Attend all DMHA required meetings. Connect to local coalitions Collaborate with executive level leadership of other community agencies implementing programs and services connected to or related to this contract project. Assist in grant research and/or grant writing 	<p>Position is Fully Funded with Funds Outside of Contract Project</p>

			for program sustainability	
<p>Laura Keys</p> <p>VP of Programs & Services</p> <p>Tenure: 17 Years</p>	<ul style="list-style-type: none"> ● BSS and MSW degrees from Univ. of Southern Indiana ● Licensed Clinical Social Worker (IN, AL, TX) ● Master QPR Suicide Prevention Trainer ● 10 years of experience as a clinical therapist and clinical director of a foster placement agency. ● 8 years of experience as a Youth First School-Based Mental Health Professional ● 9 years of experience in clinical supervision of Youth First's School-Based Mental Health Professionals ● 5 years of experience in the current senior level role. 	<ul style="list-style-type: none"> ● Senior level oversight of all of the organization's direct services offered through Student Assistance Program, in-school and after-school prevention programs, and community initiatives. Co-leader of Youth First's DEIB Advisory Council. Primary Liaison for DEIB Consultants (Inclusion and Beyond and The Well Consulting Group.) ● Responsible for efforts to develop, refine and grow the overall implementation of regional prevention efforts, including vision setting, staff leadership, evaluation and research efforts, clinical supervision, community partnerships and program oversight. ● Involvement in a multitude of community coalitions and initiatives including mental health, suicide prevention, Systems of Care, higher education partnerships, etc. 	<ul style="list-style-type: none"> ● Primary contact with DMHA contract manager. ● Attend all DMHA required meetings. ● Secondary contact with senior leadership of all LEAs implementing programming funded by contract. ● Primary contact with building leadership of schools implementing programming funded by contract. ● Connect with local coalitions. ● Collaborate with senior direct services leadership of other agencies implementing programs and services connected to or related to this contract project. ● Assist in grant research and/or grant writing for program sustainability 	<p>Position is Fully Funded with Funds Outside of Contract Project</p>
<p>Wade Lowhorn</p> <p>VP of Strategy & Operations</p> <p>Tenure: 11 Years</p>	<ul style="list-style-type: none"> ● BS and MPA degrees from Ball State Univ. ● 14 years of experience working in various upper management and senior management roles in government and non-profit sectors. ● 3 years of experience with current organization leading private fundraising efforts. ● 8 years of experience in current role. 	<ul style="list-style-type: none"> ● Senior level oversight of organizational efforts to maximize operational efficiencies and overall effectiveness. ● Responsible for leading organizational growth through business development and new partnership assessments, overseeing strategic plan implementation, guiding quality control and continuous improvement, overseeing organization's risk mitigation efforts, and supervision of finance, grants management, and information technology teams. 	<ul style="list-style-type: none"> ● Secondary contact with DMHA contract manager. ● Coordinate internal agency work plans and timelines to ensure compliance with contract terms and conditions. ● Ensure timely submission of program budgets, expenses and claims. ● Attend all DMHA required meetings. ● Secondary contact with senior leadership of all LEAs implementing programming funded by contract. ● Maintain all records related to contract project. ● Assist in grant research and/or grant writing for program sustainability. 	<p>Position is Fully Funded with Funds Outside of Contract Project</p>
<p>Christy Walker</p> <p>VP of Development</p>	<ul style="list-style-type: none"> ● BS degree from Univ. of Southern Indiana 	<ul style="list-style-type: none"> ● Senior level oversight of organizational efforts to secure private sector funding through the strategic identification, 	<ul style="list-style-type: none"> ● Assist in grant research and/or grant writing for program sustainability. 	<p>Position is Fully Funded with Funds Outside of</p>

<p>Tenure: 2 Months</p>	<ul style="list-style-type: none"> ● 23 years of experience in banking industry ● Former Chair of Youth First Board of Directors 	<p>cultivation and stewardship of private sector donors and prospective donors.</p> <ul style="list-style-type: none"> ● Responsible for leading a team of major gifts and regional development officers. 		<p>Contract Project</p>
<p>Julie Hoon VP of Marketing & Communications Tenure: 7 Years</p>	<ul style="list-style-type: none"> ● BBA degree from Texas A&M Univ. ● 12 years professional experience in various private sector marketing and sales roles ● 6.5 years experience with current organization leading private fundraising efforts. ● 6 months experience in current role. 	<ul style="list-style-type: none"> ● Senior level oversight of organizational marketing and communications efforts to ensure community awareness of organization's programs and services. ● Responsible for leading a team of marketing, communications, events and volunteer management, and donor relations personnel. 	<ul style="list-style-type: none"> ● Provide community outreach regarding prevention programming. ● Assist in grant research and/or grant writing for program sustainability. 	<p>Position is Fully Funded with Funds Outside of Contract Project</p>
<p>Elizabeth Christmas Director of Social Work Tenure: 21 Years</p>	<ul style="list-style-type: none"> ● BSW and MSW degrees from Univ. of Southern Indiana ● Licensed Clinical Social Worker ● Licensed Clinical Addiction Counselor ● Licensed School Social Worker (IDOE) ● 15 years of experience as a Youth First School-Based Mental Health Professional ● 3 years of experience in clinical supervision of Youth First's School-Based Mental Health Professionals ● 3 years of experience in current upper level management role 	<ul style="list-style-type: none"> ● Upper level management with oversight of Student Assistance Program. ● Responsibilities include hiring, training, and supervising other members of Clinical Supervision Team and a cohort of School-Based Mental Health Professionals, overseeing evidence-based practices, managing data collection, guiding quality improvements, and collaborating with schools and other community agencies. 	<ul style="list-style-type: none"> ● Primary contact with building leadership of schools implementing programming funded by contract. ● Connecting with local coalitions to build relationships within communities served ● Provide community outreach regarding prevention programming ● Attend local meetings to build relationships and strengthen state prevention efforts 	<p>Position is Fully Funded with Funds Outside of Contract Project</p>
<p>Deena Bodine Asst. Director of Social Work Tenure: 16 Years</p>	<ul style="list-style-type: none"> ● BSW and MSW degrees from Univ. of Southern Indiana ● Licensed Clinical Social Worker ● 5 years of experience in various mental health roles including community mental health ● 15.5 years of experience as a Youth First School-Based 	<ul style="list-style-type: none"> ● Mid level management with oversight of Student Assistance Program. ● Responsibilities include hiring, training, and supervising other members of Clinical Supervision Team and a cohort of School-Based Mental Health Professionals, overseeing evidence-based practices, managing data collection, guiding quality improvements, and 	<ul style="list-style-type: none"> ● Primary contact with building leadership of schools implementing programming funded by contract. ● Connecting with local coalitions to build relationships within communities served ● Provide community outreach regarding prevention programming 	<p>Position is Fully Funded with Funds Outside of Contract Project</p>

	<p>Mental Health Professional</p> <ul style="list-style-type: none"> 6 months of experience in current mid level management role 	<p>collaborating with schools and other community agencies.</p>	<ul style="list-style-type: none"> Attend local meetings to build relationships and strengthen state prevention efforts 	
<p>Sarah Audu Clinical Supervisor Tenure: 4 Years</p>	<ul style="list-style-type: none"> BS and MSW degrees from Univ. of Southern Indiana Licensed Clinical Social Worker 5 years experience as clinical therapist at an inpatient mental health facility 3 years experience as a Youth First School-Based Mental Health Professional 1 year of experience in current clinical supervision role 	<ul style="list-style-type: none"> Responsible for effectively implementing and continuously improving the organization's model of student assistance and prevention programs, including involvement in the hiring, training, developing, managing and evaluating of School-Based Mental Health Professionals. Works closely with school administrators, educators, community partners, evaluators, funders and volunteers. 	<ul style="list-style-type: none"> Primary contact with building leadership of schools implementing programming funded by contract. Connecting with local coalitions to build relationships within communities served Provide community outreach regarding prevention programming Attend local meetings to build relationships and strengthen state prevention efforts 	<p>Position is Fully Funded with Funds Outside of Contract Project</p>
<p>Ashley Manship Clinical Supervisor Tenure: 4.5 Years</p>	<ul style="list-style-type: none"> BS degree from Vincennes Univ. and MSW degree from IUPUI Licensed Clinical Social Worker Licensed Teacher 8 years experience as case manager supervisor for Department of Child Services 4 years experience as a Youth First School-Based Mental Health Professional 6 months of experience in current clinical supervision role 	<ul style="list-style-type: none"> Responsible for effectively implementing and continuously improving the organization's model of student assistance and prevention programs, including involvement in the hiring, training, developing, managing and evaluating of School-Based Mental Health Professionals. Works closely with school administrators, educators, community partners, evaluators, funders and volunteers. 	<ul style="list-style-type: none"> Primary contact with building leadership of schools implementing programming funded by contract. Connecting with local coalitions to build relationships within communities served Provide community outreach regarding prevention programming Attend local meetings to build relationships and strengthen state prevention efforts 	<p>Position is Fully Funded with Funds Outside of Contract Project</p>
<p>Heather Miller Clinical Supervisor Tenure: 10 Years</p>	<ul style="list-style-type: none"> BA degree from Univ. of Evansville and MSW degree from Univ. of Southern Indiana Additional Trainings: <ul style="list-style-type: none"> Mind in the Making Borderline Personality Disorder Play Therapy Anxiety Disorders Sensory Integration Issues ASIST Suicide Prevention QPR Suicide Prevention Dialectical Behavior Therapy Certified Autism Spectrum 	<ul style="list-style-type: none"> Responsible for effectively implementing and continuously improving the organization's model of student assistance and prevention programs, including involvement in the hiring, training, developing, managing and evaluating of School-Based Mental Health Professionals. Works closely with school administrators, educators, community partners, evaluators, funders and volunteers. 	<ul style="list-style-type: none"> Primary contact with building leadership of schools implementing programming funded by contract. Connecting with local coalitions to build relationships within communities served Provide community outreach regarding prevention programming Attend local meetings to build relationships and strengthen state prevention efforts 	<p>Position is Fully Funded with Funds Outside of Contract Project</p>

	<p>Disorder Clinical Specialist (ASDCS)</p> <ul style="list-style-type: none"> ● 4 years experience at a state psychiatric children’s center ● 10 years experience as a Youth First School-Based Mental Health Professional ● 6 months of experience in current clinical supervision role 			
<p>Name: Jackie Cooper-Galey Position: Director of Finance Tenure: 4 Years</p>	<ul style="list-style-type: none"> ● BS degree from Univ. of Evansville ● Certified Public Accountant ● 21 years of experience in financial auditing and accounting with public accounting organizations, health care groups, and higher education. ● 4 years in current upper level management role 	<ul style="list-style-type: none"> ● Responsible for managing the organization’s financial accounting and forecasting, ensuring funds are expended in compliance with contractual agreements with funders, assisting in organization budget development, ensuring organizational compliance with all financial controls, and managing relationships with external auditors, financial institutions, insurance agents, and other job related vendors. 	<ul style="list-style-type: none"> ● Ensure timely submission of contract project budgets, expenses and claims. ● Maintain all records related to contract project budget and expenses. ● Primary contact with any DMHA Audit Services personnel conducting contract audits. 	<p>Position is Fully Funded with Funds Outside of Contract Project</p>
<p>Name: Julie Eagan Position: Human Resources Director Tenure: 2 Weeks</p>	<ul style="list-style-type: none"> ● BS and MS degrees from Univ. of Southern Indiana ● SHRM Certified ● 19 Years of human resources, office management, and practice management for health care groups, law firms and manufacturing companies. ● New to current senior level management role 	<ul style="list-style-type: none"> ● Manage the organization’s employee recruitment and new hire onboarding process. ● Manage the organization’s performance management process. ● Manage the organization’s employee benefits programs. 		<p>Position is Fully Funded with Funds Outside of Contract Project</p>
<p>Name; Lauren Smith Positon: Grants Manager Tenure: 2 Years</p>	<ul style="list-style-type: none"> ● BA, BA, MPA and MBA degrees from Univ. of Southern Indiana ● 3.5 years experience in alumni engagement in higher education ● 4 years experience in corporate communications and public affairs 	<ul style="list-style-type: none"> ● Responsible for leading the organization’s sustainability efforts involving competitive grant awards, including research new opportunities, writing proposals or overseeing the proposal writing processes undertaken by other staff, and overseeing grant reporting processes for awarded grants. 	<ul style="list-style-type: none"> ● Leads organization’s grant research and/or grant writing for program sustainability 	<p>Position is Fully Funded with Funds Outside of Contract Project</p>