

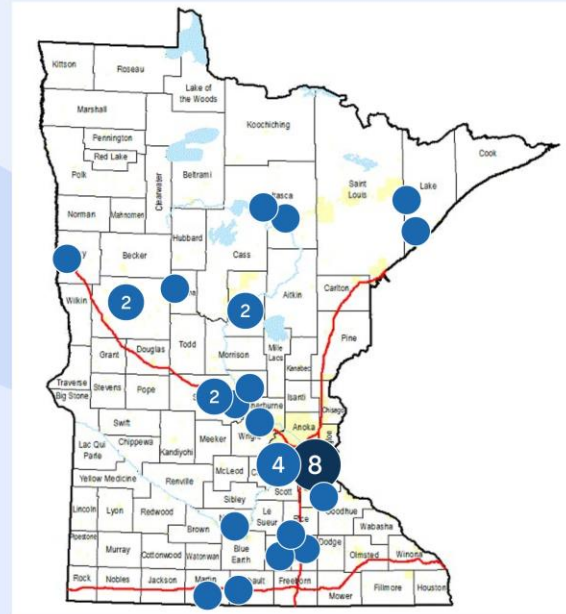
# Strengthening Community Partnerships & Collective Impact Through Collaboration

Partners in Public Health Conference  
November 14, 2024



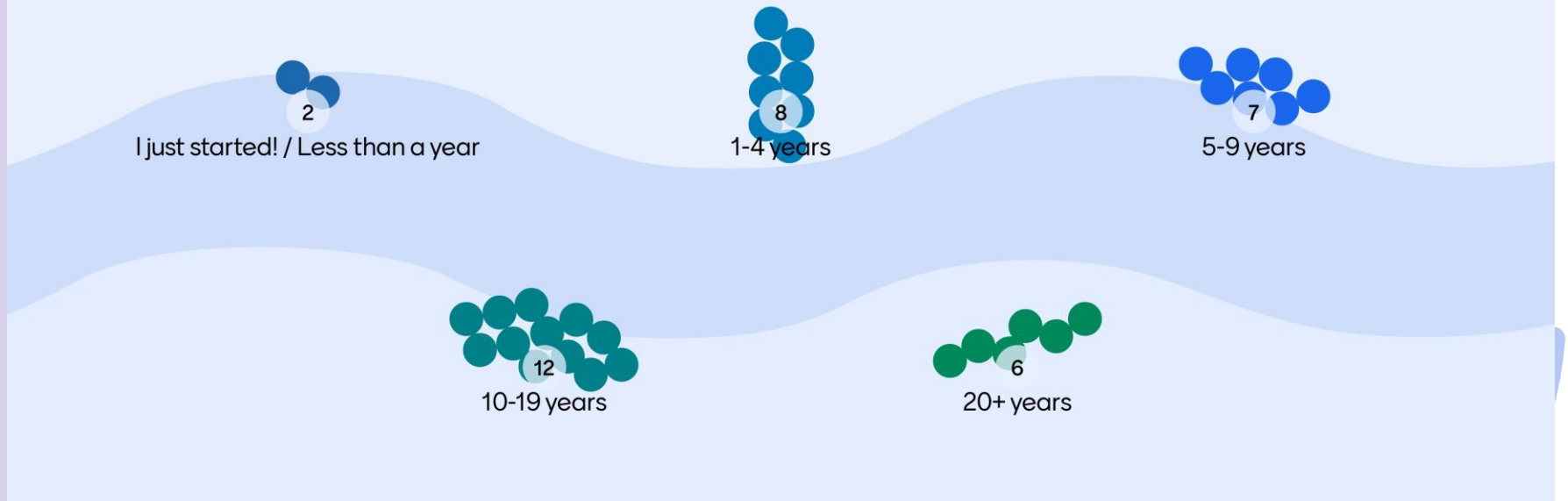
Place a pin on the county you work in:

MENTI

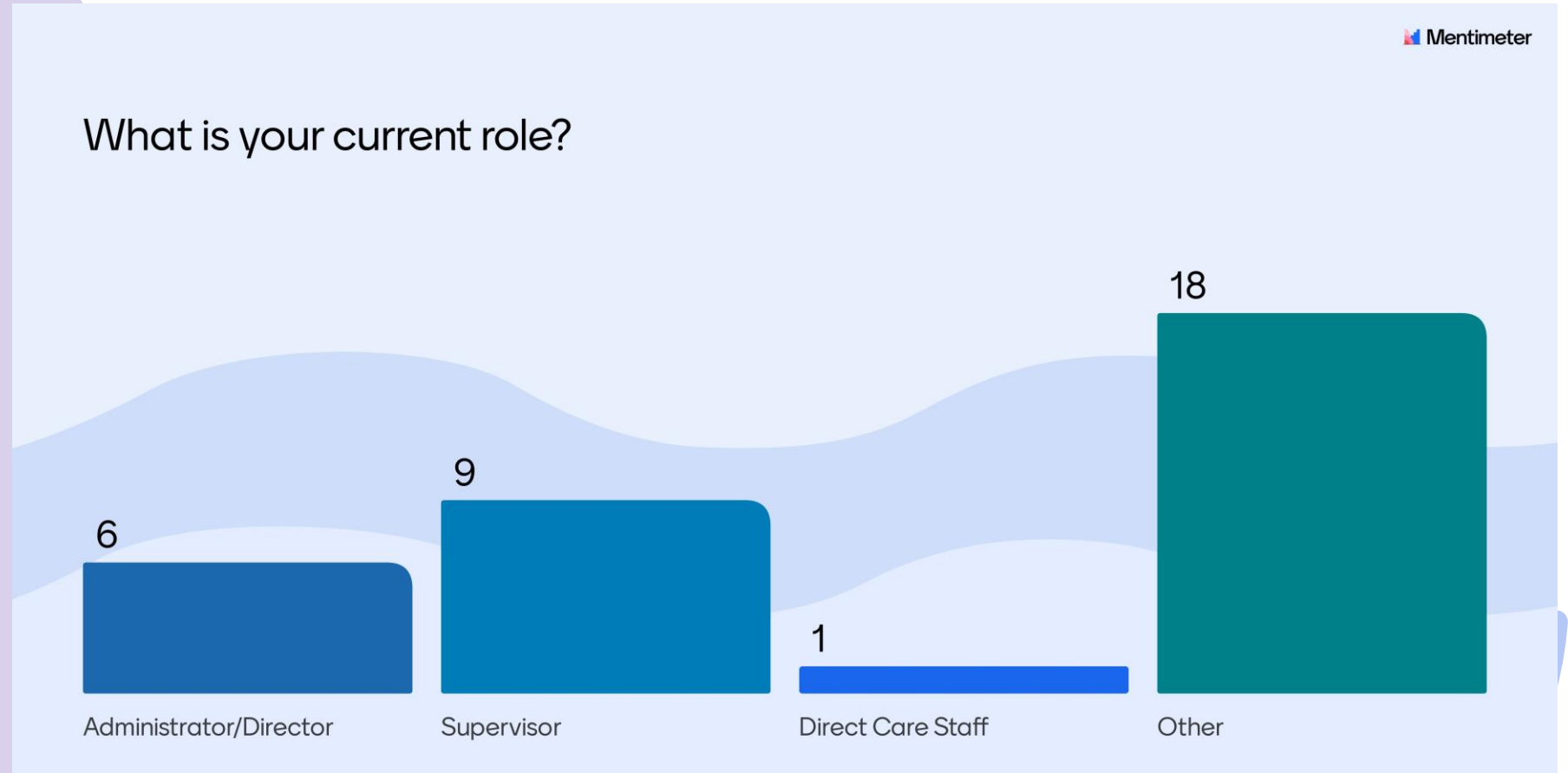


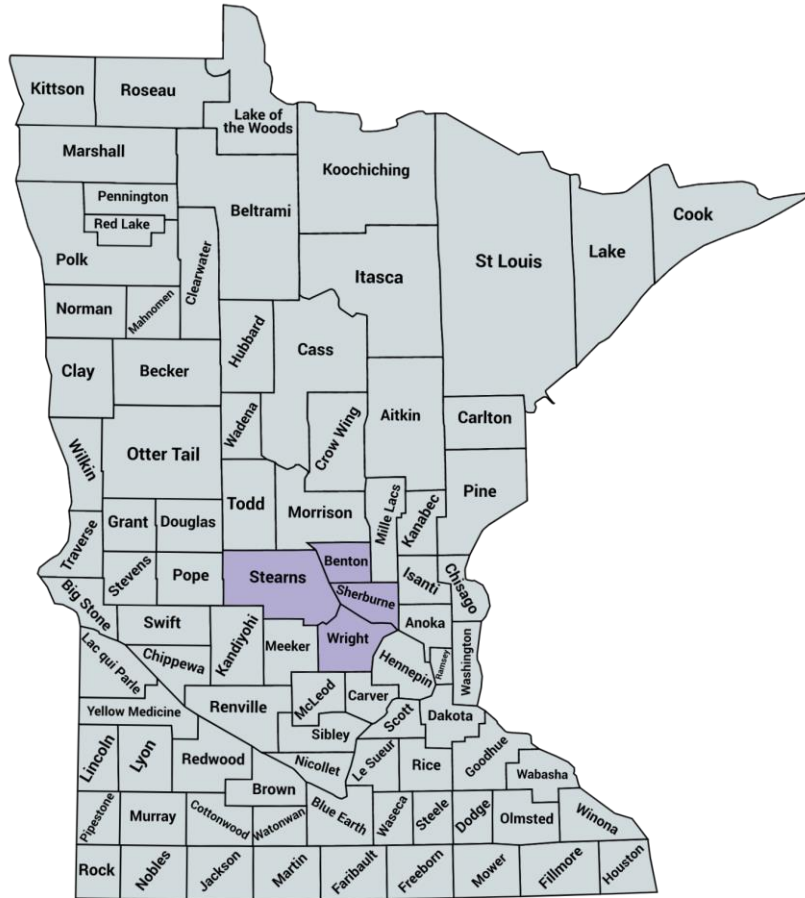
MENTI

# How many years of Public Health experience?



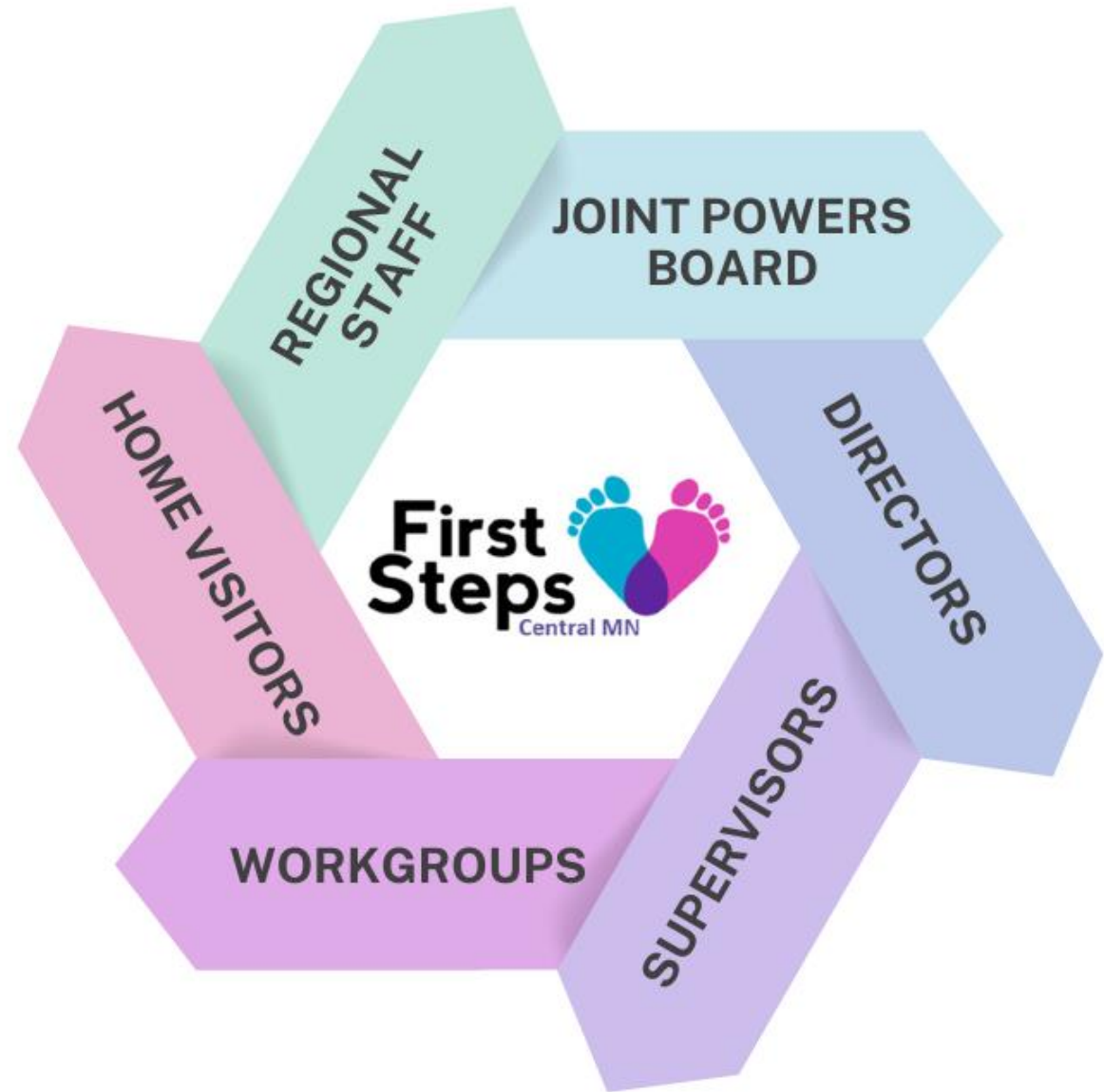
MENTI





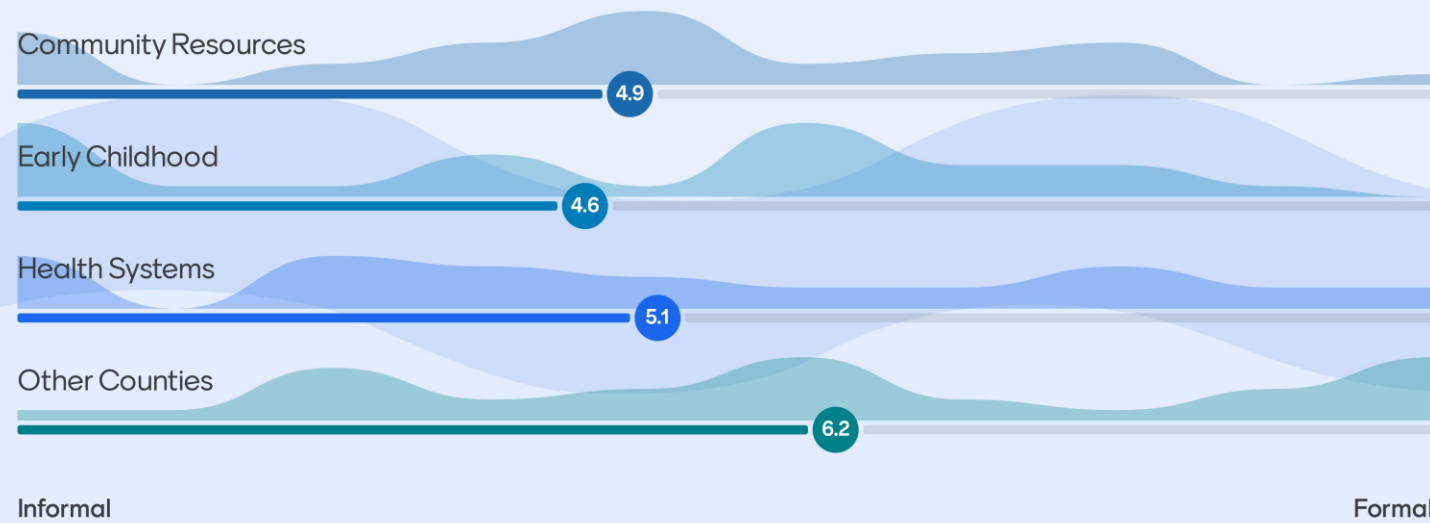
Benton County  
Sherburne County  
Stearns County  
Wright County

# STRUCTURE



MENTI

How formal are your organization's/department's collaboration with:



MENTI

## What barriers have you seen working in collaboration?

Knowing how to collaborate

time

Different goals

Time constraints

Time

capacity

No one to lead the collaboration

Red tape with issuing contracts



MENTI

## What barriers have you seen working in collaboration?

Different goals and priorities

Workload

Time

Funding

Different fiscal years

By in from leadership in regional work

Limits on what we are allowed to do

Different structures

MENTI

## What barriers have you seen working in collaboration?

Plans

Capacity

Shared vision,  
documentation systems

Organizational policies  
differ

Staff turnover

Territorial issues; who  
controls the money

Different county board  
priorities

Staffing challenges, lack of  
time/capacity, historical  
relationships

MENTI

## What barriers have you seen working in collaboration?

Starting the conversation  
and continuing the  
conversation afterwards

Trying to creat shard  
vision/mission

Time

GoalsPurposeStructureS  
taff

Funding

Buy-in, capacity, awareness,  
different priorities, different  
reporting timelines

Lack of clear mission for  
the partnerships

Funding

## What barriers have you seen working in collaboration?

Different options, clashing personalities, unaligned goals, lack of willingness

Counties having to check with their board for permission to sometimes do anything.

No common platform or place to collaborate

Multiple databases and systems  
Leadership Time Funding

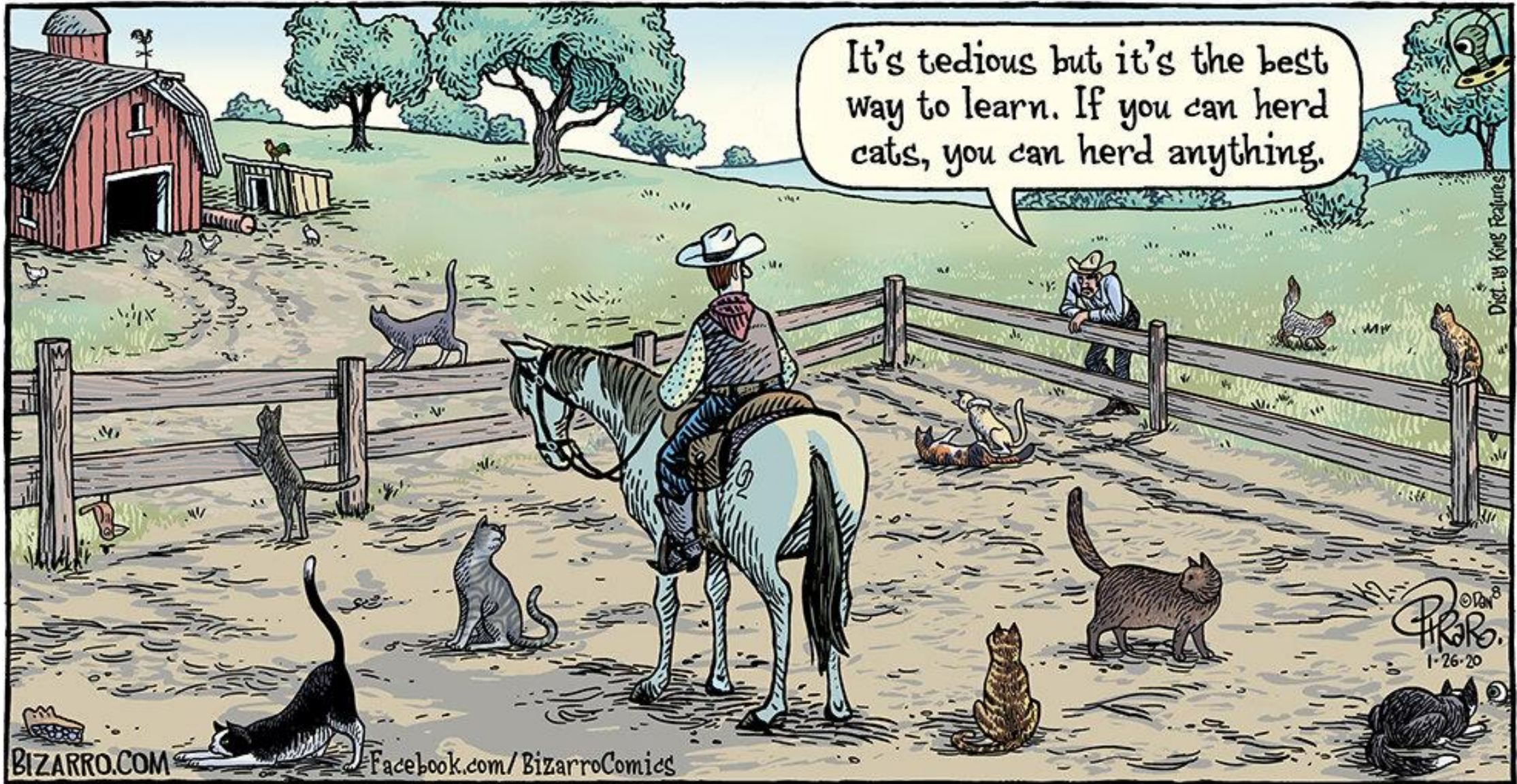
Established trust

Timelines don't match

Not everyone participates the same amount

MENTI





It's tedious but it's the best way to learn. If you can herd cats, you can herd anything.

BIZARRO.COM Facebook.com/BizarroComics



Benton County  
Sherburne County  
Stearns County  
Wright County



# Growth opportunities

When the grant ends...

How do others do it?

That took longer than expected...



Benton County  
Sherburne County  
Stearns County  
Wright County

# Culture Shifts Over Time

**When the grant ends...**

**We are all First Steps!**

**How do others do it?**

**We all do better when we all do better!**

**That took longer than expected...**

**Add it to the parking lot!**



Benton County  
Sherburne County  
Stearns County  
Wright County

When the grant ends...

We are all First Steps!

*Guiding Principles*

**CLIENT-CENTRIC  
APPROACH**



**CONTINUOUS QUALITY  
IMPROVEMENT**



**SUSTAINABILITY**



**ACCESS &  
AWARENESS**



**ADVANCING  
HEALTH EQUITY**



Benton County  
Sherburne County  
Stearns County  
Wright County



# When the grant ends...

# We are all First Steps!

**Primary Logo**




**Secondary Horizontal Logo**




Stearns County  
Benton County  
Sherburne County  
Wright County

**Public Health**  
Prevent. Promote. Protect.

		
<b>PMS 7702</b> C:69 M:17 Y:15 K:0 R:67 G:168 B:199 #43a8c7	<b>PMS 239</b> C:15 M:84 Y:0 K:0 R:208 G:77 B:156 #d04d9c	<b>PMS 7670</b> C:73 M:78 Y:0 K:0 R:97 G:84 B:163 #6154a3
		
<b>BLACK</b> C:0 M:0 Y:0 K:100 R:0 G:0 B:0 #000000	<b>WHITE</b> C:0 M:0 Y:0 K:0 R:255 G:255 B:255 #ffffff	




*Supporting Benton, Sherburne, Stearns  
and Wright Counties*

[WWW.FIRSTSTEPSCENTRALMN.ORG](http://WWW.FIRSTSTEPSCENTRALMN.ORG)





**WELCOME TO PARENTHOOD!**

Being a parent can be overwhelming, but First Steps Central MN Personal Nurses are here to help free of charge!

First Steps Central MN  
Supporting families in  
Benton, Sherburne, Stearns & Wright Counties  
763-276-0441  
[www.firststepscentralmn.org](http://www.firststepscentralmn.org)  
[referrals@firststepscentralmn.org](mailto:referrals@firststepscentralmn.org)

\* Warning: Learning while having fun may occur!

To schedule a free visit with a personal nurse, fill out the information below, seal the card, and drop it in the US Mail. One of our nurses will be in contact with you!


Your Name: \_\_\_\_\_  
Address: \_\_\_\_\_  
Phone Number: \_\_\_\_\_  
Is it okay to leave a message?    Yes    No  
Email: \_\_\_\_\_  
Best Way(s) to Contact You (circle all that apply):  
Call    Email    Text  
Baby's due date/birth date: \_\_\_\_\_





Benton County  
Sherburne County  
Stearns County  
Wright County

# When the grant ends...

# We are all First Steps!



13880 Business Center Drive NW, Suite 100, Elk River, MN 55330  
Phone: 763-276-0441 | Fax: 763-765-4250  
referrals@firststepscentralmn.org



Today's date:

Parent's First Name:  Middle:  Last:

DOB:

Marital status: Single  Separated  Divorced  Widowed  Married

Parent address:  City:  State:  Zip:

Parent's phone number:  Parent's Email:

Parent's preferred method of contact: Call  Text  Email

Is this the client's first child: Yes  No  Due date or child's delivery date:

Child's First Name:  Middle:  Last:

Child's Sex: Boy  Girl  Other children in the home: Yes  No

Interpreter needed: Yes  No  Primary Language:

Referral agency:  Contact Person:  Phone:


Parent aware of referral: Yes  No  Parent on MA: Yes  No  Unknown

Parent is interested in information about Follow Along Program Yes  No


Identified areas of concern for family:

<input type="checkbox"/> Financial or housing insecurities	<input type="checkbox"/> Late prenatal care or poor compliance
<input type="checkbox"/> Infant feeding support	<input type="checkbox"/> History of or current abuse, safety or violence
<input type="checkbox"/> Limited support system	<input type="checkbox"/> History of or current mental health concerns
<input type="checkbox"/> Limited parenting skills	<input type="checkbox"/> History of or current chemical or tobacco use or abuse

Other/additional comments:



13880 Business Center Drive NW, Suite 100, Elk River, MN 55330  
Phone: 763-276-0441 | Fax: 763-765-4250  
referrals@firststepscentralmn.org



### First Steps-Central MN Referral

Parent Information

Are you referring yourself or someone else?\*

Please choose

Parent's First Name\*

Last Name\*

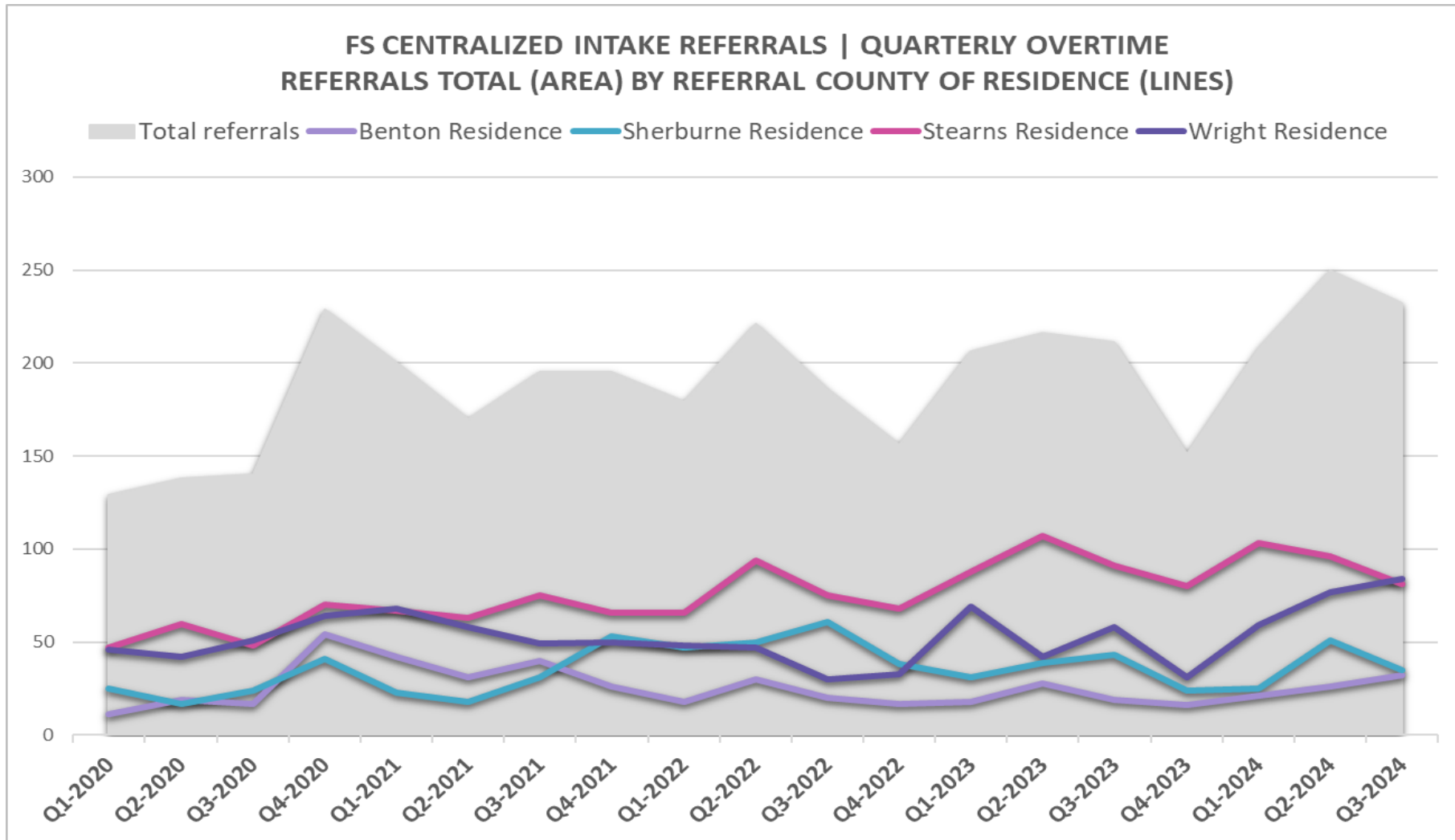
Parent's DOB\*




Benton County  
Sherburne County  
Stearns County  
Wright County

When the grant ends...

We are all First Steps!




Benton County  
Sherburne County  
Stearns County  
Wright County



**First Steps**  
Central MN


## Monthly Family Newsletter

Vol. 56 October 2023  
[www.firststepscentralmn.org](http://www.firststepscentralmn.org)



**We would love your feedback on our monthly family newsletters!**

Complete this quick survey to let us know how we are doing:  
<https://www.surveymonkey.com/r/FNSummer2023>



### POSTPARTUM & PARENTING

Tips to keeping your family healthy as winter approaches:

- Wash your hands with soap and water regularly, including:
  - after changing diapers
  - before you or your baby eats
  - when entering your home
  - after blowing your nose or using the restroom.
- Encourage anyone visiting your home or who plans to hold or interact with your baby to wash their hands first too.
- Prioritize a good night's sleep and healthy foods and water intake whenever possible.
- Avoid others who are sick and/or crowded gatherings.
- Keep baby's hair, hands, body, clothes, pacifiers, toys, car seat, and bedding clean and dry.
- Talk to your healthcare provider about recommended vaccines, including influenza, COVID, RSV.

### PREGNANCY

Your healthcare provider will offer various prenatal screening tests during your pregnancy. Your ethnicity, family history, health history, and age may increase risks for certain conditions. Prenatal screening tests are optional and do not guarantee that all type of birth defects or developmental problems are identified. They can help you and your healthcare provider feel better prepared and may help predict if you have an increased risk of carrying a baby with some specific conditions. Here are some of the screens your healthcare provider may offer:

- Chorionic Villus Sampling (CVS)-where a small amount of tissue is removed from your baby's developing placenta by placing a catheter through your vagina and cervix or needle through your abdomen. It is typically done at 10-12 weeks of pregnancy.
- First Trimester Combined Screen-where an ultrasound is used to measure the fluid area behind baby's neck. This information is combined with a blood test in both your 1st & 2nd trimester.
- Blood samples, urine cultures, or vaginal/cervical swabs may also be taken from mom to run a variety of screenings, including a cystic fibrosis carrier test, HIV test, prenatal profile (to determine blood type, RH factor, hemoglobin level, and other health conditions), sexually transmitted disease testing.
- Ultrasound

### INFANT FEEDING

It may be best to wait until breastfeeding is well-established before introducing breastmilk in a bottle. This allows your baby time to learn how to latch well on the breast.

However, we know this is not always possible. It may be helpful to meet with a lactation consultant, your nurse, and/or your healthcare provider to learn additional ways to support your breastfeeding goals.

They may suggest use of a syringe, cup, or tube to assist with feedings. They can also offer tips about different types of bottles, nipple flow rate, and paced bottle feeding. Check out your local Baby Cafe or ask your home visiting nurse to learn more about this free support.

Research shows us that nursing moms who introduce a pacifier are just as successful with nursing as those who don't. True scientific research dispels the myth of nipple confusion and shows that limiting pacifiers does not increase nursing success.

Pacifiers can be a protective factor in reducing the risk of SIDS (Sudden Infant Death Syndrome). They are safe for infants to use during sleep.



Learn more at: <https://tinyurl.com/2p8d5jpn> & <https://takingcarebabies.com/newborns-sleeping-with-pacifiers>

### CHILD GROWTH & DEVELOPMENT

Sign up to receive three text messages a week of fun facts, tips to increase your child's motor skills, improve language and health development.

Have fun and boost your child's learning!

English: Text TS to 70138  
Spanish: Envíe un mensaje de texto con el código TS ESP to 70138  
Somali: U qor/text TS SOM 70138

#thinksmall  
#thinkbigger

### SAFETY & RESOURCES

**Fare For All** is a pop-up grocery store who sell packs of fresh produce and frozen meat at up to 40% off of retail prices. There are several locations across Minnesota, including those in Elk River, Buffalo, St. Cloud, and St. Joseph. <https://www.fareforall.org>

**Tri-CAP** is the federally designated community action program for Benton, Sherburne and Stearns Counties. They can help with basic needs (transportation, housing, energy, food resources), self sufficiency (financial fitness, renting, taxes, rebuilding lives), and building stability (home ownership, repair, and weatherization). <https://tricap.org/>

**Wright County Community Action (WCCA)** is the designated community action agency for Wright County. They can help with self sufficiency (aging services, MNsure navigation, tax prep), nutrition (WIC, backpack program, emergency food boxes, food shelf), housing (energy assistance, foreclosure prevention, transitional housing, weatherization), and education (Early Head Start, Head Start) <https://www.wccaweb.com/>

**Community Connect-Elk River** 10/19/23, 11a-2p a one-day, one-stop event that offers individuals and families access to resources and services in a welcoming and fun environment. <https://sherburneunitedway.org/community-connect/>

**Project Connect-St. Cloud** 10/24/23, 10a-3p a free event that offers people within our community the opportunity to access services offered by governmental, non-profit, and other agencies <https://www.visitstcloud.com/event/project-connect/>

### ACTIVITIES OF THE MONTH

**Candy Corn Footprints**  
<https://tinyurl.com/2udukwtf>

**Pumpkin Handprint Card**  
<https://tinyurl.com/2p8abz8n>

**Pom Pom Leaf Art**  
<https://tinyurl.com/mr2j6kb5>


**Fall Sensory Bottle**  
<https://tinyurl.com/bdf34eet>

### AFFIRMATION OF THE MONTH

*"I deserve happiness. My feelings are valid."*


### MINDFULNESS

10 Autumn Yoga Poses for Kids- See full descriptions at: <https://www.kidspogastories.com/autumn-yoga/>



### SPECIAL DAYS IN OCTOBER

1: International Music Day  
2: Child Health Day  
4: National Taco Day, World Animal Day  
5: National Do Something Nice Day  
10: World Mental Health Day  
17: National Pasta Day  
21: National Apple Day  
26: National Pumpkin Day  
31: Halloween





**First Steps**  
Central MN

## Monthly Family Newsletter

Vol. 56 October 2023  
Page 2



### ACTIVITIES OF THE MONTH

**Candy Corn Footprints**  
<https://tinyurl.com/2udukwtf>

**Pumpkin Handprint Card**  
<https://tinyurl.com/2p8abz8n>

**Pom Pom Leaf Art**  
<https://tinyurl.com/mr2j6kb5>

**Fall Sensory Bottle**  
<https://tinyurl.com/bdf34eet>

### AFFIRMATION OF THE MONTH

*"I deserve happiness. My feelings are valid."*

### MINDFULNESS

10 Autumn Yoga Poses for Kids- See full descriptions at: <https://www.kidspogastories.com/autumn-yoga/>



### SPECIAL DAYS IN OCTOBER

1: International Music Day  
2: Child Health Day  
4: National Taco Day, World Animal Day  
5: National Do Something Nice Day  
10: World Mental Health Day  
17: National Pasta Day  
21: National Apple Day  
26: National Pumpkin Day  
31: Halloween





When the grant ends...

We are all First Steps!

Pregnant or have a newborn?



**First Steps**  
Central MN

OUR NURSES  
ARE HERE  
TO HELP!

[www.FirstStepsCentralMN.org](http://www.FirstStepsCentralMN.org) · Call/Text 763-276-0441

FRANKLIN

Pregnant or have a new baby?



**First Steps**  
Central MN

OUR NURSES  
ARE HERE  
TO HELP!

[www.FirstStepsCentralMN.org](http://www.FirstStepsCentralMN.org) · Call/Text 763-276-0441

FRANKLIN

Pregnant or have a newborn?



**First Steps**  
Central MN

[www.FirstStepsCentralMN.org](http://www.FirstStepsCentralMN.org) · Call/Text 763-276-0441

FRANKLIN

Pregnant or have a newborn?



**First Steps**  
Central MN

OUR NURSES  
ARE HERE  
TO HELP!

[www.FirstStepsCentralMN.org](http://www.FirstStepsCentralMN.org) · Call/Text 763-276-0441

FRANKLIN



Benton County  
Sherburne County  
Stearns County  
Wright County

# When the grant ends...

# We are all First Steps!

*"I'm so grateful for our Home Visitor. She has been a life saver through my pregnancy and after delivery. I know I have the support of someone who doesn't judge me."*  
-Quote from participating family



**First Steps**  
Central MN



CALL OR TEXT 763-276-0441  
TO CONNECT WITH A FREE  
PERSONAL NURSE

*"My home visit team has been amazing, they have encouraged and showed my family so much love and we are so happy we have them."*  
-Quote from participating family



**First Steps**  
Central MN

CALL OR TEXT 763-276-0441  
TO CONNECT WITH A FREE  
PERSONAL NURSE



*"I will forever be grateful for my home visits, it has helped me a lot to understand to be patient with myself and to not give myself a hard time when parenting!"*  
-Quote from participating family



**First Steps**  
Central MN



CALL OR TEXT 763-276-0441  
TO CONNECT WITH A FREE  
PERSONAL NURSE



Benton County  
Sherburne County  
Stearns County  
Wright County



# When the grant ends...

# We are all First Steps!



## First Steps Central MN

Supporting Families in Benton, Sherburne, Stearns & Wright Counties

We can support you in finding more information about:

Receiving free home visits from a Nurse	Ways to prepare your home for a baby
Family planning resources & pregnancy testing	Child passenger safety (car seat) education & distribution
What to expect during pregnancy & preparing for childbirth	Immunizations
Breastfeeding, pumping, bottle feeding & infant feeding support	Finding dental, vision, or medical care & connection to community resources
What to expect for your child's growth & development	Food resources such as WIC, SNAP, local food shelves



Call/Text 763-276-0441  
referrals@firststepscentralmn.org  
www.firststepscentralmn.org

## Central MN Infant Feeding Support

Below is a listing of resources for pregnant and parenting moms to receive free breastfeeding, pumping, and infant feeding information and support. No appointment needed, just drop in at one of the following locations:

- Baby Cafe-Mondays 10a-12p, Monticello Community Center, 763-271-2218
- Lactation Connection-Tuesdays 9a-11a, Princeton ECFE Family Center, 763-765-4000
- Baby Cafe-Tuesdays 9:30a-11:30a, St. Cloud YMCA, 320-251-2700, ext 51990
- Baby Cafe-Wednesdays 9:30a-11:30a, Buffalo Wright County Historical Society, 763-684-7630
- Mommy & Me Support Group-Wednesdays 1:30p-3p, Maple Grove Hospital lower level conference room, 763-581-2021
- Baby Cafe-Thursdays 11a-12:30p, Cambridge-Isanti Adult Enrichment Center, 763-689-4212
- Baby Cafe-Fridays 10a-12p, St. Michael Cornerstone Options For Women, 612-584-9449



## PREGNANT OR HAVE A NEW BABY?





### OUR NURSES ARE HERE TO HELP!

- ★ Have a healthy pregnancy
- ★ Be the best parent you can be
- ★ Have a safe, loving home for you and your baby
- ★ Connect to community resources



**CALL/TEXT 763-276-0441**



Our First Steps Nurses are also available for breastfeeding and infant feeding questions. Call/Text 763-276-0441 to learn more!



First Steps Nurse <a href="http://www.firststepscentralmn.org">www.firststepscentralmn.org</a> Call/Text 763-276-0441	First Steps Nurse <a href="http://www.firststepscentralmn.org">www.firststepscentralmn.org</a> Call/Text 763-276-0441	First Steps Nurse <a href="http://www.firststepscentralmn.org">www.firststepscentralmn.org</a> Call/Text 763-276-0441	First Steps Nurse <a href="http://www.firststepscentralmn.org">www.firststepscentralmn.org</a> Call/Text 763-276-0441	First Steps Nurse <a href="http://www.firststepscentralmn.org">www.firststepscentralmn.org</a> Call/Text 763-276-0441	First Steps Nurse <a href="http://www.firststepscentralmn.org">www.firststepscentralmn.org</a> Call/Text 763-276-0441	First Steps Nurse <a href="http://www.firststepscentralmn.org">www.firststepscentralmn.org</a> Call/Text 763-276-0441	First Steps Nurse <a href="http://www.firststepscentralmn.org">www.firststepscentralmn.org</a> Call/Text 763-276-0441
---	---	---	---	---	---	---	---

## ¿ESTÁS EMBARAZADA O TIENES UN NUEVO BEBÉ?





### ¡NUESTRAS ENFERMERAS ESTÁN AQUÍ PARA AYUDAR!

- ★ A tener un embarazo saludable
- ★ A ser el mejor padre posible
- ★ A tener un hogar seguro, amoroso para ti y tu bebé
- ★ A conectarte con los recursos comunitarios



**LLAMA O ENVÍA UN MENSAJE DE TEXTO: 763-276-0441**



Our First Steps Nurses are also available for breastfeeding and infant feeding questions. Call/Text 763-276-0441 to learn more!



First Steps Nurse <a href="http://www.firststepscentralmn.org">www.firststepscentralmn.org</a> Call/Text 763-276-0441	First Steps Nurse <a href="http://www.firststepscentralmn.org">www.firststepscentralmn.org</a> Call/Text 763-276-0441	First Steps Nurse <a href="http://www.firststepscentralmn.org">www.firststepscentralmn.org</a> Call/Text 763-276-0441	First Steps Nurse <a href="http://www.firststepscentralmn.org">www.firststepscentralmn.org</a> Call/Text 763-276-0441	First Steps Nurse <a href="http://www.firststepscentralmn.org">www.firststepscentralmn.org</a> Call/Text 763-276-0441	First Steps Nurse <a href="http://www.firststepscentralmn.org">www.firststepscentralmn.org</a> Call/Text 763-276-0441	First Steps Nurse <a href="http://www.firststepscentralmn.org">www.firststepscentralmn.org</a> Call/Text 763-276-0441	First Steps Nurse <a href="http://www.firststepscentralmn.org">www.firststepscentralmn.org</a> Call/Text 763-276-0441
---	---	---	---	---	---	---	---



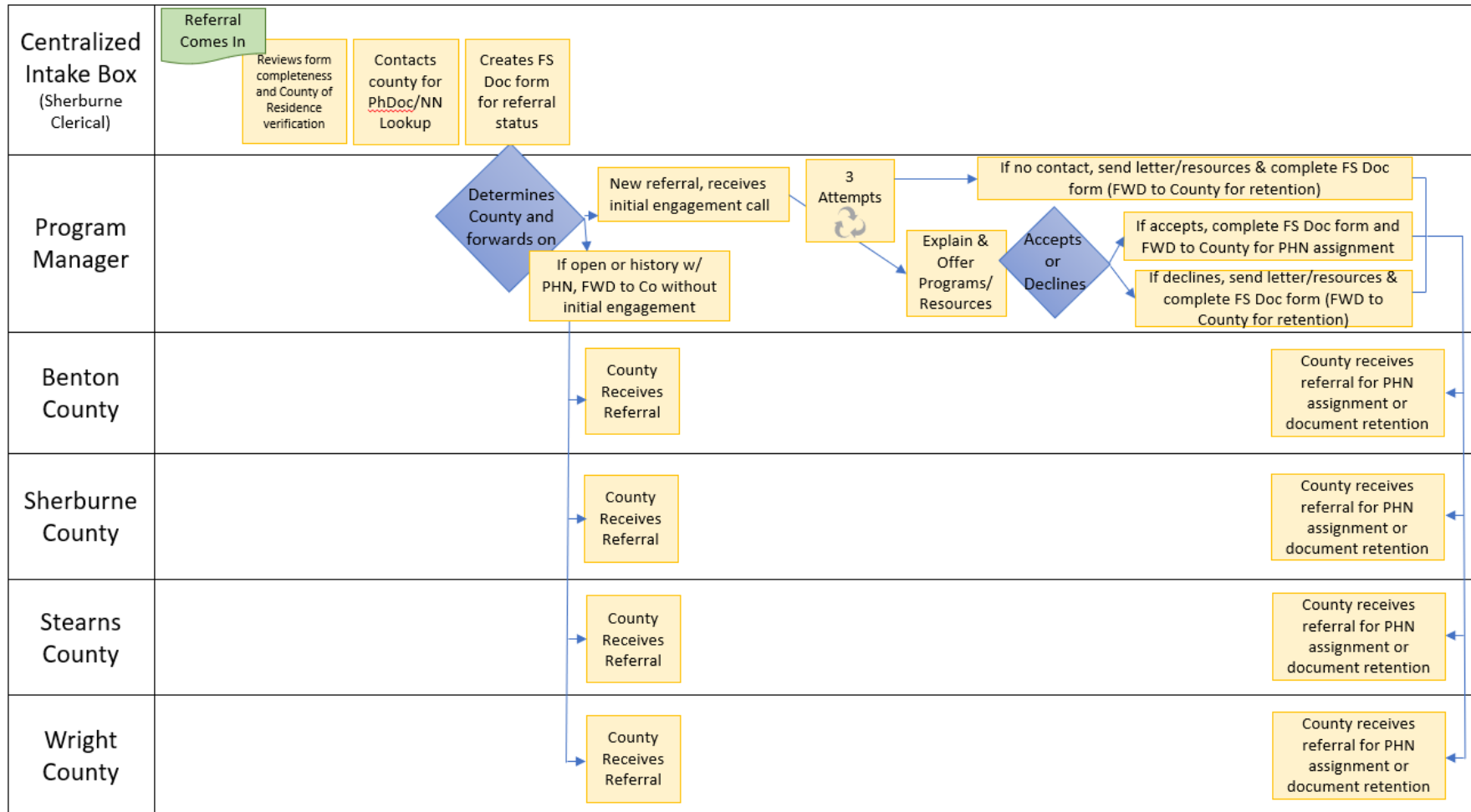
Benton County  
Sherburne County  
Stearns County  
Wright County

# When the grant ends...

# We are all First Steps!



## FS Centralized Referral Process 1.5 (Current - Aug 2021)



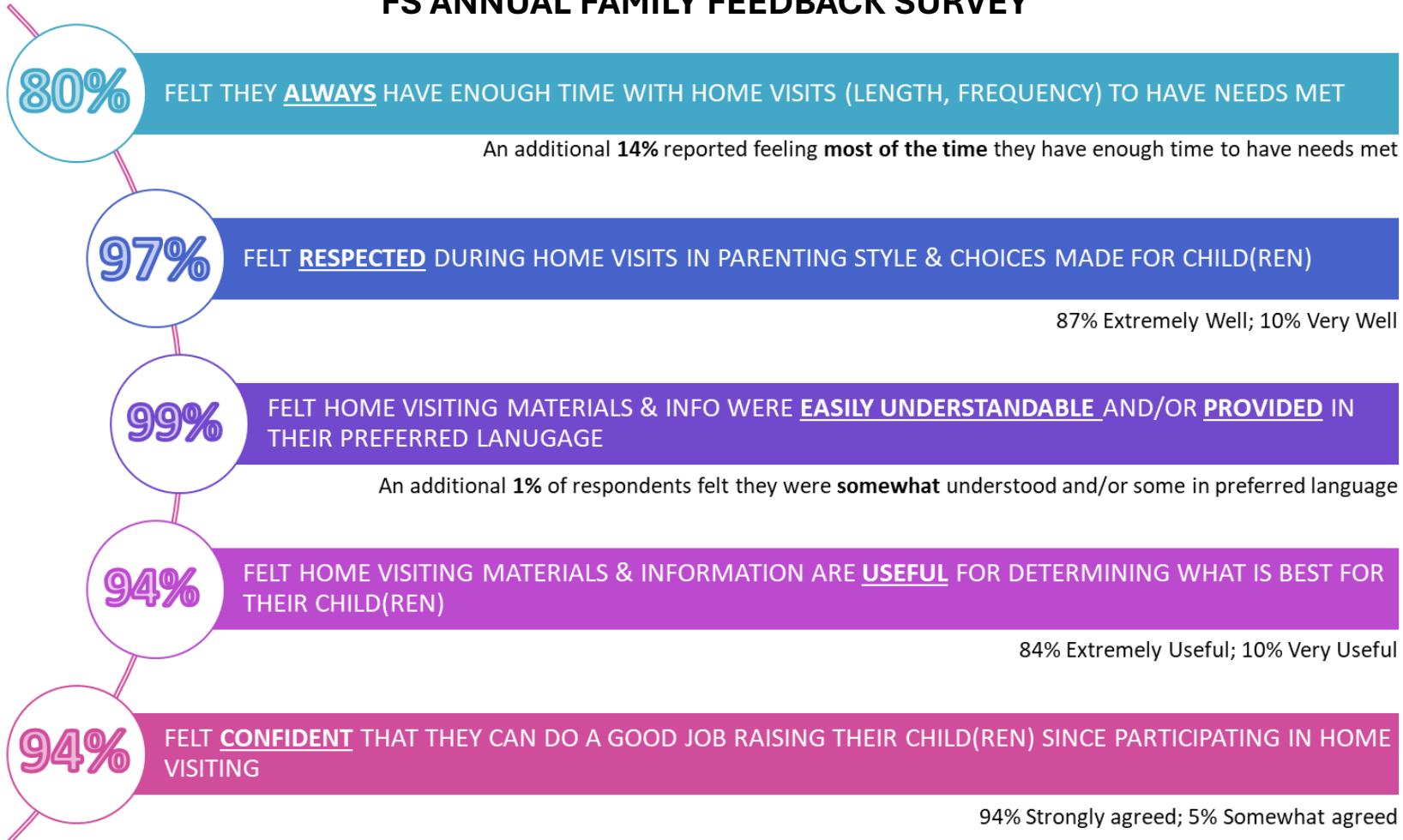
Benton County  
Sherburne County  
Stearns County  
Wright County



# How do others do it?

# We all do better when we all do better!

## FS ANNUAL FAMILY FEEDBACK SURVEY



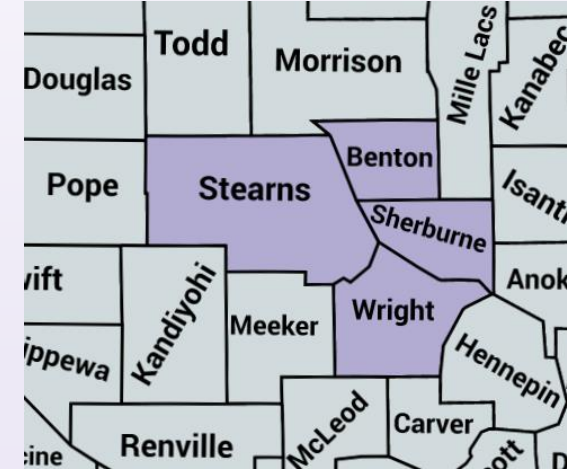
How do others do it?

We all do better when we all do better!

## INDIVIDUAL COUNTY PROGRAMS



## REGIONAL IMPLEMENTATION



Benton County  
Sherburne County  
Stearns County  
Wright County

How do others do it?

We all do better when we all do better!

## First Steps Best Practice Guide

Communication Structure

Communication Best Practices

Centralized Intake Process

Client Engagement

Referral Assignment

Caseload Calculator

MECSH Client Transfers

Community Partner Engagement

Outreach

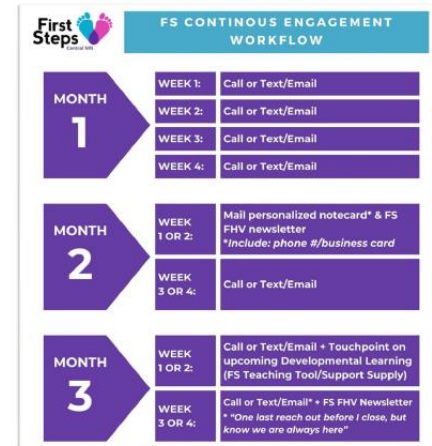
Logo & Branding



First Steps Best Practice Guide



20



Additional suggestions:

- Follow up when you say you will.
- Remember important dates for them or their family.
- Ask the family what the best way to communicate with them is. Follow your county's policies.
- Solicit feedback from families on a regular basis to ensure their expectations are matching their experiences and to identify improvement opportunities.
- Send text/email/ mailing of a new resource that made you think of them between visits. Sending the monthly family newsletter is another great option.
- Be flexible with scheduling.
- Schedule your next visit together during a current visit. Explain you will call or text to confirm the visit the day before/morning of.
- Call or text to confirm a visit before heading out of the office.



Benton County  
Sherburne County  
Stearns County  
Wright County

**How do others do it?**

**We all do better when we all do better!**

## Community of Practice Topics

FAP, HMG, ECSE, IEIC

Perinatal Mental Health

Prenatal, NB, PP Assessments

Child Nutrition & Baby Led Weaning

Somali Culture

Resiliency & Mental Wellbeing

Hispanic & Latinx Resources

Midwives & Doulas

Trafficking

MoveMindfully: Trauma Responsive Mind Body Practices

Sleep Training

Annual December Celebration & CHEERS for Peers







MENTI

## What successes have you seen working in collaboration?

resource sharing

Shared resources

Trust building

Content expertise

Staff capacity

Less work to do more

More knowledge

Thought partners

MENTI

## What successes have you seen working in collaboration?

Productivity

Collective impact

Staff Leadership Data  
Serving more families

Greater impact

New, innovative ideas

Relationship building

Innovation

Efficiencies

MENTI

## What successes have you seen working in collaboration?

Share experience,  
successes and areas for  
growth

Program support

Increased wellness of  
staff

Connecting more vs  
some communities with  
PH resources

Capacity building

Time and resource  
efficiency

Shared communication  
method with the  
community

Environmental health



# That took longer than expected...

# Add it to the parking lot!



## FIRST STEPS CASELOAD REPORT | NOVEMBER 2024



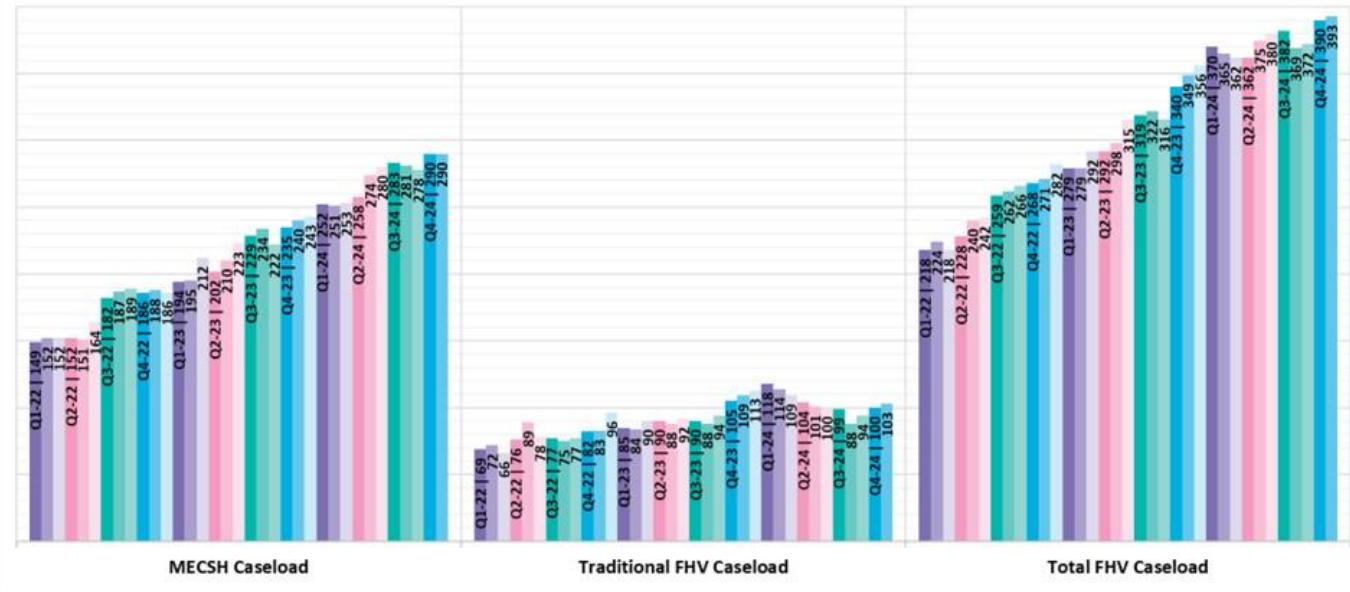
### FIRST STEPS FHV CASELOAD MONTHLY SNAPSHOT

#### Highlights:

- ❖ **393** Families Served Regionally
  - ❖ **19** Families Served Cross-County
- ❖ **1% growth** in Total Caseload from Previous Month
- ❖ **100%** Target Caseload for Strong Foundations Grant
- ❖ **98** FHV Program Completions YTD

CASELOAD GROWTH	CURRENTLY SERVED	CHANGE FROM PREVIOUS MONTH	PROGRAM COMPLETIONS 2023 YTD
MECSH	290	0%	46
TRADITIONAL	103	3%	52
<b>TOTAL</b>	<b>393</b>	<b>0.8%</b>	<b>98</b>

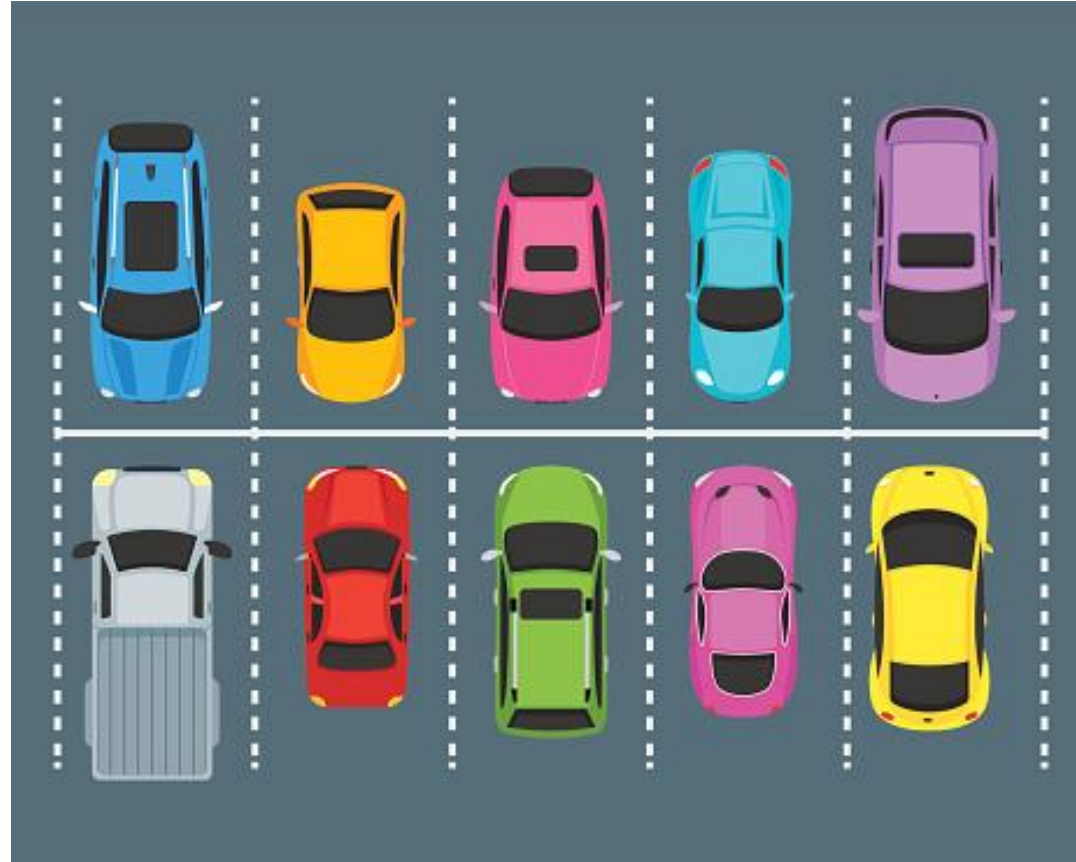
### FIRST STEPS CENTRAL MN FAMILY HOME VISITING CASELOAD



Benton County  
 Sherburne County  
 Stearns County  
 Wright County

That took longer than expected...

Add it to the parking lot!





Q & A

MENTI

## What collaboration potential might there be in your county/region?

DPC and WIC

WICPhep

More streamlined data sharing

Consistent messaging

SHIP, WIC

Emergency preparedness

Highlight best practices and get you all more funding

SHIP

MENTI

## What collaboration potential might there be in your county/region?

Comms

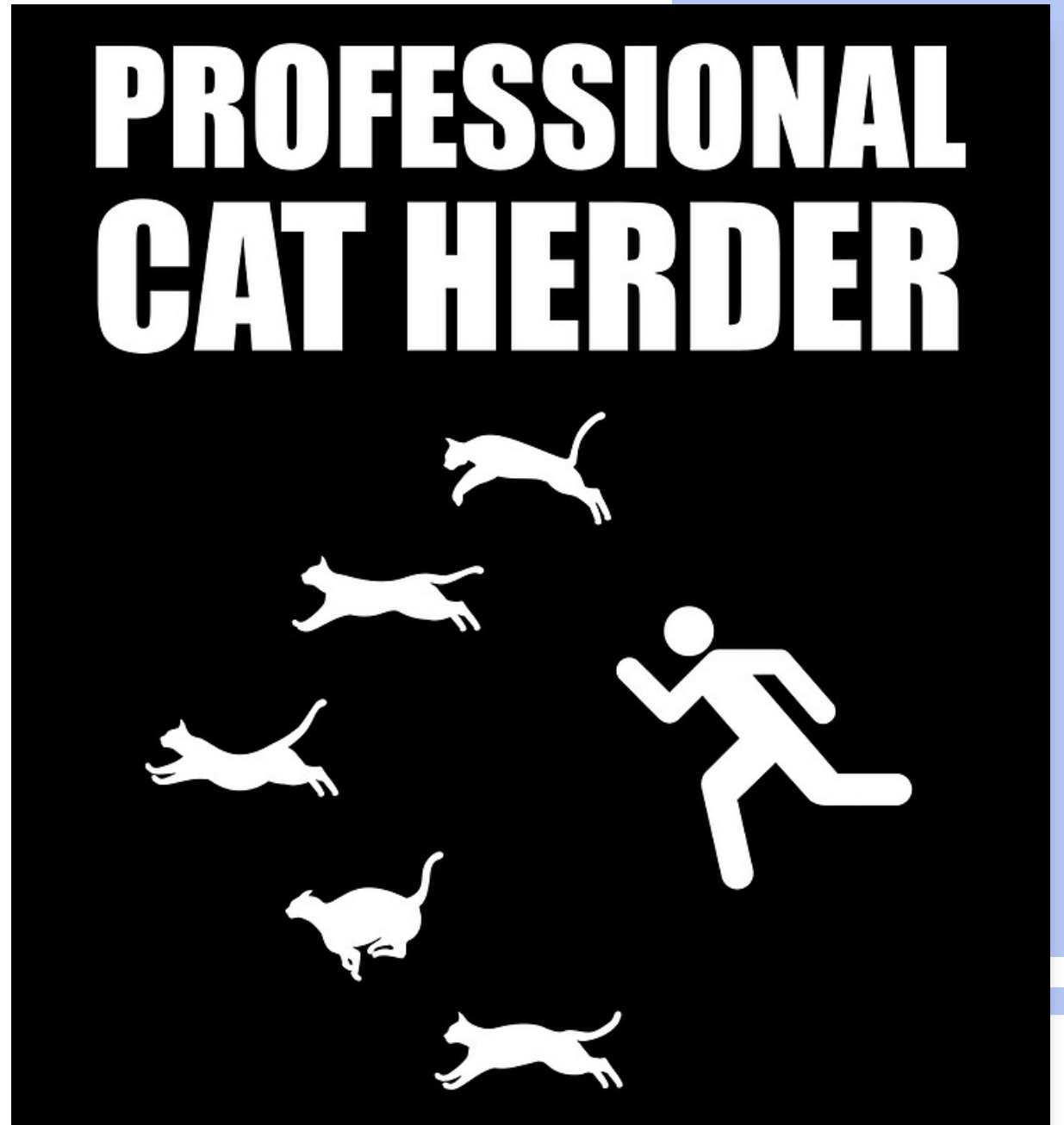
Establishing relationships with health systems in our 3 city service area

Would you think about becoming an Accountable Community for Health

Would love to spotlight your collaborative I. Our newsletter

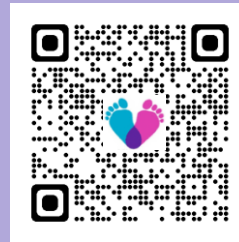
AGE FRIENDLY COMMUNITY

Herding  
Cats: It CAN  
be done!



# THANK YOU!

[www.firststepscentralmn.org](http://www.firststepscentralmn.org)



- Kelly Ball | FHV Program Manager  
[kelly.ball@firststepscentralmn.org](mailto:kelly.ball@firststepscentralmn.org)
- Leah Krotzer | Data & Analytics Manager  
[leah.krotzer@firststepscentralmn.org](mailto:leah.krotzer@firststepscentralmn.org)

