Waukesha County Health Needs Assessment A summary of key informant interviews

2023

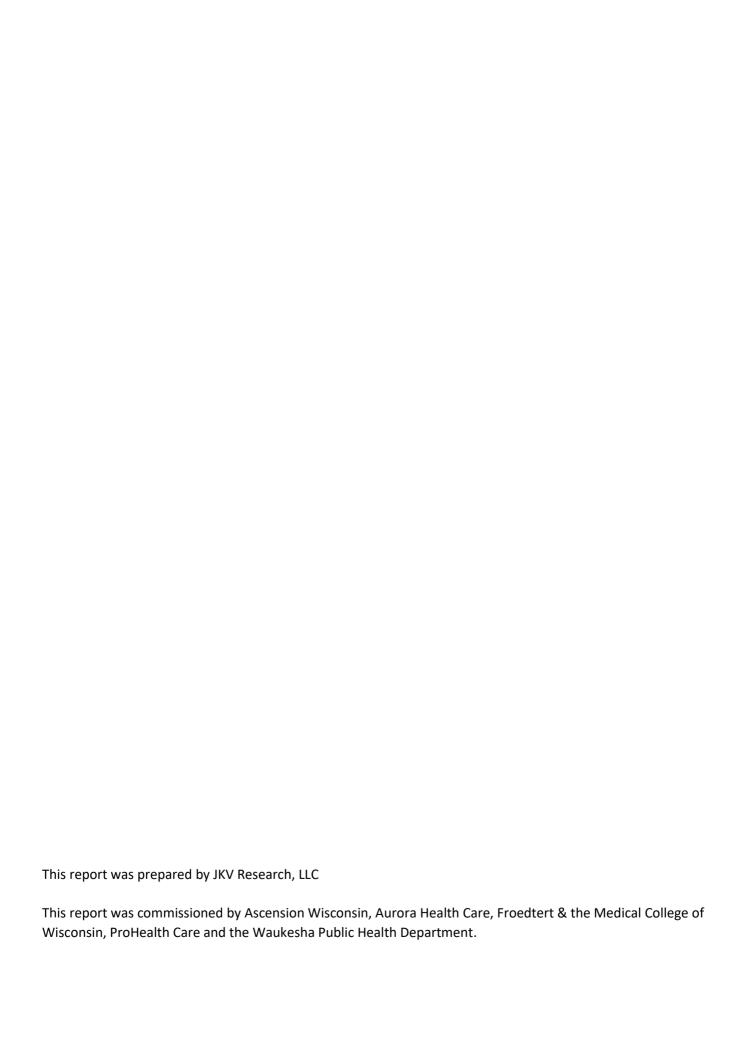


Table of Contents

	roduction				
Key	y Findings	2			
A.	Social Determinants of Health Rankings	3			
	General Themes	3			
	Top Social Determinants of Health Summaries	3			
	Safe and Affordable Housing	3			
	Accessible, Affordable and Quality of Health Care	4			
	Food Insecurity	5			
	Social Connectedness and Belonging	5			
	Economic Stability and Employment	6			
	Accessible and Affordable Transportation	6			
	Remaining Social Determinants of Health	7			
В.	Health Conditions/Behaviors Rankings	8			
	General Themes	8			
	Top Health Conditions/Behaviors Summaries	8			
	Mental Health, Mental Conditions, and Suicide	8			
	Alcohol and Substance Use	9			
	Chronic Diseases	10			
	Nutrition, Physical Activity and Obesity	10			
	Remaining Health Conditions/Behaviors	11			
C.	Additional Questions/Comments	12			
Ар	ppendix A: Key Informant List				

Introduction

As a supplement to the community health online survey, key informants who represent the diverse sectors of Waukesha County were interviewed.

A total of 30 key informants participated between August 15, 2023 and October 17, 2023. A few interviews had more than one person participating in the call, but were considered one interview for the purpose of identification. See Appendix A for a complete list of participants.

As shown in the table below, a variety of community populations are represented. Half of informants (58%) selected one population served. Several wanted to clarify their served population by specifying an "other."

Table 1. Community/Population Served (More Than One Response Accepted)

	Count
All populations	14
People experiencing low SES	11
Seniors (65+)	6
Youth	
Communities of color	
Rural communities	2
LGBTQIA+	
Other specific populations	
Uninsured, underinsured, low income	2
Adults with disabilities	
Business	1
Grandparents raising grandchildren	1
People experiencing homelessness	1
Staff, parents, families	1
Students with disabilities	1
Those affected by alcohol/substance abuse	1

All informants were made aware that participation was voluntary and that responses would be shared with JKV Research for analysis and reporting. Members from the team interviewed the key informants and entered responses into Survey Monkey for analysis.

The interviews used a standard script that included the following elements: Social Determinants of Health:

- Top Rank, Second Rank
- What populations in our communities are most affected by this issue? How are they affected?
- What are the existing strategies and stakeholders to address the health issue? What is working well?
- If your organization works in this space, what is the best way that public health or health care organizations can support you?
- How has COVID-19 impacted this issue?

Health Conditions/Behaviors:

- Top Rank, Second Rank
- What populations in our communities are most affected by this issue? How are they affected?
- What are the existing strategies and stakeholders to address the health issue? What is working well?
- What additional strategies are needed to address this issue? What is keeping our community from doing what needs to be done to improve this issue?

- If your organization works in this space, what is the best way that public health or health care organizations can support you?
- How has COVID-19 impacted this issue?

Additional Questions/Comments

- How would you suggest organizations reach out to community members to implement health initiatives?
- Do you have any additional comments you would like to share?

This qualitative data, while useful, has limitations. The sample was developed by team members to represent Waukesha County. Inadvertent exclusions may have an impact on the results. Use this in conjunction with quantitative research data.

Key Findings

- 1) The top social determinants of health were safe & affordable housing; accessible, affordable & quality health care; food insecurity; social connectedness & belonging; economic stability & employment and accessible & affordable transportation. The complexities of the inter-connected determinants were highlighted often. Populations affected varied somewhat, although people with low income, unemployed/underemployed, older, or people of color crossed several social determinants of health. Starting or expanding collaborations, more funding or marketing/communication of services to increase awareness were needed strategies to address most issues. Best way to be supported were more funding, support of existing services or increase access/resources. Key stakeholders varied somewhat on the determinant, but typically included government agencies, healthcare systems, advocates, employers and community leaders.
- 2) By far, the top health condition/behavior in their community was mental health, mental conditions & suicide followed by alcohol & substance use. Chronic diseases and nutrition/physical activity & obesity were next. "Everyone," people who were older or with low income were the most often listed affected populations. Similar to social determinants of health, the health conditions/ behaviors were not necessarily singular. Collaboration, additional providers/services as well as increasing awareness, education or access were the most often listed strategies needed. Best way to be supported included more funding, support of existing services or increase access/resources. Key stakeholders varied somewhat on the condition/behavior, but typically included schools, government agencies and health care systems, including mental health.

A. Social Determinants of Health Rankings

Key informants were asked to select the top *two* social determinants of health in the community they serve. Table 2 indicates the selected determinants and the number of key informants who ranked it as the top social determinant of health. The top six social determinants of health are listed in detail. The remaining determinants are limited in the amount of information available.

Table 2. Social Determinants of Health Rankings

	Count	
	Top 2	Number 1
Safe and Affordable Housing	14	9
Accessible, Affordable and Quality Health Care	7	3
Food Insecurity	7	3
Social Connectedness and Belonging	7	3
Economic Stability and Employment	6	5
Accessible and Affordable Transportation	6	1
Affordable Childcare	5	2
Access to Social Services (welfare programs,		
housing assistance, etc.)	5	1
Family Support	3	3
Community Violence and Crime	0	0
Education Access and Quality	0	0
Environmental Health (clean air, safe water, etc.)	0	0
Racism and Discrimination	0	0
Other Social Determinant	0	0

General Themes

Several key informants indicated it was difficult to identify two social determinants of health because they were so inter-related. For example, safe and affordable housing, the top social determinant of health, is invariably linked to food insecurity, accessible & affordable transportation and economic stability & employment. Populations affected varied somewhat, although people with low income, unemployed/underemployed, older, or people of color crossed several social determinants of health. Starting or expanding collaborations, more funding or marketing/communication of services to increase awareness were needed strategies to address most issues. Best way to be supported were more funding, support of existing services or increase access/resources. Stakeholders included government agencies, advocates, employers, community leaders and healthcare systems. COVID-19 exacerbated most issues.

Top Social Determinants of Health Summaries

☑ Safe and Affordable Housing

Fourteen key informants' interview rankings included safe and affordable housing as a top social determinant of health, and nine ranked it number one.

Populations Affected and How: The most often cited population affected was the low to mid income households. People who were older, with special needs/disabilities or with mental health issues were also listed a handful of times. The jobless/under-employed/underinsured, people of color, youth, single parents or families were also

mentioned. Instability was the description of how populations are affected. The lack of affordable housing or landlord refusal of vouchers can create issues with finances, employment and lead to homelessness or overall instability.

Existing Strategies: Collaborations/coalitions, housing resources, government services, social support agencies, nonprofits or funding to help make housing more affordable were the most often cited strategies. Crisis management or vouchers were also mentioned.

Critical Community Stakeholders: Top critical stakeholders included government leaders and government agencies. Collaborations/partnerships was listed next. Nonprofits, city planners, landlords/property managers and employers were also listed by a few key stakeholders.

Best Way to be Supported: Over three-quarters of key informants indicated that raising awareness about the housing situation was the best way organizations could be supported. In addition, there should be health system participation, collaboration or more funding. Communities need to build more affordable rentals and permanent supportive housing since there are not enough to meet the need. Increase landlord accountability/responsibility, a centralized services system/navigators, just-in-time help as well as legislative policy changes were also ways to support organizations who worked in this space. In addition, efforts to be inclusive should be practiced.

COVID-19 Impact: Nearly half of key informants stated COVID-19's impact was an increased demand for affordable housing. COVID exacerbated unemployment/business closures/stable income and increased rent/housing costs. The ending of the rent moratorium and federal assistance also had an impact.

☑ Accessible, Affordable and Quality Health Care

Seven informants' interview rankings included accessible and affordable health care as a top social determinant of health, and three ranked it number one.

Populations Affected and How: The most often cited populations affected were households with low to mid income or near/below poverty level. People of color were also identified. Poor access to health care due to a high-cost burden can affect their economic stability, delay services and have less overall health/wellbeing.

Existing Strategies: Health care providers was the most often cited existing strategy followed by nonprofits or mental health services. More funding was also listed.

Critical Community Stakeholders: Critical stakeholders included health care providers/systems, government agencies and collaborations/partnerships.

Best Way to be Supported: Collaboration, awareness of resources or health system participation were the most often mentioned ways organizations could be best supported. Increase funds, accessibility, affordability or mental health providers were also mentioned. Navigators to help identify resources available or provide support through a continuum of care were ways to support organizations.

COVID-19 Impact: Half of key informants stated COVID-19 had an impact on people delaying health care services due to cuts in services. Money came from the federal level to support health care industry but it has now been cut. Lack of awareness on how to access health care was also listed.

☑ Food Insecurity

Seven informants' interview rankings included food insecurity as a top social determinant of health, and three ranked it number one.

Populations Affected and How: The most often cited populations affected were people who were older or households with low income or near/below poverty. Lack of support/limited resources or travel distance for food has increased food insecurity. High-cost burden can lead to an unhealthy quality of life. Food pantries have seen an increase of patrons.

Existing Strategies: Nonprofits were the most often cited strategy. Collaborations/coalitions, community programs, free/reduced school lunch, government services or volunteers were also existing strategies.

Critical Community Stakeholders: Critical stakeholders included government agencies, collaborations/partnerships and the faith community.

Best Way to be Supported: Awareness of resources, navigators to help identify the resources available, collaborations or health system participation were the most often mentioned ways organizations could be best supported. Increase access, increase affordability as well as target at-risk populations were also listed.

COVID-19 Impact: Half of key informants stated COVID-19 decreased income through unemployment/closures, which then increased food insecurity. Funding at the federal level helped at first, but with that assistance ending, food insecurity increased.

☑ Social Connectedness and Belonging

Seven informants' interview rankings included social connectedness and belonging as a top social determinant of health, and three ranked it number one.

Populations Affected and How: "Everyone" was most often cited population affected. People who were older, youth, people of color or teens were specifically listed. With a lack of social connectedness, people feel isolated or do not feel like they belong, increasing mental health issues. Some noted that social media has been a mostly negative influence on connectedness.

Existing Strategies: Community programs or safe social groups were the most often cited strategies. Peer coach/recovery coach/support groups or accessibility to resources were listed by a few informants as well.

Critical Community Stakeholders: Critical stakeholders were schools, government agencies, public sector/community centers, health care providers/systems, collaborations/partnerships and nonprofits.

Best Way to be Supported: Increase awareness or more marketing of programs for social connectedness/ belonging were the most often mentioned ways organizations could be supported. Collaborations, support of existing programs, more planning efforts or health system participation were also efforts to at address social connectedness and belonging.

COVID-19 Impact: Half of key informants stated COVID-19's impact was an increase in isolation and social disconnectedness. COVID-19 exacerbated the issue and delayed social skills for children due to virtual learning which wasn't as effective as in-school learning. One positive outcome was some families reconnected and started new hobbies due to safety procedures of staying home.

☑ Economic Stability and Employment

Six informants' interview rankings included economic stability and employment as a top social determinant of health, and five ranked it number one.

Populations Affected and How: The most often cited populations affected were the unemployed, underemployed or under/uninsured. People who were older were also listed. The lack of training/job preparation can affect one's employment or finances.

Existing Strategies: Job training education was the most often cited strategy. Keeping workers employed or government services were also existing strategies.

Critical Community Stakeholders: Most often cited critical stakeholders were health care providers/systems, government agencies, employers, schools, nonprofits and collaborations/partnerships.

Best Way to be Supported: Several key informants indicated health system participation was the way organizations could be best supported. Awareness of resources, navigators to help identify the resources available, collaborations or increase funding were mentioned. Employer education of maintaining a healthy workforce, health education or prevention/early prevention would also help with economic stability.

COVID-19 Impact: Key informants stated COVID-19's impact was an increase in unemployment/business closures/income instability as well as the impact of inflation on the economy.

☑ Accessible and Affordable Transportation

Six informants' interview rankings included accessible and affordable transportation as a top social determinant of health, and one ranked it number one.

Populations Affected and How: Half of key informants indicated rural residents or those who were homebound as the most affected populations. People who were older were also listed. Without affordable transportation access, community members' have limited access to health care, employment as well as healthy food options.

Existing Strategies: Transportation accessibility or resources were the most often cited existing strategies.

Critical Community Stakeholders: Critical stakeholders included government agencies and nonprofits. Collaborations/partnerships were also listed.

Best Way to be Supported: Increase awareness through marketing/communication, easier access or more affordable were the most often mentioned ways organizations could be supported. Collaboration or training of staff were also mentioned.

COVID-19 Impact: A few key informants stated COVID-19's impact was fewer transportation services offered, as well as fewer staff/volunteers who returned after the shut-down.

Remaining Social Determinants of Health

The remaining social determinants of health are listed below along with populations affected, strategies, critical stakeholders, best way to be supported and COVID-19 impact. Please be aware of the limited number of key informants who listed these as one of their top two rankings.

Affordable Childcare

Five informants' interview rankings included affordable childcare as a top social determinant of health, and two ranked it number one.

Existing strategies to meet the issue included before/after care at schools, schools starting a 3-year-old program and expanding 4-year-old program or training childcare providers. Schools and government agencies were listed as critical community stakeholders. Employee-based/sponsored childcare, increase childcare staffing, school run daycares or affordability were the most often mentioned ways organizations could be supported. COVID-19 increased the awareness of the problem and increased cost. This caused a reduction in staff, increasing the need for affordable childcare.

Access to Social Services

Five informants' interview rankings included access to social services as a top social determinant of health, and one ranked it number one.

Existing strategies included navigators to help connect people to the resources that they need. Critical stakeholders included government agencies, schools, nonprofits, volunteers and health care providers/systems. Increased awareness, communication, funding, support for current agencies, collaborations, a simpler process or navigators were the most often mentioned ways organizations could be best supported.

Family Support

Three informant's interview rankings included family support as a top social determinant of health, and they ranked it number one.

Communication/awareness of available resources that focus on family support, social connectedness and physical activity for families were existing strategies. Nonprofits, schools, community centers, collaborations/partnerships and faith community were listed as critical stakeholders. Educational programs on how to be a supportive family member, increase awareness or communication of current resources were the most often mentioned ways organizations could be supported.

B. Health Conditions/Behaviors Rankings

Key informants were asked to select the top *two* health conditions/behaviors in their service area. Table 3 indicates the conditions/behaviors that were selected as well as the number of key informants who selected it as the top condition/behavior. The top four health conditions/behaviors are listed in detail. The remaining conditions/behaviors are limited in the amount of information available.

Table 3. Health Conditions/Behaviors Rankings

	Count	
	Top 2	Number 1
Mental Health, Mental Conditions, and Suicide	23	14
Alcohol and Substance Use	16	6
Chronic Diseases	9	7
Nutrition, Physical Activity, and Obesity	9	3
Reproductive Health, Sexual Health, and STI's	1	0
Tobacco and Vaping Products	1	0
Other health condition/behavior	1	0
Communicable Diseases/COVID-19	0	0
Intimate Partner/Domestic Violence	0	0
Maternal, Infant, and Child Health	0	0
Oral Health	0	0
Unintentional Injury (Falls, Motor Vehicle Crashes)	0	0

General Themes

"Everyone", people who were older, or with low income were listed most often when asked about populations affected for most of the top four health conditions/behaviors. Mental health/conditions/suicide was overwhelmingly listed as the top priority. Similar to social determinants of health, the health conditions/behaviors were not necessarily singular. As a result, holistic approaches and collaboration were often listed as strategies to best meet the inter-connected conditions/behaviors. Awareness of services or education were often listed as well. The best way to support organizations who work in the space reported more funding, support of existing services or increase access/resources. Key stakeholders varied somewhat on the condition/behavior, but typically included schools, government agencies, and healthcare systems.

Top Health Conditions/Behaviors Summaries

☑ Mental Health, Mental Conditions, and Suicide

Twenty-three key informants' interview rankings included mental health, mental conditions and suicide as a top health condition/behavior and 14 (61%) ranked it number one. All informants were asked to select the most important health topic of the three (mental health, mental conditions and suicide) that must be addressed in Waukesha County to improve the health and quality of life in their community. Twelve key informants ranked overall mental health as the most important health topic. Five key informants ranked mental health conditions as the most important health topic followed by two key informants who ranked suicide. The remaining five did not select any of the three.

Populations Affected and How: Over half of key informants reported the most affected population was "everyone." Youth, people with low income or who were older were listed next. People who were uninsured, who lacked knowledge of health care access, teens, people of color or homeless/transient people were also

listed. Poor mental health can affect their social connectedness/sense of belonging, families, employment, relationships or school success. Affected populations may have poor access to health care, lack AODA or mental health knowledge, have an unhealthy quality of life, have housing issues or suicide ideation. Employers also lack resources.

Existing Strategies and Critical Community Stakeholders: Collaborations, government services, accessible resources or awareness were the most often cited strategies. Mental health screenings/services in schools, crisis management, nonprofits, student programs or education were also existing strategies. Training, health care providers, more funding, community campaigns and programs, mental health providers with officers, telehealth, social support, prevention, access for under-insured people or decreasing stigma were also listed. Government agencies, law enforcement, schools, communication, health care providers/systems, social support agencies and AODA providers were critical stakeholders.

Additional Strategies Needed: Additional strategies included more access/resources, collaboration, education, crisis management, more providers, nonprofits or reduce stigma. Increase funding or staff as well as expand behavioral or mental health services were also mentioned. Law enforcement de-escalation or training were listed by a few key informants. Navigators, school mental health screening, social support agencies or more corporate buy-in were also listed.

Best Way to be Supported: Collaboration, health system participation or marketing/communication to increase awareness were the most often mentioned ways organizations could be best supported. Mental health education, increased funding or support of existing services were also mentioned. More mental health providers, school-based programs, mental health services provided at school, staffing, professional development/training or referrals were listed by a few informants. Just-in-time help, planning, prevention, early intervention, trauma-informed care or EAP including mental health were also listed.

COVID-19 Impact: Isolation and social disconnectedness increased stress levels/anxiety/mental health which was exacerbated by the COVID pandemic, revealing the greater need for services and a longer waiting list. Dealing with the grief and stress of the COVID-19 pandemic was also listed. Access became more difficult until there were some telehealth services, which improved access for some. One positive outcome of the COVID pandemic was an overall increase of the importance of mental health.

☑ Alcohol and Substance Use

Sixteen key informants' interview rankings included alcohol and substance use as a top health condition/behavior and six ranked it number one.

Populations Affected and How: Nearly half of key informants reported the most affected population was "everyone." People with mental health issues, teens, families or people with high ACE's were also listed. Alcohol and substance use may affect employment, finances, housing, relationships, access to health care or impact overall health, including mental health.

Existing Strategies and Critical Community Stakeholders: Collaborations or government services were the most often cited strategies. Awareness, nonprofits or mental health services were also existing strategies. Behavioral health services, Narcan or reducing stigma were listed by a few informants as well. Education, community campaigns, peer coaching, medication, housing resources or more funding were also listed. Government agencies, granting agencies, health care providers/systems, AODA providers, mental health providers, treatment facilities, law enforcement, schools, college involvement/adult educators, nonprofits, caregivers and neighborhood/community were listed as stakeholders.

Additional Strategies Needed: Education, access to services/resources or increase awareness of the issue were the most often identified additional strategies needed. Criminal justice system, government services, behavioral health service or more funding and were also listed. More collaboration, student programs, peer coaching, determine root causes, reduce stigma, housing resources, health care providers or early intervention were also listed.

Best Way to be Supported: Collaboration was the most often mentioned way organizations could be best supported. Marketing/communication to increase awareness, health system participation or more AODA services were also mentioned. Long-term patient focus, more affordable, early intervention, holistic continuum, support of existing services, family involvement or target at-risk populations were also listed.

COVID-19 Impact: Isolation and social disconnectedness increased with the COVID-19 pandemic and also increased alcohol and substance use.

☑ Chronic Diseases

Nine key informants' interview ranking included chronic diseases as a top health condition/behavior and seven ranked it number one.

Populations Affected and How: Older people were the most often listed affected population followed by low-income households, people of color or "everyone." Affected populations may have a high-cost burden or lack of education about health care/nutrition/physical activity/mental health.

Existing Strategies and Critical Community Stakeholders: Education or collaboration were the most often cited strategies. Accessible resources, health care providers, prevention or early intervention were also existing strategies listed. Health care providers/systems were the most often listed critical stakeholders. Public sector/community centers, schools and insurance companies were also mentioned.

Additional Strategies Needed: Education, more access to resources or more funding were the top additional strategies needed. Health care providers, affordability of insurance, awareness, healthy eating/nutrition or physical activity options were listed as additional strategies needed.

Best Way to be Supported: Collaboration, marketing/communication to increase awareness, health education or nutrition support were the most often mentioned ways organizations could be best supported. Health system participation, increase access, more affordable, as well as a good referral system were also listed.

COVID-19 Impact: COVID-19's safety procedures caused health care delays and caused a more sedentary life with less activity and poor nutrition.

✓ Nutrition, Physical Activity, and Obesity

Nine key informants' interview rankings included nutrition, physical activity and obesity as a top health condition/behavior and three ranked it number one. All informants were asked to select the most important health topic of the three (nutrition, physical activity and obesity) that must be addressed in Waukesha County to improve the health and quality of life in their community. Five key informants ranked nutrition as the most important health topic while 2 key informants ranked obesity. Zero key informants selected physical activity. Two did not select any of the three topics.

Populations Affected and How: "Everyone" was the most often listed affected population followed by low-income households or older people. Affected populations may have a lack of knowledge about nutrition/physical activity,

unhealthy convenient foods, chronic diseases or have an unhealthy quality of life, which all can lead to physical health issues/chronic diseases.

Existing Strategies and Critical Community Stakeholders: Nonprofits were listed as the most critical existing strategy. Collaborations, education, cooking/nutrition classes, community programs, wellness incentives, fitness centers/programs, healthy eating/nutrition education, accessible resources or government services were also listed. Additional stakeholders included colleges/adult educators and farmers.

Additional Strategies Needed: Physical activity options through fitness centers or healthy eating/nutrition education were most often listed additional strategies needed. Increase access, affordability of resources or community programs were also mentioned.

Best Way to be Supported: Collaboration was the most often mentioned way organizations could be best supported. Health system participation, nutrition support, health education, marketing/communication to increase awareness or support of existing services were listed by a few informants.

COVID-19 Impact: COVID-19 caused a more sedentary life with less activity and poor nutrition. COVID exacerbated bad habits, isolation and social disconnectedness.

Remaining Health Conditions/Behaviors

The remaining health conditions/behaviors are listed below along with populations affected, strategies, critical stakeholders, best way to be supported and COVID-19 impact. Please be aware of the limited number of key informants who listed these as one of their top two rankings.

Reproductive Health, Sexual Health, and STI's

One key informant interview ranking included reproductive health, sexual health, and STI's as a top health condition/behavior and zero ranked it number one.

Awareness of the issue, accessibility of services or reproductive education were listed as additional strategies needed. Marketing/communication to increase awareness or health education for young women was mentioned as a way an organization could be supported.

Tobacco and Vaping Products

One key informant's interview ranking included tobacco and vaping products as a top health condition/behavior and zero ranked it number one.

Increase mental health providers, parental education or longer medical appointments were listed as additional strategies needed. Mental health education for parents was mentioned as a way an organization could be supported.

Feminine and Hygiene Products

One key informant's interview ranking included feminine and hygiene products as a top health condition/behavior and zero ranked it number one.

Increase donations or more funding to provide products to women and families were additional strategies needed.

C. Additional Questions/Comments

Key informants were asked to include how they would suggest organizations reach out to community members to implement health initiatives and provide any additional comments.

General Suggestions on Reaching Community

Most suggestions involved communication/marketing/regular updates to their clients/list. Going to where the people are for community involvement or collaborations were also indicated numerous times. Maintaining affordability and accessibility, involving health care organizations, schools, business community, faith-based organizations and the health department were also listed. Being inclusive and cultural competent is important. Knowledge of social media's influences was also mentioned.

Additional Comments

A few key stakeholders were positive on Waukesha County's ability to provide services to residents. In addition, the inter-connectedness of social determinants of health or conditions/behaviors made it difficult for some key stakeholders to select only two. The importance of working towards a crisis stabilization center was mentioned by one stakeholder. Another comment included the need to understand the homeless population in the community better.

Appendix A: Key Informant List

Organization	Position	Name
Aging & Disability Resource Center	Manager	Mary Check Smith
Arrowhead Union High School District	Superintendent	Conrad Farner
Community Action Coalition for South	Development Director	Jeremy Otte
Central Wisconsin		
Community Outreach Health Clinic	Nurse Practitioner/Clinic Coordinator	Linda Smith
Community Smiles	President/CEO	Renee Ramirez
Elmbrook Schools	Superintendent	Dr. Mark Hansen
Eras Senior Network	Executive Director	Darryl Anderson
Falls Area Food Pantry	Executive Director & Pantry Director	Widge Liccione & Jeannine Matuszak
Family Service of Waukesha	Director Agency Development	Laura Cherone
Habitat for Humanity	Director of Operations	Sara Clark
Hebron Housing Services	Executive Director	Kathleen Fisher
Lake Area Free Clinic	Executive Director	Mary Reich
Mukwonago Food Pantry	Executive Director	Hannah Hazelberg
Mukwonago School District	Superintendent	Joe Koch
NAME SE WI	Executive Director	Mary Madden
School District of Menomonee Falls	Superintendent	David Munoz
Shorehaven	CEO	Dale Dahlke
Sixteenth Street Community Health	Clinic Manager	Liz Kirsch
Center		
United Way	Health Portfolio Manager/Lead for Empowering Minds	Amanda Weiler
UW-Madison Extension, Waukesha County	FoodWise Program Administrator	Jill Herz
Waukesha County Business Alliance	President & CEO	Suzanne Kelly
Waukesha County Department of	Public Health Officer	Ben Jones
Health & Human Services		
Waukesha County Fire Chiefs	Chief	Steve Howard
Association		
Waukesha County Gov.	Waukesha County Circuit Court Judge	Judge Jack Melvin
Waukesha County Government	Waukesha County Executive	Paul Farrow
Waukesha County Mental Health	Clinical Services Manager	Kirk Yauchler
Services		
Waukesha Food Pantry	Director of Program Services	Michael Egly
Waukesha Free Clinic	Executive Director	Amy Vega
YMCA at Pabst Farms	Branch Executive Director	Jessica Meiling
YMCA of Greater Waukesha County	Association Director of Healthy Living	Chelsea Kujawa