



OHIO CIT NEWS



Summer 2021

Bears & Ducks vs. First Responders

By Steven Click

First Responder Liaison, Ohio Department of Mental Health & Addiction Services

If you are taken out by a bear; it's loud, bloody, violent, and fortunately, usually a one-shot deal. We all recognize events of this magnitude will likely result in stress and trauma. If you are taken out by ducks, however, it's almost the opposite. It's not loud, bloody, or especially violent but, unlike the bear, ducks happen every day. In both our personal and professional lives, we can all look back at the "*ducks*" in our lives that have shaped who we are today.

So, how does this apply to the world of First Responders, specifically law enforcement and emergency communications personnel? Even a "quiet" shift can lead to ducks. Very often we discount these smaller incidents as not being as serious or as traumatic as major events. However, over the course of 5, 10, 15 years or more of what we perceive to be smaller and less significant events, we often overlook the effects these ducks have had on us, our health and certainly our relationships with our families. Just ask those closest to us, and they will be able to tell you how the job has changed us. We normally can't see these changes as many of them can be very subtle and hard to recognize.

As First Responders, it's in our DNA to put everyone and everything ahead of ourselves: family, friends, and co-workers. The job *always* takes priority. If we do set aside any time for us, it's an after-thought and the very first thing we'll give up. The problem is that we deny the reality that we can't be all things, to all people, all the time. We think we can and do our best to convince everyone that we can, but everyone needs a recharge from time to time. Like sleep and diet, we are the last consideration on the list, if we even make the list.

We need to do better. We need to get more and better sleep; seriously limit or curtail caffeine. Turn off the TV, plug in the cell phone in another room, and leave the laptop and tablet in the other room as well. Blue light interferes with good, restorative sleep. Also, we may not realize it, but as we age, we need more sleep. Running on 4-5 hours of sleep a day works when you are in your 20's, but as we get older, our bodies need more and better rest.

We need to eat better. At the beginning of my law enforcement career, I lived on pizza, candy, and pop. I blamed my shift, "Everything was closed; I can't eat where everyone else does" to justify to myself that I chose to eat garbage. Things we can get away with in our youth rarely work out well later in life.

We need to get up off the couch and move more. I don't mean train like a Spartan warrior! I do mean move. Go for a walk, a bike ride, a jog. Get some sunshine and fresh air. First Responders have a stressful, and oftentimes, physically demanding job. I heard once that

law enforcement is 95 percent boredom mixed with 5 percent terror. You never know when that next call is going to require you to be able to maximize your physical abilities. It's especially true for our dispatchers and communicators. They sit for a living but must be able to be laser focused without warning because if you are not, someone might not come home. Not being dramatic, just stating facts.

We like to hang out with people like us. No one else understands us so... But have we given them a chance? You need to have people in your life who sleep normal hours, don't carry firearms 24-hours a day, don't speak in radio codes and believe that most folks are basically good. It's easy to become cynical and hardened by things you see and know from the job. It's hard sometimes to remember why you began this life. And don't get it twisted, this is part of your life. Ask almost anyone who has retired. They may claim they don't miss the job but what they mean is they don't miss the bad parts. They miss the camaraderie. They miss the feeling of making a positive difference and helping people. They miss coming home and knowing the world was a little safer for what they did and that the time away from family and friends mattered. We miss that stuff.

This has been a very challenging 15-plus months. Being in law enforcement or dispatch has never been easy but what worthwhile endeavor is? Your job is dangerous and consumes most of your life. There was a day when you said, "*This is what I want to do with my life*". You knew some of the risks; you thought you knew the toll it would take on you physically and mentally. You had no clue how hard it would be on your families. You may have underestimated the toll on your personality and on your body.

Now, it's time to make yourself a priority. Not the *only* priority, because you have a few MILLION of those, but at least A priority. You must be on the list and not be the first thing sacrificed for someone or something else.

Get better rest, eat better, take a walk and take time away from the job. Never forget that you are important too.

Armor up! Be safe and take care of yourself. We need you and are counting on you.



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Congratulations to Columbiana County CIT Officer of the Year Detective Rick Whitfield!



Recent Ohio CIT Graduates

Richland County completed its 26th CIT Training April 12-16, 2021 with twenty graduates from Mansfield Police Department and Dispatch, Richland County Dispatch, Shelby Police Department, Ashland City Police Department, Ontario Police Department, Richland County Corrections, Crestline Police Department, Richland County Sheriff's Office, AVITA Health System Security, and Bellville Police Department.



Columbiana County Completed 40-hour CIT Training April 19-23, 2021.



Lucas County completed 40-hr CIT Training May 17-21, 2021.



Montgomery County completed CIT Dispatcher Training on May 6, 2021.



Recognition and Honors

2021 Ohio CIT Award Winners

[Watch the 2021 Awards Presentation here](#)

CIT Officer of the Year Award Winners



- **Patrolman Jerome Fatzinger, Wooster Police Department**
"I'm equally proud of the leadership and passion Patrolman Fatzinger shows for the CIT program as well as the mental health of all his brothers and sisters in law enforcement."



- **Detective Charles Brett Adams, Springfield Police Division**
"Detective Adams truly exemplifies the empathetic and compassionate officer who serves his Community with a sincere concern for others. He is professional, kind, and genuine, and he is always willing to assist in the most stressful situations."

Michael S. Woody CIT Coordinator of the Year



- **Erin Ivers, Stark County Mental Health & Addiction Recovery**
"Erin is passionate and committed to CIT. She has further supported the long-standing, positive partnerships between law enforcement and behavioral health, and will continue to work to support those with lived experience in Stark County."

Person with Lived Experience of the Year



- **Lisa Marie Griffin**
"Lisa Marie Griffin is a dedicated and passionate advocate. I am proud to nominate her for the Person with Lived Experience Award. Despite the pandemic, Lisa was able to share her story of hope, resilience, and recovery with 192 officers and cadets in 2020 with the majority of those presentations being in person."

CIT Corrections Professional of the Year



- **Deputy Dominic Pierani, Hamilton County Sheriff's Office**
"Over the course of his impressive career, he has thwarted suicide attempts, mitigated the need to use force, and displayed compassion to individuals suffering from mental health crises."

Evelyn Lundberg Stratton CIT Champion of the Year



- **Melanie White, NAMI of Seneca, Sandusky, and Wyandot Counties**
"Ms. White's dedication to the citizens and first responders in the six counties is inspiring. Mr. David Olds said "Melanie is one the most dedicated individuals I know and she maintains the highest standards for CIT training."

2021 Ohio CIT Award Winners

Law Enforcement Leader of the Year



- **Chief Jerome T. Klue, Akron Children's Hospital**
"He recognizes the importance of officers having fundamental de-escalation and mental health awareness training to effectively deal with an individual in crisis."

Mental Health Practitioner of the Year



- **Kathy M. Barnhart, Community Support Services**
"Kathy consistently exemplifies character traits of a leader and has an eager desire to better those around her. She is extremely humble and shows a great deal of compassion."

2021 Ohio CIT Award Honorable Mentions

Alexis Dixon, Jennifer Parker, and Spencer Grummel, Lorain County Adult Probation

"Lorain County Adult Probation Officers Jennifer Parker, Alexis Dixon and Spencer Grummel are the ONLY probation team in Ohio that has a crisis intervention team process in place. They work with the local law enforcement as well as local treatment providers to complete well checks on clients in the community and help clients in crisis."

Deputy Andrew Wittman, Montgomery County Sheriff's Office

"Like many other counties nationwide, our intakes come from a community plagued by opioid epidemic, with limited hospital resources and community behavioral health systems struggling to meet demand. Throughout 2020, Deputy Wittman took lead in supporting the needs of those individuals who experienced crisis inside the jail."

Christy Knabb, Akron Police Department

"Officer Knabb exemplifies the high standards of a CIT Officer. Officer Knabb is able to connect with people in a mental health crisis in a kind and compassionate manner while maintaining community safety."

Dave Duchak, Miami County Sheriff's Office

"For his continued support for the Tri-County Crisis Intervention Team Academy; his embodiment of the core tenants of CIT as a team comprising law enforcement, courts, behavioral health, and other support services; and for his efforts to support the mental wellness of his road officers, corrections officers, administrators and support staff; we nominate Miami County Sheriff Dave Duchak..."

Derek Adam Ball, Columbus Division of Police

"...Officer Ball is the ideal model for what a CIT trained officer should aspire to become. He treats every individual he encounters with compassion and dignity and understands the complexity of the disease of addiction and mental health. He is one of our most valued Team members..."

Elizabeth Atwell, Hamilton County

"Liz Atwell has been a Champion to the CIT program for over ten years now, and the work she has accomplished in spite of the pandemic this past year has continued to expand the program locally, regionally, and nationally."

Deputy Fitzroy Lawrence, Clark County Sheriff's Office

"...Deputy Lawrence has impressive skills during crisis and displays empathy, kindness and compassion towards those dealing with the struggles of life. He has the de-escalation skills and patience that are a true asset to being a successful CIT member."

Jason Bailey, Stow Police Department

"He demonstrates empathy without fail and is motivated by his genuine love and concern for people. It is not uncommon for officers to respond to assist someone in crisis, only for the person to inquire whether Officer Bailey is working and can come talk to them! He is respected amongst his peers and does a fantastic job representing what a CIT officer stands for."

Julie Wilcox, Logan and Champaign Counties

"Julie's compassionate, patient, and humble approach brings hope to our communities' most vulnerable citizens, and the CIT program would not be where it is without her involvement."

Keith Beall, Butler County CIT and West Chester Police Department

"Now that CIT training is established in Butler County, he is actively involved in expanding the model to address the issue of formal policies in our local police departments and establishing a committee to examine and address gaps in our crisis care system... to the families and individuals living with SMI and the police officers and other first responders in this county, his impact is immeasurable."

Lieutenant Brian Twining, Toledo Police Department

"There are occasions when a personal call is made to him to address a situation that needs to be resolved immediately and with discretion. Every time he has been able to deliver. This makes him indispensable to the CIT program and ultimately to those who have a mental illness, a substance use disorder, or a developmental disability in Toledo."

MacKenzie Poling, Mental Health & Recovery Board of Union County

"...the great commitment MacKenzie Poling has made to helping the strengthen and expand the CIT program in Union County. Her advocacy and vision have helped create a safer Union County."

Mary C. Osborne, Dayton Veterans Affairs Medical Center

"Her dedication to mental health services and advocating for the patient is a success story which will be shared with others to encourage others to come forward. Mary has demonstrated passion and dedication to the profession of social work and improving the care and treatment of people who have mental illnesses."

Michelle Dellick, Stark County Coleman Professional Services

"Michelle has always been ready and willing to assist officers in any way possible to allow them to gain the invaluable experience of working with persons with mental illness. Michelle has been an integral part of the collaboration between law enforcement and mental health service providers over the years and for that we thank her."

Officer France, Canton Police Department

"On November 25, 2020 a Crisis Services Youth Mobile was requested to a home in Canton for a combative youth... Throughout the call Officer France utilized her CIT training to assist in de-escalation of the youth when necessary. She was able to recognize that the client was ambivalent about working with the mental health counselor and she was able to step in and communicate with him. She was able to elicit responses from him that he was reluctant to share."

Officers Delmus Allen, Juston Walker, Ashlee Brown and Lieutenant James Lawrence, Montgomery County/Veteran Affairs Police

"I would like to recognize four Department of Veterans Affairs police officers on June 10, 2020 whom immediately recognized an individual well known in the Montgomery County mental health community that suffered from schizophrenia and was working closely with the program director...unfortunately he was removed from a homeless program."

Officer Nathan Chrapowicki, Orrville Police Department

"Since Officer Chrapowicki has been hired his dedication to the citizens of Orrville has been exemplary. Officer Chrapowicki, who is a Marine Corp. veteran, not only takes pride in solving and preventing crime but also helping those who are in a mental health crisis."

Officer Ryan Davis, London Police Division

"... Officer Davis and I were dispatched to this location... (the individual) kept trying to walk out onto SR 38 and be hit by a vehicle. (The individual) wanted nothing to do with me that evening but he did take to Officer Davis. As we were preparing to leave following the nurse's arrival, I noticed (the individual) give Officer Davis a hug. Once we returned to station that evening I was advised by the rest of the shift that is how Officer Davis received the nickname, "Huggy.""

Officer Todd Gillilan, Canton Police Department

"Most importantly, his work is an example of what we can accomplish when a dedicated person is given the opportunity to pursue those things he knows to be right and beneficial to the community. Officer Gillilan is a great example of what we hope for in a police officer..."

Paul Hartinger, Hamilton County

"Paul has dedicated many years to training officers and keeping the people of Hamilton County safe. He is an excellent advocate and CIT companion!"

Officer Paul Raffoul, Yellow Springs Police Department

"Paul has a natural ability to calm situations in any circumstance."

Sergeant Joel A. Misirian, Troy Police Department

"As the sergeant on 3rd shift, Sgt. Misirian has not only utilized the CIT training, but emphasized and trained the employees that he supervises. In addition to the suicide and mental health calls, any call can be a mental health call where CIT skills are utilized."

Sgt. Matt Harris, Columbus Division of Police

"Harris has been accommodating and extremely willing to make connections, take meetings, and participate in presentations with groups in Central Ohio. These connections, in turn often create partnerships that further support the mission of assisting people in mental health and substance use disorder crisis."

Stephen B. Maynard, Butler County

"Chief Maynard strongly encourages partnerships with other local agencies, and he completely supports the core elements of CIT. From the beginning of our program, Chief Maynard has been a driving force behind our continued success, and his leadership has been unparalleled. Further, Chief Maynard is committed to the CIT Program Evolution in our County, and his Communications and 911 Officers will be first to receive CIT training in 2021."

Online Training Opportunity – QPR for Law Enforcement

Throughout the Ohio CIT Support and Expansion Project, the CJ CCoE heard the need for online training for law enforcement, especially additional training on suicide prevention and intervention. Recently, we learned that the Question, Persuade, Refer (QPR) Institute provides an online QPR for Law Enforcement training. This certificate training is designed to provide the skills and techniques needed in suicide prevention for those working in law enforcement. As part of the CIT Support and Expansion Project, we have purchased 200 training slots for sworn law enforcement officers to complete the online QPR for Law Enforcement training. This training is completely online and takes about 3 hours to complete; however, individuals can stop and start the training as the training platform bookmarks progress. As stated above, we have only purchased 200 training slots at this time; therefore, availability is limited.

Please instruct law enforcement officers to register for the training by visiting https://neomed.sjc1.qualtrics.com/jfe/form/SV_2t6JmOfkzI3qddc.

Upon registration, officers will be provided a code to access a CJ CCoE training slot. We ask that law enforcement officers complete the training before June 30, 2021.

To learn more about QPR for Law Enforcement training, please visit https://courses.qprinstitute.com/index.php?option=com_zoo&task=item&item_id=12&Itemid=739.

If you have questions or concerns, please feel free to contact Haley Farver at hfarver@neomed.edu.



CIT Promotion Showcase

Montgomery County

The Montgomery County Sheriff's Office made two public service announcements to break the stigma and promote crisis intervention teams. To access the CIT promotional videos, please visit:

<https://www.youtube.com/watch?v=ML8YMrZqIGo>

&

<https://www.youtube.com/watch?v=d9lGA6YRfD0>

Cuyahoga County

Cleveland.com news did a story on the opening of the Cuyahoga County Diversion Center on May 4, 2021. To read the article, visit:

<https://www.cleveland.com/news/2021/05/cuyahoga-county-diversion-center-now-open-as-option-instead-of-jail-for-those-with-mental-health-problems.html>

For more information on the Diversion Center, visit:

<https://cuyahogacounty.us/diversion>



Resources

**Each title is a clickable link to the article or resource*

Articles:

[Police Compassion Fatigue](#) *“Officers respond to the scenes of heinous crimes and bring order to chaos, restoring a sense of safety and security in the presence of violence or catastrophe. In this regard, police can be more than law enforcers in their communities.”*

[Leadership Strategies to Reduce Officer Stress](#) *“As the landscape of law enforcement evolves, so do the men and women who lead, supervise and manage agencies. One thing that remains constant is that law enforcement is regarded as one of our nation’s most stressful occupations.”*

[Ohio Collaborative Community-Police Advisory Board Establishes Minimum Standard on Officer Wellness](#) *On May 25th, the Ohio Collaborative Community-Police Advisory Board established a new statewide minimum standard for officer wellness, focusing on the physical and mental wellness of law enforcement agency personnel. The Ohio Collaborative has had several discussions around officer wellness with the understanding that a policy should compressively consider the impact of critical incident trauma, chronic exposure to traumatic events, and chronic exposure to organizational stress.*

To gain certification in the new officer wellness standard, agencies must develop a policy that educates officers and executive-level staff on issues of mental and physical health. This education should include suicide prevention and the range of possible reactions to trauma, as well as the importance of exercise and nutrition as a way of reducing stress and improving overall health outcomes. Agencies must provide access to multiple resources for mental and physical support to officers and their families. The policy must also address awareness of organizational factors that can impact an officer’s mental and physical health on a daily basis, such as organizational climate and management techniques. Agencies must review and assess the policy annually and make adjustments as needed.

The Ohio Collaborative Community-Police Advisory Board was formed in 2015 in response to increasing tensions between law enforcement and the communities they serve. They were charged with developing uniform minimum standards for Ohio’s law enforcement agencies. The first standards that were adopted focused on use of force and use of deadly force and on law enforcement recruiting and hiring. There are currently 11 standards in place. While certification is voluntary for law enforcement agencies, 527 Ohio law enforcement agencies have adopted at least the primary minimum standards, and additional agencies are in the process of certification. This represents 84% of all Ohio’s law enforcement officers and covers 84% of the Ohio population.

- **A complete listing of standards can be found on the [OCJS website](#).**
- **A listing of certified agencies can be found in the [2021 Law Enforcement Certification Report](#).**

Resources

Online Resources and Toolkits:

National Consortium on Preventing Law Enforcement Suicide Toolkit “The National Consortium on Preventing Law Enforcement Suicide Toolkit is designed to support agencies and departments to address officer mental health and wellness concerns. This suicide prevention toolkit has all the information that agencies need to develop and implement a customized agency approach to prevent officer suicide and strengthen officer mental health.”

App Resources for First Responders and their families This site has compiled a variety of wellness-oriented apps for first responders and their families and is searchable by topic.

National Officer Safety and Wellness Group “The National Officer Safety and Wellness (OSW) Group brings together representatives from law enforcement, federal agencies, and the research community to address the significantly high number of officer gunfire fatalities and to improve officer safety and wellness.”

Employee Assistance Program “The Ohio Employee Assistance Program (Ohio EAP) is an intake, information, counseling referral and support service for state employees and their family members.”

Thrive Outside “The healing benefits of time spent in nature are well-documented. Not only beneficial for physical health, evidence shows that spending just fifteen minutes outdoors also lowers stress, boosts mood, and improves sense of well-being.”

Law Enforcement Officer Safety and Wellness “BJA’s (Bureau of Justice Assistance) law enforcement officer safety and wellness portfolio’s goal and mission are to provide our nation’s law enforcement agencies and officers with unsurpassed, current, and innovative officer safety and wellness resources, training, and technical assistance.”



Upcoming CIT Courses

- Miami, Darke and Shelby Counties June 21-24, 2021
- Cuyahoga County July 12-16, 2021
- Montgomery County July 12-16, 2021
- Summit County July 12-16, 2021
- Seneca, Sandusky, Wyandot, Erie, Ottawa and Huron Counties July 19-23, 2021
- Cuyahoga County – Cleveland Division of Police July 19-23, 2021
- Trumbull County July 21-23 and 27-28, 2021
- Cuyahoga County July 26-30, 2021
- Franklin County July 26-30, 2021
- Cuyahoga County August 9-13, 2021
- Licking County August 16-20, 2021
- Cuyahoga County August 23-27, 2021
- Franklin County August 23-27, 2021
- Gallia, Jackson and Meigs September 7, 9, 14, 16 and 21, 2021
- Cuyahoga County September 13-17, 2021

Please advise Haley Farver @ hfarver@neomed.edu of your planned CIT Courses for 2021!



Ohio CIT Program Coordinator or Contact information

Note: Information is subject to change

Allen/Auglaize/Hardin Rick Skilliter rskilliter@pvff.org	Geauga Brian Ayer AyerB@Ravenwoodmhc.org	Portage John Garrity johng@mental-health-recovery.org Josh Bartholomew jbartholomew@streetsboropolice.com
Athens/Hocking/Vinton David Malawista dmalawista@ci.athens.oh.us	Hamilton Liz Atwell eatwell@mhankyswoh.org Jessica Ball jball@mhankyswoh.org	Preble Whitney Lofts Whitney.lofts@pcmhrb.org
Belmont/Harrison/Monroe Patty Allen patriciaa@bhmbboard.org	Lake Julie Kalina-Hammond jhammond@crossroads-lake.org Joe Parkin jparkin@crossroadshealth.org	Richland Mary Kay Pierce families@namirc.org
Butler Rhonda Benson rbenson@nami-bc.org	Licking/Knox Tara Schultz tschultz@mhrk.org	Ross/Pike/Fayette/Highland/Pickaway (Paint Valley) Melanie Swisher mswisher@pvadamh.org
Champaign/Logan Adam Sorensen asorensen@mhdas.org	Lorain Arielle Edwards aedwards@lcmhb.org	Scioto/Lawrence/Adams Cyndy Bell c.bell@shawneemhc.org
Clark/Greene/Madison Tracey Stute Tracey@mhrb.org	Lucas Robert Kasprzak rkasprzak@lcmhrsboh.gov	Seneca/Sandusky/Wyandot Melanie White mawhite@namissw.org David Olds davidmolds@hotmail.com
Clermont Lee Ann Watson lwatson@ccmhrb.org Chad Lutson clutson@union-township.oh.us	Mahoning Toni Notaro tnotaro@mahoningcountyoh.gov Jillian Rouse jillian.rouse@mahoningcountyoh.gov Jerry Fulmer sgtfulmer@youngstownohio.gov	Stark Erin Ivers Erin.ivers@starkmhar.org CJ Stantz 146@starksheriff.org
Columbiana Marcy Patton mpatton@ccmhrsbo.org Richard Whitfield rwhitfield@columbianaohio.gov	Medina Gail Houk ghouk@alternativepaths.org	Summit Doug Smith DougSmith@admboard.org Ralph Stover rstover@tallmadge-ohio.org
Crawford/Marion Mark Light Lightcin2020@gmail.com	Mercer/Paulding/Van Wert Gery Thobe Gery.thobe@mercercountysheriff.org Alicia Bruce brucea@bright.net	Trumbull John Myers jmyers@trumbullmhrb.org
Cuyahoga Carole Ballard ballard@adamhssc.org	Miami/Darke/Shelby (Tri-County) Beth Adkins adkinsb@tcbmds.org Brad Reed reedb@tcbmds.org	Tuscarawas/Carroll Natalie Bollon natalie@adamhtc.org Elisabeth Albrecht AlbrechtE@co.tuscarawas.oh.us
Defiance/Fulton/Henry/Williams Rob Giesige rob@fourcountyyadamhs.com	Montgomery Helen Jones-Kelley hjones-kelley@mcadamhs.org Patty Tackett Patricia.tackett@daytonohio.gov	Union Matt Henry MHenry@co.union.oh.us Morgan Brown mbrown@co.union.oh.us
Delaware/Morrow Rhianna Mattix rmattix@dmmhrsbo.org	Muskingum/Coshocton/Noble/Perry/Guernsey/Morgan Jamie McGrew jamiem@mhrs.org	Warren/Clinton Wally Stacy wstacy@clearcreektownship.com
Erie Karen Russell russelk@firelands.com	ODRC Michele Miller Michele.Miller@odrc.state.oh.us	Washington Shaeleigh Sprigg shaesprigg@wcbhb.org A.J. Linscott allanlinscott@mariettaoh.net
Fairfield Maureen Muth Keller mmuthkeller@ohiopps.org Toni Ashton tashton@ohiopps.org	OSHP Molly Harris mjharris@dps.ohio.gov	Wayne/Holmes Helen Walkerly hwalkerly@namiwayneholmes.org
Franklin Irina Yakhnitskiy iyakhnitskiy@adamhfranklin.org Jeff Lokai jlokai@columbuspolice.org	Ottawa Laura Miller millerla@firelands.com	Wood Jessica Schmitt JessicaS@namiwoodcounty.org
Gallia/Jackson/Meigs Amanda Davis Amanda.davis@hopewellhealth.org		

National News and Updates

CIT International – Conference Registration

CIT International's annual conference will be held on August 16 – 18, 2021 in Phoenix, Arizona. For more information and to register, visit www.citinternational.org/events

Please pass word along to your local CIT officers and Law Enforcement agencies.



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