



ANNUAL REPORT

IN THIS SPACE, WE BELIEVE: $K \mid N$ BI AC WOMEN'S RIGHTS ARE HUMAN RIGHTS **KINDNESS IS EVERYTHING** ©KRISTIN JOINER BIT.LY/KINDNESSISEVERYTHING

Our inspiration

We have copies of this poster hanging in three of our lobbies at Health Brigade. When the staff was gathered to brainstorm about what should be in this year's annual report, a strong sentiment was expressed that we incorporate the piece.

This poster has been a viral phenomenon ever since it hit the web after the 2016 elections. It was based on a handwritten sign made by Kristin Garvey from Madison, Wisconsin. Then, three women discovered it. One of the three, Kristin Joiner, designed the official version.

And the spirit of the words took flight.

We, the staff of Health Brigade, extend our heartfelt thanks to the trio who made the use of this poster possible–Jennifer Rosen Heinz, Becca Schwartz and Kristin Joiner. We also thank these Madison, Wisconsin women for bringing this message to the masses.

Health Brigade stands behind each statement in our work. We thank YOU, our supporters, for making our work possible. Indeed, kindness is everything.

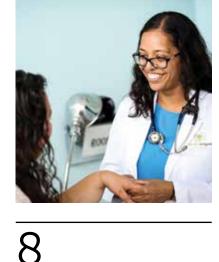
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*Our front cover features the kind face of Phyllis Owusu, Medical Assistant, in our Medical Clinic. Cover Photo: Patience Salgado



Kindness in healthcare

Dear Friends,

Thank you for your tremendous support this past fiscal year. Your kindness and generosity toward our neighbors are the reason why Health Brigade continues to thrive in a time of suffering and division. Each of us can be part of the dis-ease and further exacerbate it, or we can choose to help others be at ease to assist with healing. Our experience of serving those most vulnerable in our communities has taught us that healing is more than accessing clinical care, the newest therapies, the latest scientific treatments, or the most expensive medicines. At Health Brigade, kindness is everything. We know kindness fosters healthy interactions, creates a safe environment and enables us to be at ease in our own skin. Being kind sets us up for mutual healing and transformation in all of our interactions with others.

As we mark another year of caring for over 12,000 people in our community, we are proud to present a snapshot of the work we have accomplished. Our leadership, with consultation from mjs Consulting Associates Inc., brought our best thinking together to create our new Strategic Guide 2018-2021 (www.healthbrigade.org/strategicguide-2018-2021). Aligning our strategies to the vision and mission of Health Brigade in our rapidly changing health environment is more critical than ever to ensure that our vulnerable neighbors do not fall through the cracks.

We advocated for expansion of Medicaid to assist more people in Virginia who do not have options for healthcare. We launched our comprehensive Ryan White Part B program for those living with HIV to help fill the gap for mental health and emergency housing needs. Through our new Comprehensive Harm Reduction Program, we made a bold

Ham A Lefato

Karen A. Legato Executive Director

commitment to serve those injecting drugs in our community who are at risk of spreading disease, overdose and death from unsafe practices and a lack of resources. We hope our stepping up will help other organizations consider what role they can play in addressing the opioid crisis.

Our medical clinic has fully integrated our patient-centered electronic medical record that continues to evolve to reflect our service environment at Health Brigade. Several new specialty services are now available, including Hepatitis C treatment for a small number of patients. Our mental health program has continued to grow and we recently became a designated site for loan repayment for new mental health practitioners.

Our commitment to becoming a traumainformed agency continues to transform how we deliver services, conduct day to day operations, and interact with all who come through our doors. Recognizing one's humanity first, we are working to improve our spoken and written language to avoid reducing persons to diagnostic labels. Changing our language really does impact how we interact with others, solve problems, and design and execute good programming. We are continuing to streamline our processes and materials with sensitivity to literacy, language, culture and the diversity of those who seek our services.

As we near the closing of our calendar year, we ask you to join the brigade to create an epidemic of kindness. YOU MATTER!

With sincere thanks,

Melanie She

Melanie Green, PhD, RN Board Chair



Health Outreach & Advocacy

n important part of his day is simply connecting with people. It is through the casual conversations Dominique Graves has that he does some of his best work.

"We walk around [public housing] communities and talk to people about all kinds of things. It allows them to put their guard down."

Ultimately "we're talking about sexual health and that can be tense,"says Domininque, an HIV testing counselor. "But it's just as important as physical or mental health."

The Health Outreach & Advocacy team visit four public housing communities in Richmond on a weekly basis: Gilpin Court, Hillside Court, Whitcomb Court and Fairfield Court. These communities are predominantly African American.

According to the Centers for Disease Control and Prevention website, "Blacks/ African Americans account for a higher proportion of new HIV diagnoses, those living with HIV, and those who have ever received an AIDS diagnosis, compared to other races/ethnicities."

When asked what difference he thinks his presence makes in these neighborhoods, Dominique says, "It lets people know that others care. It also provides someone for them to talk to."

The best feeling is when I run into someone and they tell me they are making better decisions as a result of us talking. That's cool to me.

When the team is not testing in Resource Centers, they are walking through neighborhoods handing out condoms and answering questions about HIV and STIs or other health matters.

"We care about their well-being by showing up and empowering them to understand the importance of staying on top of their sexual health. Black lives are just as important as everyone else's life even though society and the systems set up in this country do not always show that, "said Dominique.

Health Outreach Encounters:

9,035

"A Real Gem of Access"

y trust in their expertise continues to grow every day,"says "Gloria" a patient at Health Brigade who visits the clinic 2-3 times a week to receive care unavailable anywhere else.

Gloria was a manufacturing engineer for Cisco Systems, an American multinational technology conglomerate.

She had lived on both coasts and several places in between for her job. When her sister suffered a cognitivelydebilitating stroke, she chose to return to Richmond to be her caretaker and advocate. With that decision, she lost her employment and her insurance.

That was 2010. Her sister passed in 2012 just as Gloria's own health began posing challenges. She needed a refill for blood pressure medicine when she found Health Brigade.

"I learned about the pharmacy assistance program which was a godsend." Health Brigade became Gloria's medical home. It wasn't long before physicians at Health Brigade diagnosed her with diabetes and she had to begin taking insulin shots.

"Health Brigade has provided every

single bit of insulin I've used. That's an incredible blessing."

After Gloria developed severe, painful swelling in her legs, Health Brigade discovered she had lymphedema. One of the nurse practitioners, Roneshe 'Ro' Warren, NP, "started trying to find somewhere I could go for treatment."

"Through Access Now, Ro found a pretty hard to get into slot at a lymphedema clinic at Sheltering Arms" [Physical Rehabilitation Center.]

Health Brigade refers patients to Access Now when specialty care is needed. Access Now is a network of specialty care physicians who respond to the complex medical needs of the uninsured at no cost to them.

"Ro was like a pitbull advocate trying to get the wraps that I needed to wear to manage the swelling. Once I got them, I wasn't able to put them on successfully myself. I wasn't able to reach areas of the bottoms of my legs and create the kind of therapeutic pressure that I needed." Ro told her to come to Health Brigade to have the wraps reapplied.

Since June of 2017, "I've been taking

the wraps off and then coming in 2-3 times a week to have them put back on."

l've experienced tremendous kindness here.

I've never been made to feel that something such as my leg wraps have been a burden. I'm grateful to not feel badly about not being able to help myself," Gloria said.

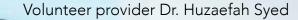
Because of the ongoing relationship Gloria had with the medical team at Health Brigade, she received what she called a "communal response" when she began to experience some gynecological symptoms. Gloria was given an ultrasound at Health Brigade.

Ultimately, she was diagnosed with cancer and had to have a hysterectomy luckily averting chemotherapy and radiation.

"I have been able to lean on the clinical personnel who have been so valuable to me. "I don't think it's obvious to those on the outside what a 'community' is here. There are services here that so many don't have access to.

I feel very lucky. It's a real gem of access. I don't know what I would do without it.

WOMEN'S RIGHTS ARE HUM



nealth brigade

SPECIALTY SERVICES AVAILABLE ON SITE AT HEALTH BRIGADE

- Dermatology
- Endocrinology
- Infectious Disease
- IUD Placement
- Gastroenterology
- Gynecology
- Neurology
- Nutrition
- Podiatry
- Pulmonary
- Rheumatology
- Transvaginal Ultrasound
- Urology
- Wound Care

Specialty Medical Care

he quality of the care patients get at Health Brigade really impresses me," says Dr. Huzaefah Syed, a VCU Health rheumatologist who volunteers in the clinic.

"Most people would probably think the clinic is limited in access to labs and specialty care but it's not. It's amazing what is available," she says. "We can see some very sick people [and with the resources we have] we can help them to be healthy."

"The patients here are ones who haven't had access to health care in a long time, and...they are probably pretty far into their disease when they come.

They are just so thankful to have someone here to listen to them and who's willing to treat them and is trying to help them find options for their care.

"Health Brigade is an amazing place," says Dr. Syed. Being here is "my way of giving back to the community. I feel very blessed and given what my skills are this was the best way I could help."

Not only does Dr. Syed represent specialty care at Health Brigade, she also represents part of the "global" village serving in the clinic. Dr. Syed is second generation from India. Other nationalities among staff and volunteers include: Nepal, Iraq, Malaysia, Pakistan, Jamaica, Ghana and Vietnam. ^ohoto by Patience S<mark>algado</mark>

Medical Patient Visits:



MH&W VOLUNTEERS SERVING @ HB:

- Attorney
- Clinical Nurse Specialists (CNS)
- Interns in Counseling (MS)
- Interns in Psychology (MS and PhD)
- Interns in Social Work (MSW)
- Licensed Massage Therapist
- Psychologists (PhD)
- Psychiatrists (MD)
- Speech Language Pathologist
- Social Workers (LCSW)
- Residents in Counseling
- Residents in Marriage and Family Therapy
- Residents in Social Work

Mental Health & Wellness

knew right off the bat that I wanted to volunteer here because of the commitment to the transgender community,"said Amy Goss, MA, a resident in Marriage and Family Therapy for three years at Health Brigade. Amy's niche in therapy is to work with transgender persons, in addition to doing couples counseling.

Every one of my clients have commented that they wouldn't be where they are if not for Health Brigade.

Amy was presented this year with *The Bev Chamblin Award for Excellence in Mental Health & Wellness.* Bev Chamblin, PhD was a mental health volunteer provider who passed away in February 2018. She had been a dedicated volunteer since 2002.

"Bev was a great asset to us," said Muriel Azria-Evans, PhD, LPC director of Mental Health & Wellness. "She provided exceptional care to her clients. For example, she often called them when they were unable to come in to ensure continuity of care. Bev was also a great role model for newer therapists."

Therapy "is a very isolated job. It's really nice to have feedback from the client questionnaires [and now this award.] I've put a lot of my soul into what I do here. It's really nice to be respected and valued," Amy said.

Mental Health Client Visits:

4,173

Amy Goss, MA was presented with The Bev Chamblin Award for Excellence in Mental Health and Wellness for her dedication and compassion.



A Volunteer of the Year award was presented to Carol Anne Lund, PA-C by medical director Dr. Wendy Klein with deep appreciation for her dedication to Health Brigade's mission working in the Medical Clinic.



A Volunteer of the Year award was presented to Jan Huebenthal (far right) by the Health Outreach team with deep appreciation for his dedication to Health Brigade's mission working with Health Outreach.

Photo by Patience Salgado







Photo by Jay Paul

n April 28, Drs. Wendy and Andy Klein (second and third from the left in photo) welcomed over 160 guests for the first annual Brigala, benefitting Health Brigade, formerly Fan Free Clinic.

Guests were treated to food and drink while enjoying the luxurious surroundings at La Diff Furniture Store, the event's unique venue. Entertainment included music by Vertical Dimension, a jewelry raffle from Kambourian Jewelers, and both a live and silent auction. Master of Ceremonies Bill Bevins and auctioneer Lisa Schaffner ensured it was a memorable evening.

The event raised over \$62,000 to support Health Brigade's mission. Health Brigade is thankful to the many people and companies who made this event a success.

Annual Rep	ort Financials		
FY18			
REVENUE:			
Earned Rev			
	Public Sector Grant Contracts	849,963	
	Private Sector Grant Contracts	276,129	
	Other	32,086	4.60/
Contributo		1,158,178	16%
Contribute	Associations/Faith Organizations	35,902	
	Corporations/Businesses	159,775	
	Foundations	869,868	
	Individuals	324,494	
	Special Events	64,432	
	Special Events	1,454,471	20%
		1,434,471	2070
Other		5,660	0%
in-kind		4,733,938	64%
Total		7,352,247	100%
EXPENSES:			
Primary Ca	re		
T Timary Ca	Cash	956,053	
	In-Kind	4,417,676	
		5,373,729	74%
Mental Hea	alth & Support Services		
	Cash	386,974	
	In-Kind	227,216	
		614,190	8%
Health Out	reach		
	Cash	521,025	
	In-Kind	8,274	
		529,299	7%
Administra	tion / Development		
	Cash	665,190	
	In-Kind	80,773	
-		745,963	10%
Total	Cash	2 520 242	
	Cash	2,529,242	
	In-Kind	4,733,939	1000/
		7,263,181	100%

Health Brigade

Trauma Informed Care

client scored a perfect 10 on the questionnaire. In most cases, that would sound like a good thing. But in this instance, the questions all asked whether or not she had survived trauma as a child.

For example: Did a parent or other adult die? Was a parent or guardian incarcerated? Did a parent or other adult often push, grab, slap or throw something at you? Did you often feel that you didn't have enough to eat, had to wear dirty clothes, and had no one to protect you?

Numerous studies have shown that trauma affects an individual's health later in life. Trauma Informed Care (TIC) is a service delivery framework that considers the unique needs of trauma survivors. Traumainformed care adds a context of trauma to whatever theoretical approach and techniques providers find appropriate to use in their work with clients. Instead of being asked, "What's wrong with you?" the question asked is "What has happened to you?"

In 2018, Health Brigade made the commitment to taking a Trauma Informed Approach to the care of their patients/ clients. This means incorporating the principles of TIC into everything we do. The six key principles of a traumainformed approach are:

- Collaboration and mutuality
- Cultural, historical and gender issues
- Safety
- Trustworthiness and transparency
- Peer support
- Empowerment, voice, and choice

Under the leadership of Dr. Muriel Azria-Evans, director of Mental Health & Wellness, Health Brigade began its journey by joining the Trauma Informed Community Network (TICN). The next step included having the staff watch and discuss the documentary Resilience, The Biology of Stress & The Science of Hope.

Subsequently, the staff completed an Agency Self-Assessment to identify opportunities to implement a traumainformed approach to care and to inform organizational policy changes.

Local advocate John Richardson-Love led the staff through a retreat, Surviving and Thriving: Trauma and Resilience, which supported the agency's decision to form a Trauma Informed Leadership Team (TILT) with representatives from each department. TILT is tasked with helping the agency take the next necessary steps to become a fully functioning trauma informed organization.



Health Brigade's Trauma Informed Leadership Team. L to R: Dominique Graves, Muriel Azria-Evans, Kia Johnson, Ari Laoch and Felicia Bowman

14 15





April Williams leads a cooking demonstration for Food Farmacy participants.

heresa Twitty enjoyed what she was learning from the Food Farmacy classes so much that she invited friends and kids from her neighborhood to come to her house for cooking lessons.



In 2016, Health Brigade started the Food Farmacy. Today, our medical providers prescribe food from our Food Farmacy to lowincome, foodinsecure patients,

taking into

Theresa Twitty at graduation.

account their health

conditions (e.g. diabetes, high blood pressure, high cholesterol, etc.) and other dietary needs.

Through the generosity of Shalom Farms, Food Farmacy offers fresh produce for the class. Participants suffering from chronic illnesses quickly learn that food is medicine. By incorporating healthy foods into their daily eating, they will not only improve their disease state, but they literally will begin to feel better.

Enrolled participants work with our dietitians and a health coach to incorporate healthier foods into their diets. Recipes, support groups, and educational materials are offered to each class of participants in the 12-week program.

We also partner with Shalom Farms to offer cooking demonstrations on-site in our education kitchen. The cooking lessons utilize the prescriptive food items to enhance participant efforts in preparing Food Farmacy foods in ways that are appetizing, healthy, and feasible for their lifestyles and limited budgets. VCU School of Dietitic Interns also teach lessons on nutrition.





Photos by Sid Koerin

Top left: VCU Dietitic Interns Hadley Stevens and Celeste Le present on sugar filled drinks; Middle left: Volunteers Gary Luong and Linh Bui sort vegetables for participant bags; Bottom left: Frank Smith receives a weekly bag of fresh vegetables from April Williams; Top right: Volunteer Coordinator Sara Ann Jennings assists Shalom Farms Community Partner Analise Adams to carry in farm fresh vegetables for class.

2018 Volunteer Impact

by the numbers







18,775 hours to care for

1,750 patients & clients

from those served "IT WARMS MY HEART TO SEE THE SMILES EVERYONE HAS...THANK YOU FOR ALWAYS SPREADING POSITIVE LIGHT"



Mental Health & Wellness Client

value of volunteered services



Volunteers

Sura Abdulaziz Ruma Adams MD Kamala Agarwal MD Thomas Agostini Bode Akinbobola Rebka Alemu Whitney Amo Cierra Anderson Johnzelle Anderson Marilvn Artz Farah Aslanzadeh Samantha Auguste Danielle Austen Hana Baktash Alireza Bavat **Kimmy Beiter** Kourtney Bell Eliza Bell Lauren Bergstrom Alice J. Berman I PC **Richard Boamah** Mark D. Braley Esq. Laura Brewer PhD Norma Briggs Lisa Brown RN Christina Brown LPC Shakavla Brown Sarah Buchwald Linh Bui Nicole Calloway Rankins MD Jocelyn Canseco Neri Annie Cantrell Ashlev Cappel Adriana Cashwell Ashley Castelino Marco Castro RN Haley Childress Nadia Chowdhury Johanna Christensen NP Alexander Clark Dana Clark Remy Clemm Taylor Cochran-Sutton Blanton Cohen Valentina Cole Alexandra Conroy Kenneth Cookus MD

Imani Corley Jaclyn Corrigan RN Alexis Coulibaly Beth Cox NP Kurt Crandall William Craun Kaitlin Crews Rebecca Crider Cory Cummings LCSW Elias D'Alessio RN Nga Dao Susan Davenport NP Robert Davis Cindy Delaney RN Emily Deming Nidhi Desai Joe Diaz MD Robin Disler MD **Regina** Dixon Jessica Dodd Elvse Duani Marissa Edwards Abigail Eimers Kevin Elliott Rooma Elnasseh Amy Enroughty Anthony Erb Carl Erickson RN Viveca Falks RN Yan Fan Laura Fanizza Steven Farber MD Shannon Feagans Patrick Feliciano Vivian Fernandez MD Tegan Flowers RN Anne Marie Fontaine Diane Forse MSW, LCSW Evan Fowler Kathleen Fulton Allyson Gailey Matt (David) Gamble Silvia Garcia Murcoa David Gardner MD Johanna Gattuso RN, MBA Louis Gelrud MD Joseph Gianfortoni MD

Janhavi Giribhattanavar Brandy Glasgow Punit Goel MD Holly Goldman RPh Whitney Gooch Bonnie Gordon Amy Goss Chelsea Grandolfo Leah Gregory Elizabeth Ann Greksouk NP Andrea Griego Jasmine Griffin Sarah Griffin Rosemarie (Rosie) Guerra-Paz Hannah Guver Raymond Haddad MD Megan Hageman Kelsey Harbert Yu He Emma Heinze Kevon Hekmatdoost MD June Henderson MD Gary Hendren Cristyn Henriquez Gabrielle Hernandez Carmen Herrera Hunter Hewlett Robin L. Hills NP Irene Hollins RN Sean Honea Jan Huebenthal Schuyler Hultman Emily Hutcherson Christine Huynh Abdulrahman Ibrahim Amanda Jamerson Harneet Jaswal Elhaam Jawadi Diana Jeong Dorcille Jernigan Daelan Johnson Toni Johnson Anna Jones Sophie Juola Lucy Page Kelly Lynn Kessler Kody Khairandish

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In fiscal year 2018 (July 1, 2017 - June 30, 2018), Health Brigade received nearly \$2 million in contributions from those listed below. It is this tremendous generosity that enables us to serve as a health home for our neighbors and friends. Thank you!

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\$100,000+

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Health Brigade gratefully acknowledges the generosity of our supporters. While every effort has been made to accurately list our donors and regular volunteers in this report, omissions may have occurred. We would appreciate having any errors brought to our attention. Please call Heather Turbyne-Pollard at (804) 716–5804. Thank you for your continued support.

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A full list of our staff can be found on our website at www.healthbrigade.org

Our Mission

The mission of Health Brigade, formerly Fan Free Clinic, is to provide exceptional health services to those least served in a caring and non-judgmental environment.

Our Values

WELCOMING: We respect the worth, dignity, and equality of every person.

IMPACTFUL: We provide effective, quality care that improves the health of our service population.

TRUSTED: We provide a professional and safe environment for our patients, clients, volunteers, and staff.

RESPONSIVE: We advocate for and provide services to address evolving community needs.

INTEGRATED: We focus on the health and well-being of the whole person.

INCLUSIVE: We embrace diversity in all of its forms.

Our Name

In 2016, we changed our name from Fan Free Clinic to **Health Brigade**.

The need was clear. We hadn't been located in the Fan area of Richmond since 1997. In a time of rapid health care changes, we can't guarantee entirely "free" services into our future if we are to remain sustainable. And, most importantly, we have always been more than a Medical Clinic. Our Health Outreach team touches hundreds of lives when visiting neighborhoods, gathering places, centers and prisons. Our Mental Health Program spans across short-term sessions in the medical clinic to more comprehensive community-based mental health services – including psychiatry, individual therapy and psycho-social groups.

Our name conveys two thoughts: 1) "Health" is what we do, and 2) "Brigade" is how we do it. Think Bucket Brigade – a human chain working together for the common good, circling back around to refill and keep the formation going.

