

North American Registry of Midwives

2021 Annual Report

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This annual report can also be found on the web at www.narm.org.

North American Registry of Midwives **N** **A** **R** **M**

Board Members

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NARM Board of Directors

Miriam Atma Khalsa LM, CPM
Chairperson
Policies and Procedures

Carol Nelson LM, CPM, ASM
Treasurer
Applications

Debbie Pulley LM, CPM
Secretary
Public Education & Advocacy

Kim Pekin LM, CPM
Professional Development

Rachel Fox-Tierney CPM, LM
Communications

Mary Anne Richardson CPM, LM
Accountability

Adrian Feldhusen LM, CPM
Special Projects

Lisa Clark
Public Member

NARM Executive Director

Ida Darragh LM, CPM
Credentialing Specialist

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Executive Summary

Ida Darragh CPM, Executive Director

The North American Registry of Midwives (NARM) is the leading certification agency for direct-entry midwifery in the United States. The NARM Certification credential and/or the NARM Examination are required for licensure in most of the states that license direct-entry midwives and in all the states that license midwives specifically for out-of-hospital birth.

NARM's midwifery certification is a state-of-the-art, legally defensible certification program. NARM's CPM certification program is accredited by the National Commission for Certifying Agencies (NCCA), the accrediting division of the Institute for Credentialing Excellence (ICE). ICE/NCCA accreditation means that our certification process was reviewed in detail and meets or exceeds the standards set by ICE for certifying agencies.

The NARM Board is responsible for overseeing the operations of the certification program, including processing applications and recertifications, test development and administration,

finances, accountability, public education, and advocacy, publishing a newsletter, and maintaining up-to-date policies and procedures for all departments.

NARM contracts with Dr. Gerald Rosen for psychometric oversight and guidance and with Professional Testing Corp for computer administration of the NARM Examination. NARM maintains a website (www.narm.org) for distributing information to candidates, certificants, and the general public. In 2021, the NARM Test Department, under the direction of Ida Darragh, oversaw the administration of the NARM Examination to 356 certification or licensure candidates.

Computer based testing began in June of 2014 and changed from three testing dates per year at 20 testing sites, to a continuous cycle of testing dates at over 100 computer testing centers. Computer based testing has been well received by the candidates, especially due to the increase in test sites and the convenience of year-round testing.

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The biggest challenge for NARM in 2021 was the change from ProvExam to Professional Testing Corp. Fortunately, both companies offered both on-site and online testing, so the transition was almost seamless.

NARM participates in several major conferences each year, representing the CPM credential via attendance, sponsoring an educational booth, or teaching workshops. NARM usually participates in public education about midwifery in exhibit booths at these conferences: The Midwives Alliance of North America (MANA), the American Public Health Association (APHA), the American College of Nurse-Midwives (ACNM), and the National Conference of State Legislatures (NCSL).

NARM representatives usually attend or present at additional conferences, such as the American Association of Birth Centers (AABC), the Institute for Credentialing Excellence (ICE), the Council for Licensure, Enforcement, and Regulation (CLEAR), Competency Based Education Network (C-BEN), and the Home Birth Summit or Birth Equity Summit. In 2021, almost

all these events were either cancelled or offered in a virtual format. For that reason, NARM did not participate in exhibit halls but often attended sessions virtually.

The NARM Applications Department is under the direction of Carol Nelson, with assistance in evaluating and processing applications by Sally Nelson and several part-time assistants. The NARM Applications Department reports that the total number of new CPM certifications issued in 2021 was 226. The total number of midwives who have received the CPM certification by the end of 2021 is 4189.

Treasurer Carol Nelson reports NARM is financially solvent. NARM's income is received from NARM application and recertification fees and from test sales to candidates taking the exam for licensure. The total income during 2021 was \$606,342. Operating expenses ran \$418,586, slightly lower than recent years due to Covid restrictions on travel and cancellations of many conferences. NARM retains savings to cover cost overruns in future years and for future projects such as updating the website,

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test development, purchasing office equipment, or planning for the Job Analysis.

Mary Anne Richardson directs NARM's Accountability Department which handles complaints against CPMs and follows a formal Grievance Mechanism. Complaints are handled first in local peer review and then by the NARM Grievance Mechanism, if needed. This process has worked exceptionally well in the resolution of grievances and in assuring the accountability of CPMs.

NARM Accountability received a total of ten complaints in 2021, which were added to five ongoing 2020 complaints. Five cases were resolved through Complaint Peer Review, and two were placed on Inactive Status. One complaint was closed due to lack of participation of the client. Two remain in process into 2022. Since 1995, six CPM credentials have been revoked.

Debbie Pulley, in Public Education and Advocacy, also acts as secretary to the board. She handles hundreds of phone calls and emails every month from CPMs, candidates, and the general public. She keeps the board minutes of

the weekly board conference. Debbie manages the website and all of NARM's documents including the Application Packet and the Candidate Information Bulletin.

Lisa Clark has been the public member of the NARM Board from 2016-2021. Lisa is an advocate for midwifery and birth options in Alabama, having worked with midwives and consumers on licensure proposals since 1996. In the fall of 2021, Jacqueline Hammack agreed to serve as the public member beginning her term in January, 2022. Jacqueline is a lawyer and doula working to advance birth justice.

Miriam Khalsa is responsible for keeping records of all policy decisions made by the board during our weekly phone calls and twice-yearly board meetings. She organizes all current policies that define how NARM operates. In July of 2016, she became chair of the board.

Kim Pekin oversees Professional Development for NARM. Kim organizes and oversees webinar development for NARM and also has worked to compile a resource list for the website of anti-racism training. She also participated in

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the website update committee and is developing preceptor resources.

Rachel Fox-Tierney takes responsibility for Communications, drafting the eblasts that communicate NARM news and policies to the CPMs and Applicants.



NARM Income and Expenses

*Carol Nelson LM, CPM, ASM
Treasurer*

The year 2021 was a good year for NARM from a fiscal standpoint, and we ended the year with all expenses paid. The certification process has taken a lot of financial resources and continues to take more as we grow in numbers.

Our total income for 2021 was \$606,342. NARM's main sources of income are from Test Sales and Applications. Applications income includes fees for processing applications, certifications, and recertification. Expenditures for 2021 were \$418,586 and include categories such as Applications staff, office expenses, contracts with our psychometrician, and testing company, and legal consultant, and membership and fees for regulatory and credentialing organizations. Expenses were slightly lower this year due to travel restrictions and changes in conference or in-person meetings.

The responsibilities of the treasurer for NARM are to meet current expenses and plan for an-

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anticipated future expenses as the only fiscally responsible way to run our organization. We need to not only cover current costs, but we must think ahead to future projects—both mandated and innovative—and must therefore ensure that reserve funds are available for those projects. The Job Analysis is one such project, as is maintaining NARM’s applications office with necessary equipment and staff. To remain state of the art in testing, we must continually invest in test development and accreditation. Other projects include continued work on Item Writing and Cut Score Workshops, and education, advocacy, and participation in national and international midwifery initiatives.

Our expenses are set to allow for an annual increase in net assets, so NARM establishes a reserve fund for mandated large projects such as the job analysis and item writing and cut-score workshops. A few of our main expenses are: consultants who run our applications office and the testing company we work with, printing, postage, telephone, conference fees (going to conferences to promote CPMs and the Midwives Model of Care, education and advocacy initia-

tives), dues/membership in organizations such as the Institute for Credentialing Excellence (ICE), and Council on Licensure, Enforcement and Regulation (CLEAR), insurance, legal fees (to be sure we stay legally defensible), office expenses, and supplies.

North American Registry of Midwives uses Quickbooks for accounting.

We are looking forward to NARM’s continued growth in 2022. With the growth of our certification process and more Certified Professional Midwives each year, we feel honored to be doing our part to move midwifery forward and to promote the Midwives Model of Care as a viable option for women and families throughout North America.



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NARM Accountability Committee

*Mary Anne Richardson LM, CPM,
Director of Accountability*

The NARM Accountability Committee follows Complaint Review and Grievance Mechanism policies to address complaints against CPMs and CPM applicants. Legal advice is sought when appropriate. The NARM Board receives regular updates regarding the activities of the Accountability Committee.

NARM accountability processes work to address concerns regarding competent midwifery practice. The NARM Board reserves the right to evaluate, in its sole discretion, the appropriate application of NARM's Complaint Review and Grievance Mechanism. Complaints received by the NARM Board that do not involve issues relating to competent midwifery practice will not be addressed through NARM Complaint Review or Grievance Mechanism.

NARM will not begin the processes of Complaint Review or Grievance Mechanism with a CPM who is also facing regulatory investigation

or civil or criminal litigation. NARM will apply these processes only after such proceedings are concluded. It is the responsibility of the complainant to notify NARM within 90 days of the conclusion of proceeding.

Participation in peer review or peer review education is mandatory for CPM recertification. The CPM credential is renewed every three years. A CPM with inactive or expired status is bound by all policies regarding NARM Community Peer Review, Complaint Review, and Grievance Mechanism. Failure to respond to a complaint will result in revocation of the credential.

Participation in NARM Complaint Review or Grievance Mechanism is also mandatory for a CPM applicant named in a complaint.

NARM Accountability received a total of ten complaints in 2021, which were added to five ongoing 2020 complaints. Five cases were resolved through Complaint Peer Review, and two were placed on Inactive Status. One complaint was closed due to lack of participation of the client. Seven complaints remain in process into

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2022. Since 1995, six CPM credentials have been revoked.

The following improvements were completed in 2021:

- Chairperson Handbook finished, formatted, reviewed, and edited
- Changed encryption methods of files from a ZIP-7 program to links to a special Dropbox
- Mailing addresses, fax numbers, other than the 888 number removed from the website and forms
- Templates improved such as the notification of complaint to CPM
- New Complaint Form created to include new Confidentiality Form and new Records Release. New forms require:
 - A brief (five words or less) naming of chief issue
 - Documentation of the first date of care and the last date of care
 - A records release for each CPM for whom the client is filing a complaint
- Verification that the client is unaware of any litigation or investigation and is bound to notify NARM Accountability if such were to present
- Verification that the client will participate and sign both:
 - Records Release and
 - Confidentiality Form.



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Test Department

*Ida Darragh LM, CPM,
Director of Testing*

Major Tasks of the Test Department in 2021 included:

1. Maintaining yearly renewal of NARM's accreditation by the National Commission of Credentialing Agencies (NCCA), the accrediting arm of the Institute for Credentialing Excellence (ICE).
2. Presenting workshops or conference sessions at several national conferences or zoom calls related to midwifery or to credentialing and regulation.
3. Working with the CPMs in states considering licensure. NARM Board members regularly participate in e-mail and telephone discussion with midwives in states seeking licensure and sometimes visit midwives, regulatory agencies, and legislators in those states. We advised midwifery organizations or wrote letters regarding midwifery legislation and/or spoke on the scope of practice of CPMs for legislative committees in several states, including MA, NY, GA, OK, HI, and IL.
5. Maintaining regular communication with our psychometric services consultant, Dr Gerald Rosen, and with our computer testing company, ProExam, under the direction of Henry Sorensen, and transitioning to Professional Testing Corporation under Vicki Gremelsbacker.
6. Attending the annual ICE and CLEAR conferences and participating on several committees in each organization.

NARM Testing

The NARM Examination was given to 356 candidates from 39 states, one U.S. territory, three Canadian provinces, and one foreign country. By the end of 2021, thirty-six states and the District of Columbia recognize the CPM for legal practice or use the NARM Examination as part of the state licensure process: Alabama, Alaska, Arkansas, Arizona, California, Colorado, Delaware, Florida, Hawaii, Idaho, Indiana, Illinois, Kentucky, Louisiana, Maine, Maryland,

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Michigan, Minnesota, Missouri, Montana, New Hampshire, New Jersey, New Mexico, Oklahoma, Oregon, Rhode Island, South Carolina, South Dakota, Tennessee, Texas, Utah, Virginia, Vermont, Washington, Wisconsin, and Wyoming.

In 2021 the NARM Examination was administered by computer at over 100 College or University testing centers. The exam was coordinated by ProvExam until the end of August and by Professional Testing Corporation from September through December, using Prometric testing Centers. In 2021, the exam was also administered by each testing company through home computers with live remote proctoring.

In 2021, the pass rate for the NARM Examination was 69%. The pass rate for those taking the exam for the first time was 79%.

Test Development

Test questions are written by teams during the Item Writing workshops, and many writers continue to submit questions throughout the year. All questions are reviewed again by two teams

of item writers. Final reviews are done by the NARM Board. Two forms of the exam are in use at any given time.

Item Writing workshops were not held in 2020 or 2021, so items under review for the current exam were written in 2018-2019 during five workshops held in southern and northern California, Missouri, Wisconsin, and Tennessee. Sixty-four CPMs participated in writing and reviewing those questions. Additionally, a Test Review Committee was held in Maryland to review all new potential questions. Each question is reviewed by two item writing teams, the test review committee, and the NARM Board, focusing specifically on relevance, currency, clarity, readability, and accuracy, and this review also focused specifically on bias. NARM seeks geographic, cultural, and ethnic diversity in those who participate in writing and reviewing test questions. There were no Item Writing workshops held in 2021, though item review and test development activities did continue. Two new forms of the exam were published on September 1, 2021

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NARM Participation in ICE and CLEAR

The NARM Test Department and Board of Directors participates in the national conferences of both the Institute for Credentialing Excellence and the Council for Licensure, Enforcement, and Regulation. In 2021, the CLEAR conference was held virtually, and the ICE conference was held in Nashville, TN. NARM's Executive Director, Ida Darragh, has served on ICE's Benchmarking committee, the National Commission on Certifying Agencies, the ICE Accreditation Services Council, CLEAR's Exam Resources and Advisory Committee and Credentialing and Examination Issues committee and on the CLEAR Board of Directors from 2014-2020.



Applications

Carol Nelson LM, CPM, ASM
Director of Applications

In 2021, NARM issued a total of 226 new CPM credentials.

Total 2021 New CPMs by Entry Route:

- Graduates of MEAC accredited schools: 128
- Portfolio Evaluation Process (PEP): 74
- State Licensed: 24
- CNM: 5

A total of 4189 CPM certifications have been issued since 1994.

- 2723 (65%) have Active certification
- 41 (1%) are Deceased
- 1285 (30%) have Expired certification
- 210 (5%) have Inactive certification
- 67 (1.5%) have Retired certification status
- 6 (<1%) have Revoked certification

There are 1701 preceptors who have registered with NARM; 1359 are currently active.

By the end of 2021, 454 Midwifery Bridge Certificates had been issued.



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Communications

Rachel Fox-Tierney CPM, LM, Director of Communications

Summary of eBlasts sent in 2021:

Subject	Date sent	Recipients	Delivered	Opened
Happy New Year and Reflections on 2020!	Jan 19	3,776	99.26%	38.07%
NARM Policy Update Reminders	Mar 5	3,370	99.44%	48.7%
Welcome New Board Member	Mar 31	3,750	99.57%	44.56%
NRP 8 th Edition Update	May 12	3,806	99.63%	61.4%
New Testing Company	June 7	3,837	99.61%	39.8%
NARM Policy & Procedure Updates, August 2021 – Testing Company, Cultural Awareness, Category 2 CEU	Aug 30	3,894	99.36%	47.2%

- Approximately 38-61% of eBlasts were opened (average open rate across all U.S. industries is 17.6%*)
- Over 99% of eBlasts are getting delivered successfully!



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Public Education & Advocacy

*Debbie Pulley LM, CPM
Director of Public Education & Advocacy*

The Public Education and Advocacy director handles phone calls generated through the toll-free NARM Information phone number and emails received at info@narm.org. Calls include requests for information on how to become a CPM, application questions, and recertification questions. There are also calls seeking general information about the NARM process or requests for midwife referrals. This office also handles press interviews.

The NARM Candidate Information Bulletin is updated regularly on the web and in print.



Policies and Procedures

*Miriam Atma Khalsa LM, CPM
Director of Policies and Procedures*

The NARM Board regularly reviews existing policies for the purpose of clarifying the information in a previous policy or for establishing new policies. New and amended policies in 2021 include:

- Participants in a NARM Complaint Review may count five hours of volunteer time for recertification; in addition, the chair of the Complaint Review receives a \$50 credit towards recertification.
- Policies amended due to Covid restrictions include CPR and NRP with only the educational portion (no hands-on skills assessment); virtual visits allowed for one prenatal and one postpartum for purposes of documenting Continuity of Care.
- Preceptors approved from a MEAC-accredited school who didn't realize they also needed to be registered with NARM to supervise PEP candidates could receive retroactive preceptor registration for specific

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students if they met the preceptor requirements at the time of supervision.

- The requirement for attendance at a course or workshop on Cultural Awareness was extended from one time to once in every recertification cycle beginning January 1, 2022. Every preceptor who is not a CPM will also have to complete a course in order to register as a preceptor.



Professional Development

Kim Pekin CPM, LM

Directory of Professional Development

Projects Completed

- NARM Preceptor Webinar – The NARM Preceptor Webinar on GOLD Learning continues to be popular with NARM Registered Preceptors. In 2021, the webinar was completed by 309 people. Most were in the United States, but people in the United Kingdom, Canada, Australia, Belgium, The Netherlands, China, South Africa, Ireland, Indonesia, Portugal, India, the Cayman Islands, Taiwan, Saudi Arabia, Jamaica, Malta, Greece, Sudan, France, United Arab Emirates, Spain, and Romania also completed the webinar. Since the launch of the webinar in 2018, it has been completed by approximately 1300 people in over 30 countries.
- NARM/ MANA Division of Research (DoR) - Evidence-informed Practice: A Primer for Midwives Webinar - This three-part workshop introduces midwives to the

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evidence-informed practice (EIP) framework: what it is, why it is important, and how midwives can use the EIP framework to improve their practices. Since its launch in 2019, the webinar has been attended by 26 people.

Goals

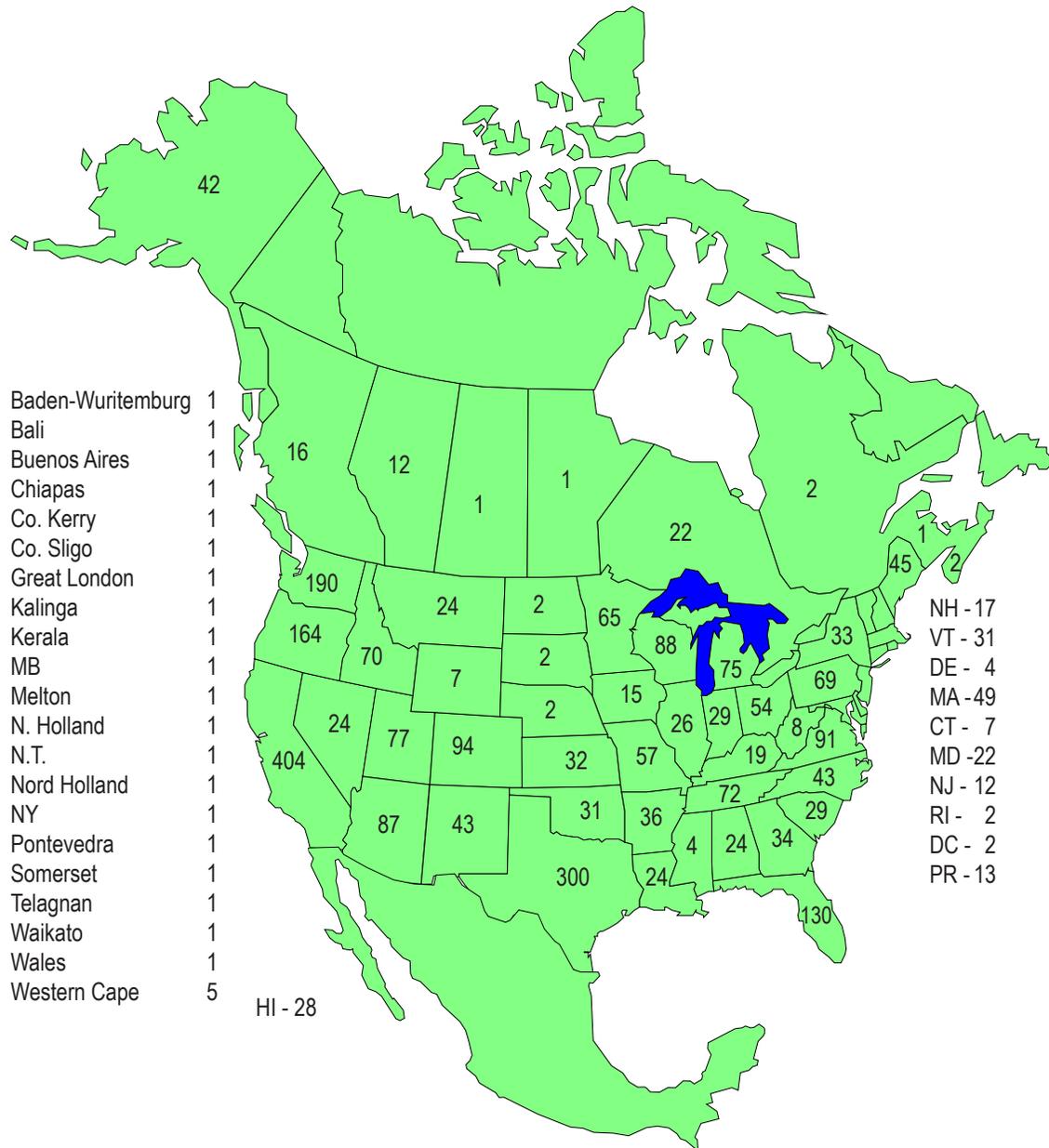
- Continue to gather preceptor resources and make them available on the NARM Preceptor Resources page on the NARM website.
- Identify additional continuing education opportunities and present to the NARM Board for consideration as an addition to the NARM website.

- Continue work with the Accountability department to develop an accountability process to address preceptor complaints.
- Continue to develop student/preceptor agreement resources to help improve communication between NARM Registered Preceptors and their student midwives.



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Following is a map listing the location of CPMs in North America as of December 31, 2021



Board Biographies 2021

Biographies of NARM Board Members

Lisa Clark BSEd

Lisa Clark Lisa holds a BSEd. from Texas A&M University. Her love of history encouraged her to learn more about the history of midwifery and childbirth in the United States. She began advocating for increased maternity care options in Alabama in 1996 shortly after relocating from Texas. In 2002, Alabama home birth families learned that midwives could not legally attend home births.

In 2004, Lisa co-founded the Alabama Birth Coalition (ABC); she has been honored to serve on the ABC board with many brilliant women through the years in this effort. Lisa was nominated to the NARM Board in January, 2016, and currently serves as Public Member She has four grown children and lives in Huntsville, Alabama. She is working towards certification as a postpartum doula.

Adrian Feldhusen CPM, LM

Adrian is a Certified Professional Midwife and New Hampshire Certified Midwife who lives in Southern New Hampshire with her husband, three children, and her grandbaby. Adrian has been involved with birthing families since 1992 as a midwife, doula, childbirth educator, and breastfeeding counselor.

She is the founder and owner of The Birth Cottage of Milford and Salem, two freestanding birth centers serving a wide geographical area in both NH and MA. During her studies for a BS in Community and Human Services with a Concentration in Maternal and Perinatal Health through the State University of New York, her work was featured in a variety of publications.

Adrian was Chair of the NH Midwifery Council, the state's licensing and regulatory board, for almost ten years. She has been instrumental in crafting and lobbying for legislation regarding mandated insurance reimbursement for midwifery care in New Hampshire to assure access across all socioeconomic and demographic

Board Biographies 2021

groups. It is her life goal to make midwifery and birth center care available to all families.

Adrian also served on the Midwives Alliance of North America (MANA) as a board member for six years and is currently a board member of the AABC Foundation, raising funds to expand birth center development nationwide. In her spare time, she actively works as a firefighter, a ski patroller, and as an instructor for EMS. Knitting and maple syrup making are her favorite pastimes.

Rachel Fox-Tierney LM, CPM

Rachel is a Certified Professional Midwife (CPM) and California State Licensed Midwife since 2005. Currently she is the Clinical Director of a birth center in the greater Sacramento area.

Rachel graduated from the University of California, Davis in 1992 with a Bachelor of Science Degree in Psychology. She worked in the Departments of Psychology and Epidemiology and Public Health at Yale University on several projects related to HIV/AIDS and women's health.

During her time at Yale University, she discovered midwifery and graduated from the National Midwifery Institute in 2005. Since 2000, she has been actively involved in state-level midwifery advocacy serving in several roles in the California Association of Midwives.

In addition to welcoming new life, Rachel has been committed to serving families who have experienced loss and grief during childbearing, as the Medical Director for A Heart to Hold from 2011-2014 and as a Fetal Infant Mortality Review Team member for the Yolo County Health Department since 2014.

She has been on the NARM Board since January 2019 as the Electronic Communications Coordinator.

Rachel and her husband of over 24 years have two home-born sons and live in Northern California.

Miriam Khalsa LM, CPM

Miriam attended homebirths in Massachusetts from 1981 through 2013. She was a founding

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member of the Massachusetts Midwives Alliance (MMA) and served on its board in various positions for eighteen years. She co-chaired the MMA Legislative Committee, represented MMA on the Partners in Perinatal Health board for fourteen years, and served as an instructor for the MMA Basic Course in Midwifery Skills.

She has been on the Board of the North American Registry of Midwives since January 2007 serving as Director of Policy and Procedures and as Chair.

Miriam moved back to her home state of California in 2013 and became a Licensed Midwife through the California Challenge. She is a volunteer firefighter in her small northern California community and volunteers as an EMT for a rural ambulance service. Both of her children were born at home with the help of midwives.

Carol Nelson LM, CPM, AASM

Carol has been attending out-of-hospital births since 1972. She is in a midwifery partnership with five other midwives at the Farm Midwifery Center in Summertown, TN, and she has been

actively involved with midwifery politics since 1997.

She has served on the NARM Board as treasurer since 1997 and as Director of Applications since 2003.

She was actively involved in the North American Registry of Midwives (NARM) Certification Task Force meetings and was the chair of the NARM pre-approval committee.

She has worked on item writing and test development of the NARM Examination, Skills Assessment, and Qualified Evaluator training, and has been involved in the 1995, 2001, 2008, and 2016 Job Analyses.

Carol is the co-author of the American Public Health Association (APHA) position paper, “Increasing Access to Out-of-Hospital Maternity Care Services Through State Regulated and Nationally Certified Direct-Entry Midwives,” which was adopted in 2001 by APHA. She is co-author of the APHA position paper, “Safe Motherhood in the United States: Reducing Maternal Mortality and Morbidity,” which was

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adopted by the APHA in 2003. She is co-author of the APHA position paper, “Maternal Health as a Human Right: Strategies for Improving Maternal Health Outcomes and Care,” adopted by APHA in 2011.

She is co-chair of the Innovations in Maternity Health Services Committee of the Maternal Health Section of APHA. This is the committee within APHA that holds the space for “normal birth.”

She served on the Tennessee Council of Certified Professional Midwives from 2000 to 2015. Since 1997, she has been the Midwives Alliance of North America (MANA) Public Education and Advocacy chair, helping to promote the profession of midwifery and to move midwifery forward in the United States.

Carol received the prestigious “MANA Sage Femme Award” in 2016. Carol is co-founder and president of the College of Traditional Midwifery (CTM), the first competency-based midwifery education program in the United States. CTM is authorized by the state of Ten-

nessee to award an Associate of Applied Science of Midwifery degree.

Carol lives in Summertown, TN, with Don, her husband of 48 years. She is the mother of four children, three of which were born at home, and the grandmother of eight and great-grandmother of five.

Debbie Pulley LM, CPM

Debbie is enjoying retirement after 40 years of having a home birth practice in Atlanta, Georgia.

Shortly after receiving her CPM certification in 1995, she started working with NARM in the Applications Department. She now serves on the NARM Board as Secretary and is Director of Public Education & Advocacy.

Debbie served as one of the two NARM representatives to the US MERA Steering Committee before it disbanded in early 2021.

Debbie began attending births in 1970 while living in Hong Kong. She moved to Atlanta in 1971 and married Don in 1973. They have two

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children, three wonderful grandchildren, and a beautiful great granddaughter.

Kim Pekin LM, CPM

Kim Pekin is a Certified Professional Midwife and the Founder and Clinical Director of Premier Birth Center in Winchester and Premier Birth Center Chantilly in Chantilly, Virginia. She has been providing midwifery care, home birth, and birth center services as a licensed midwife since 2009 and has trained many women who have gone on to become midwives themselves.

Kim graduated from Pacific Lutheran University with a Bachelor of Business Administration in 1995. During her service as a La Leche League Leader, she was appointed the Coordinator of Leader Accreditation for Virginia and West Virginia in 2002.

Kim is a graduate of National Midwifery Institute, a MEAC-Accredited school of midwifery. She became a CPM and Virginia Licensed Midwife in 2009. In addition to her work in her midwifery practice, Kim was appointed by the governor to serve as Chair of the Virginia Board

of Medicine's Advisory Board on Midwifery, is the former Vice-President of the Virginia Midwives Alliance, and is a member of the Virginia Newborn Screening Advisory Council. She also is a member of the American Association of Birth Centers Standards Committee and served as a Commissioner for the Commission for the Accreditation of Birth Centers.

Kim and her husband have seven children and live in Loudoun County, Virginia. Her focus on the NARM Board is Professional Development.

Mary Anne Richardson CPM, RN, EMT

Mary Anne has been involved in the field of birth since August 1994. She resides with her family in Eagleville TN. She has three children and four grandchildren. In pursuit of her passion to improve the reputation of midwives, Mary Anne has served two terms as the President of the Tennessee Midwives Association (TMA) as well as other positions on the TMA board and continues to serve as a TMA legislative liaison. As a legislative liaison she worked tirelessly,

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along with other midwives, to legalize CPM/home birth midwifery in the state of Tennessee by successfully lobbying for three different bills through the state Legislature. She has served two terms on the Council of Certified Professional Midwives, a division of the Department of Health state of Tennessee as Vice-Chairperson and the Chairperson.

Currently she serves as the consultant to the Council of Certified Professional Midwives reviewing complaints for the Council. Currently, Mary Anne sits on the board of NARM as the Director of Accountability.

While caring for families as a midwife and monitor, she maintains three TN State licenses. She is currently active in providing education to other midwives and students to improve midwifery care for mothers and babies across the country.

Some of the courses Mary Anne has created have been accredited by the Midwifery Education and Accreditation Council (MEAC), and one presentation was presented at a Midwives Alliance of North America (MANA) conference. Mary Anne has also been an Instructor at

the College of Traditional Midwifery. Her most current MEAC accredited class is “Stick ‘em up IV Therapy.”

Involved in community outreach, she has presented courses in local universities and colleges about midwifery. She was honored to serve as the Keynote presenter at an “Empower Your Birth Conference.”

Ida Darragh LM, CPM

Ida attended home births in Little Rock, Arkansas for 30 years in a midwifery partnership called Birth Works with Mary Alexander. Ida has worked on the political side of midwifery from the onset, beginning with lobbying for the midwifery licensing law in Arkansas in 1983 and continuing in various positions with the Arkansas Association of Midwives and the Midwives Advisory Board of the Arkansas Department of Health.

Ida began her involvement in birth in 1975 as a childbirth educator and taught classes for both home and hospital births for 25 years. She

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became a midwife in 1981 and became the first licensed midwife in Arkansas in 1985.

She joined the NARM Board in 1998 and became Director of Testing in 1999. In 2003, she assumed the responsibilities as Chair of the Board, and in 2016 became the Executive Director.

As a representative of NARM, she attends twice yearly meetings of the Council on Licensure, Enforcement, and Regulation (CLEAR). She has served on CLEAR's Exam Resources Committee since 2009 and has recently served on the CLEAR governing board. She has served on many committees with the Institute for Credentialing Excellence, including two terms on the National Commission for Certifying Agencies.

In 2015, Ida received a certificate as a Credentialing Specialist from ICE and also became a member of ICE's Accreditation Services Council.

In 2016, she received the Ina May Gaskin Lifetime Achievement Award from the Midwives Alliance of North America.

Ida graduated from the University of Arkansas at Little Rock in 1971. She has been married to Kramer Darragh since 1971, and they are the parents of three children and five grandchildren.



Job Descriptions 2021

Executive Director

Ida Darragh

- Prepare agenda for weekly board conference calls and twice yearly in person meetings
- Coordinate with board chair regarding agendas for board calls and meetings
- Prepare annual reports
- Represent NARM at conferences or national meetings when requested by board

Testing Responsibilities

- Maintain database of test results
- Supervise training of Item Writers and SMEs
- Maintain databank of items in process of review
- Coordinate with test company to develop new versions of the exam
- Consult with psychometrician on item statistics and annual reports
- Prepare reports of test department activities and statistics for twice yearly board meetings and at end of year

- Maintain yearly renewal of NCCA accreditation and subsequent reaccreditation applications
- Attend yearly conferences of ICE and CLEAR if approved by the board

Director of Applications

Carol Nelson

Responsible for overseeing the applications staff personnel who:

- Review and audit all certification applications, re-certification, inactive, and retired applications
- Review Midwifery Bridge Certificates applications
- Review preceptor applications and register preceptors
- Send application packets upon request
- Log receipt of application and certification fees and forward to treasurer
- Enter eligible candidates into database for Professional Testing Corp

Job Descriptions 2021

- Update candidate status by checking the NARM Examination results weekly
- Send certificates when all requirements are met
- Maintain database of applicants, certified professional midwives, preceptors, and awarding of the Midwifery Bridge Certificate
- Report on application statistics at twice yearly board meetings and after end of year

Director of Accountability

Mary Ann Richardson

- Receive and respond to complaints filed against CPMs
- Arrange peer review or grievance mechanism for complaints accepted
- Supervise accountability committee in determining resolution
- Correspond to all relevant parties concerning the process and resolution of complaints
- Prepare quarterly and annual reports on accountability committee activities

Director of Public Education and Advocacy

Debbie Pulley

- Answer phone calls to NARM's information line
- Send information as requested
- Act as public relations liaison to the press
- Oversee updating of webpage and assist in formatting and printing of NARM documents
- Route all calls or e-mails to the appropriate board person for response

Director of Professional Development

Kim Pekin

- Gather preceptor resources and make them available on the NARM Preceptor Resources page on the NARM website.
- Find continuing education opportunities and present to the NARM Board for consideration as an addition to the NARM website.

Job Descriptions 2021

- Work with the Accountability department to develop an accountability process to address preceptor complaints.

Director of Communications

Rachel Fox-Tierney

- Develop eblast drafts as suggested by board
- Coordinate with Tina Williams, NARM technical support, on sending eblasts
- Post eblasts on NARM web page

Officers and Duties

Chairperson

Miriam Khalsa

- Coordinate with Executive Director regarding agenda for board calls and meetings
- Facilitate weekly board conference calls and twice-yearly meetings
- Assign tasks and appoint committees
- Write letters and/or return phone calls as requested by board

- Maintain electronic and paper files of all NARM policies, including dates of approval and implementation, and history of changes.
- Keep a list of all tasks assigned during official NARM calls and meetings; send list to board members by e-mail on a weekly basis
- Represent NARM at conferences and meetings as requested by board

Co-Chair

Kim Pekin

- Substitute for chair if needed

Secretary

Debbie Pulley

- Take minutes of board calls and meetings
- Arrange lodging and meeting space for NARM Board meetings

Treasurer

Carol Nelson

- Log and deposit all NARM income
- Pay and record all NARM expenses

Job Descriptions 2021

- Keep accurate and updated records of all financial transactions
- Prepare financial reports for twice yearly board meetings and annual reports
- Submit required documentation to the IRS and the state of Tennessee

All Board Members, as needed and when appropriately trained:

- Attend and serve at exhibit booth at conferences (APHA, NCSL, ACNM, ICM, MANA, AABC)
- Participate in and/or teach NARM workshops such as Planning for Legislation, Item Writing, Preceptor-Apprentice Relation-

ships, How to Become a CPM, Midwifery Ethics, and Charting. Keep records of attendance. File application for CEU credit from MEAC. Send CEU forms and Thank You letters to participants

- Edit and review all NARM documents, including the CIB, Application, and web pages
- Review policies and procedures yearly or as needed
- Serve as advisors to states seeking legislation using the CPM

