

# **North American Registry of Midwives**

## **2022 Annual Report**

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This annual report can also be found on the web at [www.narm.org](http://www.narm.org).

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**North American Registry of Midwives**

**N A R M**

# Board Members

# 2022

## NARM Board of Directors

**Miriam Atma Khalsa LM, CPM**  
*Chairperson*  
*Policies and Procedures*

**Carol Nelson LM, CPM, AASM**  
*Treasurer*  
*Applications*

**Debbie Pulley CPM**  
*Secretary*  
*Public Education & Advocacy*

**Kim Pekin BSN, CPM, LM, RN**  
*Professional Development*

**Rachel Fox-Tierney LM, CPM**  
*Communications*

**Mary Anne Richardson CPM, RN, EMT**  
*Accountability*

**Adrian Feldhusen LM, CPM**  
*Special Projects*

**Jacqueline Hammack JD**  
*Public Member*

## NARM Executive Director

**Ida Darragh LM, CPM**  
*Credentialing Specialist*



# Reports 2022

## Executive Summary

*Ida Darragh LM, 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 has been accredited since 2002 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 has been 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 the processing of 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 Corporation for computer administration of the NARM Examination. NARM maintains a website ([www.narm.org](http://www.narm.org)) for distributing information to candidates, certificants, and the general public.

In 2022, the NARM Test Department, under the direction of Ida Darragh, oversaw the administration of the NARM Examination to 283 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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One of NARM's major new developments in 2022 was the creation of the Preceptor-Student Accountability (PSA) Committee. Volunteer CPMs from around the U.S. came together to create this new committee based on NARM's Accountability Process and guidance from the Preceptor-Student Handbook. The PSA Committee has seven experienced CPMs and two new CPMs to advocate for the student perspective.

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 American Public Health Association (APHA) 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), the American College of

Nurse-Midwives (ACNM), Competency Based Education Network (C-BEN), and the Home Birth Summit or Birth Equity Summit.

In 2021, almost all of these events were either cancelled or offered in a virtual format. In 2022, NARM did participate at the exhibit hall at APHA and NCSL. Representatives from NARM did attend ICE, CLEAR, ACNM, and AABC.

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 2022 was 118. The total number of midwives who have received the CPM certification by the end of 2022 is 4354.

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 2022 was \$566,338 and operating expenses ran \$438,139. NARM retains savings to cover cost

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overruns in future years and for future projects such as updating the website, test development, purchasing office equipment, or planning for the next Job Analysis.

Mary Anne Richardson directs NARM's Accountability Department which handles complaints against CPMs.

NARM Accountability received a total of eight complaints in 2022, which were added to seven ongoing complaints from 2021. Seven cases were resolved through Complaint Review, one was sent to Grievance, and one was placed on inactive status. Six complaints remain in process into 2023. Two complaints resulted in revocation. Since 1995, eight 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 meetings. Debbie manages the website and all of NARM's documents including the Application Packet and the Candidate Information Bulletin.

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, 2016, she became chair of the board – a position from which she retired at the end of 2022.

Kim Pekin oversees Professional Development for NARM. Kim organizes and oversees webinar development for NARM and has worked to compile anti-racism training resources. She also participated in the website update committee and continues to curate preceptor resources. In January, 2023, Kim became chair of the NARM Board.

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

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## NARM Income and Expenses

*Carol Nelson LM, CPM, ASM  
Treasurer*

The year 2022 was a good year for NARM from a fiscal standpoint. 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 of \$566,338 was an increase from 2021, but expenses were also lower due to the reduction in travel. NARM's main sources of income are from Test Sales and Applications. Applications income includes fees for processing applications, certifications, and recertification.

Expenditures for 2022 were \$438,139 and included categories such as payroll, office expenses, contracts with our psychometrician and testing company, and legal consultant, membership and fees for regulatory and credentialing organizations, and the many conferences NARM attends to educate the public about the CPM credential.

The responsibilities of the treasurer for NARM are to meet current expenses and plan for anticipated future expenses. This is the fiscally responsible way to run our organization. NARM needs to not only cover current costs but also 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 the 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, 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



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conferences to educate about CPMs and the Midwives Model of Care, education and advocacy initiatives), 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), attending The National Conference for State Legislators (NCSL), and program expenses and supplies.

NARM's Financial documents are reviewed at the end of each year by a professional accountant, and NARM uses QuickBooks Pro for accounting.

We are looking forward to NARM's continued growth in 2023.

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.



## NARM Accountability Committee

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

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

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

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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 Accountability received a total of eight complaints in 2022 which were added to seven ongoing complaints from 2021. Seven cases were resolved through Complaint Review, one was sent to Grievance, and one was placed on inactive status. Six complaints remain in process into 2023. Two complaints resulted in revocation. Since 1995, eight CPM credentials have been revoked.



## Test Department

*Ida Darragh LM, CPM,  
Director of Testing*

Major Tasks of the Test Department in 2022 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 discussions 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

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for legislative committees in several states, including MA, NY, GA, OH, and IL.

5. Maintaining regular communication with our psychometric services consultant, Dr Gerald Rosen, and with our computer testing company, Professional Testing Corporation under Vicki Gremelsbacker.
6. Attending the annual ICE and CLEAR conferences, participating on several committees in each organization.

## NARM Testing

The NARM Examination was given to 283 candidates from 39 states and Puerto Rico. By the end of 2022, 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, 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 2022, the NARM Examination was administered by computer all around the U.S. and in several countries. The exam was coordinated by Professional Testing Corporation using Prometric testing centers. In 2022, the exam was also administered at Prometric sites and through home computers with live remote proctoring.

In 2022, the pass rate for the NARM Examination was 68%. The pass rate for those taking the exam for the first time was 80%

## Test Development

Test questions are written by teams during the Item Writing workshops held around the country every three years. The questions written by those teams are reviewed by other teams of Item Writers and again by the NARM Test Committee. Final reviews are done by the NARM Board. Two forms of the exam are in use at any given time.

In 2022, NARM began the process for the 2023 Job Analysis through Professional Testing Corporation. This begins the new cycle of identifying the critical skills and knowledge needed to

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be certified as a Certified Professional Midwife. The Job Analysis will be completed in 2023 and will result in an updated content outline for the NARM Examination. In 2024, Item Writing will begin again, and will result in two new forms of the NARM exam to be published in 2025.

## **NARM Participation in ICE and CLEAR**

The NARM Test Department and Board of Directors participate in the national conferences of both the Institute for Credentialing Excellence (ICE) and the Council for Licensure, Enforcement, and Regulation (CLEAR).

In 2022, the CLEAR conference was held in Nashville, TN, and the ICE conference was held in Savannah, GA. NARM's Executive Director, Ida Darragh, has served on ICE's Benchmark-

ing 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.



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## Applications

*Carol Nelson LM, CPM, ASM  
Director of Applications*

In 2022, a total of 118 new CPM credentials were awarded. NARM received a total of 165 New CPM applications, and NARM received 20 requests to take the NARM Examination only from Agency candidates.

The breakdown of the new applications and exam requests are:

- Graduates of MEAC-accredited schools: 66
- Portfolio Evaluation Process (PEP): 85
- State Licensed: 12
- CNM: 2
- Agency candidates taking the exam only: 20

A total of 4354 CPM certifications have been issued since 1994:

- 2608 CPMs have Active certification
- 43 are deceased
- 1578 have Expired certification
- 319 have Inactive certification
- 87 have Retired certification status
- 9 have Revoked certification

There are 1769 preceptors who have registered with NARM for all years, 582 in 2022.

In 2022, 38 Midwifery Bridge Certificates had been issued for a total of 485 for all years.



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## Communications

*Rachel Fox-Tierney CPM, LM, Director of Communications*

Summary of eBlasts sent in 2022:

Subject	Date sent	Recipients	Delivered	Opened
New Year, New Board Member, New Website!	Jan 25	4,006	99.13%	53.8%
NARM Policy Updates	Mar 5	3,370	98.14%	50.5%
Preceptor Resources	Apr 25	6,311	98.67%	61.19%
Summer Teaser eBlast	July 5	4,032	98.88%	68.07%
NARM/DOR Gold Learning CEU	July 15	4,014	99.05%	55.11%
Preceptor/Student Accountability Updates	Aug 30	4,035	99.31%	62.84%
PSA Application Reminder	Sept 9	4,025	99.35%	68.52%
NRP Survey	Oct 28	4,179	97.80%	62.81%
Accountability Update	Dec 16	5,111	98.65%	63.15%
NRP 2023 Policy Update	Dec 20	4,579	98.49%	60.69%

- Approximately 60% of eBlasts were opened (average open rate in healthcare industries is 21.72%\*\*)
- Over 98% of eBlasts are getting delivered successfully!
- Goals for 2022
  - Preceptor renewal instructions – DONE! April 25
  - Preceptor-student agreement template – DONE! August 30
  - Monthly eBlast – ten sent in twelve months.

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- Starting March 5, 2022, all eBlasts included reminders to register with Certemy and new CPM certification expiration date

\*\*Mail Chimp Statistics for 2022, Source: <https://mailchimp.com/resources/email-marketing-benchmarks/>



## 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](mailto: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.



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## 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 2022 include:

- The NARM Board reviewed when applying for the CPM certification, how long ago the NARM Examination could have been taken and passed. The board confirmed if a midwife has a current state license, NARM will verify passing but note the midwife tested as an agency candidate on (date, state) and never applied for a CPM, or may appeal to the board if the exam was recently taken.
- The NARM Board approved three-year preceptor renewal for preceptors who are not CPMs.
- The procedure for taking Inactive Status was updated to clarify that Inactive Status cannot be taken in the middle of a certification cycle. Inactive status form must be submitted every year for a maximum total of six years.
- The NARM Board extended the waiver for the hands-on portion of neonatal resuscitation (due to COVID and lack of instructors) until the end of 2022. “NRP Advanced is required effective March 1, 2023 for certification or recertification. NARM will continue to accept unexpired NRP Essentials (plus BLS for Healthcare Providers) or NRP Advanced as meeting the NRP Requirement. Cards issued after March 1, 2023, must be for the Advanced NRP course.”
- The NARM Board spent much of 2022 working on new procedures for processing Complaint and Grievance Reviews, and a new committee was formed to process complaints between preceptors and students.





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## 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 2022, the webinar was completed by 310 people. Most were in the United States, but people in Afghanistan, Australia, Canada, China, Denmark, Georgia, Hong Kong, India, Indonesia, Ireland, Italy, Korea, Kuwait, Malaysia, the Netherlands, New Zealand, Portugal, Singapore, South Africa, Spain, Sudan, United Arab Emirates, and the United Kingdom also completed the webinar. Since the launch of the webinar in 2018, it has been completed by approximately 1600 people in over 30 countries.
- NARM/ MANA DoR - Evidence-informed Practice: A Primer for Midwives Webinar - This three-part workshop introduces midwives to the evidence-informed practice (EIP) framework: what it is, why it is im-

portant, and how midwives can use the EIP framework to improve their practices. Since its launch in 2019, the webinar has been attended by 33 people.

- NRP Survey – Created and disseminated an online survey to get a better understanding from the entire CPM community of what barriers to NRP courses exist and which communities are most impacted. The survey was opened on October 28, and over 400 CPMs and students responded. Over 95% of the respondents were CPMs. We were pleasantly surprised to learn that the vast majority of CPMs can regularly access NRP instruction.
- Joint Letter to the NRP Steering Committee – Drafted a letter to the NRP Steering Committee regarding the needs of community birth providers and access to NRP education. This was done collaboratively with leadership from the American Association of Birth Centers, Commission for the Accreditation of Birth Centers, North American Registry of Midwives, American College of Nurse-Midwives, National Association of Certified

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Professional Midwives, Birth Center Equity, and Elephant Circle.

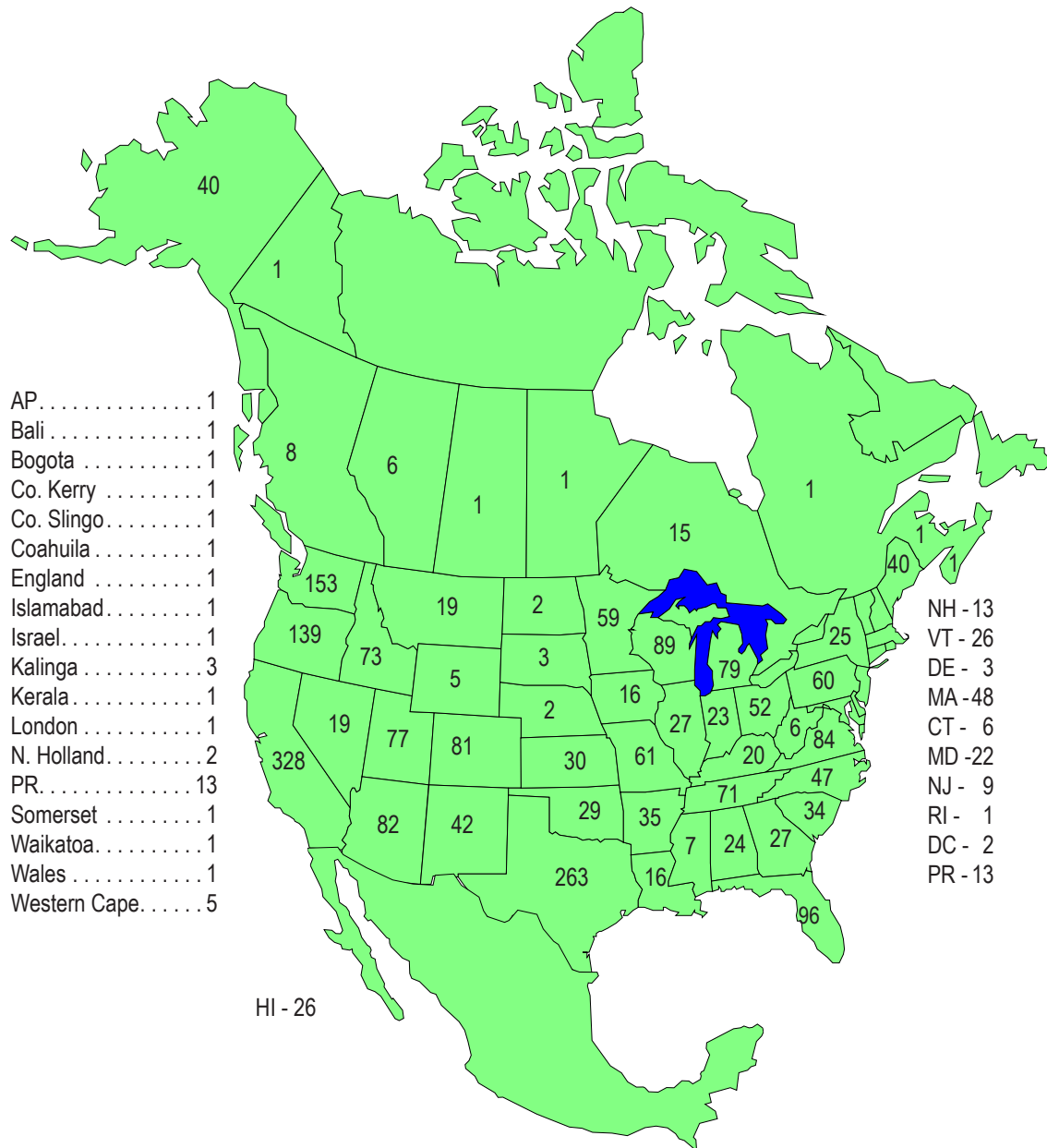
- NARM Preceptor Student Accountability Process – In 2022, several changes were made to promote healthy Preceptor/Student relationships.
  - JULY 2022: NARM announced the formation of the NARM Preceptor/Student Accountability committee.

- AUGUST 2022: NARM published a Preceptor/Student Work Agreement Template to provide an outline for the written agreement. This Preceptor/Student Work Agreement requirement is the basis of the new NARM Preceptor/Student Accountability Process.
- AUGUST 2022: NARM published the new NARM Preceptor/Student Accountability Process.



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Following is a map listing the location of CPMs in North America as of December 31, 2022



# Board Biographies 2022

## Biographies of NARM Board Members

### 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 their grandbabies. 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 10 years. She has been instrumental in crafting and lobbying for legislation regarding mandated insurance reimbursement for mid-

wifery care in NH to assure access across all socioeconomic and demographic groups. It is her life goal to make midwifery and birth center care available to all families.

Adrian previously served on the Midwives Alliance of North America (MANA) 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 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

# Board Biographies 2022

health. During her time at Yale University, she discovered midwifery and graduated from 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 27 years have two home-born sons and live in Northern California.

## **Jacqueline K Hammack JD**

Jacqueline is a lawyer and doula working to advance birth justice. By bridging her legal knowledge with her passion for birth, Jacqueline brings a unique perspective to the problems

plaguing the perinatal healthcare system in the United States. Grounded in a reproductive justice framework, Jacqueline's work supports and promotes the human rights of pregnant, birthing, and lactating individuals.

In addition to serving as the Public Member on the NARM Board, Jacqueline serves as President of the Birth Rights Bar Association. She is an accredited La Leche League Leader and formerly served on the board of the Better Birth Mississippi, a consumer organization working to license community-based midwives. She was a Class 2 fellow in the W.K. Kellogg Foundation Community Leadership Network with the Center for Creative Leadership®, an inaugural fellow of the Mississippi Women's Policy Institute, and a member of The Mississippi Bar's Leadership Forum Class of 2020.

Jacqueline is a Madriella trained doula and a graduate of Tulane University Law School, Jackson State University, and Holmes Community College. She lives on Seneca land in the Finger Lakes region of New York with her two children, spouse of two decades, and Silent Generation mother-in-law.

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## **Miriam Khalsa LM, CPM**

Miriam attended homebirths in Massachusetts from 1981 through 2013. She was a founding 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 NARM Board 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 adopted by the APHA in 2003. She is co-author of the APHA position paper “Maternal Health

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

Carol lives in Summertown, TN, with Don, her husband of 49 years. She is the mother of four children, three of which were born at home, grandmother of eight, and great-grandmother of five.

## Debbie Pulley 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 U.S. 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 children, three wonderful grandchildren, and a beautiful great-granddaughter.

# Board Biographies 2022

## **Kim Pekin BSN,CPM, LM, RN**

Kim Pekin is a Licensed Midwife, Registered Nurse, and owns two CABC-accredited birth centers in Virginia. She has been a CPM since 2009 and a NARM Board member since 2015. Kim graduated from Pacific Lutheran University with a Bachelor of Business Administration in 1995 and graduated from George Mason University with a Bachelor of Science in Nursing in 2022.

Kim has served as the chair of the Virginia Board of Medicine's Midwifery Advisory Board, is a former CABC Commissioner, and currently serves as a member of the Virginia Newborn Screening Advisory Council. She is NARM's Director of Professional Development.

As a midwife, Kim follows her ancestors' calling to help birthing families. Her maternal great-grandmother was a midwife in Mandan, North Dakota, and her paternal second great-grandmother was a partera in Puerto Rico. Kim and her husband Barry have seven children and live in the Northern Virginia/DC suburbs.

## **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 TMA legislative liaison. As a legislative liaison she worked tirelessly, 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



# Board Biographies 2022

complaints for the Council. Mary Anne sits on the NARM Board 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 MEAC (Midwifery Education and Accreditation Council), and one presentation was presented at the Midwives Alliance of North America 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.”

## **Executive Director, 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 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

# Board Biographies 2022

(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 2022

## 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 2022

- 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 2022

- 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 2022

- 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

