

North American Registry of Midwives

2023 Annual Report

Contributing writers:

Ida Darragh LM, CPM

Rachel Fox-Tierney CPM, LM

Miriam Atma Khalsa LM, CPM

Carol Nelson LM, CPM, AASM

Kim Pekin BSN, CPM, LM, RN

Debbie Pulley CPM

Mary Anne Richardson CPM, RN, EMT

Compiled by:

Tina Williams

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

North American Registry of Midwives

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Board Members

2023

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



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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 Written 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) for distributing information to candidates, certificants, and the general public. In 2023, the NARM Test Department, under the direction of Ida Darragh, oversaw the administration of the NARM Examination to 333 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.

One of NARM's major developments in 2023 was the creation of the Preceptor-Student

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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. In 2023, NARM created a standing accountability committee for complaints against CPMs, the Midwifery Care Accountability Committee (MCAC).

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), and Competency Based Education Network (C-BEN).

In 2023, NARM participated at the exhibit hall at APHA and NCSL. Representatives from NARM also attended ICE, CLEAR, ACNM, AABC, and the triennial International Confederation of Midwives.

The NARM Applications Department is under the direction of Carol Nelson with assistance in evaluating and processing applications by several full-time and part-time assistants. The NARM Applications Department reports that the total number of new CPM certifications issued in 2023 was 217. The total number of midwives who have received the CPM certification by the end of 2023 is 4611.

Treasurer Carol Nelson reports that 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. NARM retains savings to cover cost overruns in future years and for

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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 twenty-three complaints in 2023, which were added to four ongoing complaints from 2022. Eight cases were resolved through Complaint Review, five complaints were sent to Grievance, and five complaints were placed on inactive status pending legal action. Six complaints remain in process into 2024. Two complaints resulted in revocation. Since 1995, ten 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.

Jacqueline Hammack agreed to serve as the public member completing her second term in December, 2023. 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 yearly board meetings. She organizes all current policies that define how NARM operates.

Kim Pekin became chair of the board in 2023 in addition to overseeing Professional Development for NARM. Kim organizes and oversees webinar development for NARM and has worked to compile anti-racism training resources. As chair, Kim monitors the ongoing agenda for NARM's weekly board meetings.

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 2023 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 for 2023 was an increase from 2022, 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 2023 include categories such as applications staff, office expenses, contracts with our psychometrician and testing company, our online application process and legal consultant, membership and fees for regulatory and credentialing organizations, and the many conferences NARM attends to promote the CPM credential.

The responsibilities of the treasurer for NARM is to meet current expenses and plan for 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 initiatives), dues/membership in organizations such

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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 Enterprise for accounting.

We are looking forward to NARM's continued growth in 2024.

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 manages complaints against CPMs.

NARM Accountability received a total of twenty-three complaints in 2023, which were added to four ongoing complaints from 2022. Eight cases were resolved through Complaint Review, five complaints were sent to Grievance, and five complaints were placed on inactive status pending legal action. Six complaints remain in process into 2024. Two complaints resulted in revocation. Since 1995, ten CPM credentials have been revoked.



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Test Department

*Ida Darragh LM, CPM,
Director of Testing*

Major Tasks of the Test Department in 2023 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 national or state 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 email 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 for legislative

committees in several states, including MA, NY, and IA

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 333 candidates from thirty-nine states and Puerto Rico. By the end of 2023, thirty-eight 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, Iowa, Idaho, Indiana, Illinois, Kentucky, Louisiana, Maine, Maryland, Michigan, Minnesota, Missouri, Montana, New Hampshire, New Jersey, New Mexico, Oklahoma, Oregon, Rhode Island,

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South Carolina, South Dakota, Tennessee, Texas, Utah, Virginia, Vermont, Washington, Wisconsin, and Wyoming.

The NARM Examination is 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 2023, the exam was also administered at Prometric sites and through home computers with live remote proctoring.

In 2023, the pass rate for the NARM Examination was 71%. The pass rate for those taking the exam for the first time was 82%.

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 2023, NARM began the process for the 2023-24 Job Analysis through Professional Testing Corporation. This begins the new cycle of identifying the critical skills and knowledge needed to be certified as a Certified Professional Midwife. The Job Analysis will be completed in 2024 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 Examination 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 and the Council for Licensure, Enforcement, and Regulation. In 2023, the CLEAR conference was held in Salt Lake City, UT, and the ICE conference was held in Colorado Springs, CO. 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

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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 2023, NARM issued a total of 217 new CPM credentials.

New CPMs by Entry Route:

- Graduates of MEAC accredited schools: 122
- Portfolio Evaluation Process (PEP) 108
- State Licensed: 9
- CNM: 2

A total of 4,611 CPM certifications have been issued since 1994.

- 2,699 have Active certification
- 47 are deceased
- 1,745 have Expired certification
- 363 have Inactive certification
- 101 have Retired certification
- 12 have Revoked certification

In 2023, 381 preceptors were registered with NARM; 166, Initial Registrations and 215 Renewals, making a total of 1993 for all years.

In 2023, 38 Midwifery Bridge Certificates were issued making a total of 531 for all years.



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Communications

Rachel Fox-Tierney CPM, LM, Director of Communications

Summary of eBlasts sent in 2023:

Subject	Date	Recipients	Delivered	Opened
New Year 2023!	Jan 30	5,081	98.74%	59.48%
Welcome Kim & Job Analysis	Feb 6	5,171	98.74%	59.82%
CPM stats & March reminders	Mar 7	5,133	99.22%	70.37%
NRP Instructor Directory and Accountability Committee Announcement	Apr 26	5,433	99.10%	70.41%
International Day of the Midwife	May 4	5,430	99.08%	67.66%
Testing Statistics (NARM, ACNM, NCLEX) and Inactive Policy	Jun 5	5,470	98.30%	70.78%
Legislative Updates and NRP Directory update	Jul 27	4,998	98.62%	69.51%
Job Analysis Announcement, Ask NARM Transport, and 2022 Annual Report Announcement	Aug 31	4,979	98.31%	64.80%
Call for Accountability Committee Members and Ask NARM Peer Review	Nov 8	5,389	98.37%	65.52%
Accountability Committee Update and Ask NARM Initial Prenatal	Dec 30	5,467	98.57%	67.47%

- Over 66% of eBlasts were opened (average open rate in all industries is 35.34%. For industries of our type 35-40%; Mail Chimp Statistics for 2022, Source: <https://mailchimp.com/resources/email-marketing-benchmarks/>)

- Over 98% of eBlasts are being delivered successfully! Less than 2% of emails per campaign are bouncing (0.79% is average for Education and across industries).



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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 certification 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 2023 include:

Updating webpage wording: Preceptor/Student Complaint Review Process Complaints regarding the preceptor/student relationship will be considered through the NARM Preceptor/Accountability Committee. This committee includes at least three NARM Registered Preceptors and one Student Advocate. Participation by all preceptors and students involved in a complaint is mandatory. Feb. 3, 2023

If a CPM credential is revoked, it will be automatic to also revoke the preceptor status. April 15, 2023

Update: recommendations from the Accountability Committee (after approval by the Board) regarding CPMs involved in midwifery care accountability be binding. April 15, 2023

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Impairment Policy (addition to revocation policies)

NARM recognizes that certain instances of impairment can seriously compromise the well-being of a client or client's baby. While impairment may be caused by physical conditions, mental health conditions, and/or any condition relating to alcohol or substance use, the cause of the impairment is irrelevant. NARM's concern is whether impairment affects or limits a CPM's ability to practice competently and exhibit professional conduct. To ensure the competency and professional conduct of those who hold the CPM credential and safeguard their clients, on a case-by-case basis the NARM Board may revoke, suspend, or otherwise impose probationary terms on a CPM's credential. If one or more credible accusations of impairment are made to NARM indicating the practice of a CPM or student is adversely affected, temporary action may be taken against the midwife's credential pending full review by the Board. Whether a CPM will be able to return their credential to good standing will depend on their participation with the Board's review of the impairment ac-

cusations and the CPM's willingness and ability to provide evidence that adequately addresses the Board's concerns. April 15, 2023

The board agreed to raise the Inactive fee to \$50 before CPM expiration and \$100 after expiration. April 17, 2023

Clarification: The Initial Prenatal Exam should be performed by the student midwife at their first encounters with the client over no more than two visits for the purpose of screening suitability for out-of-hospital birth. It includes an intake interview, history (medical, gynecological, family), and physical assessment. The client must be offered all the assessments listed in Skills Verification Form 201a, Maternal Health Assessment, "Performs a physical examination." NARM respects the right of the client to decline the physical exam as a whole or in part. When the client exercises this right of refusal, this should be noted in their chart, and the Initial Prenatal Exam may still count on Form 112b even without a full physical examination. Approved 11/17/23



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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 2023, the webinar was completed by 292 people. Most were in the United States, but people in Australia, Brazil, Canada, China, Cote D’Ivoire, Egypt, Germany, Hong Kong, India, Indonesia, Ireland, Israel, Italy, Japan, Korea, Kuwait, Latvia, Mexico, the Netherlands, Portugal, Romania, Saudi Arabia, South Africa, Ukraine, United Arab Emirates, the United Kingdom, and Zambia also completed the webinar in 2023. Since the launch of the webinar in 2018, it has been completed by approximately 1900 people in over 30 countries.
- Joint Letter to the NRP Steering Committee – In December 2022, NARM worked with leadership from AABC, CABC, ACNM, NACPM, Birth Center Equity, and Elephant Circle and drafted a letter to the NRP Steering Committee regarding the needs of community birth providers and access to NRP education. NARM followed up on that letter by visiting members of the NRP steering committee during the October 2023 American Academy of Pediatrics conference in Washington, DC. Based on those conversations, a favorable response from the American Academy of Pediatrics is anticipated.
- NARM Midwifery Care Accountability Committee – Worked with NARM’s Director of Accountability to create a committee-based process for handling NARM midwifery care complaints. Several volunteers stepped forward to work on this committee. The committee will begin reviewing complaints in January 2024

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- NARM Preceptor Student Accountability (PSA) Committee – The PSA Committee has met regularly and efficiently processed several complaints this year. We continue to support their efforts as needed.

Goals

- Continue to work with the Preceptor/Student Accountability Committee to support them as they process Preceptor/Student complaints.

- 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 them to the NARM Board for consideration as an addition to the NARM website.



Board Biographies 2023

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 ten 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) 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 Fox-Tierney is a CPM and California State Licensed Midwife. She attended home births as part of group midwifery practice from 2005-2021. In January 2022, she became the Clinical Director of a local birth center. She has served as a regional representative for the California Association of Midwives and Medical Director for the non-profit, A Heart to Hold.

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She has been on the NARM Board since January 2019 as the Electronic Communications Coordinator. Rachel and her family 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 works to support and promote 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 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 birth and postpartum 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.

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 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

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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 other midwives at the Farm Midwifery Center in Summertown, Tennessee. She has been actively involved with midwifery politics since 1977.

She has been on the NARM Board serving as the Treasurer since 1997 and 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 preapproval committee. She has worked on item writing and test development of the NARM Written Examination, Skills Assessment, and Qualified Evaluator training, and has been involved in the 1995, 2001, 2008, 2016, and 2024 Job Analysis.

Carol is 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.” This was adopted in 2003 by APHA. She is co-author of the APHA position paper, “Maternal Health as a Human Right: Strategies for Improving Maternal Health Outcomes and Care.” This policy was adopted in 2011. She is co-chair of the Innovations in Maternity Health Services Committee of the Maternal Child 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. 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

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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 six.

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 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 two beautiful great-granddaughters with a third on the way.

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.

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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 TMA (Tennessee Midwives Association) 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 complaints for the Council. 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 MEAC (Midwifery Education and Accreditation Council), and one presentation was presented at MANA (Midwives Alliance of North America). 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.”

Board Biographies 2023

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 (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 (ICE), 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 2023

Executive Director

Ida Darragh

- Coordinate with the board chair regarding agendas for board calls and meetings
- Prepare annual reports
- Represent NARM at conferences or national meetings when requested by the board

Testing Responsibilities

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

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- Update candidate status by checking PTC the NARM Written Examination results weekly
- Send certificates when all requirements are met
- Maintain database of applicants, CPMs, NARM Registered Preceptors, and CPMs who have been awarded 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 the website, assist in formatting and printing of NARM documents
- Route all calls or emails 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 2023

- 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 and posting the eblast text on NARM web page

Officers and Duties

Chairperson

Kim Pekin

- 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 email on a weekly basis
- Represent NARM at conferences and meetings as requested by board

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
- Keep accurate and updated records of all financial transactions
- Prepare financial reports for twice-yearly board meetings and annual reports

Job Descriptions 2023

- Submit required corporate documentation to the IRS and the State of Tennessee when due

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 Relationships, 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

