

July 27, 2026

To the NAEMT Nominations Committee,

As the Mobile Integrated Healthcare Manager at Mercy Flights and Chair of the Oregon MIH Coalition, I am proud to recommend Justin Duncan for Great Plains Region Director. In national MIH and EMS circles, Justin is a rare leader who shows up with clarity, collaboration, and a forward-thinking vision that moves the profession forward.

Justin's leadership spans every level of EMS — frontline clinician, educator, executive, statewide association president, and national policy leader. His work as CEO of the Washington County Ambulance District, President of the Missouri EMS Association, and Program Executive for Missouri's Rural Health Transformation Program reflects a clear understanding of what EMS is today and what it must become. He has advanced MIH-CP, rural health transformation, EMS economics, and sustainable workforce strategies — areas that directly shape our profession's future.

What I appreciate most about Justin is how he leads. He listens first, builds consensus, and brings people together across silos around a shared purpose. His work on the NAEMT Economics Committee, Advocacy Committee, and national rural health initiatives shows that he doesn't just talk about collaboration — he practices it. He can bridge traditional EMS, MIH-CP, public health, behavioral health, and rural healthcare without losing sight of the clinicians who make the work possible.

Justin is exactly the kind of leader NAEMT needs on its Board: accessible, engaged, grounded in real-world operational experience, and committed to strengthening EMS as an essential part of healthcare. He understands the challenges facing rural agencies, volunteer services, metropolitan systems, educators, and executives — and has the skillset and temperament to represent them with integrity.

I fully support Justin's candidacy and believe he will serve the Great Plains Region with the same transparency, collaboration, and forward-thinking leadership he brings to every role.

Sincerely,

A handwritten signature in black ink that reads "Sabrina Ballew". The script is fluid and cursive, with the first name "Sabrina" and last name "Ballew" clearly distinguishable.

Sabrina Ballew
Mobile Integrated Healthcare Manager, Mercy Flights
Chair, Oregon MIH Coalition
Medford, Oregon