

HOOSIER UPLANDS

Economic Development Corporation



2023

ANNUAL REPORT

"People Helping People Since 1966"



Hoosier Uplands

Economic Development Corporation

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All services provided by Hoosier Uplands are provided without regard to race, age, color, religion, sex, disability, national origin, ancestry, familial status, sexual orientation, gender identity (or expression) or status as a veteran.

Corporate Mission Statement

Our mission is to plan, implement or cause to be implemented, and provide comprehensive services to the poor, elderly, and disabled.

This corporation will strive to alleviate poverty, improve living conditions, and provide access to health care and social services to those families and individuals in need within the service area.

All our endeavors will be pursued with the client in mind, never forgetting the value of every human being or the importance of our responsibility to the public which we serve.



2023 Community Service Award



The Hoosier Uplands 2023 Community Services Award was awarded to Byron W. Steele of Bedford on 12/15/2023. David L. Miller, CEO of Hoosier Uplands, said, "Byron represents what we all should aspire to be. Generous, hardworking and honest". His legal acumen, coupled with an enduring love for the profession, made him an indispensable force within our community.

His service as an attorney for the City of Mitchell under four different administrations is just one example of his commitment to public service.

2023 Employee of the Year



The 2023 Employee of the Year went to Hoosier Uplands employee, Billy Sanders. Billy has worked within the agency since December 3, 2018. He always goes above and beyond his normal, day to day job responsibilities within the agency and steps up to the plate without any objection whenever asked. He was chosen for this first time award for all his help within our agency, for all of his hard work, dedication, honesty, kindness and positive attitude. Thank you, Billy!

Hoosier Uplands



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Corporate Message

Message from the Board of Directors

As we conclude the 2023 chapter of our Hoosier Uplands story, I would like to commend the staff for being so flexible during these challenging times. I would also like to thank the Board members for their patience with our monthly meetings by teleconference and in person. Even in the midst of these changing times, our agency has still progressed in serving our five county area.

The Board is especially proud of the Community and Public Service grants awarded to several organizations in each county that we serve. Grants have been given for such things as food, equipment for fire and police departments, schools, and wheelchair ramps.



The Board of directors of Hoosier Uplands would like to thank each dedicated staff member and commend the tireless efforts of our CEO, David Miller. It is a pleasure to work with such professional people that strive to meet the needs of others.

May God continue to bless Hoosier Uplands and all of you.

Martha Fields
Board Chairperson

Message from the Chief Executive Officer

This was another challenging year for the corporation and our 58th year of serving the area. Sadly, we lost a long time Board Member and friend, Jim Oswald, who passed in early 2023. Jim was a true mentor and friend and will be missed. Another long time Board Member, Ronnie Pennington, retired from the Board in 2023. Ronnie will also be greatly missed.

In 2023, we granted over \$ 390,000 through our CDIP program to 38 other non profits and units of local government. We are fortunate and proud to be able to continue that effort.

Our local impact is great. In 2023, we paid out a payroll and fringes of \$ 11,330,678 and paid local property taxes of over \$ 139,000 to support local governments and schools.

In 2023, we greatly enhanced our cyber security and our housing department secured tax credits and Federal Home Loan Bank funds to improve our Aspen Meadows Apartments in Salem. Every department received excellent reviews and audits. We have a staff that excels in their work.

A review of this Annual Report will further demonstrate the work that has been done.

Now it is time to look forward to a new and better future, a future that will continue to see our agency grow and our clients and patients be well served.

I continue to feel blessed to have been on this journey with a great Board of Directors and staff.

David L. Miller
Chief Executive Officer



2023

Community Development & Improvement Program/Public Safety Improvement Program

In 2023, our Community Development and Improvement Program and Public Safety Improvement Programs assisted 37 different agencies or units of government with over \$ 400,000 in grants for various projects. Those included:

- Bread of Life Food Pantry
- Campbellsburg Town Marshall
- City of Loogootee
- City of Salem Police Department
- City of Loogootee
- East Crawford Elementary
- Grace House
- Home Stretch Foundation
- Huron VFD
- John Hay Center - Salem
- Law County Prosecutor
- Lawrence County Probation
- Loogootee Senior Housing
- Martin County Alliance
- Martin County Cancer Patients
- Martin Co Historical
- Martin County Humane Society
- Mitchell Police Department
- Orange County Cancer Patients
- Orange County CASA
- Orange County Sheriff
- Orleans Fire Department
- Orleans Police
- Oolitic Town Marshall
- Outside the Walls
- Paoli Police Department
- Paoli Fire Department
- Pekin Town Marshall
- Shawswick Fire/Ambulance
- Salem High School
- Shoals Schools
- Southern Indiana Veterans Organization
- Springville Community Center
- Town of Crane
- Washington County Helping Hands
- Washington County YMCA
- Washington County 4-H Fair
- Youth First Lawrence and Orange County

David L. Miller
Chief Executive Officer

Community Housing Development

Hoosier Uplands is committed to providing safe, affordable, housing to low/moderate income individuals in our five county service area of Lawrence, Martin, Orange, Washington, and Crawford counties. Currently we maintain 436 units of multi-family and elderly affordable housing.

In 2023, we were awarded funding from Indiana Housing and Community Development Authority and Federal Home Loan Bank Indianapolis to rehabilitate our 48 unit Aspen Meadows complex in Salem. Work is anticipated to begin in the summer of 2024.

2024 will bring lots of change as HUD adopts new standards for inspections and compliance. The housing team has already begun its training by attending the fall 2023 Affordable Housing Association of Indiana's annual conference. They will continue to attend trainings as the standards evolve well into 2024.

The housing staff of 12 full time and two part time staff work diligently for our clients by continuing our education on changing regulations. We also remain active on a State and National level by being members of the National Council for Affordable Rural Housing (CARH) and the Affordable Housing Association of Indiana (AHAIN) which our Director holds the current President position.

We look forward to continuing to serve our communities in 2024 and wish everyone a happy, healthy, year!

Natalie Powell

Director of Community & Housing Development

CSBG

Hoosier Uplands has been awarded an extension to the one year grant in the amount of \$25,000.00 through the Indiana Housing and Community Development Authority to provide transportation assistance to those in need. This extension ran through August 1, 2023 or until funds were depleted and is available to clients that are at or below 125% of the federal poverty level. However, due to Continuing Resolution in Congress we were able to assist clients at or below 200% of the federal poverty level through 2023. Preference is given to those who demonstrate a need for assistance to gain/maintain employment and or access to community resources and services. The types of assistance provided will include: gas cards up to \$250, transportation vouchers up to \$250, vehicle repairs up to \$1,000, car payments up to \$500, car insurance premiums for up to three months and no more than \$600 as well as other transportation needs outside of these listed up to \$500. Hoosier Uplands was able to assist 23 clients with this grant. There were 22 respondents participated in the survey. Access to Healthcare Services increased from 10 to 99%. Access to Community Services increased from one to 100% and ability to afford transportation increased from eight to 99%.

Amanda Wolfe

Director of CSBG/Energy Assistance



The Energy Assistance Program

The Low-Income Home Energy Assistance Program (LIHEAP) Block Grant is a federally funded block grant offered through the U.S. Department of Health and Human Services. The LIHEAP Block Grant funds individual states to assist low-income families with the high cost of their home energy. Since July 1, 2006, the block grant has been administered by the Indiana Housing and Community Development Authority (IHCDA). Throughout Indiana and locally, the program is known as The Energy Assistance Program (EAP). The Hoosier Uplands Energy Assistance Program serves low-income households subject to an energy burden with outreach offices in Lawrence, Martin, Orange and Washington Counties to respond promptly to eligible households with a heating emergency. An income based program, an energy assistance benefit can off-set the high cost of energy for households at or below 60% of the State Median income level. Hoosier Uplands received \$3,062,176.17 to administer the program in 2022-2023.

- 3,384 Households served
- 2,052 Elderly served
- 2,037 Disabled served
- 6,083 Household members served

Congress appropriated supplemental LIHWAP funds in 2021 as a two year water program. Hoosier Uplands received a total of \$410,516 to administer the program in 2021-2023.

- 539 Households served in program year 2023

Energy Assistance administered the Duke Share the Light Program for Duke Energy in Lawrence, Martin, Orange and Washington counties. Hoosier Uplands received \$34,700 for the 2022-2023 program year. Duke Energy customers approved for energy assistance were eligible to receive a benefit of \$100 - \$300 toward their electric service.

- 123 Households served

Amanda Wolfe
Director of Energy Assistance/ CSBG

Weatherization

Hoosier Uplands continue's to contract with the Indiana Housing and Community Development Authority (IHCDA) to provide energy conservation measures to reduce the utility bills of low income residents of Lawrence, Martin, Orange and Washington counties. The United States Department of Energy (DOE) and the Low Income Home Energy Assistance Program (LIHEAP) allocate funding to Indiana Housing and Community Development Authority (IHCDA) for distribution to a network of local Community Action Agencies to perform weatherization services.

Eligible Clients receive a comprehensive energy audit unique to each client's home to determine which energy efficiency upgrades will maximize energy savings for the client. Because the work completed on the client's home is funded through the federal government, all audits and energy efficiency upgrades are provided at no cost to the client.

Our 2022-2023 Department of Energy (DOE) Weatherization grant contract was funded at \$282,629. Within this grant was Readiness

funding at \$13,956 which is to be used for deferral/health & safety issues so homes can be weatherized. This grant allowed services to be provided to 25 households at an average cost per home of \$7,700, with a \$5,991 average cost per home for Health and Safety.

We had a 2022 Low Income Home Energy Assistance Program (Carry Over) funding of \$202,156. We were able to weatherize nine homes under the capital intensive section of this grant with a total average cost per home of \$15,400. In the mechanical section of the grant, we were able to do repairs or replace 12 heating systems at an average cost per home of \$7,700.

Our Low Income Home Energy Assistance Program (LIHEAP) grant for 2022-2023 was funded at \$200,711. We were able to weatherize 9 homes under the capital intensive section of this grant with a total average cost per home of \$15,400. In the mechanical section of the grant, we were able to do repairs or replace nine heating systems at an average cost per home of \$7,700.

Indiana Housing and Community Development Authority (IHCDA) also provided additional funding through a grant Duke Weatherization Supplemental Health and Safety (Duke Deferrals) in the amount of \$31,595. These funds paid for seven homes to resolve deferral issues, which may arise during the inspection of the home. That will allow the residence to be weatherized after the deferral issue has been resolved. IHCDA is always looking for other options for deferral money. Deferral money has become an important factor in Weatherization. Without it we would be walking away from a lot of homes/clients. The majority of our clients cannot afford to repair those types of issue, so we may never return to assist them.

In 2022-23, Indiana Community Action Association (IN-CAA) provided additional funding through Vectren Share the Warmth Program. Hoosier Uplands received \$8,037 of that funding which helped weatherize four households. Duke Energy and CenterPoint also contributed funding to agency's that are located within their service areas. This funding is distributed through Indiana Housing and Community Development Authority (IHCDA). Hoosier Uplands received \$80,372.46. Which we utilized for deferrals health and safety issues or etc. . .

This was the tenth year of Hoosier Uplands Local Weatherization Initiative. The primary focus of this funding is to overcome obstacles which do not allow us to provide weatherization services or correct issues discovered during the weatherization process which Indiana Housing and Community Development Authority (IHCDA) considers an unallowable measure of cost. During 2023, 16 households received assistance with the program cost of \$21,668.32.

All Weatherization staff and contractors who audit or work within our client's homes must complete a certification and continuing education requirement which assures that qualified people are working within these homes.

JR Robling
Director of Weatherization



Information Technology Services

Once again, 2023 was a year of change for IT Services. As 2023 began, IT Services had been working with several security consultants and doing security assessments in response to the ransomware attack in late November 2022. IT Services also signed into a subscription with KnowBe4 end user security training curriculum and will start training all HUEDC staff on various security/IT related issues.

IT Services also finished implementing end of year upgrades and security patches to the email system and firewall in response to a growing number of threats. IT Services upgraded to a new router/firewall appliance on the main campus network. IT Services signed into a two year agreement with Solis Cyber Security and is implementing a new XDR Security Platform with 24/7 monitoring.



In June, IT Services, started the initial plans to switch from an on premise email platform to a cloud based exchange server platform. This is due to the cyber insurance requirement of implementing multi factor authentication to each user mailbox. The implementation of the

email migration to MS365 was completed by the end of September. In all, over 230 staff accounts and over 400 devices were migrated and or upgraded to the Office 365 platform. IT Services also attended the State of Indiana Broadband Summit presented by the Indiana Dept. of Technology and SIDC at Crane Vocational Center to discuss the progress of the cyber infrastructure funds that the state will be receiving as part of the Federal Build Back Better plan.

IT Services also signed into a contract agreement with Indiana Telephone Network to provide a VoIP telephone platform to replace the existing telephone system at the Serenity Now Clinic and Stonecutters Place Apartments. This would be the first phase of a much larger migration to an agency wide VoIP system connecting all of the agency offices to a centralized cloud based VoIP platform. This would not only lower existing phone bills by a significant rate, it will give the agency departments many advanced options and features that are not currently available. IT Services also negotiated a new contract with Smithville Fiber at a lower rate and higher bandwidth speed. The next phase of this project will proceed in early January with the implementation of the 521 offices in Mitchell. It is the intent to have all agencies offices on the VoIP system by the end of 2024.



IT services continued their support of Paoli Community Schools during the 2023 year and are involved in the day to day operations, such as Chromebook repairs, electronic door lock management, web-filtering adjustments, google/windows domain administration, desktop repair, required state reporting, and e-rate submission which saves the

school around \$30360 dollars on their internet and Wi-Fi equipment and billing. Some highlights of major projects that happened during the 2023 school year, was the transition to Windows 11 desktop computers for classroom and office staff. The school replaced 100 computers in the summer 2023. The rest are slated to be replaced in the summer of 2024. This will replace all computers that are close to end of life. Another project was the replacement of Chromebooks in the upper elementary. Approximately 425 devices got grades three through six all new Chromebooks replacing all old and end of life devices. Another project that took place was the implementation of a digital time clock system. The school has a goal to fully implement the system by mid-2024.

Some of the upcoming 2024 projects for the schools include a security camera replacement that should be completed in 2024, They are replacing old analog security camera DVR system with a new IP based camera system. IT Services has been helping the installers with that implementation and setup. Another project slated to be completed in 2024, will be replacement of all Wi-Fi wireless access points within the school corporation.

In late 2022 & beginning 2023, IT services started a IT services contract with the Paoli Public Library. The library was in need of general IT Services. This consist of mainly general computer repair, and troubleshooting for their roughly 18-20 computers and smaller specialty projects.

HUITS Revenue for 2023

PAOLI COMM SCHOOLS	2023 YTD	\$19,044.00
PAOLI PUBLIC LIBRARY		\$448.00
IT SERVICES 2022 YTD TOTAL		\$19,492.00

Andrew Wolber
Director of Information Technology Services

Alan Rutherford
Assistant Director of Information Technology Services





History of Head Start

In January of 1964, President Lyndon B. Johnson declared The Great War on Poverty in his State of the Union speech. Part of the government's thinking on poverty was influenced by new research on the effects of poverty, as well as on the impacts of education. This research indicated an obligation to help disadvantaged groups, compensating for inequality in social or economic conditions.

Shortly after President Johnson's speech, Sargent Shriver took the lead in assembling a panel of experts to develop a comprehensive child development program that would help communities meet the needs of disadvantaged preschool children. Project Head Start, launched as an eight-week summer program by the Office of Economic Opportunity in 1965, was designed to help break the cycle of poverty by providing preschool children from low-income families with a comprehensive program to meet their educational, emotional, social, health, nutritional, and psychological needs.

Head Start and Early Head Start In 2023

Since the first eight-week summer Head Start program Hoosier Uplands operated in 1966, the program has grown to provide Head Start services in Lawrence, Martin, Orange and Washington counties with centers in Bedford, Mitchell, Paoli, Salem and Loogootee. Hoosier Uplands provides Early Head Start services through a home-based model of service delivery.

Funding for the Head Start and Early Head Start programs is provided through the U.S. Department of Health and Human Services, Administration for Children and Families. Head Start and Early Head Start's funding year begins May 1. Funding received in May of 2023 totaled \$3,525,460. Head Start is funded to serve 221 children between the ages of three and five while Early Head Start is funded to serve 66 infants, toddlers and pregnant women. During the 2022-2023 program year Head Start served a total of 257 children while Early Head Start served 97 infants and toddlers and seven pregnant women. Both programs were fully enrolled throughout the funding period.

Of the total funding allocated to Hoosier Uplands, Head Start received \$2,613,246 for general program operations, \$28,383 for training and technical assistance, and \$208,890 for Cost-of-Living Allowances (COLA) and Quality Improvements (QI) in the program. 100% of the COLA and QI funding was used to provide salary increases to all Head Start program staff. Early Head Start received \$865,645 for general program operations, \$18,186 for training and technical assistance, and \$76,306 for COLA and QI. As with Head Start, all COLA and QI funding received was used to provide salary increases to all Early Head Start program staff.

The majority of funding for the Head Start and Early Head Start programs is budgeted for salaries and fringe benefits to support approximately 72 staff as well as for program supplies, child transportation, and general operating costs (utilities, telephone and building/vehicle insurance costs). All funding was expended during the program year.

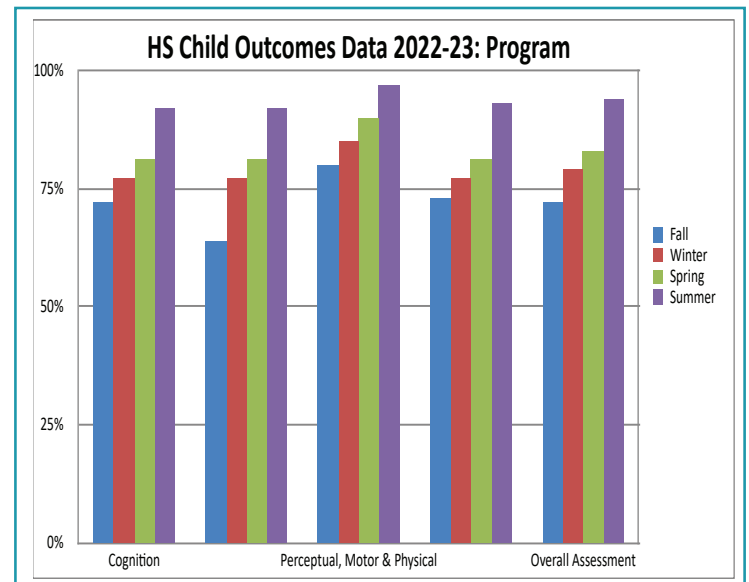
In addition to the federal funding received to operate Head Start and Early Head Start, programs are required to secure a local match or Non-Federal Share. For the 2022-2023 program year the non-federal share totaled \$881,365. Through generous donations of time, materials and services garnered from throughout our service area and beyond, Hoosier Uplands was able to fully our meet our non-federal share requirement.

Both the Head Start and Early Head Start programs place a great deal of emphasis on providing age-appropriate educational activities for enrolled children, however child health is another critical piece to school readiness. Research states that children must be healthy and well-nourished in order to learn. To that end, both Head Start and Early Head Start staff works with program parents to ensure children receive medical and dental examinations. During the 2022-2023 school year, 93% of children enrolled in the Early Head Start program received their scheduled well-child medical visits and 58% received a dental examination. In Head Start, 100% of enrolled children received their well-child medical visits and 82% received a dental examination.

During the 2022-2023 program year, Hoosier Uplands did not receive a federal review. The agency once again received a clean audit for the agency's fiscal year ending December 31, 2022.

Through established school readiness goals, Head Start staff provides a variety of intentional instruction and activities that are designed to build school readiness skills. The activities and instruction are individualized to ensure the needs of each child are met. Child outcomes are measured through assessments that take place at the beginning, middle and end of the program school year. Assessment results are shared with families during family/teacher conferences.

For the past four years, Hoosier Uplands has offered a six-week summer program for children who will transition into kindergarteners in August. The increased gains in all domains further ensured that the children would arrive at kindergarten on track and ready to learn. Included at the end of this section is a table that shows child outcomes for the 2022-2023 school year as well as the summer program conducted for rising kindergarteners.



USDA Child and Adult Care Food Program

Hoosier Uplands continued to serve as a sponsor for the USDA Child and Adult Care Food Program administered through the Indiana Department of Education during 2023. The program operates on an October 1 through September 30 fiscal year, and provides reimbursement for meals and snacks served to children enrolled in the agency's Head Start and After School Programs.

During calendar year 2023, a total of 95,339 reimbursable meals and snacks were served to an average of 427 children per month during the school year. Reimbursement received during 2023 totaled \$211,633.74.



Debbie Beeler
Director of Children's Services



Housing & Family Services Family Services

Hoosier Uplands offers HUD Housing Counseling to residents of Lawrence, Orange, Martin and Washington counties. Housing counseling is a free service that assists individuals with many types of housing issues such as: housing selection, money management, basic credit information, fair housing, mortgage default/delinquency, pre-purchase/pre-rental counseling, loss mitigation and renter assistance. There were 76 families who received housing counseling services in 2023.



Housing Choice Voucher Program

The Housing Choice Voucher Program, which is HUD funded, assists low-income tenants with acquiring and paying for a better place to live. All types of rental housing, may qualify for this program. The units must be located in Lawrence (excluding Bedford City limits and a two-mile radius), Orange, Washington, Martin, Daviess, Greene (excluding Linton, Bloomfield and Jasonville city limits), Dubois and Pike counties. A unit does not become part of the HCVP until a certified family requests to reside in the unit, the unit meets the program standards and a contract is written.

Initial applications are taken; applicants are placed on a waiting list that is maintained by Hoosier Uplands. When eligibility is completed, the tenant is given a voucher that states HUD will be assisting them with a portion of the rent. Eligible tenants will not pay more than 40% of their adjusted monthly gross income toward rent (including utilities) and the remaining portion is paid directly to the owner by Hoosier Uplands. Once on the program the family must comply with the lease and program requirements. The owner must provide decent, safe and sanitary housing at a reasonable rent. The dwelling must pass the housing standards of the program and be maintained to those standards as long as the owner receives housing assistance payments. Hoosier Uplands ended 2023 with 410 active participants. The Housing Choice Voucher Program disbursed \$1,661,142 to property owners of the eight counties that we serve in 2023. Tenants received \$63,933 for utility reimbursements in 2023.

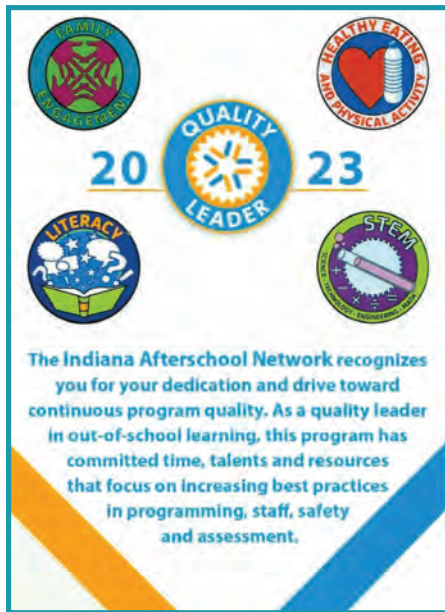
Amy Hopper
Director of Housing and Family Services



After School Services

The 21st Century Community Learning Centers (CCLC) After School Program operated with two grant Cohorts in 2023. Cohort 11 served 122 children in grades Kindergarten through 6th at Burris, Hatfield, Springs Valley, and West Washington elementary schools. Cohort 10 served 87 students in grades Kindergarten through 6th at Shoals and Orleans elementary schools. The after school programs served a total of 209 students in the 2022-2023 school year.

The daily schedule includes a healthy snack, such as; fresh fruits, vegetables, dairy and whole grain items approved by the United States Department of Agriculture (USDA). The program primarily focuses on Science, Technology, Engineering, and Mathematics (STEM) and literacy. Monday through Thursday, students have 30 minutes of homework or academic enrichment time. Following academic time, students have a one hour block of enrichment activities which include: literacy, science, character development, crafts, and service projects. Fridays are considered Fun Fridays because the day is more relaxed where students can play games, get active with the SPARK physical education curriculum activities, listen to a guest speaker, watch a movie, or have a holiday celebration. The goal of the 21st CCLC program is to provide a variety of enrichment and educational activities in a fun learning environment that will lead to better school day academics and classroom behavior.



Brighter Futures for Families (BFF) Program

Brighter Futures for Families (BFF) partners with community resources in each respective county in order to help families navigate the systems of care needed to sustain healthy families. The resources needed differ for each family, but the focus for every family is to acquire and maintain health insurance and adequate health care, job security, education, interview and resume skills if needed, housing, food and transportation. With each meeting, a safety topic will be discussed in the hopes of lowering the number of preventable accidents in the home. The classes include but are not limited to: safe sleep, gun safety, water safety, car seat safety, baby care skills, fire safety, and poison safety. Participants earn gift cards, gas cards, and phone cards by earning points with communication and participation. Education kits will be included with each safety class. The BFF program began in October 2021 and has served 68 families with 6 pending referrals. Participants have earned gift card incentives monthly and educational kits were distributed monthly as well. Referrals for BFF are received from numerous area agencies such as WIC, Healthy Families, DCS, Nurse-Family Partnership and Choices Resource Center.

CHAT (Choices Helping Abstinent Teens)

Hoosier Uplands Choices Helping Abstinent Teens (CHAT) Program is a sexual abstinence education program that encourages youth to remain abstinent in order to protect their health and future goals. The program is funded by the Indiana Department of Health, Division of Maternal and Child Health, along with in-kind funds from local partners.

The program utilizes the *Making a Difference* curriculum and is delivered in eight sessions. The curriculum educates junior high and high school students during health classes in Daviess, Dubois, Jackson, Lawrence, Martin, Orange, Pike, and Washington counties.

The CHAT Program educates students on how to get out of high risk situations, setting limits, goal setting, changes the body goes through during puberty, risks associated with sexual behavior such as sexually transmitted diseases and unplanned pregnancy, refusal skills when pressured by partner or peers, and developing a positive self image.

Program coordinators were able to implement the program face to face to serve a total of 992 students in 2023.

Child Passenger Safety

Hoosier Uplands has five staff members who have completed the Child Passenger Safety Technician (CPST) certification. The CPSTs utilize their training in order to educate families and caregivers and teach them the proper techniques for installing car seats. As part of the Child Passenger Safety program, Hoosier Uplands receives car seats from the Indiana Criminal Justice Institute, to provide replacement car seats free of cost to qualifying families and caregivers when needed. This program covers Crawford, Lawrence, Martin, Orange, and Washington counties. Overall in 2023, the program conducted 28 car seat inspections and distributed 31 car seats to families in need.

Choices Initiative

The Choices Initiative program began in July of 2020 and is funded through the Division of Mental Health and Addiction (DMHA) and the Family and Social Services Administration (FSSA). This funding is designed to provide substance abuse prevention services in Lawrence County. These services will include media campaigns, local policy work, evidence based substance abuse prevention programming, and a significant amount of community work. The evidence based programs that will be implemented include: *An Apple a Day*, *Life Skills*, *Substance Free Alternative Events*, and *Too Good For Drugs*.

The *An Apple A Day* program served 122 participants in various Hoosier Uplands and Lawrence County Boys and Girls Club after school programs in the 2023 fiscal year.

The *Substance Free Alternative Events* served a total of 395 people with free events at the Mitchell Opera House in 2023.

Our environmental strategy, that works on tobacco policies, reached a total of 132 participants.

Media strategies, *What's Your Side Effect* and *Talk They Hear You* saw 3,298 individuals and 34,444 individuals respectively.

The *Too Good For Drugs* program served 164 students ranging from Kindergarten to fifth grade at the Lawrence County Independent School.

The *Lifeskills Training* (LST) for the 2022-2023 school year served middle school students and high school students this school year, both in Lawrence and Orange County. The program coordinator served the following schools: Mitchell High School, Mitchell Junior High School, LCIS, Orleans, Paoli, and Springs Valley Jr. High School. There were also many levels of the



Life Skills curriculum taught such as Level, 1,2 and 3 and the high school version. By the end of the year, the estimated number served will be 534 students, not including the 282 of Orange County. There was great success for the Life Skills Training Program and it has received great feedback from our local schools and community.

Teen Pregnancy Prevention (TPP) Program

The Teen Pregnancy Prevention (TPP) grant was received to expand the LifeSkills program throughout southern Indiana to replace the ECHO program. The *LifeSkills* program is designed to be implemented to high school students, and covers the following topics: The Value of Good Health, Decision-Making for Health, Risk-Taking and Substance Abuse, The Media and Health, Managing Stress, Anger, and Other Emotions, Family Communications, and Healthy Relationships.

In the last semester of the 2022-2023 school year, coordinators were able to implement the *LifeSkills* program to seven schools, and serve 450 students.

Not only will the TPP grant allow the *LifeSkills* program to be presented in more schools, the grant is also funding in-person conversations to have with youth and parents. The conversations for youth are referred to as “#WOWtalks,” and the parent version is called a “Parent Café.” The goal of these conversations is to give youth and their parents an opportunity to have conversations with others, to then improve communication within the home. We provide a meal, incentives, and a safe space for the conversations to be had.

When schools began in January, coordinators were able to facilitate 55 adolescents and three parents.

In July 2023, Hoosier Uplands staff were notified that the TPP program would not be continuing due to the discontinuation of funding at the State level.

Safe Sleep

In 2016, Hoosier Uplands began implementing the Indiana Safe Sleep Program in Crawford, Lawrence, Martin, Orange, and Washington counties. The Indiana Department of Health, in partnership with the Cribs for Kids National Infant Safe Sleep Initiative, implemented a statewide program that provided education and infant survival kits to infant caregivers and families.

The program funding ended in 2019, but Hoosier Uplands was able to continue the program in order to provide safe sleep education and cribs to families in need, through partnerships with other internal programs as well as funding from local grants. In 2022, Hoosier Uplands distributed 15 cribs to local families in need of a safe place for their child to sleep.

Opera House

In 2023, the Mitchell Opera House completed its eighth full year of business after being renovated and reopened in July of 2015. The historic venue was built in 1906 and was County Hall when it first opened. In 1908, the building became an Opera House and hosted Vaudeville acts, first run movies and more until 1930 when it closed and became a storage facility for fire trucks and equipment. It became the “Teen Canteen” in the 1950’s and City Hall from the 1960’s until 1981. At that point, the Hartzell family took the initiative to restore the venue back to an Opera House once again. The venue reopened in 1985 and hosted occasional shows until it closed in 2012.

After the closure in 2012, the Opera House began restoration in the fall of 2014 and 256 days later, re-opened on the 4th of July. The venue has since hosted regular musical performances along with a variety of other events. The Mitchell Opera House has experienced both challenges and successes due to the ongoing COVID-19 pandemic. Despite this, the historic and beautifully renovated Mitchell Opera House has pressed on and held many successful events and performances.

Throughout 2023, Mitchell Opera House hosted a variety of tribute bands, dances, vesper services, famous and award-winning artists, magic shows,

and even private film screenings for special education students from the surrounding school districts.

Major sponsors and contributors of the Opera House in 2023 included: German American Insurance, Hoosier Hills Credit Union, Lawrence County Tourism Commission, Heidelberg Materials, Duke Energy, Old National Bank, and the Smithville Foundation. Multiple donations were received throughout the year that supported the operating costs of the Opera House.

Whitley Clements

*Director of Strategic Development/
Special Projects/21st CCLC*

Hoosier Uplands Scholarship Program

The Hoosier Uplands Scholarship Program was initiated in 1993 by the Hoosier Uplands Board of Directors to promote post-secondary education in the social services, health, and education fields and to be awarded to students who exhibit a financial need. It is offered to one graduating senior from each high school in the five county areas we serve. Those counties are Crawford, Lawrence, Martin, Orange, and Washington.

The selection of each student is made by each school’s scholarship committee which consists of school staff, or the school’s community foundation which is business men or women within the community. Applications are available from the high school guidance counselors and must be returned to them by their given deadlines.

As of fall 2023, Hoosier Uplands presented 275 graduating students with scholarship awards amounting to \$388,750. To date, the amount of the scholarship is \$1,400 per student.

This year marked the 31st year of the Hoosier Uplands Scholarship program. Due to the pandemic, the July, 2023 Hoosier Uplands Board of Directors meeting was not held inside but via teleconference; therefore, all scholarship awards were mailed to each of the 11 high school seniors that were chosen by their high school committee made up of faculty or their high school foundation. Those students who received scholarships are:

Crawford County	Crawford County High School Kenzie Seibert
Lawrence County	Bedford North Lawrence High School-Gregory Gilbert Mitchell High School – Gracelyn Payton
Martin County	Loogootee High School – Brantley Lyon Shoals High School – Rylan Perry
Orange County	Orleans High School – Allison Jones Paoli High School – Lara Brace Springs Valley High School – Paige Sylvester
Washington County	Eastern High School – Gracie Hazelip Salem High School – Madison Chamber West Washington High School – Eliza Lockhart

Emily Webb

Coordinator of Scholarship Program



Area XV Agency Aging and Disability Services

The Aging and Disability Services Division of Hoosier Uplands serves those who are facing the loss of independence due to age or disability. The Area XV Agency on Aging provides a diverse range of services to provide for the disabled and elderly residents of Crawford, Lawrence, Orange, and Washington counties.

Service needs vary with each individual. The first point of contact for every inquiry made by or on behalf of an elderly or disabled client is our Aging and Disability Resource Center. The staff will provide information and resources that are available within the communities, conduct the initial intake procedures, and initial needs assessment for the individuals requesting assistance.

When clients need additional assistance, the Information & Referral/Aging and Disability Resource Center will offer Long-Term Support Options Counseling. Options Counseling is an interactive decision-support process whereby consumers, family members and/or significant others are supported in their deliberations to determine appropriate long-term care choices. Also, the Information and Referral/Aging & Disability Resource Center will make referrals to our Case Management staff.

Case Management provides a professional case manager who will set up an appointment for a home visit. The case manager assesses the needs of the client to determine the appropriate services and a funding source to meet the client's needs.

Some of the services available for a client include: home health aide, homemaker, attendant care, respite, home delivered meals, transportation, skilled nursing care, durable medical equipment, assistive technology, home modifications and personal emergency response systems. The funding sources allocated to provide these services include: Social Services Block Grant (SSBG), Community and Home Options to Institutional Care for the Elderly and Disabled (CHOICE), Medicaid Waiver and Title III funds. In addition, the Family Caregiver grant funding under Title IIIIE can provide respite for clients over the age of 60 and provide supplemental services such as home delivered meals, homemaker and medical supplies. These services under Title IIIIE are provided on a temporary basis.

There are four Senior Center/Congregate Nutrition sites within the four county area. These sites provide free meals to those people who are 60 years of age and older.

Legal Services are available to individuals age 60 and over. Services provided include power of attorney, guardianship, wills and general legal advice.

The division also has special events sponsored by Hoosier Uplands. They are designed to assist the elderly and disabled by providing information. Our Information, Health, and Fun Fair is one of the biggest events. Relevant information and a range of health screenings are available to attendees of this event. The division sets aside one day to honor the Nursing Facilities and Group Homes with a day of senior games. The Area on Aging & Disability is a member of Dementia Friendly America and has played a vital role in Dementia Friendly Lawrence County and Dementia Friendly Orange County.

Area XV gives a high priority to bridging the gaps where funds are not available. One such program is Aging Special Services. When funds are available, the program can assist with paying for medications, equipment, rent and other items. The division also has a video library with several videos to loan on health, family caregiving and general information.

State Health Insurance Program (SHIP) counselors help with Medicare Part D plans, Medicare Advantage Plans, and Medicare Fraud. These counselors also help consumers apply for the Extra Help Program, Qualified Medicare

Beneficiary (QMB) and any other concerns they have with their Medicare. They are on-site, so they are able to take walk-ins, set up appointments and make home visits.

Knowing not all needs of the elderly and disabled are met by services provided by our agency, there are a series of Community Service Guides for Crawford, Lawrence, Martin, Orange, and Washington Counties. These are also available on our website: www.hoosieruplands.org.

One of the goals most of the services provide is to assist individuals to remain as independent as possible in their home environment. There are times individuals require 24 hour care in a nursing facility. The Pre-Admission Screening Program is a federally mandated program that assists families in determining whether or not nursing home placement is appropriate, and if necessary, helps with facilitating the placement. We also work with area nursing facilities & hospitals to coordinate care transition from a facility to the person's home.

The Angel Foundation program is in its 21st year. The goal is to grant wishes to terminally ill clients who are 18 years or over and have a projected life span of one year or less.

Indiana AgVets

The Indiana AgVets Certification and Internship Program is an agricultural career training opportunity specifically for U.S. military veterans. The program prepares participants for rewarding careers in production, agriculture, or agribusiness by providing specialized training that is free of charge and, tailored to the veteran's personal interests. This project is in cooperation with the National AgrAbility Project at Purdue University and the Indiana Farmer Veteran Coalition. It is supported by the U.S. Department of Agriculture's National Food and Agriculture (NIFA).

South Central Indiana Area Health Education Center (AHEC)

Each year, SCI-AHEC serves a total of 12 counties within the South Central Indiana region with an overall goal of strengthening the health careers pipeline. This is accomplished by first working with students in middle and high school to expose them to health careers and post-secondary opportunities. AHEC continues working with these students as they enter college or university by enhancing their education and experience in the healthcare field. This includes setting up rotations or clinical experiences at local healthcare facilities and the AHEC Scholars Program. As students graduate and become practicing healthcare professionals, AHEC continues to support them by offering high-quality continuing education opportunities.

A total of 60 health profession students were placed in clinical rotations throughout the South Central region in 2023. Additionally, one new preceptor joined the SCI-AHEC preceptor network offering to take students for the third year Family Medicine Rotation. The AHEC Scholars Program had 18 students who are majoring in a health related field graduate the scholars program in May of 2023. The program currently has 27 health profession students engaging with rural and underserved areas with a focus on interprofessional collaboration. For current professionals, a total of three mini-grants were funded, and continuing education opportunities were provided to 12 health professionals. A total of 519 high school students were reached through various programs funded by SCI-AHEC, such as college visits, health training, health camps, HOSA, and virtual job shadowing opportunities.

Martin County Health Department

The Martin County Health Department performs various functions. These include, but are not limited to: maintaining and retrieving vital health information, reviewing and approving septic system installations, sanitary engineering functions, performing lead screenings and immunizations for



adults and children, conducting food inspections, and serving as a resource for health information. Funding for the Martin County Health Department includes county funding, Indiana State Department of Health Local Health Maintenance funding, and Indiana Local Health Department Trust Accounting funding.

During 2023, 414 birth and death certificates were issued, seven births and 54 deaths were recorded, and nine genealogy reports were issued to the public. There were 26 residential sewage disposal system applications and 33 soil reports received. Twenty septic installations were completed, and 55 food establishments were inspected. There were 90 contractor/homeowner meetings attended for various environmental-related issues. During weekly clinics and special events, 478 patients were immunized receiving a total of 1,114 injections. The Health Department and WIC office did a total of 52 free lead screening tests for children.

Produce for Better Health (PBH)

The Anthem Blue Cross Blue Shield Foundation 2023-2025 Produce for Better Health grant was awarded to Hoosier Uplands to offer free daily fruits and vegetables to the elderly. Those who receive Older American Congregate Meals are eligible to enroll in the program, allowing them the opportunity to add whole fruits and vegetables into their regular diet. The program partners with Hauck House (Bedford Housing Authority), Cambridge Square, and the Bedford Senior Center to enroll participants at each site. Program applications are accepted on a rolling basis, the years ended with there being 10 participants at Cambridge Square, 36 at Hauck House, and nine at the Bedford Senior Center. Each participant is provided with a free scale and blood pressure cuff upon enrollment so that they can continually monitor their health. Every week, the individuals receive seven, 4oz. servings of fruit and seven, 4oz. servings of vegetables to each site. Once a month, a health check is conducted and participants report their weight and blood pressure. Through the program, participants have seen a loss of weight and lower blood pressure from incorporating the fresh produce into their regular diet. The program has also helped participants become more aware of their eating habits, and some have even implemented daily walks.

Tobacco Prevention and Cessation Commission (TPCC)

Daviess, Knox and Lawrence counties continue to work on tobacco control in their communities through a grant awarded to each county by the Indiana Department of Health, Tobacco Prevention and Cessation Commission. There are four main priority areas that the program focuses on: decreasing youth tobacco use rates, increasing the proportion of Hoosiers not exposed to secondhand smoke, decreasing Indiana adult smoking rates, and protecting & maintaining state and local infrastructure to lower tobacco use rates. The program focuses these priority areas to effect positive change within communities as it relates to tobacco control. Each program has a local coalition to help conduct outreach to healthcare clinics, businesses, organizations, multi-unit housing administrators, and educational institutions. Each county continues to focus on building and maintaining strong networks of support, development of public policies, and promoting engagement with the Quit Now Indiana Tobacco Quitline which offers free cessation options for Hoosiers.

The Daviess County Coalition has conducted outreach with healthcare providers and organizations that resulted in 49 individuals being referred to the Quit Now Indiana Tobacco Quitline. Some of these organizations include those that serve marginalized populations including the Peer Recovery Program, Baby and Me: Tobacco-Free, First Choice Solutions, and Community Corrections. The Coalition currently has 59 members

and is supported by 29 local and regional organizations. The Coalition has worked to build grassroots support for a local comprehensive smoke-free air law by educating 12 local and state elected officials about the Coalition's involvement and work in Daviess County and has collected an additional 37 signatures in support of smoke-free air. Lastly, the Daviess County Coalition has implemented Catch My Breath with two local schools to educate about electronic cigarette use and point-of-sale marketing.

In 2023, the Knox County Tobacco Prevention and Cessation Coalition partnered with healthcare providers and organizations, including those that serve marginalized populations to ensure access to Quit Now Indiana. The Coalition partnered with Good Samaritan to co-brand items with Quit Now Indiana to help promote tobacco cessation and the utilization of the free services. The Program and the Breathe Easy Vincennes Coalition participated in many community events including Good Samaritan Baby Showers, United Way Kickoff, AG Day, Vincennes University Health Fair, and Samaritan Center Children's Mental Health Fair. The coalition continued outreach to schools through educational student presentations and faculty meetings. The Breathe Easy Vincennes Coalition continued to collect support for their smoke-free air efforts in the community. 2023 marked a new grant cycle for the Smoke-Free Lawrence County Coalition. This included writing, receiving, preparing for, and then implementing the grant goals. One of the biggest projects that the Coalition worked on throughout the year was relationships with the Middle and High Schools. This was accomplished through presentations to students on the dangers of vaping, meetings with school faculty on potential partnerships, and working with administration to create comprehensive tobacco policies. The Coalition prioritized having a community presence by tabling events, conducting community presentations, and partnering with community stakeholders and organizations.

The Smoke-Free Lawrence County Coalition continued growing throughout the year to include 20 members. They met monthly, sharing thoughts on how the program can best accomplish goals. Outreach was conducted to multiple healthcare entities throughout the year to provide information on the Quit Now Indiana cessation resource, and materials were handed out to the community at tabled events. The Coalition partnered with Hoosier Uplands Head Start to train 12 staff members on the 'Breathe: Healthy Steps to Living Tobacco Free' curriculum so that they may be able to provide comprehensive education to their service families.

Shawn Williams

Director of Aging and Disability Services

Michael Edwards

*Director of Health, Education, and Aging
Martin County Health Department*

2023



Home Health Care and Hospice

“The Choice of Hoosier Families for Generations!”



Home Health Care & Hospice earned continued accreditation by the CHAP/Community Health Accreditation Partner, Inc., under the CHAP Standards of Excellence.

CHAP accreditation demonstrates we are meeting the industry’s highest nationally recognized standards. CHAP’s rigorous evaluation focuses on structure and function, quality of services and products, human and financial resources and long-term viability. Adherence to CHAP standards leads to exceptional quality care. CHAP also deems we continue to meet Medicare regulations of certification.

“By achieving CHAP Accreditation, Hoosier Uplands has shown a commitment to excellence,” said Nathan DeGodd, CHAP President and CEO. “This is the 29th year Hoosier Uplands Home Health Care; and the 27th year Hoosier Uplands Hospice has achieved CHAP Accreditation; and we are excited to continue our partnership by offering support in its commitment to providing quality care and continuous improvement.”



Melissa Jeremiah remained on the NAHC Board of Directors, served on the GNC/Governance and Nominating Committee; and the NAHC/NHPCO Member Benefits Work Group. She also continues to serve on the IAHC Education Committee.

Karen Cooper, HHA and Cheryl Boone, Hospice Billing/Accounts Receivable Manager were honored for 30 years of service.



Pictured are two of our Therapy Team Members: Dana Jones, PT, Therapy Services Supervisor (on the left) and Stephanie Drury, PTA (on the right)

Health Care Division

Home Health and Hospice received a contribution from The Edgar & Roberta Mulzer Foundation, Inc.

Client Maintenance

Non-skilled services provided 2,096 visits to our patients.

Home Health Care

Staff provided 12,869 skilled care visits to patients.

Hospice

Hospice provided support to 65 families.

Volunteers donated 44.98 hours, which is 2%, for a savings of \$2,249.

Bereavement services supported 45 families. Support is offered to loved ones for 12 months following a patient’s death; and includes a series of letter, phone contacts, visit’s or other information and referral as requested.



Hoosier Uplands Hospice has achieved Level 4 Accreditation in the We Honor Veterans program; meaning we increase access and improve quality of care for Veterans. Our Hospice is 1 of 19 Level 4 hospices in the state of Indiana.

Hoosier Uplands Hospice Team:



Sitting: Dr. George Sorrells, Hospice Medical Director Standing: Melisa McCreary, Hospice LPN, Amanda Bernet, RN, Home Health/Hospice Liaison and Hospice Patient Care Coordinator, Becky Haagsma, LSW, Bereavement Coordinator, Keri Southern, Hospice RN, Lee Grimes, Hospice Intake and Volunteer Coordinator, Hospice Medical Records Manager Not pictured: Phyllis Morris, Hospice RN

Hoosier Uplands Home Health Care & Hospice Office Team: Sitting:

Cheryl Boone, Hospice Billing/Accounts Receivable Manager, Melissa Jeremiah, RN, Director of Operations and JoDeana McNabb, Director of Accounting Services Middle Row: Mandi Dersch, RN, Assistant Director, Mary Crowder, RN, Clinical Services Supervisor, Vanessa Lumley, Plan of Care Review LPN and Lee Grimes, Hospice Intake/Volunteer Coordinator and Medical Records Manager Back Row: Lori Williams, Intake Coordinator, Sarah Miller, Clinical Records Manager, Amanda Bernet, RN, Home Health/Hospice Liaison/Hospice Patient Care Coordinator and Janine Martin, Office Manager



“Not All Home Care & Hospice Agencies are Created Equal”



Have you heard what our patients and their loved ones are saying about Hoosier Uplands Home Health Care?

“This provision was almost comparable to a family member or friend’s care for me. All were kind, courteous, compassionate, very professional and met all needs.”

“Care was 100%, totally satisfactory. Extremely satisfied!”

“Therapist was very positive, helpful, very kind and efficient.”

“I really enjoy the nurses. They really listen to me and talk with me about my health. Thank you for your services.”

“They were some of the best. We enjoyed conversing with them as they did their jobs. They were very capable and we enjoyed their company.”

“The whole staff was great with my rehab. The staff and nurses are great people.”

“Wonderful nurse A-Plus+++!”

“I would recommend this agency to anyone who needs help, it is the best.”

“All persons very helpful and friendly. They all seemed very caring of me and getting me back to walking by myself.”

“Hoosier Uplands is an agency that knows what they’re doing.”

“Therapist is very good at her job; and made me feel at ease. I appreciate her helping me.”

“Everyone has been wonderful. My Mother is better due to the nurses and therapists.”

“Amazing nurses; I cannot say that enough!”

“I was provided with better therapy than I received while in the nursing home.”

“The nurses are always kind and gentle. I thank any of the nurses who come clean and bandage his wound; and show their concern. God bless.”

“You couldn’t get any better than Hoosier Uplands for Home Health Care; for all the care that I get or need.”

“I am deaf, so the fact that every caretaker took the time to jot down on my steno pad the questions or info she had for me was very critical to my care. Never a signal that it was a “pain” and no rolled eyes to have to take the time to do this! All have been excellently trained; and all believe in delivering great care. Congratulations to their trainers!”

Have you heard what our patients and their loved ones are saying about Hoosier Uplands Hospice?

“The team was amazing. I could have not asked for better people to take care of my family.”

“Mother was very well taken care of by Hospice. She enjoyed every one that came to her home. Hospice made it possible to finisher her life at home; where she wanted. Each and every one made sure she was comfortable and well taken care of.

“The team was very helpful and very sweet! What would I have done without their help? They are angels! Wish them love for help for my Mom.”

“Everyone was wonderful with Mother and really helped me. I learned so much from this team! Awesome!”

“Very quick response from your Hospice in initiating Hospice services on a Friday afternoon! This was greatly appreciated!”

“I could never thank staff enough for the care they gave my Dad. I never once felt alone through the whole process and that meant so much to me. They must’ve always been a flash away or they are Indy 500 drivers, because they were always there so fast getting to Dad when needed, thank you just doesn’t say enough.”

“1st experience with Hospice care. Never seen a more professional, kind, considerate and caring group of individuals than those who cared for us during this difficult time. I consider all of them family; can’t say enough good things about the care we received. I pray I’ll have the same team when my time comes to need help. A++++!”

“They treated him like they would their own Dad.”

“I would like to take this opportunity to give a special thanks to all caregivers who were involved in my sister’s hospice care. You have reached out and touched my family and it did not go unnoticed. So once again, thank you for the professional caring during a time which was a very difficult time for our family. Keep up the good work for the people that you care for in my hometown community.”

“They did a stellar job getting things set up and had all I needed to care for my son at home arranged. They did great at the admission. They were a Godsend to our family. It allowed me to be a Mom vs. being an RN during this time. Awesome and amazing care was received. We could not have done this without you all. My son’s last wish was to come home and be surrounded by those he loved and we were able to do that because of you!”

"The purpose of human life is to serve and to show compassion and the will to help others."

Albert Schweitzer

Melissa Jeremiah, RN, CHCE

Director of Operations

JoDeana McNabb

Director of Accounting Services



Serenity Now Psychiatric Counseling Clinic

The year 2023 brought a great deal of change, growth, and challenge to the Serenity Now clinic. We continue to operate on a hybrid model with patients being seen both in person and via telehealth. Our providers completed 6,668 therapy visits, and 3,949 medical visits. In addition, our therapy providers were able to complete 281 new patient evaluations, and our medical providers were able to complete 160 medication management evaluations.

The beginning of 2023 found us still within the Public Health Emergency related to the COVID-19 pandemic. Although this officially ended in May, we have continued to utilize telehealth services for our clientele throughout 2023. The Doxy.me video conferencing platform which we use is a HIPAA compliant tool and a valuable resource to improve access to much needed services in our area after the end of the public health emergency. All our providers continue to offer telehealth services to appropriate clientele in varying capacities. An added benefit of the telemedicine platform has been our ability to retain effective staff members who otherwise would not be available to us. Michael Dockery LMFT and Haley Maranda LMHC LCAC remain on staff in fully remote positions. Sessions are conducted by Michael Dockery remotely in his Salem office and Haley Maranda operates out of her home in Fort Wayne. Many of our providers work full-time in the Serenity Now office, with the medication providers continuing to provide services part-time from home.

We are grateful to have been able to both witness the growth of our providers and to add to our team of providers. After much hard work, Katelyn Lee has passed her licensure examination and is now fully and independently licensed as a Licensed Mental Health Counselor (LMHC). This has allowed Katelyn to see a greater breadth of clientele. Additionally, we have added Brittany Ferrari LMHC-A to our staff. Brittany is working three days per week at the Serenity Now office, and one day per week from home. She has been an asset to our team as an additional provider who is able to work with younger clients.

As the mental health field continues to face challenges relating to availability of providers, the Serenity Now clinic is no exception. We have continued to recruit for therapists throughout the year, and as is being experienced nationwide, providers are scarce. However, we are excited in looking to our future as we anticipate additions to our team in the new year. These additions may allow Serenity Now to open our doors to more clients, as we have had to limit our incoming clientele in order to best provide services to our existing clients and those in our immediate area.

Serenity Now has also seen changes in our office staff throughout the year. While we've had various fluctuations in our front office staffing, the clinic's constant at our front desk has remained Lorna Harris. As part of her routine duties, Lorna obtains results of outside labs and radiological procedures (e.g. head CT's or MRI's), addresses prior authorizations, obtains medical records from hospitalizations, addresses onsite Genesight testing and urine drug screens, and oversees coordination of the Clozapine REMS program in her interactions between the medical providers, labs, and pharmacies to ensure that our patients who require the drug for treatment resistant conditions obtain it. She has also performed a key role in navigating the staffing challenges experienced throughout 2023 in addition to her daily responsibilities. As a result, Lorna Harris has been promoted to the Office Supervisor position. She currently oversees our two part-time staff at the front desk, Stacey Weddle and Jacob Coe who were added to the staff in April and July respectively. During the year, Jacob and Stacey have been valuable additions to our team and have taken on varied responsibilities to support the daily operations of the clinic and the clientele who we serve.

Additionally, Teresa Sanders, who served as our billing and insurance coordinator, was able to retire this year. The loss of her bright demeanor has been felt in our office, and we're grateful for the time she spent on our team. We wish her the best in her retirement! With her departure, we have also gained a new Insurance Coordinator, Deborah Humphrey. Debbie initially worked in the front office, but transitioned to working solely in billing. She has been an invaluable asset and brings with her a great deal of knowledge about billing and insurance companies. She regularly works with our outsourced billing team on client accounts, balances, payments, and helping to streamline our internal processes. Her hard work and dedication are easily recognized and highly appreciated.

As the year 2023 progressed, our clinic has been in consistent contact with our outsourced billing team. Haley Maranda and Deborah Humphrey have participated in frequent meetings with our team lead at HPI Solutions. These meetings have been beneficial in addressing specific client accounts and needs, identifying the clinic's and billing team's needs, and informing involved parties of notable changes. Our billing team has been able to send statements out on a regular basis to our clients to aid in resolving current and past client accounts. The billing team has also been able to submit claims to third party payors promptly, which has helped to maximize the clinic's return to the best of their ability. Debbie has also been working with various clients to set up payment plans to allow continuity of services while allowing accounts to be paid in a manageable manner. We're grateful for her hard work, as this is a service that is valuable to offer to our clientele. However, we have continued to learn throughout our experiences with our billing team, and we continue to work to streamline our processes and address any outstanding client accounts.

The Serenity Now clinic is also excited to announce that, throughout the course of the year, our management team has been working hard to work toward offering a new service at our office. Haley Maranda, Tom Trent, and John Eckard collaborated to allow Serenity Now to provide Spravato treatments in our office. Spravato is a Schedule III controlled substance which has been studied to improve symptoms of treatment resistant depression when used alongside antidepressant medications. Because of the medication's status, there are stringent guidelines, requirements, and procedures surrounding its administration and program implementation. Haley Maranda has been instrumental in developing many of the clinic's internal policies and procedures surrounding the REMs program and clinic requirements; Tom Trent took lead on developing a treatment and recovery room within the clinic to allow patients to be monitored safely, effectively, and comfortably within the clinic. John Eckard has overseen the entire process and provided guidance to facilitate the process for our clinic's medication providers. We anticipate we will be able to begin offering this service at the start of 2024 with Lorna Harris taking lead at our front office to support our providers and patients in receiving this service and complying with regulatory requirements. We are excited to offer this service, in part, because at the current time there are no providers in the surrounding area, and patients are being referred to the Greenwood IN or Louisville area to receive these services. Providing this service will make the benefits of this medication much more attainable for the community and we are hopeful to see the results this treatment can bring.

Serenity Now continues to maintain relationships with Lifespring Health Systems and with Southern Indiana Community Healthcare. John Eckard MD continues to provide psychiatric medication management services to these offices, thus providing psychiatric services to underserved communities in Southern Indiana. Serenity Now no longer maintains a formal relationship with the Lawrence County Probation Department due to our limited availability, we continue to maintain an informal relationship with their department and continue to serve ADAPT clients who seek services with our clinic.

In looking to the clinic's future, we are excited for the arrival of January 1st on behalf of all LMHCs and LMFTs. The Mental Health Access Improvement Act was passed at the end of 2022, and on January 1st, all LMHCs and LMFTs have been deemed eligible to accept clients who have Medicare coverage. Prior to the passing of this bill, LCSWs had exclusivity in treating clients with Medicare coverage, and this change will allow improved access to services for all individuals with Medicare insurance. We are also excited to see the potential impacts of offering Spravato treatment upon our clinic itself as well as those patients who receive the medication. Expanding our ability to treat these patients may be a positive source of income in addition to improving mental health outcomes in the community.

John Eckard, MD
Clinic Director/Psychiatrist



Bedford Office/Head Start Center

710 6th Street • Bedford, IN 47421
(812) 279-0412 Outreach Office
(812) 275-0052 Head Start
(812) 279-1891 Fax

Community Services Office

521 West Main Street • Mitchell, IN 47446
(812) 849-4457
(800) 333-2451 Toll Free
(812) 849-4467 Fax

Loogootee Head Start

401 South Oak Street • Loogootee, IN 47553
(812) 295-4700 (also used as fax)

Mitchell Administrative Office

500 West Main Street • Mitchell, IN 47446
(812) 849-4447
(800) 827-2219 Toll Free
(812) 849-6785 Fax (Administration)
(812) 849-0627 Fax (Children's Services)
(812) 849-3068 Fax (Housing & Family Services)
(812) 849-0547 Fax (Home Health)
(812) 849-0547 Fax (Hospice)
(812) 849-6974 Fax (Strategic Development)

Mitchell Head Start Center

1240 Orchard Street • Mitchell, IN 47446
(812) 849-4448

Mitchell Opera House

217 N 7th Street • Mitchell, IN 47446
(812) 849-4447

Paoli Head Start Center

414 W. Longest Street • Paoli, IN 47454
(812) 723-3687 • (812) 723-4633 Fax

Paoli Hoosier Uplands

Energy Assistance Office

200 S. W. Court Street, Suite 3 • Paoli, IN 47454
(812) 723-4607

Salem Hoosier Uplands

Office/Head Start Center

902 S. Aspen Drive • Salem, IN 47167
(812) 883-5368
(800) 487-8890 Toll Free
(812) 883-8085 Fax

Serenity Now Psychiatric & Counseling Services Clinic

2125 16th Street • Bedford, IN 47421
(812) 275-4053 • (812) 275-5494 Fax

Shoals Office

Martin County Health Department
127 Water Street • Shoals, IN 47581
(812) 247-3303 • (812) 247-2009 Fax

APARTMENT PROJECTS

Aspen Meadows/Salem

1017 Aspen Drive • Salem, IN 47167
(812) 896-1543

College Hill Apartments/Paoli

College Hill • Paoli, IN 47454
(812) 723-0838

Eagle Place Apartments/Loogootee

510 Church Street • Loogootee, IN 47553
(812) 709-0368

Larkin Apartments/Loogootee

103 Public Square • Loogootee, IN 47553
(800) 487-8890

Lost River Place Apartments I & II/Orleans

6402 N. Vance Street • Orleans, IN 47452
(812) 865-3653

Midtown Suites Apartments/Mitchell

122 N. 6th Street • Mitchell, IN 47446
(812) 849-4639

New Horizon Apartments/Salem

905 Aspen Drive, Suite 105 • Salem, IN 47167
(812) 883-3306

Persimmon Park Apartments/Mitchell

406 Wade Street • Mitchell, IN 47446
(812) 849-4639

Phoenix on the Square Apartments/Paoli

200 West Court Street • Paoli, IN 47454
(812) 723-0838

Pioneer Creek Apartments/Mitchell

100 Pioneer Creek Lane • Mitchell, IN 47446
(812) 849-1414

Shawnee Apartments/Bedford

100 Shawnee Lane • Bedford, IN 47421
(812) 275-8314

Spring Town Apartments/Marengo

144 S. Main Street • Marengo, IN 47140
(812) 365-9120

Stalker Apartments/Bedford

1429 8th Street, Suite 100 • Bedford, IN 47421
(812) 277-8562

Stonecutters Place Apartments/Bedford

1030 16th Street, Bedford, IN 47421
(812) 275-5205

Taylor Apartments/Campbellsburg

133 State Road 60 • Campbellsburg, IN 47108
(812) 755-4010





Total Agency Funding for 2023

Community Services Funding

LIHEAP & ARP Energy Assistance	\$3,095,292.00
LIHEAP Weatherization	402,867.00
Dept of Energy Weatherization	282,629.00
Community Services Block Grant •	251,521.00
Duke / Centerpoint Weatherization	111,967.00
Local Weatherization Funding	21,668.00
Duke Energy Share the Light	38,100.00
Rental Income Various Properties	2,618,734.00
HUD Housing Counseling	30,700.00
Housing Choice Voucher Program	1,936,024.00
Aspen Meadows LIHTC	6,043,032.00
Aspen Meadows FHLB / AHP	590,000.00
SUBTOTAL	\$15,422,534.00 53%

Health Care Related Funding

Home Health Care & Hospice	\$2,346,910.00
Martin County Health Department	91,984.00
Choices Helping Abstinent Teens	124,775.00
ISDH WIC Martin County	89,542.00
ISDH TB Contracts	298,120.00
Ind Tobacco Prevention & Cessation	153,340.00
AgVETS Grant	163,424.00
Bright Futures for Families	77,924.00
Area Health Education Center	326,100.00
IU School of Medicine Student Placement	19,000.00
Serenity Now Psychiatric & Counseling	1,038,150.00
Teen Pregnancy Program	232,224.00
St. Vincent School IDOE	24,468.00
SUBTOTAL	\$4,985,961.00 17%

Area Agency on Aging Funding

FSSA Older Americans Act	\$629,077.00
FSSA Older Hoosier Funds	34,054.00
FSSA CHOICE Program	903,265.00
Case Management Services	1,513,370.00
Medicaid Admin/ Intake	175,335.00
Expanding Public Workforce	78,609.00
FSSA Social Services Block Grant	183,198.00
NSIP Food Program	24,719.00
SHIP Counseling	22,743.00
SUBTOTAL	\$3,564,370.00 12%

Miscellaneous Funding

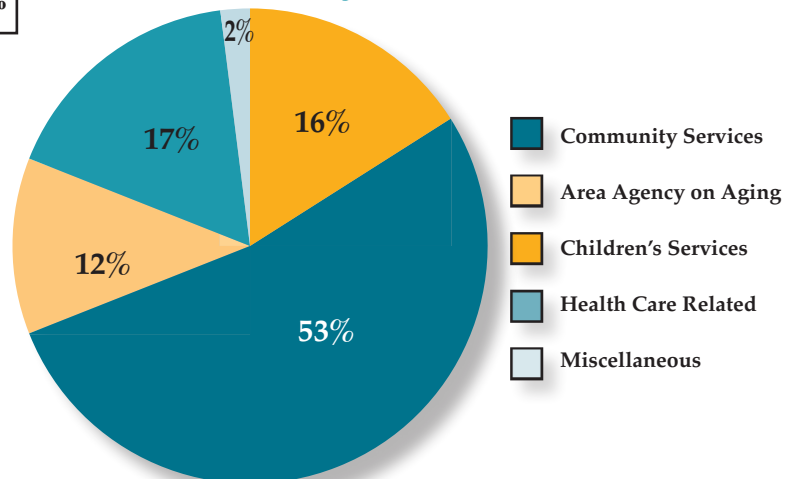
Information Technology Department	\$19,876.00
Miscellaneous Cash Donations	11,400.00
Mitchell Opera House - Revenue	40,647.00
Local Programs & Mini Grants	29,000.00
Community Development & Improvement	397,882.00
Smithville Foundation	4,000.00
Old National Bank Foundation	5,000.00
Lehigh Heidelberg Cement	5,000.00
Hoosier Uplands Scholarship Program	18,700.00
SUBTOTAL	\$531,505.00 2%

Children's Services Funding

Head Start & Early Head Start	\$3,810,656.00
USDA Food Program	211,633.00
21st Century Learning	450,000.00
Student Learning Recovery IDOE	178,884.00
SUBTOTAL	\$4,651,173.00 16%

GRAND TOTAL	\$29,155,543.00
*Includes carry over funds	
Does not include "In-Kind"	
	100%

2023 Agency Funding Profile (by service)



David L. Miller
Chief Executive Officer

Members of the Board - 2023



Representing Crawford County

Sharon Mitchell, Low-Income Sector (Treasurer)
Kathy Jo House, Low-Income Sector
Marolyn Holzbog, Private Sector
Bill Mitchell, Private Sector
Mary Alice Brown, Public Sector
Angela Crecelius, Public Sector

Representing Lawrence County

Sara Luallen, Low-Income Sector
Angela Turpin, Low-Income Sector
Martha Fields, Private Sector (Chairperson)
Greg Taylor, Private Sector
Nancy Miller, Public Sector
Charlotte Speer, Public Sector

Representing Martin County

Suzanne Brown, Low-Income Sector
Gerald Montgomery, Low-Income Sector
Herman Campbell, Low-Income Sector (Alternate)
Janie Johnson, Private Sector
Rosalee Winingar, Private Sector
Vicky Bauernfiend, Public Sector
Stacey Bowling, Public Sector

Representing Orange County

Janet Harrison, Low-Income Sector
Robert Jones, Low-Income Sector
David Dedrick, Private Sector
Reita Nicholson, Private Sector (Secretary)
Richard Beaty, Public Sector
Richard Dixon, Public Sector

Representing Washington County

Karan Jones, Low-Income Sector
Ava Kinney, Low-Income Sector
Ronnie Pennington, Private Sector (Vice Chairman)
Seth Purlee, Private Sector
Max Bedwell, Public Sector
Lana Sullivan, Public Sector

Local Support is an integral part of Hoosier Uplands' success. Your donations of cash or volunteer work are much needed and appreciated.

To contribute to any of Hoosier Uplands' programs contact:
David L. Miller,
Chief Executive Officer

Thank you.



Policy Advisory Councils - 2023

Aging and Disability Advisory Council

Tammy Cadle
Eileen Lamdin
Jan Newlin
Tammy Worley

Head Start and Early Head Start 2022-2023 Policy Council

Representing the Bedford Center—Emily Philpott and Brian Sorrells
Representing the Mitchell Center—Brittany Johnson
Representing the Loogootee Center—Shondale Campbell, Chairperson and Dawn Hartzburg
Representing the Paoli Center—Ashley Frank and Kerin Kingery
Representing the Salem Center—Jon Jennings and Heather Meredith
Representing Early Head Start—Kendra Trivedi

Representing the Community
Deanna Todd—Lawrence County
Dena Held—Martin County
Tonya Slone—Orange County
Jana Fordyce Ewen—Washington County

Janet Harrison--Grantee Board Liaison

2023





A Special Thanks

“To Our Community Partners”

Our Major Partners in 2023

Andrea Bowling, LMH CA	Heart Center Mindfulness and Counseling	Old National Bank
Barr Reeve Middle School	Hoosier Hills Credit Union	Old National Bank Foundation
Bedford Office Supply	Indiana Association for The Education of Young Children Paths to Quality	Orleans Community Schools
Bedford Public Library	Indiana Housing and Community Development Authority - IHEDA	Paoli High School
Ben Franklin/Ace Hardware	Jasper Middle School	Perry Central Community Schools
Borden High School	JK Rogers Construction	Pike Central Middle School
Boy Scouts of America	Lawrence County Boys & Girls Club	Premier Ag Co-op
Brownstown Central High School	Lawrence County Community Foundation	Purdue Extension- Lawrence, Martin, Orange, West Washington Counties
Cherry Bekaert	Lawrence County Independent Schools	Redemption Church - Loogootee
Cinnaire	Lawrence County Local Coordinating Council	Salem Community Schools
Clark County CAN	Lawrence County Tourism Commission	Seymour Community Schools
Crawford County High School	Lehigh Hanson/Heidelberg Materials	Shoals Community Schools
Crothersville High School	Leila Alter, DDS	Shutterfly/Lifetouch Photography
Dare to Care Food Bank, Serving Washington County	Limestone County Tourism of Lawrence County	Smithville Foundation
Daviess-Martin Special Education Cooperative	Loogootee High School	Springs Valley Community Schools
Dayton's Heating and Cooling	Mary Jo Huff	Springs Valley Hardware
Discount School Supply	Medora High School	South Central Area Special Education Cooperative
Duke Energy	Medora Middle School	Southridge Middle School
Duke Energy Foundation	Mitchell Community Schools	Springs Valley Supply
Eastern Greene High School	North Daviess High School	Stidman's Construction
Edgar and Roberta Mulzer Foundation	North Daviess Middle School	Tell City High School
Family Health Center-Willows	North East Dubois Middle School	USDA Rural Development
Federal Home Loan Bank - Indianapolis	North Lawrence Community Schools	Washington County YMCA
German American Insurance		West Washington Community Schools

These businesses, organizations and individuals supported Hoosier Uplands with in-kind services, volunteer time, and/or cash donations in 2023.

2023

“With 10 years or more of service”

Congratulations

50 Years

Margaret Staggs

43 Years

Debbie Coleman

36 Years

David Miller
Trudy Wells

35 Years

Cindy Bailey
Debbie Beeler
Suzanne Coleman
Chris Johnson
Debbie Terry

34 Years

Ginger Knight

33 Years

Annette Gilliland
Kris Mathews
Jenni Snow

32 Years

Vanessa Lumley

30 Years

Cheryl Boone
Karen Cooper
Irene Ervin
Amy Hopper

29 Years

JoDeana McNabb
Angelia Owens

28 Years

Diane Budd
Donna Skeen

27 Years

Addie Datish

25 Years

Glenda Duncan

24 Years

Melissa Jeremiah
Linda Tarr
Natalie Powell

23 Years

Debbie Guthrie
Alverta Hart
Michelle Diane Short

22 Years

Julia Albright
Kim Hall
Jill Jones

21 Years

Amy Alcorn
Connie Griego

20 Years

Maria Banks
Brandon Hall
Theresa Pate
Deanna Porter

19 Years

Michael Edwards
Karianne Hopkins
Jennifer Rutherford

18 Years

Joanie Evans
Amber Harty
Barbara Weber-White
Lori Williams

17 Years

Angelica Hackler
Angela Stewart

16 Years

Diana Kidwell
Crystal Tincher
Sheila Tritle

15 Years

Samantha Bowles
Tamara Burgess
Audra Gerkin
Lee Grimes
Robin Guthrie
Janine Martin
Judith Taylor
Shawn Williams

14 Years

Laura Dougherty
Tom Gibson
Rhea McClintock

13 Years

Rebecca Ashley
Whitley Clements
Shelia Ratliff
Juanita Sneed
Mary Wingler
Andrew Wolber

12 Years

Jerry Albertson
Martina Nicholson
JR Robling

11 Years

Nancy Clark
Paralee Daggy
John Eckard
Lorna Harris
Katy Merchant
Phyllis Morris
Alison Piper
Amber Richards
Carrie Ritchison
Tom Trent
Angela Walls
Elizabeth White

10 Years

Michael Dockery
Austin Heffner
Shayna Pena
Amanda Wolfe
Lee Wright

2023

