



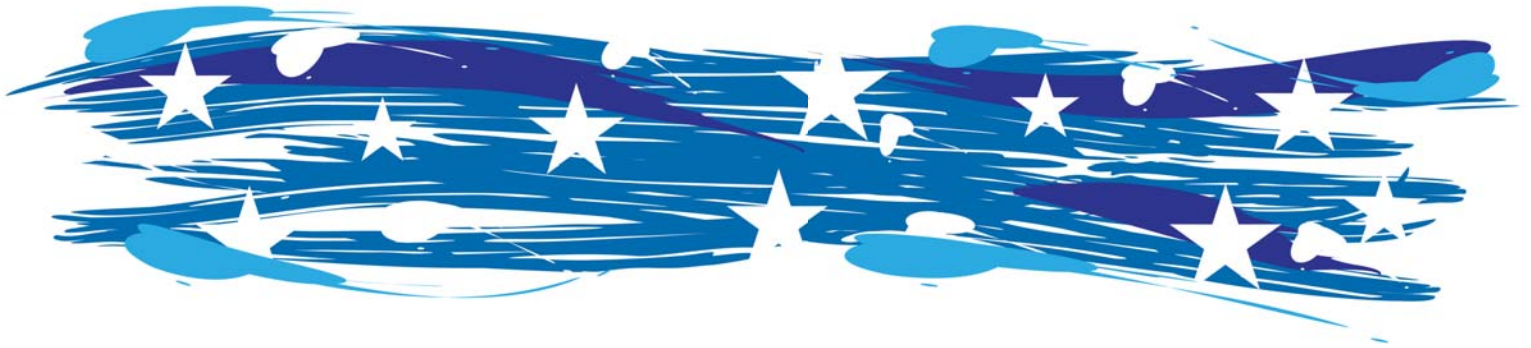
HOOSIER UPLANDS

Economic Development Corporation

ANNUAL REPORT

2020

"People Helping People Since 1966"



Rusti Coulter—born August 8, 1968 and passed away unexpectedly on February 14, 2020

Rusti began her employment with Hoosier Uplands on November 1, 2004. She began as the Children's Services administrative assistant and eventually became the one to oversee the programs' data management system as well as the selection and enrollment of all children in the programs.

Rusti was a jovial person who was known for her stories as well as her ability to entertain while recounting a story. Rusti loved life and helping people. One of her greatest accomplishments was the adoption of her son, Treyton. It was through Rusti's personal experiences with Treyton that prompted Head Start's work with Adverse Childhood Experiences (ACEs) and childhood trauma.



Rusti's laugh was contagious, which could sometimes get her and others into trouble. She always wanted to make people smile and she had the ability to see the best in people. She loved to make things fun for everyone and was constantly finding new and interesting places to visit or adventures to try. Family and friends were exceptionally important to Rusti and she was always there to lend a hand or listen when they were in need.

Probably the greatest legacy Rusti leaves is the tradition of writing letters from Santa Claus to all of the Head Start and Early Head Start children. She always wanted to make life better and bring joy to others. This activity has become a tradition for the members of the Children's Services management team—one that will endure for many years to come.

Rusti leaves an unfillable hole in the Children's Services department, as well as in the hearts of her co-workers but we are all better people just for knowing Rusti.

Hoosier Uplands



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Hoosier Uplands

Economic Development Corporation

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

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.

The 2020 Hoosier Uplands Community Services Award was presented to Debbie Beeler, Director of Children's Services in recognition of her longevity and service to the agency and our communities. Debbie began her employment on June 27, 1988 and assumed her current position on May 1, 1994.

Debbie serves on a number of boards and coalitions at the local, state, regional and national levels. Locally Debbie is a member of the Lawrence County Workforce Coalition Core Team, Lawrence and Orange County's Fetal and Infant Mortality Review teams, Orange County Health Coalition, Lawrence County Extension board, North Lawrence Career Center director's advisory board, Boys and Girls Club of Lawrence County board, SOAR adult literacy coalition, and the Lawrence County Healthy Families advisory board. Debbie also served 16.5 years as a member of the Mitchell Community Schools Board of Trustees.

Debbie also serves as the Head Start representative to the Student Transportation Association of Indiana board, Indiana University School of Public Health community advisory board, SPARK Regional Council for service delivery area five, is vice-president of the Indiana Head Start Association board of directors, the secretary of the Region V Head Start Association board and secretary for the National Head Start Association board of directors.

Community Services Award 2020



Congratulations, Debbie!

Message from the Board of Directors

As 2021 approaches, it is a valuable tool for us to look at Hoosier Uplands and the progress made in 2020 even with the challenge of the Covid pandemic. CEO David Miller, continued to serve the needs of the five counties that encompass the Hoosier Uplands service areas. Changes have been made due to the pandemic; such as, teleconference board meetings, staff doing work from home on an as needed basis, preschool e-learning when necessary and adjustments to Opera House programs. The Covid restrictions have certainly made Hoosier Uplands more dependent upon technology so that the agency can continue the quality service provision that we have always been noted for.

A program that has emerged as an important Hoosier Uplands service is Serenity Now. The services provided to people have been instrumental in helping clients cope with the unknowns of the Covid 19 outbreak. The five counties in our service area have been given assistance with the CDIP Grants that have helped facilitate various projects and organizations.

On behalf of the board of directors, I would like to thank the staff for their flexibility in implementation of their service programs and to our CEO, David Miller, for remaining vigilant and innovative during this difficult year. He has kept programs and projects fluid through 2020.

As the New Year dawns, so does our vision to continue to develop new programs. May God bless our work and Hoosier Uplands.



Martha Fields
Board Chairperson

Message from the Chief Executive Officer

What can I say about 2020? It was our 55th year serving our communities, but boy what a year. The year of the pandemic and the year we all learned how much we need each other. We have endured much illness and tragic loss in our Hoosier Uplands family this year.

This past year we had to move our Board meetings to teleconferences, many of our staff worked from home nearly all year, we switched to telehealth visits at Serenity Now, and our Head Start program was virtual most of the time. We did the best we could to protect our clients, patients, and employees, yet still provide an un-interrupted service. I am very proud of our staff and Board for really stepping up in 2020.

Even in this challenging year we continued to provide grants to 25 other non-profits and units of government through our CDIP and PSIP programs. We continued our improvements to our apartment projects. We applied for and received new grants for new programs. We also provided over 56,000 pieces of all important PPE's to local health departments and other organizations to help stop the spread of COVID 19.

I proudly salute our Home Health and Hospice staff who worked on the front line throughout the pandemic. They are true heroes.

I am looking forward to a new and better than ever normal in 2021. As I write this message the vaccines are just beginning to roll out. I thank God and our brilliant researchers and scientists for these breakthroughs.



David L. Miller
Chief Executive Officer





Area XV Agency on Aging

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 7 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.



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 18th 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.

Shawn Williams
Director of Aging and Disability Services

IndianaAgVets

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 (free of charge) tailored to the veteran's personal interests. This project is in cooperation with the National AgrAbility Project at Purdue University. It is supported by the U.S. Dept. of Agriculture's National Food and Agriculture (NIFA).

There were 18 enrollees in Cohort 1. The program was limited due to the pandemic. Safety training was moved to an on-line OSHA training, internships were cancelled except for one which started late in the year, certifications for licenses such as pesticide handlers were postponed, and most travel was restricted for staff. This fall, Purdue hosted a workshop in conjunction with AgrAbility and the Indiana Farmer Veteran Coalition for training, networking, updates, and an assistive technology demonstration. The program is now welcoming new enrollees to Cohort 2. Staff also participated in the program management meeting with NIFA in conjunction with the National Farmer Veteran Coalition conference.

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/university by enhancing their education and experience in the healthcare field. This includes setting up rotations or clinicals at local health care facilities and the AHEC Scholars Fellowship. As students graduate and become practicing health care professionals, AHEC continues to support them by offering high quality continuing education opportunities.

A total of 35 health profession students were placed in rotations throughout the South Central region. Additionally, two new preceptors joined the SCI-AHEC preceptor network. The AHEC Scholars Program graduated its first cohort, consisting of six students, in May. The program currently has 17 health profession students engaging with rural and underserved areas with a focus on interprofessional collaboration. For professionals, a total of four mini-grants were funded and continuing education opportunities were provided to 84 health professionals.

Tobacco Prevention and Cessation Commission (TPCC)

Daviess, Knox and Lawrence counties have Tobacco Prevention and Cessation grants through the Indiana State Department of Health. The hard work of the coalitions and program coordinators has resulted in continued outreach to our communities on the harms of tobacco use and secondhand smoke. While 2020 was a very challenging year for the coalitions, they continued to adapt and adjust to continue their tobacco control work.

Coalitions in Daviess, Knox and Lawrence counties continued to build coalition support for comprehensive smoke-free air ordinances that would protect more workers from secondhand smoke in workplaces and public places.

Outreach was conducted with health care clinics, businesses, organizations, public housing administrators, and educational institutions in order to increase coalition partnerships, tobacco cessation, comprehensive policies, and the use of Quitline services throughout the Daviess, Knox, and Lawrence County area. The Daviess County Coalition reaches out to: 48 Preferred Referral Network providers and organizations as well as 56 active coalition members and partners. The Daviess County Coalition has been working to address the vaping epidemic among our youth by speaking to local middle and high school students at all public schools as well as students at Shoals Middle School. The coalition has also provided educational resources to those that work with youth including coaches and school administrators. The Daviess County Coalition has worked to build grassroots support for local smoke-free air laws by educating our Mayor-elect and newly elected city council members. The Knox County Tobacco Prevention and Cessation Coalition reaches out to: 44 Preferred Referral Network members and 35 coalition members/partners. The coalition has been working to reach out to local schools to provide resources and education to help address the vaping epidemic among youth. Breathe Easy Vincennes (local smoke-free air effort) has over 450 supporters who have signed a petition or a smoke-free air supporter card. Breathe Easy Vincennes committee members have been working to educate locally elected officials on the need for stronger smoke-free air protections for workers and community members in Vincennes. The Knox County Coalition continues outreach efforts to Vincennes University to promote cessation and a tobacco-free campus policy. The Breathe Easy Lawrence County coalition reached out to: 47 Preferred Network members, 57 coalition members and 1,026 Smoke-Free Bedford supporters who signed a petition and/or sent postcards to elected officials.

Lawrence County also has a youth-led movement dedicated to exposing the tobacco industry and empowering Hoosier teens to fight back against their deceptive marketing practices. Lawrence County's teens participated in many events such as: Kick Butts Day; World No Tobacco Day; Safe Night; Great American Smoke Out; and hosting school assemblies to encourage their peers to stay away from tobacco. The Daviess County Coalition has organized events for Kick Butts Day and the Great American Smoke Out with the local hospital to educate community members on the harms of tobacco, e-cigarettes, and secondhand smoke.

Daviess and Knox County continued to reach out to Head Start in an effort to build a relationship with their organization in an effort to fully implement the "Breathe: Healthy Steps to Living Tobacco Free" program. Daviess and Knox County hosted a coalition meeting together and invited representatives from PACE to present on their work. This was in an effort to continue to explore ways our organizations can work together. In addition, the Daviess County Coalition has worked with community organizations and businesses like Purdue Extension, Daviess Community Hospital, Anthem, NASCO, System of Care, and 4C of Southern Indiana to distribute holiday goodie bags to 84 families with children enrolled in PACE Early Head Start and Head Start. The goal of this project was to provide cessation resources to families, as well as work to promote the Breathe curriculum and encourage PACE to implement the program.

Each of these coalitions had an active presence during community events such as the 4-H fair, community festivals, and health fairs. With most community events cancelled or significantly changed in 2020, the coalitions have found unique use of these opportunities to reach out to the community this year in an effort to educate citizens about the Indiana Tobacco Quitline and gain their support for tobacco free policies.

Michael Edwards

Director of Aging, Health, and Education



Strategic Development

Before and After School Services

The 21st Century Community Learning Centers (CCLC) Afterschool Programs operated with two grant Cohorts in 2020. Cohort 9 served 233 children in grades Kindergarten through 6th at Burris, Fayetteville, Hatfield, Springs Valley, and West Washington elementary schools. Cohort 8 served 112 students in grades Kindergarten through 6th at Shoals and Orleans elementary schools. The afterschool programs served a total of 345 students in 2020.

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 STEM and literacy. Monday through Thursday, students have 30 minutes of homework or academic enrichment time. Following academic time, students have an 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.

The 2019-2020 program year was cut short due to the COVID-19 pandemic and the schools closing in mid-March of 2020. The Afterschool Program was able to pass out STEM kits purchased by the AHEC program, to every student that was enrolled in the 2019-2020 program, when school was closed. Since that time, the program has been able to research and plan for a virtual afterschool program, in the event that the schools should close again for an extended period of time. The first half of the 2020-2021 school year was a rollercoaster of closures due to the pandemic, but most schools have been open a majority of the semester and the afterschool program has followed the same schedule as each individual school.

The SAFER morning program for Burris and Hatfield Elementary schools is a paid program that provides students with before school childcare at the Burris site. The program starts at 6:30 a.m. and goes until the beginning of the school day. In 2020, the morning program served eight students.

CHAT (Choices Helping Abstinent Teens)

Hoosier Uplands' CHAT (Choices Helping Abstinent Teens) Program is an 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 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.

Delivery of the curriculum looked different this year due to the COVID-19 pandemic. In the past, all instruction was done in person, in the classroom. At the beginning of the year, students were instructed in person. By the end of March, most schools were shut down and instruction ceased. In the fall when classes resumed, the schools were hesitant to let guest speakers in the school, in order to keep students and staff safe. The educator was able to instruct students virtually through the use of Zoom technology. The classroom teacher would hook a laptop up to the overhead projector and the abstinence educator was able to implement the program virtually in that manner.

A total of 201 students were served in 2020. This number was down significantly due to the pandemic. According to surveys, 86% of the program participants increased their knowledge on abstinence as the means of preventing teen pregnancy, birth, and STIs.

ECHO

In January of 2020, Hoosier Uplands began implementing a new program called Educating Communities for Healthy Outcomes (ECHO.) The ECHO program uses a curriculum called LifeSkills and is delivered by a program coordinator in high school Health classes, over the course of 10 sessions. The curriculum addresses risk and protective factors for teen pregnancy, including substance use, healthy relationships, family communication, emotion regulation, decision-making skills, media influences, and positive health.

The first three months of the year were a huge success for the ECHO Program. We were able to implement the program to over 200 students in that short time. The program was implemented at Northeast Dubois High School, Paoli High School, and Bedford North Lawrence High school.

In mid-March, all schools closed down and were operating solely virtual, due to the COVID-19 pandemic. The ECHO program was adjusted to be implemented on a virtual platform. Unfortunately, we could not get any schools to commit to the virtual programming during the final months of the 2019-2020 school year.

During the first semester of the 2020-2021 school year, North Daviess High school had class in person, but they were not allowing visitors in the school. The ECHO program was implemented virtually to 37 students through their chromebooks, and was successful. This year was full of uncertainty, but we are looking forward to next year and are already in the process of getting schools on the schedule.

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 2020, Hoosier Uplands distributed 18 cribs to local families in need of a safe place for their child to sleep.

Child Passenger Safety

This year, Hoosier Uplands had an additional six staff members complete the Child Passenger Safety Technician (CPST) certification, making for a total of 10 staff members holding the 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. Local funding from the Lawrence County Community Foundation was also received in 2020, to help support the high demand of this program. This program covers Crawford, Lawrence, Martin, Orange, and Washington counties.

The COVID-19 pandemic had a significant effect on the Child Passenger Safety program. Due to this, technicians created a new digital strategy to offer virtual appointments, rather than in-person appointments, in order to maintain the safety of both the community members and the Hoosier Uplands staff. The virtual appointments offered all the same educational and demonstration components as an in person meeting. The new digital strategy also included establishing a Facebook page for the program in order to reach more community members and partners. Overall in 2020, the program conducted 72 car seat inspections and distributed 69 car seats to families in need.

SERVE Program

Hoosier Uplands' SERVE Program is an abstinence based educational program that includes eight lessons/modules. The program is offered to Junior High/Middle School students in health classes in Daviess, Dubois, Jackson, and Martin counties. The program is funded through TANF money and passed through the Health Care Education & Training (HCET). The program utilized the Making a Difference curriculum, which provides students with information regarding sexual health and risks and tools to help them make healthy decisions. The SERVE Program encourages students to practice abstinence in order to prevent teen pregnancies, sexually transmitted diseases, and other risky behaviors. The program also educates students on refusal skills and what a safe and healthy relationship should entail.

The primary goals of the SERVE Program included: assisting students in identifying future goals and dreams, making students aware of possible risks that could be detrimental to future goals, increasing students refusal and negotiation skills, and increasing students' knowledge regarding abstinence as the best method. Unfortunately, funding for this program ended in October 2020 due to it no longer being available. A total of 156 students were served in 2020 prior to the program ending.

Choices Initiative

The Choices Initiative is a new program that 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 for a two year period and 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, Creating Lasting Family Connections, and Positive Action. In 2020, the program was solely focused on planning and implementation will begin in early 2021.



Opera House

In 2020, the Mitchell Opera House completed its fifth 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 1950s and City Hall from the 1960s 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. Due to the COVID-19 pandemic, 2020 brought a lot of temporary changes to the Mitchell Opera House. March 7th was our last in person concert event at the Mitchell Opera House in 2020. We creatively came up with ways to keep our audiences engaged and our expenses low, to get through the year when large indoor events just weren't safe. The venue hosted eight regular in person events at the venue, prior to the declaration of the pandemic, 23 Facebook live events from March through December, and five outdoor concerts that took place during the fall while the weather was nice and social distancing was easy to accomplish.

Major sponsors and contributors of the Opera House in 2020 included: German American Insurance, Hoosier Hills Credit Union, Lawrence County Tourism Commission, Lehigh Cement Company, Old National Bank, Strauss Investments and Financial Services, and the Smithville Foundation. The venue also received funding from a grant program called the Arts, Cultural & Destination Marketing Organization Grant Program, through the Indiana Arts Commission in the amount of \$19,480.01. This grant was to support the operating costs and entertainment costs for the venue, to assist with the losses in revenue, due to the pandemic.

Alyssa Prince
Chief Strategy Officer



Community Services

Baby & Me: Tobacco Free

The Baby & Me: Tobacco Free (BMTF) program at Hoosier Uplands began in July of 2015 as a result of a grant from the Indiana Department of Health, Division of Maternal and Child Health, and serves Crawford, Harrison, Martin, Orange, and Washington counties. In 2020, the program was extended for another year and continues to staff a full-time person. The BMTF program is an evidence-based, national program, designed to encourage and assist pregnant women and their families to stop using tobacco products. The program coordinator meets with pregnant mothers and a qualifying partner four times throughout the pregnancy to provide cessation counseling. For each tobacco-free, post-delivery month, for up to a year, the mother and partner each receive a voucher for \$25 worth of diapers and wipes as an incentive to remain tobacco-free. Two vouchers are also available for parents who are tobacco-free prior to delivery. WIC clinics in the service counties are the primary referrals for program participants. Due to shutdowns caused by the COVID-19 pandemic, meetings were held virtually from April until the end of August. The facilitator made contact with the participants to ensure they were receiving whatever support they needed to achieve cessation. Handouts were sent regularly either through email and the postal service. If the participant could confirm that they were tobacco-free, they were mailed vouchers. In August, the program continued providing the sessions remotely, but required the in person CO test in order to confirm that they were tobacco-free and receive a voucher.

Since the program began in 2015, a total of 381 referrals have been received with 51 of them from 2020. Due to the pandemic, referring agencies were shut down and unable to refer participants from April until October. There were a total of 56 active participants in 2020 who met with the program coordinator for at least the initial session. A total of 35 mothers have completed the entire program since 2015 and were eligible to receive all 14 vouchers. Eight of these parents finished the program in 2020. The program also served 14 support partners for 2020.

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; following-up on public health complaints; recording animal bites and communicable diseases; performing lead screenings and immunizations for adults and children; conducting food inspections, and serving as a resource for health information in the community. During 2020, the majority of the nursing hours were dedicated to COVID-19. Information and updates were provided to the newspapers on a regular basis. Many hours were spent on follow up with Covid-19 positive patients, contact tracing, and answering questions for members of our community. Martin County had a total of 588 COVID-19 positive cases in 2020. Funding for the Martin County Health Department includes county funding, Indiana Department of Health Local Health Maintenance funding, and Indiana Local Health Department Trust Account funding.

During 2020, 397 birth and death certificates were issued, seven home births were recorded and 72 home deaths were recorded. A total of 35 genealogy reports were issued to the public. There were 25 residential sewage disposal system applications and 32 soil reports received in 2020. A total of 18 septic installations were completed. There were 87 contractor/homeowner meetings attended for various environmental related issues. There were 18 food establishments inspected. During weekly clinics and special events, 577 patients were immunized. These patients received a total of 1,495 injections. The Health Department also provided 11 free blood pressure screenings.

For the first half of the year, the Covering Kids and Families health navigator continued within the office. During the second half of the year, Southern Indiana Community Health Care began renting the spare office within the Health Department and began providing OB services to Martin County residents, through a new grant they had received. Prior to this partnership, there were no OB services available within the county.



Martin County WIC Program

The Special Supplemental Nutrition Program for Women, Infants and Children (WIC) is a nutrition program that helps pregnant women, new mothers, infants, and children eat well and stay healthy. WIC serves 53 percent of all infants born in the United States.

WIC provides:

- Healthy foods designed to meet special nutrition needs
- Nutrition and health screening and assessment
- Nutrition education and counseling
- Breastfeeding support

The USDA granted states significant program flexibilities and contingencies in 2020, to best serve program participants. Indiana WIC provided the entire state with new laptops to enable WIC agencies to work from home if needed due to circumstances surrounding the COVID-19 pandemic. Due to the pandemic, the Martin County WIC provided services to clients through a combination of telephone contacts and in-person meetings and have been able to issue WIC benefits remotely to their EBT card.

The Martin County WIC's caseload of 204 clients remained stable in 2020, despite the many challenges surrounding the COVID-19 pandemic. Since most services were provided remotely, hemoglobin and lead screening rates were decreased significantly. There were 23 lead screenings performed in 2020.



Safe Night

Safe Night is an evening promoting the prevention of alcohol, tobacco, and other drugs. It also encourages non-violence among youth in our community along with overall healthy living. The 2020 event had planned to have long time favorites such as airbrush, face painting, t-shirt tie-dyeing, inflatable games and obstacle courses, hot dogs and chips, ice cream, snow cones, popcorn, and much, much more. The event was scheduled for June 13th and was rescheduled for a date in September, due to the COVID-19 pandemic. Unfortunately, due to the pandemic, the event was cancelled completely for 2020.

Alyssa Prince
Chief Strategy Officer

History of Head Start

In January of 1964, President Lyndon B. Johnson declared The 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 1964 State of the Union 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 of low-income families with a comprehensive program to meet their emotional, social, health, nutritional, and psychological needs.



Head Start and Early Head Start

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. Through a partnership with North Lawrence Community Schools, Hoosier Uplands also operated classrooms in Needmore Elementary and the North Lawrence Learning Center in 2020. Hoosier Uplands also provides Early Head Start services through a home-based model of service delivery.

To say that 2020 was a year like no other for our programs is an understatement. Nothing about 2020 was normal. Our program lost a long time employee, Rusti Coulter, on February 14, 2020. Rusti had been employed in the Head Start and Early Head Start programs since 2004. Rusti embodied the agency motto of "People Helping People" and is greatly missed by all who knew her.

In March 2020, we closed our Head Start classrooms just prior to Spring Break due to COVID-19. To prevent the children from losing out on the opportunity to learn, weekly packets were developed and delivered to the children's homes. Early Head Start home visits were suspended until early May when the weather was warm enough that visits could be conducted outdoors. Home visitors also developed and delivered packets for the parents to use with their children.

Funding for Head Start and Early Head Start is provided through the U.S. Department of Health and Human Services. The funding year for Hoosier Uplands' Head Start and Early Head Start grant begins on May 1 and runs through April 30 each year. For the 2020-2021 program year that began on May 1, 2020, Hoosier Uplands received \$2,406,177 to provide Head Start services to 221 children and families, and \$28,383 for staff training. Early Head Start funding totaled \$791,100 for program operations to serve 66 infants, toddlers and pregnant women and \$18,186 for staff training.

Programs were notified in April of the availability of federal funds to provide Cost Of Living Allowances for staff and make quality improvements within the programs. Head Start received \$106,910 and Early Head Start received \$39,978 and all funds were used to increase the hourly rate of pay for all program staff. Additionally, through the Coronavirus Aid, Relief and Economic Security (CARES) Act passed by Congress and signed into law on March 27, 2020, funding was made available to Head Start and Early Head Start to provide summer programming for children who would transition into kindergarten at the end of the summer and to purchase COVID-19 supplies. Hoosier Uplands received a total of \$252,217 in CARES Act funds.

Total funding received in program year 2020-2021 was \$3,642,951.

With CARES Act funding, Head Start purchased Personal Protective Equipment (PPE) for staff, sanitizing machines for centers, and a virtual version of our Frog Street curriculum. This enabled Hoosier Uplands to prepare to offer a six-week summer program for those Head Start children transitioning to kindergarten when school began in August. At the recommendation of the CDC, class size was limited to 10 children and classes were held in each of the five Head Start centers. With the lower numbers of children per class, staff was able to provide more individualized learning opportunities and the cognitive gains were tremendous in six short weeks.

During the summer months, program administrative staff developed plans to provide both Head Start and Early Head Start services virtually should the communities see spikes in the numbers of COVID cases once the school year began. During the final week of October, all services were transitioned to virtual using Google Classroom and Google Meet. In addition to providing learning opportunities virtually, Head Start nutrition staff prepared five days of meals and snacks for each enrolled child and delivered them to the homes along with learning packets for families without internet.

All federal Head Start and Early Head Start funding allocations are required to be matched at the local level. The match is acquired through discounts and donations of program supplies as well as parent and community volunteers. For the 2019-2020 grant year, Hoosier Uplands was required to generate \$810,962 in local match for the federal funding received. For the first time ever, Hoosier Uplands applied for a waiver of a portion of the required non-federal match due to the inability to generate the match due to the restrictions of COVID-19.

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 2020. 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 2020, a total of 64,868 reimbursable meals and snacks were served to an average of 357 children per month during the school year. Reimbursement received during 2020 totaled \$116,841.42.

Debbie Beeler
Director of Children's Services



Scholarship/Housing & Family Services

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 area 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 2020, Hoosier Uplands presented 242 graduating students with scholarship awards amounting to \$335,950.00. To date, the amount of the scholarship is \$1,400 per student.

2020 marked the 28th year of the Hoosier Uplands Scholarship program.

Due to the pandemic, the July, 2020 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 Schools Sadie Summer
Lawrence County	Bedford North Lawrence High School Ashlyn Everley Mitchell High School – Amber Bakker
Martin County	Loogootee High School – Ari Gomez Shoals High School – Jasie Sipes
Orange County	Orleans High School – Gabrielle Emmons Paoli High School – Avery Owens Springs Valley High School – Connor Nelson
Washington County	Eastern High School – Mercedes Terrell Salem High School – Madison Ewing West Washington High School – Zoe Wallace



Ginger Knight

*Director of Administrative Services/
Coordinator of Scholarship Program*

2020

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 80 families who received housing counseling services in 2020.

Indiana Housing and Community Development Authority contracted with Hoosier Uplands in July of 2020 to assist with the state COVID-19 Rental Assistance Program. Our role was to review submitted documents and complete approvals. This program assisted families with four months of rent, up to \$2000 total.



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 2020 with 387 active participants. The Housing Choice Voucher Program disbursed \$1,477,107 to property owners of the eight counties that we serve in 2020. Tenants received \$66,565 for utility reimbursements in 2020.

In April of 2020, all Housing Choice Voucher inspections were suspended due to COVID-19, owners have since been completing self-certifications for their units. Some properties were switched to bi-ennial inspections as well. The goal for inspections is to complete them within one year of owner self-certification date.

Amy Hopper

Director of Housing and Family Services

Information Technology Services

As with all of the HUEDC Agency, 2020 was an interesting and challenging year for IT Services. At the very start of 2020 IT Services finished upgrading the operating systems of all the computers and servers to new Microsoft operating systems on both servers and workstations. This was due from Microsoft end of life date of 1/15/2020 on Windows 7 and Server 2008.

By the end of March, IT Services was faced with the many challenges that were facilitated by the COVID-19 pandemic. The greatest of these was how to switch much of the agency workforce to some sort, if not all, remote computing platforms. IT Services in conjunction with Smithville Communications implemented a WAN network that interconnected the main & aging buildings along with the Serenity Now location via fiber optics links and through the internet at an increased bandwidth. We also finished implementation of Google office and Microsoft office 2013 suites in several departments at Hoosier Uplands. IT Services, in conjunction with Strategic Development and Lawrence Co Health Department, assisted in implementing a COVID-19 hotline through the use of a cellular phone network system provided by Verizon Wireless.

IT Services also implemented a remote computing platform for employees to access their essential work from home. At the Serenity Now location, a telemedicine platform was implemented and all staff was migrated over to a remote access workflow. A project that normally would take months of preparation and implementation was done in weeks. By the end of April beginning of May, the telemedicine service had been installed and both physicians and therapist staff were once again able to help their patients remotely. At that point, almost every department in some way was working at least partially from home through the remote services and teleconferencing platform. To date, this is one of the greatest accomplishments of the IT Services department. In all, IT Services had deployed over 200 mobile devices throughout the agency. Approximately 90% of agency staff switched to some version of remote computing.

Hoosier Uplands also continued the inter agency service agreements with both the City of Bedford and Paoli Community Schools.

The COVID-19 pandemic had created some unprecedented times for its part with Paoli Community Schools, with the closure of school in March. Many new ideas and discussions have happened, where e-Learning, virtual, zoom, google meet are all normal daily terms in the school setting now. IT services has helped setup virtual classrooms, google meetings for school board meetings, and all discussions on what the current 20-21 school year could look like.

Some of the major projects that IT services have been involved in this year is the school corporation replaced their 10 year old virtual server, 12 year old fiscal server and backup system this past summer which was all very outdated with a new HP virtual VMware server which hosts eight virtual servers. This involved IT services moving approximately 325 desktop/laptops computers from old system to the new domain, moving teacher home directories to new servers, software, and adjusting desktop policies. With this, a new Barracuda backup server was installed that gave them an off-site option for backups, and a more secure automated system, something the schools never had with their old swapping hard drive back up system. Second major project was purchasing new Chromebooks for Kindergarten thru 2nd grade students for the start of 2020-2021 school year in knowing students would be at times working from home, this involved setting up and enrolling 325 Chromebooks. Another 300 was purchased in October for grades 8-9 to replace devices that will be end of life at the end of the school year.

With Covid-19, IT services knew another issue was the current away from school web-filtering for students was not ideal, IT services setup a new web-filtering system for student Chromebook filtering that was easier and less confusing for students, and it seamlessly transitions

from school to home. IT services also setup thirty mobile hot spots for the school to loan out to students that do not have internet access at home when e-learning was required. IT services also are involved in the day to day operations, such as Chromebook repairs, electronic door lock management, web-filtering adjustments, google administration, required state reporting, and e-rate submission which saves the school around \$31,392 on their internet and Wi-Fi billing.



At the City of Bedford, the COVID-19 pandemic also presented IT Services with unprecedented challenges. In May, IT Services finished the migration of all city computers to a new email system and migrated their current Microsoft Office software to Microsoft Office 365 cloud based software. IT Services assisted all City of Bedford departments with their emergency management procedures pertaining to use of information technology during this pandemic. Along with several IT vendors and consultants, IT Services assisted in the broadening of technology driven communication and workflows in all city departments.



In the summer of 2020, IT Services reconfigured the server structure of the city. The city then implemented a new firewall system which was an upgrade from their old one. IT Services also assisted in implementing a new phone communication server and several new fiber lines that provided faster bandwidth. IT Services also implemented an updated time clock

software upgrade for several departments. Along with several IT vendors and consultants, IT services also met in consultation with Bedford Chamber of Commerce on several initial ideas for providing public internet spots to the downtown district. In all, over 100 mobile devices were implemented into a remote services platform.

IT services in conjunction with the state emergency management agency, assisted in another upgrade of the city's enhanced 911 system which included an updated tornado warning system. In December, the City of Bedford also decided to switch all IT related voice and data infrastructure to one vendor. IT Services is assisting in the transitioning to HPC out of Bedford and all their platforms and products. At which point they will be the city's primary IT consulting source.

Revenue

CITY OF BEDFORD 2020 YTD	\$28,660.00
PAOLI COMM SCHOOLS 2020 YTD	\$22,904.00
IT SERVICES 2020 YTD TOTAL	\$51,564.00

Andrew Wolber
Director of Information Technology Services

Alan Rutherford
Assistant Director of IT Services

Hoosier Uplands Awards \$15K To Youth First, Inc.

Hoosier Uplands has awarded \$15,000 to Youth First, Inc. to strengthen the social and emotional well-being of students in Orange County.

Youth First partners with school districts to embed social workers in school buildings, where they become specialized mentors for students and prevention coaches for parents and teachers. Youth First Social Workers, foster readiness for positive change, and boost resiliency along with other valuable life skills.

Research shows that protective factors are the keys to preventing addiction, violence, and similar outcomes for young people. The organization's positive outcomes are driving growth, with more schools seeking Youth First's help to address the growing social and emotional needs of students.

"Hoosier Uplands recognizes the immense impact of Youth First, Inc. for mental health services," said David Miller, CEO of Hoosier Uplands, on September 24, 2020.

Kirby Stailey playing at Mitchell City Park

MITCHELL — Hoosier Uplands' second concert of the Community Cares Concert series will feature Kirby Stailey at 6 p.m. Saturday at the Mitchell City Park. This event will be free of charge; however, Hoosier Uplands will be taking donations to benefit a local charity.

Kirby began singing in church at the age of 5. From that point on, music held a special place in his life. During his youth, he played bass guitar, acoustic guitar and lead vocals in a variety of different bands from heavy metal, blues, rock and country. He now performs contemporary country-gospel, contemporary Christian and modern country.

For this event series, Hoosier Uplands will be taking extra precautions to ensure the safety of all patrons. They ask that you bring your own lawn chairs for the event and stay at least 10 feet away from others that are not in your group. If you leave your area for any reason, please wear a mask and practice social distancing. This will also be a smoke-free and alcohol-free zone.



KIRBY STALEY



Kirby Stailey performing on stage.

Music in the Park Weekend concerts rolling on



Music in the Park Weekend concerts rolling on.

HUD awards include renewal of Hoosier Uplands funding



HUD awards include renewal of Hoosier Uplands funding.

Construction Class Students & Teacher Ben Kent Assist With Improvements At The Martin County Museum; Funds For Materials Donated By Hoosier Uplands

The students in Ben Kent's Construction 1 class at Shoals Jr-Sr High School have assisted in many community projects during this school year, and two of his students are pictured at the Martin County Museum, located in West Shoals. The students and their teacher are shown in the photo. The students are pictured with the materials needed for the tables. The students are pictured with the materials needed for the tables.

Shoals Public Library Is Recently Awarded A Community Development & Improvement Grant

The Shoals Public Library is recently awarded a Community Development & Improvement Grant from the U.S. Department of Housing and Urban Development.

Free mental health counseling

As COVID-19 rules are loosening up and the state is opening back up after weeks of closures, cancellation and stay-at-home directives, household stressors can really pile up. Not only are health concerns causing anxiety, but lost income and lack of childcare, isolation and uncertainty are pushing people to a breaking point. Now, the county is offering free mental health counseling to help with these issues.

Hoosier Uplands receives General Motors grant to help purchase PPE

When Hoosier Uplands began looking into what it could do to help the local health department supply PPE to area care facilities, first responders and fire departments, General Motors reached out and offered to assist in the process.

Head Start receives early learning donation

Head Start teacher Amy Canada needs to her preschool at the Mitchell Head Start. The Head Start teacher is pictured with the donation.

Local housing to benefit from grant dollars

Grant dollars from FHLBank Indianapolis help deliver affordable housing units. The grant is used to fund the development of affordable housing units.

Lights, camera, action: SHS program receives grant

The Federal Home Loan Bank of Indianapolis (FHLBank Indianapolis) recently awarded \$11.2 million in grant dollars to the Shoals High School (SHS) program.

Local housing ...Local housing

Both local facilities are on the rehabilitation project list. Grandview has 25 units and was built in the 1970s. It consists of three separate buildings, houses those who are 62+ and allows Section 8 vouchers. It is located on Grandview Drive, in the southern portion of the city of Salem. It is slated for \$500,000 in rehabilitation.

Hoosier Uplands remains open for business amid pandemic

By Krystal Shetter. MITCHELL — Need home health, rent assistance, food, or other services? Hoosier Uplands is here to help. We are open for business and providing services to our community.

STEM kits available to after-school students

GRACE — Giving Recovery a Chance Everyday, Inc. — has a grant that allows us to provide STEM kits to after-school students. The kits are designed to help students learn about science, technology, engineering, and math.

Donors allow GRACE to continue to grow

GRACE — Giving Recovery a Chance Everyday, Inc. — has a grant that allows us to continue to grow and provide services to our community. The grant is used to fund the development of new programs and services.

Hoosier Uplands' offices, most services remain open

MITCHELL — All Hoosier Uplands services, except Head Start Centers, are open and available. Clients are encouraged to call in for service when possible and outside visitors are discouraged during this time.

Hoosier Uplands grant supports needs of students

Research shows these protective factors are the keys to preventing addiction, violence, and similar outcomes for young people. The grant is used to fund the development of new programs and services.

Grant to assist domestic violence victims with counseling

The grant is used to fund the development of new programs and services. The grant is used to fund the development of new programs and services.

Hoosier Uplands offering a scholarship to a senior

MITCHELL — Hoosier Uplands is once again offering a scholarship to a senior. The scholarship is used to fund the development of new programs and services.

The Rigbys bring tribute to Opera House

MITCHELL — The Beatles were a musical and cultural phenomenon that swept the world, sending shockwaves through the music industry and changing the way we viewed entertainment. The Rigbys are bringing a tribute to the Beatles to the Opera House.

Hoosier Uplands helps local agencies with supplies

MITCHELL — Hoosier Uplands Economic Development Corporation, a multi-faceted public service agency in Mitchell, has used its community development funds to purchase supplies for several area agencies.

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Community Housing Development

Community Development & Improvement Program 2020

The Community Development and Improvement Program (CDIP) was established in 2012 as a locally funded program to provide funding for projects that will enhance or revitalize downtown areas and neighborhoods, eliminate blighted areas, promote economic development/job creation, improve living conditions or community resources and increase handicap accessibility. The program provides opportunities for Crawford, Lawrence, Martin, Orange, and Washington counties. In 2020, the Community Development and Improvement Program supported 22 projects, including:

- City of Mitchell – Sidewalks
- Crawford County Sheriff's Department – HSE Program for inmates
- Dyslexia Resource Center in Salem – Operational support for new center
- East Washington Community Schools - LED light scoreboard for their gym
- Grace House – Marengo – Operations for women's substance abuse recovery program and for a fire system
- Hoosier Hills PACT – RAM Academy at Paoli High School
- Jay Hay Center – Salem – HVAC upgrades
- Lawrence County Domestic Violence Problem Solving Court – Services
- Loogootee Public Library – Outdoor patio
- Martin County Historical Society – Museum updates for handicapped accessibility
- Martin County Humane Society – To add and spay and neuter clinic to their program
- Mitchell Community Schools – four new AEDs
- Orange County Emergency Management – Equipment
- Orange County Cancer Patients Services – Services
- Paoli Fire Department – LED lights for fire truck
- Salem Fire Department – Facility safety upgrades
- Salem Community Schools – Technology updates
- Shoals Public Library – Meeting room
- South Crawford Elementary School – Playground fencing
- Town of Campbellsburg – Playground Equipment
- Washington County Helping Hands – To assist an elderly couple with housing
- Youth First, Orange County – Youth mental health services

Public Safety Improvement Program

The Public Safety Improvement Program (PSIP) was established in 2019 as a locally funded program that provides funding to cities, towns, counties and non-profit agencies or businesses that are located in Crawford, Lawrence, Martin, Orange, or Washington counties. PSIP helps our communities to thrive through funding a variety of public safety programs and projects. In 2020, four projects were supported through this program, including:

- Lawrence County Prosecutor's Office – Digital forensic lab
- Loogootee Police Department – Equipment
- Mitchell Police Department - Equipment
- Orange County Sheriff's Department – K-9 Program

David L. Miller
Chief Executive Officer

Community Housing Development

Hoosier Uplands is committed to providing safe and affordable housing to low/moderate income households. We have addressed this goal by developing housing in our five county service area of Crawford, Lawrence, Martin, Orange, and Washington counties with a total of 438 units.

Another goal of Hoosier Uplands as a Community Housing Development Organization (CHDO) is to provide a living environment that is safe and adaptable, increasing the probability that clients can remain independent in their home as their life circumstances change. We accomplish this through CDBG Owner Occupied Rehabilitation Grants when funding is available in our service areas.

Persimmon Park Apartments in Mitchell successfully finished a substantial rehabilitation with a \$1 million grant from Indiana Housing & Community Development Authority.

We were also able to help the City of Mitchell secure a \$250,000 CDBG grant from the Office of Community and Rural Affairs to provide small business grants in amounts up to \$20,000 that could be used for operation expenses to retain low moderate income jobs.

2020 brought many changes as we navigated through a pandemic and learned new ways to provide safe services to our clients through technology and through CDC guidelines when in person services were necessary.

We work diligently to keep up with the regulations of funding sources as they change in the housing industry. This year found us doing many virtual trainings and conferences including the Affordable Housing Association Conference in October where staff was updated on new legislative acts, fair housing, tenant landlord laws, opioid crisis and pest control issues.

Our Director stays involved on a state level by serving on the Board of Directors for AHAIN as Treasurer, the National Level by staying involved in CARH, and maintaining a current Real Estate Brokers License, C3P certification, STAR certification, and NCP-E certification. Our dedicated team has 12 full time staff and one part time staff member who work diligently every day for our clients and organization.

Natalie Powell

Director of Community & Housing Development

2020

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 \$2,412,390 to administer the program in 2019-2020.

- 3,475 Households served
- 1,745 Elderly served
- 1,274 Disabled served
- 6,493 Household members served

The CARES Act funding was released on June 1, 2020. This funding is to provide LIHEAP services through the Coronavirus Aid Relief and Economic Security (CARES) Act of 2020. Funds are administered when a household has an eligible member whose income was affected due to the pandemic. The program will run through September 30, 2021. Hoosier Uplands was funded at \$379,713 with eligible clients receiving a benefit of \$350 towards their electric or heat vendor.

Energy Assistance administered the Duke Helping Hand Program for Duke Energy in Lawrence, Martin, Orange and Washington counties. Hoosier Uplands received \$58,000 for the 2019-2020 program year. Duke Energy customers approved for energy assistance were eligible to receive a benefit of \$100- \$300 toward their electric service.

Department staff in our Bedford and Salem offices also assisted Jackson County REMC in administering their Share-A-Watt Program. Elderly or disabled customers received a \$50 electric credit through this program as long as funding allowed.

Amanda Wolfe
Director of Energy Assistance

Weatherization

Hoosier Uplands continues 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 2019-2020 Department of Energy (DOE) Weatherization grant contract was funded at \$378,426. This grant allowed services to be provided to 41 households at an average cost per home of \$7,000 with a \$1,347.24 budget per home for Health and Safety.

Our Low-Income Home Energy Assistance Program (LIHEAP) grant for 2019-2020 was funded at \$267,437. We were able to weatherize 13 homes under the capital intensive section of this grant with a total average cost per home of \$11,500. In the mechanical section of the grant, we were able to do repairs or replace 13 heating systems at an average cost per home of \$4,500.

Indiana Housing and Community Development Authority (IHCDA) also provided additional funding through a State LIHEAP grant in the amount of \$27,180.00 and these funds paid for 6 additional households. Each sub-grantee had the discretion to allocate 0-100% of their award to the deferral/healthy homes program. This funding helped 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. State LIHEAP ended September 30, 2020. IHCDA is looking for other options for deferral money. Deferral money has seemed to have 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 2019-20 Indiana Community Action Association (ICAA) provided additional funding through Vectren Share the Warmth Program. Hoosier Uplands received \$25,641 of that funding which helped weatherize 11 households.

Duke Energy 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 \$9,689.04 in which we utilized for deferral and health and safety issues.

This was the seventh 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 2019/2020, 14 households received assistance with the program cost of \$37,626.59.

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



Home Health Care and Hospice

"Not ALL Home Care and Hospice Agencies are Created Equal"



This year was a very unusual year due to the COVID-19 Pandemic. We would like to start out by giving kudos to all of our Home Health Care & Hospice Superheroes. We are so very proud of each and every one of our compassionate staff for stepping up and continuing to serve and meet the needs of others.

And the Winners Are:

This year, I opted to forgo the annual Caregiver of the Year Awards. Everyone in Home Health Care & Hospice went above and beyond this year and are deserving of these awards. I am so very proud of each and every one on our team for stepping up and continuing to serve and meet the needs of others when they needed us most. During this time, we have worked as a team, without skipping a beat. Our staff have put the needs of the patients in the communities we serve upfront and foremost. Using the same scoring system; a gift card was presented to the person from each discipline who scored the highest score for their discipline: Amy Helming, PTA, Karen Cooper, HHA, and Jackie Carley, LPN

Hoosier Uplands Home Health Care & Hospice were named the Best of Lawrence County in the Medical Home Care & Hospice Services Category.

We were also a finalist in the Non-Medical Home Care Category.

We could never do this without our staff!

They are all Winners:

Wonderful, Incredible, Neighborly, Nice, Exceptional, Radiant Super-Stars!



The Washington County Chamber presented 14 Enduring Servitude Awards for those businesses that have remained open and continued to serve the community through the Covid-19 pandemic. We are pleased to announce that Hoosier Uplands is a proud recipient of one of the awards.

Annette Gilliland, RN, South Team Leader was recognized for 30 Years of Service.



Dr. Luke Mosemann, Hospice Medical Director/Home Health Medical Advisor was recognized for 25 years of Service.



Debbie Guthrie, RN was recognized for 20 Years of Service.

Melissa remains on the NAHC Board of Directors; and was recently elected Secretary of the IAHHC Board of Directors.



Hospice Team:



Sitting: (left to right) Molly Baker, RN, Hospice Patient Care Coordinator and Phyllis Morris, RN
Standing: (left to right) Becky Haagsma, MSW and Brittany Crozier, LPN

Therapy Team:

This photo was taken pre-pandemic.

Sitting: (left to right) Diane Fleetwood, PTA, Marilyn Morana, PT, Therapy Services Coordinator and Audra Gerkin, PTA
Standing: (left to right) Stephanie Drury, PTA, Amy Helming, PTA and Brooke Gomez, PTA



Hoosier Uplands Home Health Care Office Team:



Sitting: (left to right) Elly Ramsey, CNA, HHA Scheduler, Melissa Jeremiah, RN, CHCE, Director of Operations and Vanessa Lumley, Plan of Care Review, LPN
Standing: (left to right) Lori Williams, Intake Coordinator, Mary Crowder, RN, Clinical Services Supervisor, Sarah Miller, Clinical Records Manager, Mandi Dersch, RN, Assistant Director

Billing Team:

This photo was taken pre-pandemic.

(left to right) JoDeana McNabb, Director of Accounting Services, Shawna McDonald, Accounts Processor and Cheryl Boone, Hospice Billing/Accounts Receivable Manager



Home Health Care and Hospice



"The Choice of Hoosier Uplands Families for Generations"

Home Health Care

Home Health staff provided 23,629 skilled care visits to patients. Skilled services are provided by Registered Nurses, Licensed Practical Nurses, Home Health Aides, Social Services, Physical Therapists, Physical Therapy Assistants, Occupational Therapists and Speech Therapists.

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

"Hated to see it end, but happy to be better."

"Thanks for caring about my welfare."

"I was impressed by the cheerful attitude of all the home health providers. I found this true in all contacts I have had with Hoosier Uplands. Their compassion was felt as well as their knowledge of the work they did to make me well again."

"Every nurse was great; very nice, caring, sweet and kind to me! I enjoyed all the nurses that came. They did their job well. I was lucky to have them. I would call them for me again if I need them."

"Your staff was like my family, always asking if I needed anything."

"I appreciate all my team. They are very friendly and helpful. I like them all and feel comfortable with them."

"They are excellent in what they do. They are well trained and informed on how to treat and take care of disabled people. They are very nice and polite to my needs and are very gentle with me."

"I really appreciated them coming to my home. They were very kind to me. That's hard to find anymore. God bless this agency and the people who work there."

"Entire staff was great! My RN was very good and knew what she had to do with the wound on my leg."

"I have had many of your people taking care of me. I love every one of them. I've been blessed by your agency."

"I looked forward to seeing them at each visit."

Client Maintenance

The Client Maintenance program provided 3,136 hours of service. Services include Home Health Aide Visits; and Home Health Aide and LPN Respite Care.

Health Care Division

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



Hoosier Uplands Home Health Care & Hospice continues to be CHAP accredited. Being CHAP accredited means we meet the highest quality standards in the nation.

Hospice

Our sincere thanks to Dr. Luke Mosemann, Medical Director; and to Dr. Daniel O'Brien, Physician Designee.

Hospice field staff provided support to 77 families. Services are provided by Registered Nurses, Licensed Practical Nurses, Hospice Aides, Social Services and other auxiliary services. Hospice also provides spiritual, volunteer, bereavement support and dietary counseling.

Due to COVID, there is currently a waiver on Medicare requiring Hospice to have at least 5% of its patient care/office hours provided by volunteers. Volunteers donated 64.85 hours, which is 1.2%, for a savings to Hoosier Uplands Hospice of \$3,101.

Bereavement support is offered up to 12 months following a patient's death to their loved ones. This support includes a series of letters, phone contacts, visits or other information and referral as requested. There were 47 bereavement families followed.



Hoosier Uplands Hospice is Level 4 accredited in the We Honor Veterans program; meaning we increase access and improve quality of care for Veterans. Hoosier Uplands Hospice is one of only 10 Level 4 Hospices in the state of IN.

WE HONOR VETERANS

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

"They all did a great job. They were always on-call anytime we needed information or help."

"They took the best care of my husband and kept us informed and updated all the time. They were wonderful."

"I can't say enough about how great the nurses and the lady who gave her a bath were. We couldn't have asked for better care and guidance from them. Everything we needed or asked for, they got it and answered all our questions. I would highly recommend."

"They did a fine job. We couldn't have made it without them."

"Everyone was so informative and comforting to my husband. He enjoyed them. All of the staff were very caring and professional."

Melissa Jeremiah, RN, CHCE
Director of Operations

JoDeana McNabb
Director of Accounting Services



Serenity Now Psychiatric & Counseling Clinic

The year 2020 brought many changes to Serenity Now, as well as changes throughout the country. It certainly has been a year of learning to adapt quickly for both the staff and our clients due to the Covid-19 pandemic. Despite all the rapid changes, the clinic remained busy. Our providers completed 10,166 therapy visits, including 619 new patient evaluations and 5,100 medical visits.



As the situation with Covid-19 became emergent, the clinic transitioned to telemedicine effective March 23, 2020. Initially, staff was in-house while the patients connected from their home, but due to the number of staff in the office and the possibility of some staff being higher risk, approximately seven of our therapists and medical providers transitioned to working from home. This transition was accomplished through the generosity of Hoosier Uplands who obtained laptop computers for staff to connect from home. All other providers and office staff continued to work in the office. Due to these changes, the logistics of running a practice and finding new ways to accomplish what we considered everyday tasks was challenging, but staff have stepped up and adapted to the new way of doing things. The transition to telemedicine was achieved utilizing a HIPAA compliant platform, Doxy.me. Despite a few speed bumps during the initial transition, Doxy made it easier for our clients who had the available technology to maintain consistent treatment. What was initially thought to be a temporary change, continues to be the method by which the majority of patient visits are accomplished.

During the summer, Serenity Now began to transition back to seeing clients in the office. The staff working from home began returning two days a week and seeing clients who did not have the technology or who had originally declined telehealth. However, due to a spike in positive Covid-19 cases in our area, the majority of providers returned to primarily telehealth services and continues to do so as 2020 comes to a close. Providers, primarily Kaitlin Powell, LMHC, seeing young children are continuing to see these clients face to face in the clinic utilizing precautions. Clients who are seeing providers for EMDR and mental health testing services continue to be seen in person, again utilizing all necessary precautions. As always, we continue to work with clients who do not have access to the technology required by providing a private setting in the clinic for them to conduct telehealth visits with providers working from home.

Michael Dockery, LMFT, was promoted to Clinical Manager in the spring of 2020. Michael brings years of experience to the position and has been a great asset. Michael has always been a great resource to staff and has always provided insight to assist staff with difficult cases.

Unfortunately, due to the pandemic, it became necessary to temporarily stop allowing interns into the office. Since many

of the staff who were responsible for overseeing the interns were now working from home, there was not a good way to continue the program and keep staff at the office to a minimum. It is hopeful; once the pandemic is over, that we will be able to continue our partnership with Indiana University, as well as other Master's programs.

John Eckard, MD, continues to provide psychiatric medication management services for LifeSpring Health System. This partnership with LifeSpring provides much needed psychiatric services for the underserved communities in Southern Indiana.

The Washington County Community Foundation awarded Serenity Now a grant for \$10,000 to provide mental health services to frontline healthcare workers, emergency personnel to include police officers, emergency responders and firefighters in relationship to mental health issues related to Covid-19. This grant is limited to residents of Washington County. Services will be provided via telehealth with a limit of four sessions per individual. Due to low response on these services, the grant was opened up to teachers and school staff at Washington County schools.

Several outreach opportunities were explored during the past year. Dr. Eckard presented information to the St. Vincent's Salem physician group at their monthly meeting regarding the clinic and what we could offer to the community with the current telehealth environment and how to send a referral. In addition, Dr. Eckard and Michael Dockery, Clinic Manager, presented information regarding the clinic and the benefits of mental health counseling on the local radio show "Talk of the Town". In addition, Randy Bugh, LMHC, LCAC, provided a remote educational presentation on "Psychological First Aid and Self Care" and relating it to the current COVID-19 outbreak for The Solutions Center. Although, school programs are temporarily on hold, Kaitlin Powell, LMHC, provided training on social and emotional well-being for the Hoosier Uplands 21st CCLC program staff in preparation for the upcoming school year.

Serenity Now is currently in discussions with Southern Indiana Community Health Care to assist with providing Psychiatric and Psychiatric Nurse Practitioner coverage. It is hoped that SICHC will become a referral source as well for counseling services.

Hoosier Uplands IT Department and Michael Dockery have collaborated to develop a new website for the clinic. You can find us on the web at SerenityNowClinic.org. This is a work in progress and the public is able to contact us through this site.

The clinic was recertified for Addiction Service Provider Outpatient Certification by the Division of Mental Health and Addiction (DMHA). This certification is necessary to work with the court systems to provide addiction services to clients.

Michael Dockery, LMFT, has completed the training for Certified Forensic Mental Health Examiner (CFMHE) and is currently in the process of evaluating various tests to make a selection to use for his oral argument, which is a requirement to obtain certification. This was a 50 hour program that allows him the ability to administer and interpret Level C Mental Health Assessments. These assessments can help with determining

which treatments and services would best serve our clients. He plans to also complete the additional training hours to become a Certified Child Custody Examiner.

Serenity Now increased providers trained in Eye Movement Desensitization and Reprocessing (EMDR) therapy. This is an interactive psychotherapy technique used to relieve psychological stress. It is an effective treatment for trauma and post-traumatic stress disorder. Both Kaitlin Powell, LMHC, and Mary Braden, LMHC, attended this two part training. The first part of the training provided instruction on the technical aspects. The second part of the EMDR training looked further into unrestricted EMDR which is like free association. Also education was provided on various populations where EMDR would be useful including addictions, grief, and first responders. This type of treatment is valuable for clients processing trauma. The clinic now has four providers trained in this specialized therapy. Michael Dockery, LMFT and Cara Williams, LCSW are also trained.

Serenity Now continues to work with Lawrence County Probation, the ADAPT program. We regularly receive referrals for substance abuse assessments and treatment for individuals that have been arrested for crimes related to substance abuse. These patients are ordered to comply with treatment recommendations as a term of their probation status. We currently have one Licensed Clinical Addiction Counselor, Randy Bugh, LMHC, LCAC. Haley Maranda, LMHC, is currently preparing to sit for the LCAC examination in April 2021. Serenity Now continues to provide the substance abuse treatment in an effort to provide positive outcomes for our clients.

Looking forward towards the future, with the implementation of telehealth services due to the pandemic, it is hoped that we will be able to continue this service on some level, although it will be dependent on payers. Telehealth has proven to be a benefit of treatment to some of our clients. We will continue to explore ways to work with other providers/clinics to partner in offering mental health services.

John Eckard, MD
Clinic Director/Psychiatrist

COVID-19 RESPONSE

In the month of March, the World Health Organization declared COVID-19 a pandemic and the coronavirus emerged as a major public health issue in Indiana. Hoosier Uplands continued providing high quality services to those in need, as we always had. Additionally, the agency took on a variety of roles to help the community weather the COVID-19 pandemic.

Hoosier Uplands quickly learned through its involvement in a local healthcare coalition, that all of our communities were in desperate need of PPE to preserve the health of health care workers and first responders, in order to keep up with the high



demand that the pandemic had put on the healthcare system. Initially, Hoosier Uplands staff began making homemade masks and shortly after, we were able to find PPE suppliers to get the supplies that our communities needed. The agency purchased approximately 62,000 pieces of PPE, 94 gallons of hand sanitizer, 32 boxes of cleaning supplies and 8 gallons of bleach, which totaled over \$130,000. PPE supplies were distributed to local health departments, first responders, and healthcare facilities within our service area. The agency received a \$25,000 grant from the General Motors Foundation to assist with the PPE purchases.



Another creative way that the agency addressed the direct needs of the pandemic, was to create a COVID-19 hotline, primarily for Lawrence County, to help answer questions about symptoms, testing, resource needs, and also facilitate medication and food deliveries. The hotline had a total of 196 calls in 2020, which greatly helped the local health department.

The agency also received a variety of grants to help support emergency community needs related to the pandemic. This included a \$5,000 grant from the Orange County Community Foundation to support the purchase of PPE as well as meals, formula, and Early Childhood Programs. A grant in the amount of \$1,500 was received from the Lawrence County Community Foundation for prescription medication and utility assistance for Lawrence County disadvantaged seniors. Another grant from the Lawrence County Community Foundation was also received as part of their Phase II of their Economic Relief Program, to assist with utilities, rent, prescription medications, and other critical expenses. This program served four clients in 2020. Lastly, the agency also received CSBG CARES funding to help meet the needs of the community due to the COVID-19 pandemic. One way that Hoosier Uplands used this funding was for direct client assistance for emergent needs, such as housing, utilities, transportation, and more. This program served 22 clients in 2020 and funding assistance was available for up to \$1,500 per household.

David L. Miller
Chief Executive Officer



Total Agency Funding for 2020

Community Services Funding

LIHEAP Energy Assistance	\$2,406,490.00
LIHEAP Weatherization	267,437.00
LIHEAP CARES ACT	379,713.00
Dept of Energy Weatherization	378,426.00
Community Services Block Grant *	319,137.00
Vectren Share the Warmth	25,641.00
Duke Helping Hand Program	38,500.00
Rental Income Various Properties	2,230,967.00
HUD Housing Counseling	17,247.00
AEP Health & Safety Home Repair	29,929.00
Section 8 Housing	1,731,022.00
Duke Energy Weatherization	9,689.00
CSBG CARES ACT	212,447.00
HOME New Horizon Rehab	1,200,000.00
CHDO Supplemental	100,000.00
SUBTOTAL	\$9,346,645.00 39%

Area Agency on Aging Funding

FSSA Older Americans Act	\$643,607.00
FSSA Older Hoosier Funds	35,463.00
FSSA CHOICE Program	552,539.00
Case Management Services	1,008,535.00
Medicaid Admin/ Intake	152,491.00
FFCRA & CARES ACT	496,799.00
FSSA Social Services Block Grant	180,481.00
NSIP Food Program	34,463.00
SHIP Counseling	8,201.00
SUBTOTAL	3,112,579.00 13%

Children's Services Funding

Head Start & Early Head Start	\$3,642,951.00
USDA Food Program	116,568.00
21st Century Learning	450,000.00
Child Passenger Safety	1,000.00
SUBTOTAL	\$4,210,519.00 18%

Health Care Related Funding

Home Health Care & Hospice	\$3,680,559.00
Martin County Health Department	84,828.00
Choices Helping Abstinent Teens	60,259.00
ISDH WIC Martin County	107,187.00
ISDH TB Contracts	226,569.00
Ind Tobacco Prevention & Cessation	147,500.00
Choices Initiative	163,517.00
AgVETS Grant	341,198.00
ECHO Program	97,929.00
Area Health Education Center	323,276.00
IU School of Medicine Student Placement	8,000.00
Serenity Now Psychiatric & Counseling	1,078,741.00
SERVE Program	135,000.00
Safe Night Donations & Sponsors	4,965.00
Baby and Me Tobacco Free	74,779.00
SUBTOTAL	\$6,534,307.00 27%

Miscellaneous Funding

Information Technology Department	\$51,684.00
Miscellaneous Cash Donations	3,000.00
Mitchell Opera House-Revenue	30,034.00
Local Mini Grants Awarded	58,440.00
Community Development & Improvement	421,139.00
Public Safety and Improvement	49,881.00
Smithville Foundation	5,000.00
Old National Bank Foundation	5,000.00
Lehigh Cement Company	5,000.00
General Motors Foundation	25,000.00
Lawrence County EMA	45,371.00
Orange County EMA	18,000.00
Orange County Community Foundation	5,000.00
Lawrence County Growth Council	10,000.00
Lawrence County Coordinating Council	4,200.00
Lawrence County Community Foundation	22,330.00
Hoosier Uplands Scholarship Program	18,100.00
Indiana Arts COVID Grant	19,480.00
Washington County Community Foundation	10,000.00
SUBTOTAL	\$806,659.00 3%
GRAND TOTAL	\$24,010,709.00

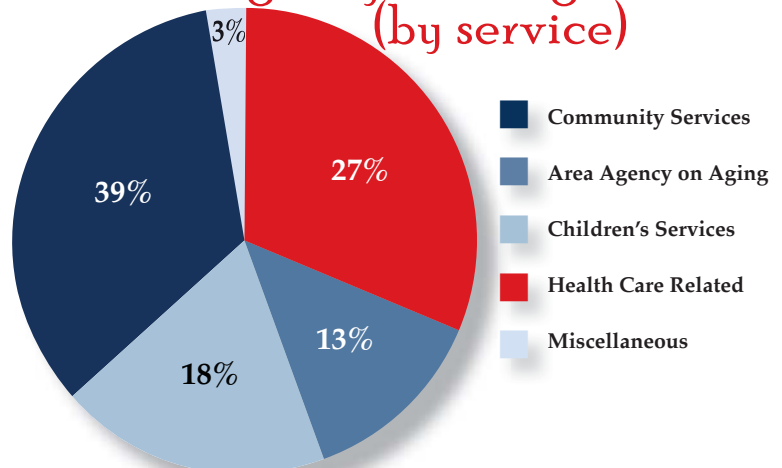
*Includes carry over funds
Does not include "In-Kind"

100%



David L. Miller
Chief Executive Officer

2020 Agency Funding Profile (by service)



Members of the Board ~ 2020



Representing Crawford County

Sharon Mitchell, Low-Income Sector
(*Treasurer*)
Billy Joe Walker, 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
Charlotte Speer, Public Sector
James Oswalt, 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 Wininger, Private Sector
Vicky Bauernfiend, Public Sector
Don Bowling, Public Sector
Stacey Bowling, Public Sector (alternate)

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
Marietta Hager, Public Sector (*Alternate*)

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
Jack Mahuron, 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 ~ 2020

Aging and Disability Advisory Council

Lisa Crane
Marietta Hager- Vice Chairperson
Eileen Lambdin
Jan Newlin-Chairperson
Janice Pendegrass

Head Start and Early Head Start Policy Council

Representing the Bedford Center—Korbyn Cline
Representing the Loogootee Center—Ludemia Burgess and Melinda Grow
Representing the Mitchell Center—Whitney Melton and Katelyn Runyon
Representing the Paoli Center—April Kidd and Jammie Patton
Representing the Salem Center—Crystal Jensen
Representing Early Head Start—Elizabeth Fields and Dorian Young

Representing the Community:
Lawrence County—Christy Wintczak
Martin County—Noel Harty
Orange County—Mary Beth Gibbons
Washington County—Rhonda Mills

Representing the Board of Directors
Janet Harrison

2020





Hoosier Uplands Facilities

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
(812) 723-3496 Fax

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
Corner of Second & Main Street
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

A Special Thanks



“To Our Contribution Partners”

Our Major Partners in 2020

Bedford Office Supply	Martin County Board of Health
Bedford Public Library	Martin County Commissioners
Ben Franklin/Ace Hardware	McDonald's - Mitchell
Blue River Services – WIC Offices	Military One Source
City of Mitchell	Mitchell Chamber of Commerce
Dare to Care Food Bank	Mitchell Community Schools
Duke Energy	Mountjoy, Chilton and Medley LLP
Family and Social Service Administration	Edgar and Roberta Mulzer Foundation
Federal Home Loan Bank - Indianapolis	North Lawrence Community Schools
General Motors Foundation	Old National Bank Foundation
German American Insurance	OLJMG Joint Services
Health Care Education and Training	Orange County Community Foundation
Hoosier Hills Credit Union	Orange County Emergency Management
Indiana Criminal Justice Institute	Orleans Community Schools
Indiana Department of Education	Redemption Church
Indiana Housing and Community Development Authority - IHCDA	ResCare
Indiana Limestone	Michael Robbins
Indiana State Department of Health	Salem Community Schools
IU School of Public Health	Shoals Community Schools
Indiana University School of Medicine	Smithville Foundation
Joan Emery Prentiss Fund	Springs Valley Community Schools
Kelly Chastain - McDowell, MA CCCA	St. Vincent DePaul - Loogootee
Lawrence County Circuit Court	Strauss Investment & Financial Services
Lawrence County Community Foundation	US Department of Health and Human Services
Lawrence County Economic Growth Council	US Department of Housing and Urban Development
Lawrence County Emergency Management	Vectren Inc.
Lawrence County Fair Board	Vincennes University Nursing Program
Lawrence County Tourism Commission	Washington County Community Foundation
Lehigh Cement Company	WasWest Washington School Corporation
Lawrence County Local Coordinating Council	WestGate@Crane Technology Park

These businesses, organizations and individuals supported Hoosier Uplands with in-kind services, volunteer time, and/or cash donations in 2020.

2020



Agency Staff Recognized

“With 10 years or more of service”

Congratulations

47 Years

Margaret Staggs

45 Years

Ola Faye Hammond

40 Years

Debbie Coleman

33 Years

David Miller
Trudy Wells

32 Years

Cindy Bailey
Debbie Beeler
Suzanne Coleman
Chris Johnson
Debbie Terry

31 Years

Cindy Bradley
Ginger Knight

30 Years

Annette Gilliland
Kris Mathews
Jenni Snow

29 Years

Vanessa Lumley

27 Years

Cheryl Boone
Karen Cooper
Irene Ervin
Amy Hopper

26 Years

JoDeana McNabb
Angelia Owens

25 Years

Diane Budd
Donna Skeen

24 Years

Addie Datish

22 Years

Glenda Duncan

21 Years

Melissa Jeremiah
Linda Tarr
Natalie Powell

20 Years

Debbie Guthrie
Alverta Hart
Michelle Diane Short

19 Years

Julia Albright
Kim Hall
Jill Jones

18 Years

Amy Alcorn
Connie Griego
Pam Oakley

17 Years

Maria Banks
Brandon Hall
Shawna McDonald
Theresa Pate
Deanna Porter

16 Years

Michael Edwards
Karianne Hopkins
Jennifer Rutherford

15 Years

Joanie Evans
Amber Harty
Barbara Weber-White
Lori Williams

14 Years

Angelica Hackler
Angela Stewart

13 Years

Carol Baker
Tammy Jones
Diana Kidwell
Chrystal Tincher
Sheila Tittle

12 Years

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

11 Years

Laura Dougherty
Tom Gibson
Rhea McClintock

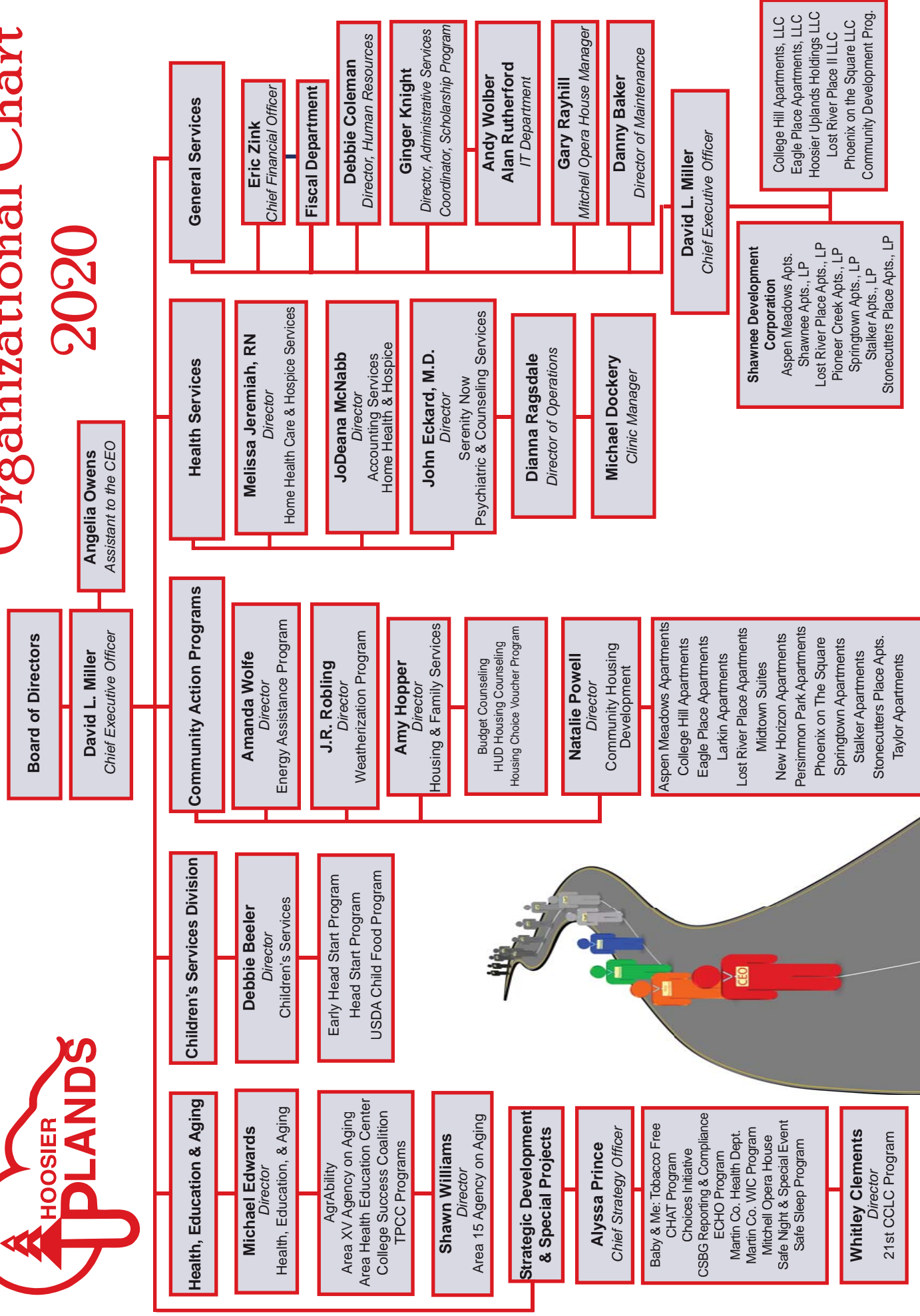
10 Years

Rebecca Ashley
Paula Blevins
Jessica Carr
Whitley Clements
Sherri Mathies
Sheila Ratliff
Juanita Sneed
Mary Wingler
Andrew Wolber

2020



Organizational Chart 2020



*245 employees

