

# Hoosier Uplands

Economic Development  
Corporation



# Annual Report

# 2025

“Celebrating 60 Years of Helping People.”



# Hoosier Uplands

Economic Development Corporation

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

## Corporate Mission Statement

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

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

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

### 2025 Community Service Award



The 2025 Community Services Award was awarded to Trudy Wells by David L Miller, CEO. Trudy has served her community in various ways for 38 years.

*People Helping People Since 1966*

# Hoosier Uplands

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# Corporate Message

## Message from the Board of Directors

As we conclude the 2025 chapter of our Hoosier Uplands story, I would like to take a look at some of the highlights from this year. Our major concern has been the availability of both federal and state funding for our programs. As a board, we are very proud of the great staff, and especially the CFO, Eric Zink, for being able to keep us financially stable while still providing the needed programs.

One service we did lose this year was the Golden Age paper. This was due to the expense of printing, so it was decided to no longer provide the paper. The board would like to extend our appreciation to Cindy Bailey for the development and editing of the Golden Age, which was enjoyed by so many.

The new housing project for this year is the construction of the Limestone Edge Housing in Bedford. This new housing will benefit elderly individuals with single unit living, plus it will include other services for the elderly.

We have lost beloved members of our board, Richard Beaty, Don Bowling, Suzanne Brown, Marolyn Holzbog, and a past vice president, Ron Pennington. They will all be missed.

The Hoosier Uplands Board of Directors would like to thank each dedicated staff member and commend the tireless efforts of our CEO, David L. Miller. It is a pleasure to work with such professional people who work to help meet the needs of those counties that we serve.

May God bless our work and Hoosier Uplands.

**Martha Fields**

*Board Chairperson*

## Message from the Chief Executive Officer

This was another challenging year for the corporation and our 60th year of serving the area.

This year we lost many long time Board members as mentioned in Martha's message. Everyone one of them is greatly missed.

In 2025, we granted over \$100,000 through our CDIP program to 21 other non-profits and units of government. We are fortunate and proud to have been able to continue that effort.

Our local impact is great. In 2025, we paid out a payroll and fringes to cover \$11,000,000, and paid local property taxes of over \$142,000 to support local governments and schools. Our agency has a huge impact on this rural part of Indiana.

In 2025, we broke ground on a new 32 unit apartment project in Bedford to be completed in 2026. The project will be called Limestone Edge Apartments.

We continue to fight the uncertainty in federal and state funding and staffing shortages in some departments.

We will do our best to meet the challenges and look for the opportunities as they arise. Please take some time to look over this Annual Report to see the full impact Hoosier Uplands has on thousands of clients and patients.

I continue to feel blessed to be on this journey with a great Board of Directors and staff. I am proud of the work they all do.

**David L. Miller**

*Chief Executive Officer*



## Community Development & Improvement Program 2025/Public Safety Improvement Program

In 2025, our Community Development and Improvement Program and Public Safety Improvement Programs assisted 22 different non profit agencies or units of government with over \$ 100,170.00 in grants for various projects.

**David L. Miller**  
*Chief Executive Officer*

## Community Housing Development

2025 marked another period of steady progress and continued momentum for the Community Housing Development department. Our work remains grounded in the belief that safe, affordable housing is essential to strong and stable communities, and it is a responsibility we approach with care and purpose.

During the year, we successfully completed the rehabilitation of Aspen Meadows in Salem, significantly improving the quality, safety, and long-term sustainability of the property for current and future residents. This reflects our commitment to responsible stewardship of existing housing assets and reinvestment in the communities we serve.



**Indiana Housing & Community Development Authority**

In addition, we began construction on Limestone Edge in Bedford, a 32-unit mixed-use development that will provide both senior housing and permanent supportive housing. This project represents an important expansion of our portfolio and a meaningful response to growing housing needs in the region. Construction is progressing as planned, with completion anticipated in 2026.



Alongside new development, we continue to grow our housing portfolio through management services provided for other owners. These partnerships allow us to extend our impact while maintaining high standards of care, accountability, and compliance, bringing our total portfolio to approximately 508 affordable housing units.



This work is supported by a dedicated and knowledgeable staff who share a strong commitment to housing. Team members continue to build expertise through ongoing professional training and active engagement at both the state and national levels. Participation in organizations such as the National Council for Affordable Rural Housing (CARH) and the Affordable Housing Association of Indiana (AHAIN) helps ensure we remain informed, connected, and aligned with best practices in the affordable housing field.

We are proud of the progress made this year and grateful for the staff, partners, and communities who make this work possible. We look forward to continuing this important work and advancing access to quality, affordable housing in the years ahead.

**Natalie Powell**  
*Director of Community & Housing Development*





# Community Services

## 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 \$2,037,162.00 to administer the program in 2024-2025.

- **2,856 Households Served**
- **1,867 Elderly Served**
- **1,777 Disabled Served**
- **5,136 Household Members Served**

Energy Assistance also administers the Emergency Repair and Replacement (ERR) benefits for homeowners to protect the health and safety of households with a non-working heating source. Client must be a homeowner and the repair/replacement must be for the primary heating source. Hoosier Uplands allocated \$81,353.00 of its budget to administer ERR in 2024-2025.

- **1 Repair**
- **6 Replacements**

Energy Assistance administered the Duke Share the Light Program for Duke Energy in Lawrence, Martin, Orange and Washington counties. Hoosier Uplands received \$28,900.00 for the 2024-2025 program year. Duke Energy customers approved for energy assistance were eligible to receive a benefit of \$100.00- \$300.00 toward their electric service.

- **188 Households Served**

**Amanda Johnson**  
*Director of Energy Assistance*

## Weatherization

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

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

Our 2024-2025 Department of Energy (DOE) Weatherization grant contract was funded at \$598,637.00. Within this grant was Readiness funding at \$76,483.00 which is to be used for deferral/health & safety issues so homes can be weatherized. This grant allowed services to be provided to 43 households at an average cost per home of \$8,250.00. With a \$4,512.00 average cost per home for Health and Safety.

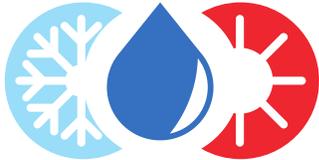
Our 2025-2026 Department of Energy (DOE BIL) "Bipartisan Infrastructure Law" Weatherization grant contract (at this time) was funded at \$276,720.00. This grant allowed services to be provided to 25 households at an average cost per home of \$8,250.00. With a \$2,620.00 average cost per home for Health and Safety. Indiana Housing Community Development Authority (IHCDA) has extended this grant to June 30<sup>th</sup>. Indiana Weatherization was an April 1<sup>st</sup> to March 31<sup>st</sup> funding cycle through Department of Energy (DOE). Indiana has decided to become a July 1<sup>st</sup> to June 30<sup>th</sup> funding cycle. Hoosier Uplands has requested an additional \$90,750.00.

We had a 2024-2025 Low Income Home Energy Assistance Program (Carry Over) funding of \$310,276.00. We were able to weatherize 30 homes under the Support section of this grant with a total average cost per home of \$9,000.00.

Our Low Income Home Energy Assistance Program (LIHEAP Carryover 2024) was funded at \$29,964.00. We were able to weatherize 5 homes under the Support section of this grant with a total average cost per home of \$5,400.00.



**Weatherization Assistance Program (Wx)**



Indiana Housing and Community Development Authority (IHCDA) also provided additional funding through a grant Duke Weatherization Supplemental Health and Safety (Duke Deferrals) in the amount of \$12,699.00. These funds paid for 5 homes to resolve deferral issues, which may arise during the inspection of the home. That will allow the residence to be weatherized after the deferral issue has been resolved. IHCDA is always looking for other options for deferral money. Deferral money has become an important factor in Weatherization. Without it we would be walking away from a lot of homes/clients. The majority of our clients cannot afford to repair those types of issue, so we may never return to assist them.

Duke Energy and CenterPoint also contributed funding to agency's that are located within their service areas. This funding is distributed through Indiana Housing and Community Development Authority (IHCDA). Hoosier Uplands received \$107,598.00. Which we utilized for deferrals health and safety issues or etc.....

This was the Twelfth 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 2025, nine households received assistance with the program cost of \$11,537.94.

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*



# Children's Services Division

## Head Start Turns 60

In January of 1964, President Lyndon B. Johnson declared The Great War on Poverty in his State of the Union speech. Through new research on the effects of poverty and its impact on education, President Johnson appointed Sargent Shriver to assemble a panel of experts to develop a comprehensive child development program that would help communities meet the needs of socioeconomically disadvantaged preschool children. Project Head Start was launched in the summer of 1965 as an eight-week summer program through the Office of Economic Opportunity.

Fast forward 60 years and Head Start remains committed to not only educating preschool children, but to working with infants and toddlers and their families through comprehensive programming that meets their educational, emotional, social, health, nutritional, and psychological needs.



## Head Start and Early Head Start In 2025

With funding provided by the U.S. Department of Health and Human Services, Administration for Children and Families, and the Office of Head Start, Hoosier Uplands operates federally funded Head Start and Early Head Start programs in Lawrence, Martin, Orange, and Washington Counties in rural Southern Indiana.

Head Start's preschool programming serves children between the ages of three and five and promotes school readiness by increasing the child's cognitive, social, and emotional development in state licensed childcare facilities in Bedford, Mitchell, Loogootee, Paoli, and Salem.

Early Head Start services are provided through a home-based model of service delivery to families of pregnant women, infants and toddlers through 90-minute weekly home visits.

Hoosier Uplands received \$3,899,112 in federal funding to operate its Head Start and Early Head Start programs in the 2025-2026 program year that runs from May 1, 2025 through April 30, 2026. The funding breaks down as follows:

Head Start		Early Head Start
\$2,888,456	Program Operations	\$964,087
<u>\$28,383</u>	Training & Technical Assistance	<u>\$18,186</u>
\$2,916,839		\$982,273

## Program Year 2024-2025 Cumulative Highlights

- Enrollment slots available: 221 Head Start and 66 Early Head Start
- Children enrolled: 308
- Families Served: 277
- Children transitioned to kindergarten: 119
- Children received a professional dental screening: 237 (76.95%)
- Children in need of dental treatment: 68 (22.08%)
- Children receiving dental treatment: 53 (77.95%)
- Children with an Individual Education Plan: 48 (21.53%)

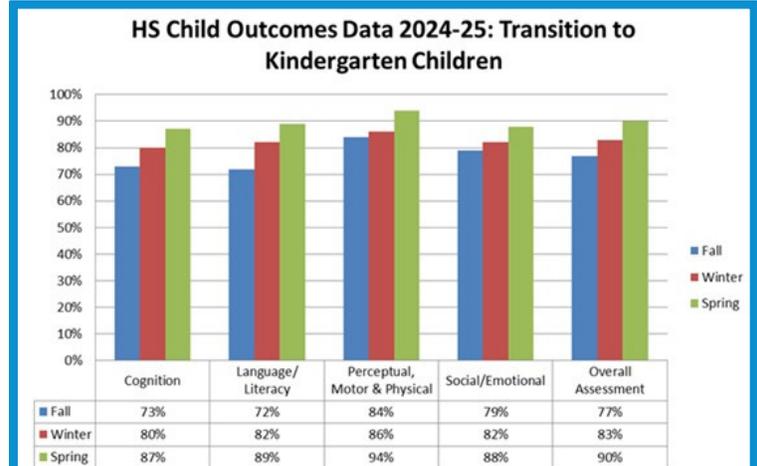
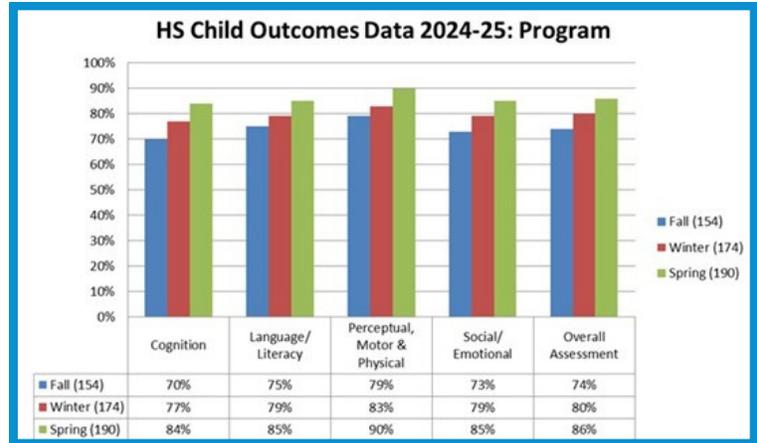
- Children with an Individual Family Services Plan: 28 (36.37%)
- Children up to date on age-appropriate preventive & primary care: 270 (87.67%)
- Children with chronic health conditions: 103 (33.45%) including nine autism, three ADHD, 16 asthma, one seizures, five life-threatening allergies, 17 hearing issues, 51 vision issues, one elevated lead level
- Volunteers: 732 of which 375 were current or former HS/EHS parents
- Percentage of eligible children served: 40%

### Parent Trainings Provided in 2024-2025 Program Year

- Conscious Discipline Parent Curriculum (monthly)
- Tobacco, Vaping and Marijuana Education and Cessation
- Budgeting
- Health and Nutrition
- Transition to Kindergarten
- Nutrition and Food Budgeting
- Strengthening Families parent and child curriculum
- CPR

### School Readiness and Child Outcomes 2024-2025

Data in the tables below show child progress in five key areas of development during the 2024-2025 school year. The first picture is overall program data while the second picture is data for those children that transitioned to kindergarten in August 2025.



# Children's Services Division & Housing & Family Services



## USDA Child and Adult Care Food Program

Hoosier Uplands continues to participate in the USDA Child and Adult Care Food Program administered by the Indiana Department of Education. For the October 1, 2024 through September 30, 2025 contract year Hoosier Uplands received \$201,411.33 in reimbursement for 87,386 meals and snacks served to an average of 356 children per month, as well as \$6,585.91 for Cash In Lieu of Commodities for a total of \$207,997.24.

## Housing & Family Services Family Services

Hoosier Uplands offers 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.



## 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 if the owner receives housing assistance payments. Hoosier Uplands ended 2025 with 351 active participants. We were able to add a few new Housing Choice voucher participants beginning in September of 2025 after being unable to add during a portion of 2024 and 2025 due to funding. The Housing Choice Voucher Program disbursed \$ 1,908,673.40 to property owners of the eight counties that we served in 2025. Tenants received \$56,708 for utility reimbursements in 2025.



**Debbie Beeler**  
*Director of Children's Services*

**Amy Hopper**  
*Director of Housing and Family Services*



# Strategic Development

## After School Services

The 21st Century Community Learning Centers (CCLC) Afterschool Program operated with two grant cohorts in 2024-2025. The after school programs served a total of 201 students in the 2024-2025 school year.

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

Partnerships for the 2024-2025 year included Lawrence County Purdue Extension office, Boy Scouts of America, and several local volunteer fire departments and libraries. 21st CCLC partnerships are an important part of the success of our after school programs.



**Carrie Ritchison**  
*Director of 21st CCLC*

## Brighter Futures for Families (BFF) Program

Bright Futures for Families (BFF) partners with community resources in each respective county in order to help families navigate the systems of care needed to sustain healthy families. The resources needed differ for each family, but the focus for every family is to acquire and maintain health insurance and adequate health care, job security, education, interview and resume skills if needed, housing, food and transportation. With each meeting, a safety topic will be discussed in the hopes of lowering the number of preventable accidents in the home. The classes include but are not limited to: safe sleep, gun safety, water safety, car seat safety, baby care skills, fire safety, and poison safety. Moms also receive a packet monthly on what milestones they can expect for their infant during that month. Pregnant moms receive packets on SAFE sleep, car seat safety and info about what they might need to take to the hospital with them. Moms also received a packet each month of recipes for them to make. Participants earn gift cards every month that they participate and other incentives that may relate to the monthly safety information. The BFF program began in October 2021 and 28 families were served during 2025. Referrals for BFF are received from numerous area agencies such as WIC, Healthy Families, DCS, Nurse-Family Partnership and Choices Resource Center. We have also reached out to local medical clinics leaving info for them to share with new moms. The funding for Bright Futures for Families ended in September 2025. The Indiana Department of Health is set to release more funding in the spring of 2026 that the department will hopefully secure to continue the BFF program.

## CHAT (Choices Helping Abstinent Teens)

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

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

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

Program coordinators were able to implement the program face to face to serve a total of 869 students in 2025.

## Child Passenger Safety

Hoosier Uplands has seven staff members who have completed the Child Passenger Safety Technician (CPST) certification. The CPSTs utilize their training in order to educate families and caregivers and teach them the proper techniques for installing car seats. As part of the Child Passenger Safety program, Hoosier Uplands receives car seats from the Indiana Criminal Justice Institute, to provide replacement car seats free of cost to qualifying families and caregivers when needed. This program covers Crawford, Lawrence, Martin, Orange, and Washington counties. Overall in 2025, the program conducted 45 car seat inspections and distributed 39 car seats to families in need.



## Choices Initiative

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

The Substance Free Alternative Events will begin in 2026 for this grant cycle. Events will include hosting free family friendly movies at the Mitchell Opera House.

The Too Good For Drugs program served 164 students ranging from kindergarten to fifth grade at the Lawrence County Independent School and second grade at the Hatfield Afterschool Program for the 2024-2025 school year.

# Strategic Development



The Lifeskills Training Program for the 2024-2025 school year served middle school students and high school students in Lawrence County. The program coordinator served the following schools: Mitchell High School, Mitchell Junior High School, JC's Christian Academy, LCIS, and Parkview Elementary. There were also different levels of the Life Skills curriculum taught during programming. At the end of the 24-25 school year, the estimated final number served was 420 students. There was great success for the Life Skills Training Program and it has received great feedback from our local schools and community.

## Mitchell Opera House

In 2025, the Mitchell Opera House completed its tenth 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. The historic and beautifully renovated Mitchell Opera House has held many successful events and performances.

Throughout 2025, Mitchell Opera House hosted a variety of tribute bands, dances, vesper services, famous and award-winning artists, magic shows, and a Ten Year Anniversary Party. The Mitchell Opera House hosted 1,478 in attendance during the 2025 shows. During the month of December, the Mitchell Opera House also held private Christmas movie screenings for 193 special education students from the surrounding school districts.

Major sponsors and contributors of the Opera House in 2025 included: Hoosier Uplands, German American Insurance, Old National Bank, Heidelberg Materials, The Ken and Nancy Erdle Family, the Smithville Foundation, Hoosier Hills Credit Union, Lawrence County Tourism Commission, the Burton Family Charitable Fund, Ace Hardware/Ben Franklin, Byron & Anne Steele, and Mitchell Tri Kappa. Multiple donations were received throughout the year that supported the operating costs of the Opera House.



## Hoosier Uplands Scholarship Program

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

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

As of fall 2025, Hoosier Uplands presented 297 graduating students with scholarship awards amounting to \$414,350.00. To date, the amount of the scholarship is \$1,200 per student.

This year marked the 33<sup>rd</sup> year of the Hoosier Uplands Scholarship program. All scholarship awards were mailed to each of the 11 high school seniors that were chosen by their high school committee made up of faculty or their high school foundation. Those students who received scholarships are:



- Crawford County:  
Crawford County High School - Jayla Berry
  
- Lawrence County:  
Bedford North Lawrence High School - Baylee Pickett  
Mitchell High School - Ethan Gerkin
  
- Martin County:  
Loogootee High School - Kylie Wohlgemuth  
Shoals High School - Colton Gibson
  
- Orange County:  
Orleans High School - Jayden Blanton  
Paoli High School - Jaxson Reynolds  
Springs Valley High School - Averlea Gehl
  
- Washington County:  
Eastern High School - Autumn Brown  
Salem High School - Trinity Richardson  
West Washington High School - Landon Holloway

**Whitley Clements**  
*Director of Strategic Development/  
Special Projects*

**Emily Webb**  
*Coordinator of Scholarship Program*



# 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 & Disability 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, conducts the initial intake procedures, and initial needs assessment for the individuals requesting assistance.

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

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

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

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

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

The division also has special events sponsored by Hoosier Uplands. They are designed to assist the elderly and disabled by providing information. The Area on Aging & Disability is a member of Dementia Friendly America and has played a vital role in Dementia Friendly Lawrence County and Dementia Friendly Orange County.

Area XV gives a high priority to bridging the gaps where funds are not available. One such program is Aging Special Services. When funds are available, the program can assist with paying for medications, equipment, and other items.

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](http://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.

**Shawn Williams**  
*Director of Aging and Disability Services*

## Indiana Ag-Vets

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

## South Central Indiana Area Health Education Center (AHEC)

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

During the 2024-2025 program year, a total of 152 health professional students were placed in clinical rotations throughout the South Central region. The AHEC Scholars Program had 19 students majoring in a health-related field graduate from the program in May of 2025. The program currently has 39 health professional students engaging with rural and underserved areas focusing on interprofessional collaboration. 114 health professionals received continuing education through SCI AHEC funding. Over 362 high school students were reached through various programs funded by SCI-AHEC, such as college visits, health training, health camps, HOSA, and health career expos.



## Produce for Better Health (PBH)

The Anthem Blue Cross Blue Shield Foundation 2024-2025 Produce for Better Health grant, was awarded to Hoosier Uplands to offer free daily fruits and vegetables to the elderly. Per the grant timeline, the program concluded in October of 2025. While the program was operational, those who received Older American Congregant Meals were eligible to enroll in the program, allowing them the opportunity to add whole fruits and vegetables into their regular diet. The program partnered with HAUCK House (Bedford Housing Authority), Cambridge Square, and the Bedford Senior Center to enroll participants at each site. At the conclusion of the program, there were 13 participants at Cambridge Square, 33 at HAUCK House, and 12 at the Bedford Senior Center. Each participant was provided with a free scale and blood pressure cuff upon enrollment so that they could continually monitor their health. Every week, the individuals received seven days of four oz. of fruit and four oz. of vegetables at each site. Once a month, a health check was conducted in partnership with IU Health Hospital, allowing participants to accurately report their weight and blood pressure. Throughout the program, participants experienced weight loss and a reduction in blood pressure by incorporating fresh produce into their regular diet. The program also helped participants become more aware of their eating habits, and some had even implemented daily walks.



## Tobacco Prevention and Cessation Commission (TPCC)

The Indiana Department of Health, Tobacco Prevention & Cessation Commission awarded Hoosier Uplands the Community-Based Partnership grant in Daviess County for 2025-2027. The program continued its education, prevention and cessation efforts within the Daviess County community. In 2025, the program coordinator conducted eight presentations to youth about the harms of commercial tobacco use and how the tobacco industry targets certain populations. Throughout the year, the program's coalition co-hosted the Jamestown Square Apartments healthy heart event, which saw collaboration between the coalition, the Daviess County Health Dept, and Daviess County PACE. Some accomplishments the TPC program had was assisting the Odon VFW Post going smoke-free, and provided cleaning and programming materials to the club. The program conducted over 20 outreach activities to local healthcare providers, employers, and multiunit housing corporations and promoted Quit Now Indiana and the helpline's champion program. In 2025, there was 54 individuals enrolled in Quit Now Indiana services, with significant increases between. The program's coalition recruited 12 new members over the course of the year, with four of those individuals coming from the mental health/ substance abuse recovery field.



## Glick Foundation Program

Hoosier Uplands was invited to apply for the Glick Foundation grant through their partnership with Cambridge Square apartments, a Glick Property. Hoosier Uplands was awarded \$7,500 for programming from August 2025 to July 2026. This funding supports the continuation of weekly produce being distributed at Cambridge Square Apartments, as well as the Bedford Senior Center. At the conclusion of the Produce for Better Health program, participants were able to opt into the Glick Produce program. In doing so, they continued to receive a fruit and vegetable with enough servings for three-seven days per week. At the end of 2025, a total of 28 individuals participate in the program, There were 16 residents at Cambridge Square Apartments, and 12 are from the Bedford Senior Center.

## 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. Funding for the Martin County Health Department includes county funding and Indiana State Department of Health funding through the Health First Indiana initiative.

During 2025, the Health Department held weekly immunization clinics and additional Back-to-School and Kindergarten Round-up clinics. The nurses participated in health fairs and other community events providing health education and distributing materials on topics such as poison prevention, seat belt and car-seat safety, 988 information, mosquito bite prevention, tick borne illness, handgun locks, pool safety and safe sleep for infants. The nurse educator can also provide group training on a variety of topics for schools and other community groups such as Stop-the-bleed, a Matter of Balance, Catch my Breath and In-depth (smoking/vaping prevention for youth).

In 2025, During the Health Department weekly immunization clinics and special events, 378 patients were immunized. These patients received a total of 714 injections. There were five lead screening tests for children. The nurses followed up on five elevated lead reports, 30 communicable disease reports, and administered 81 TB tests. The food inspector conducted 57 food inspections and followed up on a food complaint.

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



# Home Health Care and Hospice

## “The Choice of Hoosier Families for Generations!”



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

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



Annette Gilliland, RN, was honored for 35 years of service

### Health Care Division

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

### Client Maintenance

Non-skilled services provided 1274 visits to our patients.

### Home Health Care

Staff provided 10,1460 skilled carevisits to patients.

### Hospice

Hospice provided support to 40 families.

Volunteers donated 24.24 hours, which is 1%, for a savings of \$1212.00.

Bereavement services supported 31 families. Support is offered to loved ones for 12 months following a patient’s death; and includes a series of letter, phone contacts, visit’s or other information and referral as requested.

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



Front Row (L to R): Cheryl Boone, Hospice Billing/Accounts Receivable Manager, JoDeana McNabb, Director of Accounting Services. Middle Row (L to R): Mary Crowder, RN, Director of Nursing, Home Health & Hospice, Vanessa Lumley, Plan of Care Review LPN, Amanda Bernet, RN, Home Health/Hospice Liaison/Hospice Patient Care Coordinator/Asst. Director of Nursing, Lee Grimes, Hospice Intake/Volunteer Coordinator and Hospice Medical Records Manager Back Row (L to R): Janine Martin, Office Manager, Mackenzie Reeve, LPN Oasis Processing, Lori Williams, Intake Coordinator, Stephanie Karr, Clinical Records Manager, and, Dr. George Sorrells, Hospice Medical Director. Not Pictured: Chris Morgan, RN, Clinical Services Supervisor, and Becky Haagsma, LSW, Bereavement Coordinator

## HOSPICE



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



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

“Nurse Debbie outstanding in her caregiving. Any questions she will answer. Bath assistant and Rhea is excellent in her care.”

“I just loved them all. They were very helpful getting me back to good health, so I use my knee. You have a great staff.”

“Wonderful service and care.”

“Hoosier Uplands, your staff is top notch. Always a pleasure to work with.”

“Thank the girls Debbie, Hannah, Judi, especially Stephanie and Dana. These girls helped me in every way. The best was working times out with me. I know that was hard when they have many patients. Thank you.”

“I always choose Hoosier Uplands.”

“I had one nurse and the same therapist but they were good.”

“Our experience has been nothing but outstanding.”

“Thought all of the providers were great. Was treated very good.”

“Good job!”

“Survey completed by son. Outstanding service.”

“The two that come to our house are excellent, Rhea McClintock, and Debbie Guthrie. Please give our thanks to each of them.”

“My P.T. “Amy” was very good! Helped me in many ways! Made me stronger! I get around better and do more around the house. Very happy!”

“Everyone was great to me. I had no complaints with anything.”

“My nurse Judi and Stephanie, my PT, were very patient and concerned about my well being. The smiles made my day!”

“Give them a raise. God bless.”

“I had very good care from all the home care. Jackie Carley was so thoughtful.”

“Thank Pam Hobson and especially Carrie Stephenson for caring for me during their visit. I would definitely use Hoosier Uplands health services again.”

“Yes, I had PT at Methodist Hospital and felt very intimidated by them and unable to do very little but with my PT THROUGH Hoosier Uplands, I have come a long way. I felt respected and trust my PT completely. She is to be commended.”

“Nurse Lisa caught my dangerously low blood pressure. She went to work immediately to secure an appointment to make sure this was addressed. I may not have survived were it not for her quick action. All staff has been wonderful.”

“Everyone I have had the pleasure of meeting were wonderful people. Thank you for your great services.”

“Very satisfied with all my help.”

“I can’t give you much for this as it was my first time having in home care. I was treated very well!”

“All of my nurses were kind and caring and helpful.”

“I would like to thank everyone who helped me to get my strength back and that I can walk better.”

“All the individuals whom provided my care are excellent. Thanks for each one.”

“I wasn’t the easiest patient and the staff was always patient and kind.”

“Special kudos to Chris Morgan who went above and beyond for always helping with any of my husband’s special needs.”

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

“The Team was always willing to help me explain everything to my sisters and would always call me back when I called and helped encourage me and would always listen to me when I needed support. Thank you so much.”

“My mom’s nurse and entire team were fabulous!”

“Keri went out of her way to help, day or night. Brandee always provided extra special attention to my wife. Becky provided special comfort during her visits.”

“Keri, the nurse, was so amazing.”

**Mary Crowder, RN**  
*Director of Nursing, Home Health & Hospice*

**JoDeana McNabb**  
*Director of Accounting Services*

# 2025



## HUEDC IT Services

Throughout 2025, Information Technology Services (ITS) focused on strengthening the organization’s technology foundation while delivering reliable, compliant, and cost-effective services across Hoosier Uplands, Paoli Community Schools, Paoli Public Library and affiliated programs. Under the leadership of the co-directors, ITS advanced a multi-year modernization strategy centered on infrastructure renewal, telecommunications, computing lifecycle management, and cybersecurity readiness and responsive operational support.

Telecommunications modernization represented another critical area of progress. ITS continued and largely completed the agency-wide migration from legacy analog phone and fax systems to Voice over IP (VoIP) and Fax over IP (FoIP) solutions. By mid-year, VoIP services had been successfully deployed across most agency locations.

ITS replaced and upgraded desktops, laptops, and mobile devices across numerous departments and affiliated satellite offices. The continued migration from Windows 10 to Windows 11 progressed steadily, with remaining legacy systems identified and addressed to ensure security and vendor support continuity. By October 2025, all agency devices had been upgraded to current operating systems meeting compliance requirements. ITS supported grant acquisition efforts, including assisting Home Health in securing external funding to purchase mobile devices that will enable the initial implementation of electronic point-of-care workflows.

Compliance, reporting, and governance support were integral components of ITS activities. Internally, ITS supported the adoption of updated policies, including new social media policy applicable to all agency staff and use of emerging AI technology. In addition to operational achievements, ITS maintained a strong service orientation, responding to day-to-day technical issues, resolving hardware failures, and providing hands-on support to staff and partners. Website and digital platform usage continued to grow, reflecting increased reliance on online services and information delivery. Application management and cybersecurity readiness remained ongoing responsibilities. ITS applied regular patches and updates to critical systems.



HUITS Revenue For 2025

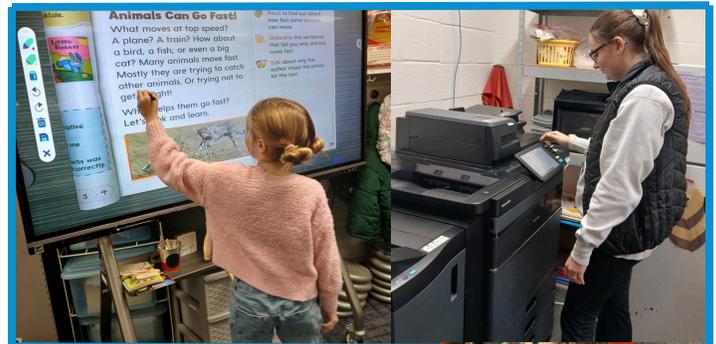
<b>PAOLI COMM SCHOOLS 2025 YTD</b>	<b>\$20694.00</b>
<b>PAOLI PUBLIC LIBRARY</b>	<b>\$264.00</b>
<b>IT SERVICES 2025 YTD TOTAL</b>	<b>\$20898.00</b>

## Paoli Community Schools - Paoli Public Library

IT Services continued their support of Paoli Community Schools during the 2025 year and are involved in the day to day operations, such as Chromebook repairs, electronic door lock management, web-filtering adjustments, Google/Windows domain administration, desktop repair, required state reporting, and e-rate submission which saves the school for the 2025-26 school about \$78,576 on their internet and WiFi equipment and billing.

Some of the major projects that occurred during the 2025 school year included IT submitting a funding request and obtaining approval for all new replacement POE network switches for both buildings. These replaced many old switches that were over 10 years old. IT services have finished replacing the last few Windows 10 machines over the summer of 2025, before it was set to be end of life, so all machines are now running Windows 11. The school corporation decided to go with a Toshiba copier contract and get all new Toshiba copiers. IT was involved in setting these up, providing ip settings, user accounts, as well as setting up Papercut to provide staff with easier and more access to copiers. Now, staff can hit print from their computers and walk up to any copier and receive their printed materials using their id badge.

The last major project IT helped with was installing a camera and equipment in the boardroom. The new state laws require school boards to live-stream their regular board sessions. IT looked at different vendors, ease of use, cost, and installed an Owl labs 360 meeting owl camera, with a YouTube stream, which works very well for the size of the room.



Upcoming projects for the schools for the 2025-2026 school year, the school corporation will look into adding battery backup units in each switch closet and cabinet to help with power flickers and short outages. IT will be looking at what Chromebooks need replaced and other hardware needs. Also a couple of servers will need upgraded during the year as their operating system will become end of life.



IT services continued their contract with the Paoli Public Library in the year 2025. IT mainly does computer repair and troubleshooting for their roughly 18-20 computers. IT replaced the main battery backup for the library during the year and repaired a computer with power supply issues.

**Andrew Wolber**  
Co-Director of Information Technology Services

**Alan Rutherford**  
Co-Director of Information Technology Services



# Serenity Now Psychiatric Counseling Clinic

The field of mental health saw tremendous changes, challenges, and growth throughout the year 2025. Serenity Now Psychiatric & Counseling Services is grateful to remain a valuable part of the community throughout these shifts. We continue to offer both medication and psychotherapy services on a hybrid basis, offering both in-person and telehealth appointments. Over the course of 2025, our providers completed 5263 therapy visits as well as 3911 medical visits. Our therapy providers were able to complete 217 new patient assessments, and our medical providers were able to complete 174 new patient assessments. We continue to provide Spravato treatment to our community, having completed 346 Spravato visits. None of these services would be possible without our team of two medication providers, six therapists, and four administrative/office staff.

Serenity Now began 2025 bidding farewell to one of our original therapists. Paralee Daggy, LCSW, was with the clinic from its inception until her retirement at the end of January 2025. Paralee has always been a fierce advocate for her clients as well as the topics she believes in. While her career was rich in experience in a range of environments, we're grateful she chose to retire as part of our team and are hopeful that her retirement will reward her passion and hard work generously, as she deserves nothing less.

In 2025, Serenity Now was also able to welcome back a previous intern, joining our team this year as a therapist! Emily Kuhfeld, LMHC-A, joined Serenity Now in March, and quickly found solid footing in her clinical work. She is a motivated therapist and open to new experiences, including stepping into our credentialing role. Our team is grateful to have the opportunity to work with interns and associate providers, to support them through their licensure process and meeting state requirements for ethical practice.

Angela Pohlen, LMHC-A, also developed a curriculum for a group relating to anxiety. The intent of this treatment offering was to share coping strategies, education, and to provide support to and between individuals facing similar concerns.

Regarding our administrative staff, we have experienced a great deal of change throughout the year, as well. We are ending the year with a solid team of individuals working together to support our providers and clients in cultivating the best experience possible. Our newest addition to the front office is Sydney Owens, who has quickly become an integral part of our team. She has shown an incredible ability to adapt and learn new skills and procedures to support our providers and clients alike.

We would also be remiss if we did not recognize the hard work of our therapy and medication providers throughout what has been a difficult year. Over the course of the year, Serenity Now said goodbye to Paralee Daggy - LCSW, Brittany Ferrari - LMHC, Katelyn Lee - LMHC, and Emily Line - LCSW. Our remaining therapy team at the close of 2025 consists of Michael Dockery - LMFT, Terri Klingelhofer - LCSW, Emily Kuhfeld - LMHC-A, Haley Maranda - LMHC - LCAC, Angela Pohlen - LMHC-A, and Tom Trent - LCSW. The aforementioned team members have been an invaluable asset to the clinic and community, as they have worked to continue to provide care to their existing clients while also incorporating the clients of those who departed our team into their caseloads. Our medication providers, Dr. John Eckard and Carrie Long, PMHNP, have also been invaluable during these transitions. They have worked to adjust to new procedures and treatment options that would allow them to continue to accept and serve new clients and provide new services, while our therapy staff worked to absorb existing clients. Our medical providers worked to expand their Spravato offerings as well as increase their flexibility to accept new patients for medication while they wait for therapy openings on our team.

The mental health field continued to face significant challenges throughout the year 2025, consistent with prior years. The need for services continues to rise, while availability of providers remains lower than demand. It is currently estimated that 122 million Americans live in Mental Health Provider Shortage Areas (HPSA), with projected shortages of 88,000 mental health counselors, 114,000 addiction counselors, and 50,500 psychiatrists by the year 2037. Lawrence County is classified as a Mental Health HPSA, thus making the work of our clinic as a whole, as well as each individual provider, invaluable.



In addition to these provider shortages, the field has experienced some uncertainty related to in-person visit requirements. Following the government's shutdown in 2025, certain telehealth flexibilities expired, requiring annual in-person visits for existing Medicare clientele, as well as a requirement for new clients to be seen in-person prior to any telehealth/virtual visits. For some of our clientele, this requirement could be cumbersome and interfere with access to care due to geographic limitations, health/disability impacts, transportation, among other factors. In addition, we have two providers who are fully remote, and these requirements may become cumbersome, as it would prevent remote providers from accepting new clients who are subject to this rule. When the government returned to session, the old flexibilities were re-implemented through January 31, 2026, allowing more time for providers to prepare for potential changes while advocating for continued flexibilities for mental health care.

Throughout the course of the year, Serenity Now has continued to evaluate, modify, and improve our billing practices and policies while also working to balance these practices with the needs of our community. We have had success in settling many old accounts and continue to pursue options to facilitate ease of payment for active accounts. In 2025, we were also able to renegotiate our contract with our EHR company to obtain more favorable terms for the future.

Serenity Now continues to maintain a relationship with Lifespring Health Systems. John Eckard, MD continues to provide psychiatric medication management services to the office, thus providing psychiatric services to underserved communities in Southern Indiana. Due to internal changes within Southern Indiana Community Healthcare, Serenity Now's formal working relationship with SICHC has been discontinued, however, we continue to collaborate as needed to provide the best possible standard of care to clients within our communities.

**John Eckard, MD**  
*Clinic Director/Psychiatrist*





## ***Bedford Office/Head Start Center***

710 6th Street • Bedford, IN 47421 (812)  
279-0412

## ***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

## ***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 (Home Health/Hospice)  
(812) 849-6974 Fax (Strategic Development)

## ***Mitchell Head Start Center***

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

## ***Mitchell Opera House***

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

## ***Paoli Head Start Center***

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

## ***Paoli Hoosier Uplands Energy Assistance Office***

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

## ***Salem Hoosier Uplands Office/Head Start Center***

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

## ***Serenity Now Psychiatric & Counseling Services Clinic***

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

## ***Shoals Office***

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

## ***APARTMENT PROJECTS***

### ***Aspen Meadows/Salem***

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

### ***College Hill Apartments/Paoli***

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

### ***Eagle Place Apartments/Loogootee***

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

### ***Larkin Apartments/Loogootee***

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

### ***Lost River Place Apartments I & II/Orleans***

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

### ***Meadow Dell Apartments/Salem***

110 Meadow Dell Avenue • Salem, IN 47167  
812-586-0139

### ***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

### ***Valley Apartments/Vevay***

402 W Seminary St • Vevay, IN 47043  
(812) 427-2213



# Total Agency Funding for 2025

## Community Services Funding

LIHEAP Energy Assistance	\$2,140,384.00
LIHEAP Weatherization	340,240.00
Dept of Energy Weatherization	875,357.00
Community Services Block Grant*	262,784.00
Duke / Centerpoint Weatherization	107,598.00
Local Weatherization Funding	11,900.00
Duke Weatherization Supplemental	12,699.00
Rental Income Various Properties	3,243,618.00
Housing Choice Voucher Program	2,359,013.00
Income from Property Mgt Contracts	52,106.00
FHLB & Old National Bank Community Grant	100,000.00
<b>SUBTOTAL</b>	<b>\$9,505,699.00 44%</b>

## Health Care Related Funding

Home Health Care & Hospice	\$1,794,601.00
Martin County Health Department	308,309.00
Choices Helping Abstinent Teens	130,000.00
ISDH TB Contracts	334,587.00
Ind Tobacco Prevention & Cessation	121,000.00
AgVETS Grant	257,562.00
Bright Futures for Families	86,300.00
Area Health Education Center	339,371.00
IU School of Medicine Student Placement	11,000.00
Serenity Now Psychiatric & Counseling	1,240,748.00
Choice Initiative	163,000.00
<b>SUBTOTAL</b>	<b>\$4,786,478.00 22%</b>

## Area Agency on Aging Funding

FSSA Older Americans Act	\$661,893.00
FSSA CHOICE Program	749,864.00
United Health Care	43,757.00
Case Management Services	418,884.00
Medicaid Admin/ Intake	184,853.00
ISDH Dementia Care	79,086.00
FSSA Social Services Block Grant	200,025.00
NSIP Food Program	19,181.00
SHIP Counseling	8,100.00
Glick Foundation	7,500.00
<b>SUBTOTAL</b>	<b>\$2,373,143.00 11%</b>

## Miscellaneous Funding

Information Technology Department	\$20,960.00
Miscellaneous Cash Donations & Sponsorships	4,800.00
Opera House - Revenue & Sponsors	89,970.00
Community Development & Improvement	102,170.00
Hoosier Uplands Scholarship Program	13,200.00
<b>SUBTOTAL</b>	<b>\$231,100.00 2%</b>

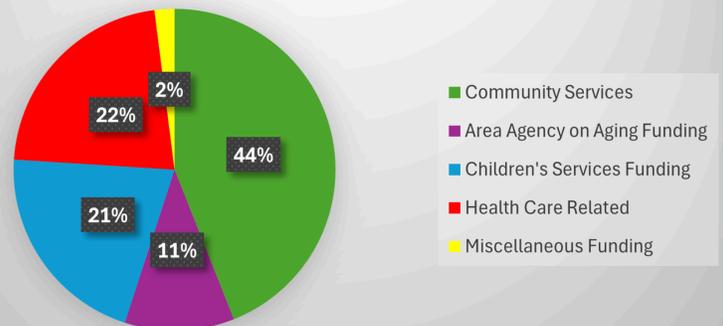
**GRAND TOTAL** **\$21,453,529.00 100%**  
 \*Includes carry over funds  
 Does not include "In-Kind"

## Children's Services Funding

Head Start & Early Head Start	\$3,899,112.00
USDA Food Program	207,997.00
21st Century Learning	450,000.00
<b>SUBTOTAL</b>	<b>\$4,557,109.00 21%</b>



## 2025 Agency Funding Profile (by service)



**David L. Miller**  
 Chief Executive Officer

# Members of the Board - 2025



## Representing Crawford County

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

## Representing Lawrence County

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

## Representing Martin County

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

## Representing Orange County

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

## Representing Washington County

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

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 - 2025

## Aging and Disability Advisory Council

Cindy Bailey  
Tammy Cadle  
Elizabeth Lake  
Michael Nicholson  
Jan Newlin  
Tammy Worley

## Head Start and Early Head Start 2024-2025 Policy Council

Representing the Bedford Center—Zenaida Rosales and Maegan Wilson, Alternate  
Representing the Mitchell Center— Ashley Hallatt  
Representing the Loogootee Center— Alexis Rhodes  
Representing the Paoli Center— Lakyn Conrad  
Representing the Salem Center— Bennie Amber and Rebekah Cozart, Alternate  
Representing Early Head Start — Alexandria Hacker and Richard Tanksley, Alternate



# Agency Staff Recognized



“With 10 years or more of service”

## *Congratulations*

### 52 Years

Margaret Staggs

### 45 Years

Debbie Coleman

### 38 Years

David Miller  
Trudy Wells

### 37 Years

Debbie Beeler  
Suzanne Coleman  
Debbie Terry

### 36 Years

Ginger Knight

### 35 Years

Annette Gilliland  
Kris Mathews  
Jenni Snow

### 34 Years

Vanessa Lumley

### 32 Years

Cheryl Boone  
Karen Cooper  
Irene Ervin  
Amy Hopper

### 31 Years

JoDeana McNabb  
Angelia Owens

### 30 Years

Diane Budd  
Donna Skeen

### 29 Years

Addie Datish

### 27 Years

Glenda Duncan

### 26 Years

Natalie Powell

### 25 Years

Debbie Guthrie  
Alverta Hart  
Michelle Diane Short

### 24 Years

Julia Albright  
Kim Hall

### 23 Years

Amy Alcorn  
Connie Griego

### 22 Years

Maria Banks  
Brandon Hall  
Theresa Pate  
Deanna Porter

### 21 Years

Michael Edwards  
Karianne Hopkins  
Jennifer Rutherford

### 20 Years

Joanie Evans  
Amber Tedrow  
Lori Williams

### 19 Years

Angelica Hackler  
Angela Stewart

### 18 Years

Diana Kidwell  
Crystal Tincher  
Sheila Tritle

### 17 Years

Samantha Bowles  
Lee Grimes  
Janine Martin  
Judith Taylor  
Shawn Williams

### 16 Years

Tom Gibson  
Rhea McClintock

### 15 Years

Whitley Clements  
Shelia Ratliff  
Juanita Sneed  
Mary Wingler  
Andrew Wolber

### 14 Years

Jerry Albertson  
Martina Nicholson  
JR Robling

### 13 Years

John Eckard  
Lorna Harris  
Katy Merchant  
Alison Piper  
Amber Richards  
Carrie Ritchison  
Tom Trent  
Angela Walls

### 12 Years

Michael Dockery  
Amanda Johnson

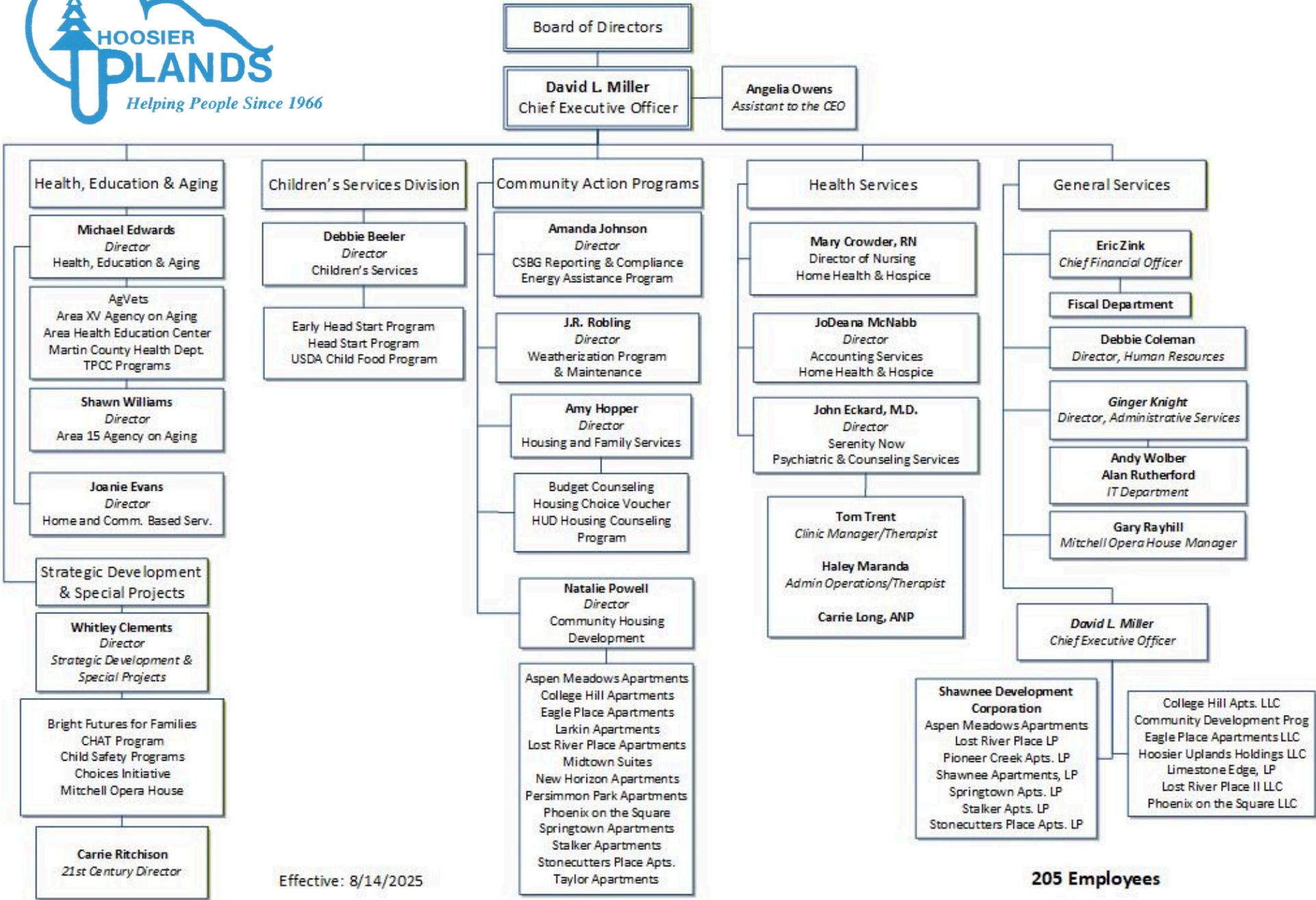
### 11 Years

Brandi Boutelle  
Amy Venters  
Eric Zink

### 10 Years

Stephanie Drury  
Gary Rayhill  
Franklin “Daniel” Talbott

# Organizational Chart 2025



Effective: 8/14/2025

205 Employees



***"People Helping People Since 1966"***