

# HOOSIER UPLANDS

ECONOMIC DEVELOPMENT  
CORPORATION



# ANNUAL REPORT 2024

**"People Helping People Since 1966"**



In memoriam: Linda Tarr who passed away in 2024.



MAY 3, 1950 - NOVEMBER 9, 2024

Linda Tarr worked in various departments and positions at Hoosier Uplands for 25 years from 1999 to 2024. Her most recent position was working as the AgVETS coordinator assisting veterans in receiving training in the agriculture field. She was a dedicated and passionate ambassador for AgrAbility and the AgVETS programs. One of her favorite projects was organizing the farmer luncheon at the annual AgrAbility National Training Workshop. She always had great respect and appreciation for AgrAbility clients and their families.

Before this, Linda was a past director of the 21st CCLC Afterschool Programs, serving students in grades Kindergarten through sixth at Burriss, Hatfield, Springs Valley, and West Washington elementary schools.

In the Aging Division, Linda assisted with the Hoosier Uplands Senior Games and information fairs by helping organize and coordinate the events. Linda also assisted with the Information and Assistance division by compiling resources for our community resource guides. She also assisted with yard sales in raising funds for the Angel Foundation and Aging Special Services. She was always ready to help out in any capacity and was a great help to the agency.

She was married to her husband John for 54 years before his passing in 2023, a mother of 2 and grandmother of 3. She was also a member of the Phi Beta Psi. Linda will be greatly missed by all her co-workers, friends and especially the clients she helped at Hoosier Uplands.



# Hoosier Uplands

Economic Development Corporation

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Persons with hearing/speech disabilities please call Frontier's TRS at (800) 743-3333 An Equal Opportunity Employer

*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.

### 2024 Community Service Award



The Hoosier Uplands 2024 Community Services Award was awarded to Dr. George Sorrells, MD, by David L. Miller, CEO. Dr. Sorrells is Hoosier Uplands' Hospice Medical Director.

*People Helping People Since 1966*

# Hoosier Uplands



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# Corporate Message

## Message from the Board of Directors

As with any progressive organization it is important to take a backward glance to evaluate and analyze the progress of the past year. In doing so, we find 2024 to have been quite productive. Many members of the Hoosier Uplands staff not only serve our communities, but also serve on National committees as office holders. This speaks highly of their understanding of their areas of expertise.

Hoosier Uplands is an organization which helps people of all ages in Crawford, Orange, Lawrence, Washington and Martin counties. Through Head Start, children and their families have been provided multiple services. With the current emphasis on mental health, many patients have been served by our Serenity Now Clinic. In monitoring health concerns, patients have been provided with home health and hospice care. As you read through the pages of the Annual Report you will see many more programs and how HUEDC has served others throughout the year.

The 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 strive to meet the needs of those in the counties that we serve.

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

**Martha Fields**

*Board Chairperson*

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## Message from the Chief Executive Officer

This was another challenging year for the corporation and our 59th year of serving the area.

A long time Board Member, Marolyn Holzbog retired from the Board in 2024. She is missed greatly .

In 2024, we granted over \$335,000.00 through our CDIP program to 35 other non profits and units of local government. We are fortunate and proud to have been able to continue that effort.

Our local impact is great. In 2024, we paid out a payroll and fringes \$ 11,226,566.00 and paid local property taxes of over \$142,000.00 to support local governments and schools.Our agency has a huge impact on this rural part of Indiana.

In 2024, we were fortunate to have been awarded funding from the Indiana Housing and Community Development Authority to build a new 32 unit apartment project in Bedford in 2025-2026. The project will be called Limestone Edge Apartments.

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

Now it is time to look forward to a new and better future, a future that will continue to see our agency grow and our clients and patients be well served. We will meet the challenges and look for the opportunities as they arise.

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

**David L. Miller**

*Chief Executive Officer*



## Community Development & Improvement Program 2024/Public Safety Improvement Program

In 2024, our Community Development and Improvement Program and Public Safety Improvement Programs assisted 35 different non profit agencies or units of government with over \$ 335,000.00 in grants for various projects.

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

## Community Housing Development

Hoosier Uplands is committed to providing safe, affordable housing for low- and moderate-income individuals across our five-county service area, which includes Crawford, Lawrence, Martin, Orange, and Washington counties. Currently, we manage 476 units of affordable multi-family and senior housing, and in 2025, we will expand our portfolio by adding 32 additional units.

The year 2024 has been a milestone year for our department. We initiated the rehabilitation of 48 units at our Salem property, Aspen Meadows. Additionally, we assumed management of Meadow Dell Apartments for Washington County Senior Citizens Housing, Inc. We are also proud to announce that we have achieved our CORES certification from Stewards of Affordable Housing for the Future (SAHF).



**Indiana Housing & Community Development Authority**

In 2024, we were awarded significant funding, including \$1.3 million in Low Income Housing Tax Credits, \$345,000.00 in Development Funds, and \$1.5 million from the Housing Trust Fund. These resources will support the construction of Limestone Edge, a 32-unit mixed-use development in Bedford, providing both senior and permanent supportive housing through 16 duplexes.



As the year progressed, our industry faced ongoing regulatory changes with the introduction of HUD's new HOTMA and NSPIRE standards. To stay ahead, our housing team has actively participated in training sessions with national trainers and attended conferences such as the Affordable Housing Association of Indiana's Fall Conference. In anticipation of the regulatory shifts expected in 2025, we have established a new position, Compliance Director, to ensure we uphold the highest compliance standards as these changes continue to roll out.



Our dedicated community housing team, consisting of 12 full-time and five part-time staff members, remains committed to serving our clients in line with one of our core mission values: "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 we serve." Furthermore, we continue to be actively engaged at both the state and national levels through our memberships in the National Council for Affordable Rural Housing (CARH) and the Affordable Housing Association of Indiana (AHAIN), with our Director currently serving as the President of AHAIN.

We look forward to continuing our work in 2025 and wish everyone a happy and healthy new year.

**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 \$3,602,096.00 to administer the program in 2023-2024.

- **3,493 Households Served**
- **2,024 Elderly Served**
- **1,910 Disabled Served**
- **5,560 Household Members Served**

Energy Assistance administered the Duke Share the Light Program for Duke Energy in Lawrence, Martin, Orange and Washington counties. Hoosier Uplands received \$34,700.00 for the 2023-2024 program year. Duke Energy customers approved for energy assistance were eligible to receive a benefit of \$100.00 - \$300.00 toward their electric service.

- **200 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 2023-2024 Department of Energy (DOE) Weatherization grant contract was funded at \$288,975.00. Within this grant was Readiness funding at \$72,488.00 which is to be used for deferral/health & safety issues so homes can be weatherized. This grant allowed services to be provided to 19 households at an average cost per home of \$8,250.00. With a \$3,928.11.00 average cost per home for Health and Safety.

Our 2023-2024 Department of Energy (DOE BIL) "Bipartisan Infrastructure Law" Weatherization grant contract was funded at \$274,280.00. This grant allowed services to be provided to 24 households at an average cost per home of \$8,250.00. With a \$3,761.80 average cost per home for Health and Safety.

We had a 2023 Low Income Home Energy Assistance Program (Carry Over) funding of \$309,540.00. 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 ES) grant for 2023-2024 was funded at \$58,204.00. We were able to weatherize two homes under the capital intensive section of this grant with a total average cost per home of \$15,400.00. In the mechanical section of the grant, we were able to do repairs or replace two heating systems at an average cost per home of \$7,700.00.

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 \$28,435.50.00. These funds paid for 13 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 \$73,904.20. Which we utilized for deferrals health and safety issues or etc.....

This was the Eleventh 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 2024, 16 households received assistance with the program cost of \$28,337.08.

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

## History of Head Start

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

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



## Head Start and Early Head Start In 2024

Through funding provided through the Department of Health and Human Services, Administration for Children and Families, Office of Head Start, Hoosier Uplands Economic Development Corporation operates the 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 promotes school readiness of children ages three through five from low-income families by increasing their cognitive, social, and emotional development in state licensed childcare facilities in Bedford, Mitchell, Loggootee, 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 25weekly home visits.

Hoosier Uplands received \$3,801,656.00 in federal funding to operate the Head Start and Early Head Start program in Program Year 2023-2024 that ended on April 30, 2024. The funding breakdown is as follows:

Head Start		Early Head Start	
\$2,613,246.00	Program Operations	\$865,645.00	
\$28,383.00	Training & Technical Assistance	\$18,186.00	
\$208,890.00	Cost of Living Allowance	\$76,306.00	
\$2,850,519.00		\$960,137.00	

## Program Year 2023-2024 Cumulative Highlights

- Enrollment slots available—221 Head Start and 66 Early Head Start
- Children enrolled: 317
- Families served: 287
- Children who went on to kindergarten: 118
- Children completing professional dental screening: 232 or 73.18%
- Children needing dental treatment: 76 or 32.76%
- Children receiving dental treatment: 69 or 90.79%
- Children with an Individual Education Plan: 47 or 20.80%
- Children with an Individual Family Service Plan: 22 or 26.51%
- Children up to date on age-appropriate preventive & primary care: 193 60.89%
- Children with chronic condition: 70 (4 autism, 4 ADHD, 16 asthma, 1 seizures, 2 life threatening allergies, 6 hearing problems, 1 elevated lead levels in blood, 1 diabetes, 38 vision problems)
- Volunteers: 644 including 367 current/former parents
- Percentage of eligible children served: 29.8%

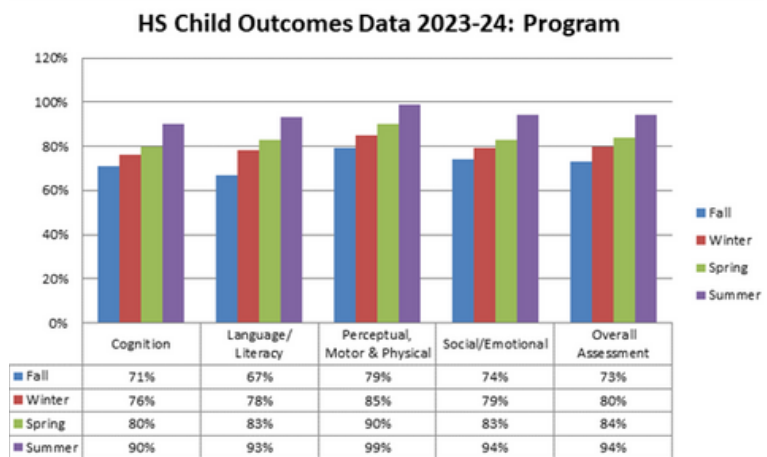
Hoosier Uplands Head Start and Early Head Start received a federal Focus Area 2 and CLASS review during the program year. There were no non-compliances or areas of concern. Hoosier Uplands once again had a clean agency audit.

## Parent Trainings provided in 2024-2024 Program Year

- Conscious Discipline Parent Curriculum (monthly)
- Tobacco Education & Cessation
- Budgeting
- Health and Nutrition
- Empathy
- Transition to Kindergarten
- Nutrition and Food Budgeting
- CPR

## School Readiness and Child Outcomes 2023-2024

Data in the table below shows child progress in five key areas for development in the 2023-2024 school year. By the end of the summer program children were performing at 90% or above in each of the areas listed.







## Housing & Family Services Family Services

Hoosier Uplands offers HUD Housing Counseling to residents of Lawrence, Orange, Martin and Washington counties. Housing counseling is a free service that assists individuals with many types of housing issues such as: housing selection, money management, basic credit information, fair housing, mortgage default/delinquency, pre-purchase/pre-rental counseling, loss mitigation and renter assistance. There were 37 families who received HUD Housing counseling services in 2024.



## USDA Child and Adult Care Food Program

Hoosier Uplands participates in the USDA Child and Adult Care Food Program administered by the Indiana Department of Education. For the October 1, 2023 through September 30, 2024 contract Hoosier Uplands received \$203,824.37 in reimbursement for 91,857 meals and snacks served to an average of 423 per month, as well as \$6,744.14 for Cash In Lieu of Commodities for a total of \$213,182.43.



## 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 2024 with 381 active participants. Our numbers dropped this year because a freeze to process new admissions was put on the program in June, this was due to funding issues at the state level. Previously we have been able to replace tenants as they go off the program. The Housing Choice Voucher Program disbursed \$1,944,162.00 to property owners of the eight counties that we serve in 2024. Tenants received \$72,678.00 for utility reimbursements in 2024.

**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 2023-2024. Cohort 11 served 185 children in grades Kindergarten through 6th at Burriss, Hatfield, Springs Valley, and West Washington elementary schools. Cohort 10 served 89 students in grades Kindergarten through 6th at Shoals and Orleans elementary schools. The after school programs served a total of 274 students in the 2023-2024 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.



A new parent paid program started in January of 2024 at Throop Elementary in Paoli. Throop Elementary served 26 students from January to May 2024. 21st CCLC released a funding opportunity for Cohort 12 in 2024. Cohort 12 funding was secured by Hoosier Uplands staff and will serve Orleans, Shoals, and Throop as 21st CCLC Afterschool Program sites for an additional four years.

## 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. 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 34 families were served during 2024. 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.

## 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 806 students in 2024.

## 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 2024, the program conducted 42 car seat inspections and distributed 49 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 served a total of 470 people with free events at the Mitchell Opera House in 2024. Most of the free events consisted of showing free movies at the Opera House for families. At the end of each showing, those in attendance would also receive a treat bag at the end of the show which included community information and other resources for parents/guardians. The events were successful and enjoyed by many!

The Youth and Adult Media Campaigns for strategies, What's Your Side Effect and Talk. They Hear You reached 2,812 individuals and 23,661 individuals respectively. The coordinator supplied two posters quarterly to local schools as well as advertised them on the CHOICES Facebook page, with posting each campaign strategy on Tuesdays and Thursdays every week. The Talk. They Hear You campaign was advertised on local billboards as well as radio stations along with the What's Your Side Effect campaign.

The Too Good For Drugs program served 146 students ranging from Kindergarten to fifth grade at the Lawrence County Independent School for the 2023-2024 school year.

# Strategic Development



The Lifeskills Training (LST) for the 2023-2024 school year served middle school students and high school students this school year, in Lawrence County and Orange County. The program coordinator served the following schools: Mitchell High School, Paoli, Springs Valley, Orleans, Mitchell Junior High School, and LCIS. There were also many levels of the Life Skills curriculum taught such as Level 1, Level 2, Level 3 and the High School version. At the end of the 23-24 school year, the estimated number served was 825 students. There was great success for the Life Skills Training Program and it has received great feedback from our local schools and community.

## Opera House

In 2024, the Mitchell Opera House completed its ninth 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 2024, Mitchell Opera House hosted a variety of tribute bands, dances, vesper services, famous and award-winning artists, and magic shows. The Mitchell Opera House hosted 3,651 in attendance during the 2024 shows. During the month of December, the Mitchell Opera House also held private Christmas movie screenings for 143 special education students from the surrounding school districts.

Major sponsors and contributors of the Opera House in 2024 included: 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, Duke Energy, 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.

### Whitley Clements

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



## Hoosier Uplands Scholarship Program

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 2024, Hoosier Uplands presented 286 graduating students with scholarship awards amounting to \$404,150.00. To date, the amount of the scholarship is \$1,400 per student.

This year marked the 32nd 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        | - Heavenly Freeman |
| Lawrence County:                   |                    |
| Bedford North Lawrence High School | - Kimberly Lentz   |
| Mitchell High School               | -Zoey Smith        |
| Martin County:                     |                    |
| Loogootee High School              | -Ashlee Arvin      |
| Shoals High School                 | -Hailey Hennette   |
| Orange County:                     |                    |
| Orleans High School                | -Grace Bernet      |
| Paoli High School                  | -Savannah Key      |
| Springs Valley High School         | -Lyric Whaley      |
| Washington County:                 |                    |
| Eastern High School                | -Vercies Anderson  |
| Salem High School                  | -Brianna Garner    |
| West Washington High School        | -Shelby Griffitts  |

### 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.



Aging Silver Sneakers Program



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. 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](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 Ag-Vets 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 Agr-Ability 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 2023-2024 program year, a total of 163 health professional students were placed in clinical rotations throughout the South Central region. The AHEC Scholars Program had six students majoring in a health-related field graduate from the program in May of 2024. The program currently has 39 health professional students engaging with rural and underserved areas focusing on interprofessional collaboration. 126 health professionals received continuing education through SCI AHEC funding. Over 653 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.



AHEC Scholars Domestic Violence Simulation



SCI AHEC Health Expo At Mitchell High School

## Produce for Better Health (PBH)

The Anthem Blue Cross Blue Shield Foundation 2023-2025 Produce for Better Health grant, was awarded to Hoosier Uplands to offer free daily fruits and vegetables to the elderly. Those who receive Older American Congregant Meals are eligible to enroll in the program, allowing them the opportunity to add whole fruits and vegetables into their regular diet. The program partners with HAUCK House (Bedford Housing Authority), Cambridge Square, and the Bedford Senior Center to enroll participants at each site. Program applications are accepted on a rolling basis and 2024 ended with 14 participants at Cambridge Square, 26 at HAUCK House, and 10 at the Bedford Senior Center. Each participant is provided with a free scale and blood pressure cuff upon enrollment so that they can continually monitor their health. Every week, the individuals receive seven days of four oz. of fruit and four oz. of vegetables at each site. Once a month, a health check is conducted in partnership with IU Health Hospital so that participants can accurately report their weight and blood pressure. Throughout the program, participants have seen a loss of weight and lower blood pressure from incorporating fresh produce into their regular diet. The program has also helped participants become more aware of their eating habits, and some have even implemented daily walks.

## Tobacco Prevention and Cessation Commission (TPCC)

The Indiana Department of Health, Tobacco Prevention & Cessation Commission awarded grants to Daviess, Knox, and Lawrence counties to continue the work on tobacco control. The four priority areas of the program are: Decreasing Youth Tobacco Use Rates; Increasing the Proportion of Hoosiers Not Exposed to Secondhand Smoke; Decreasing Indiana Adult Smoking Rates; and Protecting & Maintaining State and Local Infrastructure to Lower Tobacco Use Rates. The program focuses on these priority areas to effect positive change within communities as it relates to tobacco control. Each program has a local coalition to assist in conducting outreach to healthcare clinics, businesses, organizations, multi-unit housing administrators, and educational institutions. Each county continues to focus on building and maintaining strong networks of support, developing public policies, and promoting engagement with the Quit Now Indiana Tobacco Quitline which offers free cessation options for Hoosiers.



## Glick Foundation Program

By forming a partnership with Glick Properties through the Produce for Better Health program an invitation was extended to Hoosier Uplands to apply for grant funds to support additional programming. Hoosier Uplands was awarded \$10,000.00 from August 2024 to July 2025. Due to this additional funding, a partnership was established with Cambridge Square, Lost River Market & Deli, Lawrence County Purdue Extension, and Stacy Fiddler with Silver Sneakers. Through these partnerships, residents from Cambridge Square began receiving monthly meal kits, including fresh and healthy ingredients from Lost River Market & Deli paired with a cooking class hosted by Purdue Extension. In addition to meal kits, residents receive healthy snack kits including items that require minimal preparation. Since beginning the kit distributions 44 residents have received healthy food options. Along with these kits, Silver Sneakers fitness classes are being offered weekly to 16 residents. These classes are hosted by Stacy Fiddler, a certified Silver Sneaker instructor.

## 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.

In 2024, 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.



Melissa Jeremiah, RN, CHCE, Director of Operations was honored for 25 years of service (retired December 20th 2024) and JoDeana McNabb, Director of Accounting Services was honored for 30 years of service.



Congrats to Spirit Stick recipients who exemplify that special spirit that makes HUHCD a better place: Lori Williams, Faye Collins, Lee Grimes, Ryan Nicholas, Rhea McClintock, Dana Jones, Judi Taylor, Mandi Dersch, Keri Southern, Cheryl Boone, JoDeana McNabb, Stephanie Karr and Stephanie Drury.

## Health Care Division

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

## Client Maintenance

Non-skilled services provided 1656 visits to our patients.

## Home Health Care

Staff provided 12,575 skilled carevisits to patients.

## Hospice

Hospice provided support to 49 families.

Volunteers donated 33.83 hours, which is 1%, for a savings of \$1,691.50.

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.

## HOSPICE HONORS

Congratulations to Hoosier Uplands Hospice Staff; who received the Prestigious Hospice CAHPS Honors Award for 2024.

This honor recognizes hospices that continuously provide the highest level of quality, compassionate care as measured from the caregiver’s point of view. Hoosier Uplands Hospice was 1 of only 6 in the state to receive this honor.



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

## Hoosier Uplands Hospice Team:



Seated:

Dr. George Sorrells, Hospice Medical Director

Standing:

Lee Grimes, Hospice Intake/Volunteer Coordinator and Hospice Medical Records Manager,

Becky Haagsma, LSW, Bereavement Coordinator,

Keri Southern, Hospice RN and Amanda Bernet, RN,

Home Health/Hospice Liaison and Hospice Patient Care Coordinator Not pictured: Phyllis

Morris, Hospice RN

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



Front Row: Amanda Bernet, RN, Home Health/Hospice Liaison/Hospice Patient Care Coordinator/Asst. Director of Nursing, Mary Crowder, RN, Clinical Services Supervisor, Mandi Dersch, RN, Director of Nursing, Vanessa Lumley, Plan of Care Review LPN

Back Row: Cheryl Boone, Hospice Billing/Accounts Receivable Manager, JoDeana McNabb, Director of Accounting Services, Stephanie Karr, Clinical Records Manager, and Lori Williams, Intake Coordinator, Not Pictured: Janine Martin, Office Manager

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



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

“Thank you for being so patient and caring during each of my therapy sessions. I used them in 2017; that’s why I chose them this time and will again if needed in the future. Awesome people.”

“The aide is careful when giving me a bath; she also takes my temp and b/p. The RN is also easy with me to not cause me pain.”

“All of the nurses are just great. I would tell anyone who needs home health care to call them. God bless them all.”

“The nurses have been amazing, friendly, caring and knowledgeable. I would recommend them to anyone!”

“I am very satisfied. My nurses were very dependable and experienced.”

“Aides and nurses were great; appreciate their kindness and care.”

“They were all good to me. I would love to keep them; but know that’s not possible. I recommend them for everything they did.”

“He has gotten the best of care. We’d recommend the nurse and aides.”

“I cannot explain in words how wonderful each person that came to help me was. They were good to me and made everything easy as possible; and just treated me so good. Wonderful home care.”

“All nurses were helpful and kind in my time of need. When the nurse leaves my home I always have a smile on my face.”

“Head and shoulders above all the PTA’s I have ever worked with. She is a professional. I am tearing up now just remembering her kindness and understanding. She expected me to always try harder and I did.”

“PT and Nurse helped me make progress with my health under their tutoring.”

“I would like to thank everyone from the girls in the office who answered the phone to every nurse that came to my home to give me care. They all went over and beyond.”

“Each of my care team was excellent in the care they gave me.”

“Nurse is excellent. She gets it. I have been with this company for 13 years. She is by far one of the best nurses I’ve had. She goes above and beyond in her duties for me always.”

“Staff is wonderful and very helpful. Nurse is such an exceptional, caring person and always so informative. Office staff are wonderful also.”

“My PTA was very friendly and knowledgeable. Encouraged me to do my best.”

“You can thank them all; they were good.”

“My nurses are very caring about me; and always call; and are on time.”

“HHA helped me with my shower. She was very kind and helpful. She has a great personality. All other staff were great too.”

“All the team was polite; gave the best services.”

“I Love my care team.”

“Thank you for a great experience.”

“5 Star” care. No complaints.”

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

“They were all thoughtful, caring and helpful always. I could tell it’s more than just a job to them! She enjoyed them all; was loved by them and knew it. Could not ask for anything more. RN was her favorite; mine too. She loved Mother; it showed in everything she did for her.”

“They did a wonderful job helping Mom and me; the aide, nurses and office staff. Everyone was wonderful.”

“RN is sent from God to do this job! We both loved her so much. The office staff was great to her. Bath aides were Mom’s favorite and mine too. So pleasant and respectful and loving! The people all have a calling for sure! Thanks to all who helped Mother.”

“Care was great; nurses were wonderful!”

“The RN was very helpful.”

“The team was a true blessing to me. I tell everyone I do not know how I could have gotten through Mom’s dementia progression and death without them.”

“The nurses were good and seemed sincere in their care.”

“I do not think I could have survived losing Dad without all of you.”

“RN was the greatest; and made my husband relax. She answered any question he asked truthfully and to his satisfaction. She made everything much easier on me too. I would have her again if I was in the same situation.”

“I was pleased with the way they talked with me. They were wonderful.”

“Everyone did an amazing job with Mother.”

“Our care was excellent from the nurses and Dr. Sorrells. Our RN was outstanding and caring through this difficult time.”

“Our RN was amazing! Couldn’t have asked for better care!”

“The family would like to express their sincere thanks and appreciation to Hoosier Uplands and Hospice RN.”

“Dad went on Hospice on a Friday. They asked what we needed; and said they would order all Friday or Saturday. The pharmacy didn’t deliver bed and such; My father didn’t need bed yet. But come Saturday we needed it. I called and the bed was delivered within two hours. Primary RN was wonderful. She came every time I called. Other RN was also good.”

“The care received was excellent. I would rate the support and care received as the best by all caregivers. My father received care and my husband. Impressed by Dr. Sorrells.”

**Mandi Dersch, RN**  
*Director of Nursing, Home Health & Hospice*

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



## Information Technology Services

Once again, 2024 saw a year of change for IT Services. As 2024 began, IT Services had been working with several security consultants and doing security assessments in response to the ransomware attack in late November 2022. IT Services continued its emphasis of cyber awareness and education with KnowBe4 end user security training curriculum for all HUEDC staff on various security/IT related issues.

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

In 2024, IT Services embarked on a large-scale agency wide project. At the end of 2023, IT Services signed into an agreement with Indiana Telephone Network to provide an agency wide VoIP telephone platform to replace the existing telephone systems at all HUEDC locations. This migration, upon completion, will connect all of the agency offices within our five county service area to a centralized cloud based VoIP platform. As of December of 2024, over 90 % of HUEDC offices have been migrated to this telephony platform including the Mitchell campus (500 and 521 W. Main locations). The remaining locations are slated to be migrated by the end of Q1 2025. This has not only lower existing phone bills by a significant rate, it has given the agency departments many advanced options and features that are not currently available. IT Services also negotiated a new contract with Smithville Fiber at a lower rate and higher bandwidth speeds.

IT services also continues to upgrade and replace user workstations to Windows 11 in anticipation of the Windows 10 end of life date of October 2025. As of December 2024, 85% of all systems have transitioned to the Windows 11 operating system

IT Services continued their support of Paoli Community Schools during the 2024 year and are involved in the day to day operations, such as Chromebook repairs, electronic door lock management, web-filtering adjustments, Google/Windows domain administration, desktop repair, required state reporting, and e-rate submission which saves the school around \$30,360 dollars on their internet and WiFi equipment and billing.

Some of the major projects that happened during the 2024 school year, IT assisted with a new camera security system that was installed at both buildings, helping with IP configurations and fiber connections. The school purchased more Windows 11 computers to finish out replacing out Windows 10 machines that will be end of life in 2025, besides a few specialty machines all have been replaced. Another project was to create a new coding computer lab with 30 machines, with new state requirements coming in the fall of 2025 which require coding classes for junior high students, this lab will give them flexibility in how this class is created for next year for the school. The last major project was with a grant through Special Education Co-op the school received two Robokind robots that help students with social emotion learning and speech. The school plans to start using them start of 2025.



Some of the upcoming projects for the schools for the 2025-2026 school year, dependent on e-rate funding and bidding, the school corporation will look into replacing older network switches with newer Power over Ethernet switches. IT will look at what needs for replacement in the one-to-one Chromebooks and any other hardware that may need to be replaced. The school corporation's contract for copier and printers is up at the end of school year so the school is looking at its options for that contract also.

IT services continued their contract with Paoli Public Library, , IT mainly does computer repair, and troubleshooting for their roughly 18-20 computers. One small project, their main wifi router needed replaced, as the old one became unreliable. One upcoming project will be replacing their older computers with newer Windows 11 computers dependent on funding.



### HUITS Revenue For 2024

<b>PAOLI COMM SCHOOLS 2024 YTD</b>	<b>\$17,864.00</b>
<b>PAOLI PUBLIC LIBRARY</b>	<b>\$652.00</b>
<b>IT SERVICES 2024 YTD TOTAL</b>	<b>\$18,516.00</b>

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

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





# Serenity Now Psychiatric Counseling Clinic

The year 2024 brought a great deal of change, growth, and challenge to the Serenity Now clinic. We continue to operate on a hybrid model with patients being seen both in person and via telehealth. Our providers completed 7,029 therapy visits, and 3,975 medical visits. In addition, our therapy providers were able to complete 362 new patient evaluations, and our medical providers were able to complete 189 medication management evaluations. Our team is closing 2024 with a total of two medication providers, nine therapists, and five administrative staff. Many of our providers continue to work a hybrid remote/in-office schedule, apart from three members of our team who are fully remote in their positions.

After a significant amount of hard work from many of our staff members and a great deal of collaboration, Serenity Now has been able to expand into offering Spravato treatment to our clientele, including the addition of a second treatment room in our clinic. Spravato is a valuable form of medication for those struggling with Treatment Resistant Depression, and prior to our program implementation, this service was available most closely in the Greenwood IN or Louisville KY areas. For many, this distance was prohibitive. We want to thank Carrie Long PMHNP for taking the leap to offer our first administration appointment, Haley Maranda LMHC LCAC for developing the policies and procedures, Lorna Harris for overseeing staff training and program adherence, Deborah Humphrey for her role in ensuring we're correctly billing these services, and Dr John Eckard for overseeing the entire process in addition to treating patients himself.

Additionally, throughout the course of the year, we were able to train two of our in-office therapists, Katelyn Lee LMHC and Tom Trent LCSW, to provide Eye Movement Desensitization and Reprocessing (EMDR) Therapy to aid in treating trauma and other applicable concerns. Because some of our trained EMDR therapists have transitioned to remote work, having new in-office providers is crucial to meet the needs of all clientele. In continuing to celebrate our providers, Brittany Ferrari LMHC and Emily Line LCSW both passed their licensure examinations this year and are now independently licensed providers. We've appreciated being a part of their growth and look forward to witnessing their professional development to come. We have also added Angela Pohlen LMHC-A to our staff; she is a recent graduate and has an admirable work ethic and motivation to serve her clients.

Despite these milestones and celebrations, the mental health field continues to face challenges. The need for services has continued to outpace the availability of providers. Throughout the year, Serenity Now has had to adjust our availability for new clientele, primarily prioritizing clientele within the Hoosier Uplands catchment area for incoming clients. These restrictions on availability serve to allow for us to provide the highest standards of care for our existing clients. However, despite imposing these limitations, we have still been able to increase our new patient intakes by nearly 50% from 2023. We expect that a portion of this may be related to the 2024 change that allowed LMHCs to treat clients who have Medicare insurance, thus allowing increased provider access. We also expect this to be related to our growing team; 2024 brought new providers to our team, as well as various schedule and licensure changes, all of which increased our availability to the community.

Serenity Now also experienced some challenges surrounding our Department of Mental Health and Addictions certification as a service provider for the state of Indiana. In the first half of the year, Serenity Now underwent an audit by DMHA to review our provider care, documentation, policies, and procedures when working with clients who are experiencing substance use or dependence. We obtained a quite favorable result and are very proud of the hard work of all team members – providers and administrative staff alike – and their role in providing exceptional patient care and experiences. However, in July 2024, our clinic's certification was up for renewal, and because of limitations imposed by the Indiana State Code, it was infeasible to maintain our status as a DMHA Certified Provider. As a result, Serenity Now is limited to working with individual struggling with substance use or dependence on an incident-to-basis, and redirecting to area resources for those individuals whose primary concerns for treatment relate to substance use/dependence.



In 2024, we have continued to evaluate and modify our billing procedures and features. Throughout 2024, Serenity Now continued work with HPI Solutions for Revenue Cycle Management. Serenity Now has also updated our fee schedule to keep up with inflation and rising costs in healthcare. We have also worked to establish collections services to pursue old, overdue, or stale accounts to the best of our ability. Additionally, to increase our payment options and ease of submitting payments, we have transitioned to the use of a credit card program that is integrated into our Electronic Medical Record (EMR). The features provided by this integration allow for more automatic payment processing and information storage, both maximizing recoupment of payments as well as reducing staff time spent following up to obtain payments from clients.

Serenity now continues to maintain relationships with Lifespring Health Systems and with Southern Indiana Community Healthcare. John Eckard, MD continues to provide psychiatric medication management services to these offices, thus providing psychiatric services to underserved communities in Southern Indiana.

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



# Hoosier Uplands Facilities



## **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 (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) 849-6974 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

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## **APARTMENT PROJECTS**

### **Aspen Meadows/Salem**

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

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

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

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

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

### **Larkin Apartments/Loogootee**

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

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

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

### **Midtown Suites Apartments/Mitchell**

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

### **New Horizon Apartments/Salem**

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

### **Persimmon Park Apartments/Mitchell**

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

### **Phoenix on the Square Apartments/Paoli**

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

### **Pioneer Creek Apartments/Mitchell**

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

### **Shawnee Apartments/Bedford**

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

### **Spring Town Apartments/Marengo**

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

### **Stalker Apartments/Bedford**

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

### **Stonecutters Place Apartments/Bedford**

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

### **Taylor Apartments/Campbellsburg**

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



# Total Agency Funding for 2024

## Community Services Funding

LIHEAP & ARP Energy Assistance	\$2,125,479.00
LIHEAP Weatherization	367,748.00
Dept of Energy Weatherization	562,975.00
Community Services Block Grant*	255,940.00
Duke / Centerpoint Weatherization	73,904.00
Local Weatherization Funding	20,896.00
Duke Weatherization Supplemental	28,435.00
Rental Income Various Properties	3,064,547.00
Housing Choice Voucher Program	2,228,990.00
Limestone Edge (3 year project)	11,113,889.00
Limestone Edge HDF	345,000.00
Limestone Edge Housing Trust Fund	1,500,000.00
<b>SUBTOTAL</b>	<b>\$21,687,803.00 62%</b>

## Health Care Related Funding

Home Health Care & Hospice	\$2,189,100.00
Martin County Health Department	308,309.00
Choices Helping Abstinent Teens	124,635.00
ISDH TB Contracts	317,537.00
Ind Tobacco Prevention & Cessation	190,000.00
AgVETS Grant	257,562.00
Bright Futures for Families	86,300.00
Area Health Education Center	326,660.00
IU School of Medicine Student Placement	9,000.00
Serenity Now Psychiatric & Counseling	1,233,615.00
Choice Initiative	378,000.00
<b>SUBTOTAL</b>	<b>\$5,420,718.00 15%</b>

## Area Agency on Aging Funding

FSSA Older Americans Act	\$681,893.00
FSSA Older Hoosier Funds	18,709.00
FSSA CHOICE Program	868,532.00
United Health Care	73,565.00
Case Management Services	1,072,823.00
Medicaid Admin/ Intake	138,769.00
ISDH Dementia Care	79,688.00
FSSA Social Services Block Grant	187,096.00
NSIP Food Program	24,591.00
SHIP Counseling	8,300.00
Glick Foundation	10,000.00
<b>SUBTOTAL</b>	<b>\$3,163,966.00 9%</b>

## Miscellaneous Funding

Information Technology Department	\$18,496.00
Miscellaneous Cash Donations	8,000.00
Mitchell Opera House - Revenue	93,188.00
Community Development & Improvement	335,602.00
Old National Bank Foundation	5,000.00
Lehigh Heidelberg Cement	5,000.00
Hoosier Uplands Scholarship Program	18,700.00
<b>SUBTOTAL</b>	<b>\$483,986.00 1%</b>
<b>GRAND TOTAL</b>	<b>\$35,232,441.00</b>
*Includes carry over funds Does not include "In-Kind"	
	<b>100%</b>

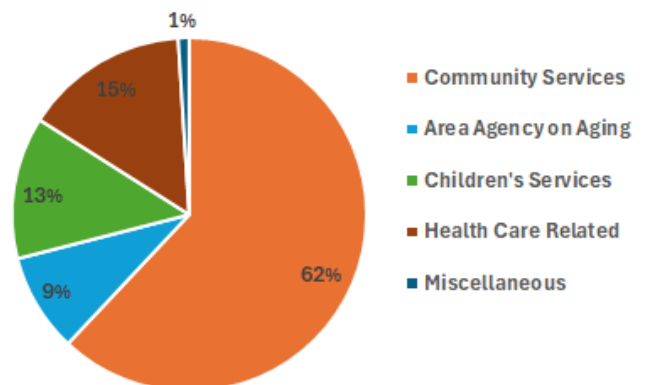
## Children's Services Funding

Head Start & Early Head Start	\$3,810,656.00
USDA Food Program	215,312.00
21st Century Learning Student	450,000.00
<b>SUBTOTAL</b>	<b>\$4,475,968.00 13%</b>



**David L. Miller**  
Chief Executive Officer

## 2024 Agency Funding Profile (by service)



# Members of the Board - 2024



## 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 - 2024

## ***Aging and Disability Advisory Council***

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

## ***Head Start and Early Head Start 2022-2023 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*

### 51 Years

Margaret Staggs

### 47 Years

Debbie Coleman

### 37 Years

David Miller  
Trudy Wells

### 36 Years

Debbie Beeler  
Suzanne Coleman  
Debbie Terry

### 35 Years

Ginger Knight

### 34 Years

Annette Gilliland  
Kris Mathews  
Jenni Snow

### 33 Years

Vanessa Lumley

### 31 Years

Cheryl Boone  
Karen Cooper  
Irene Ervin  
Amy Hopper

### 30 Years

JoDeana McNabb  
Angelia Owens

### 29 Years

Diane Budd  
Donna Skeen

### 28 Years

Addie Datish

### 26 Years

Glenda Duncan

### 25 Years

Natalie Powell

### 24 Years

Debbie Guthrie  
Alverta Hart  
Michelle Diane Short

### 23 Years

Julia Albright  
Kim Hall

### 22 Years

Amy Alcorn  
Connie Griego

### 21 Years

Maria Banks  
Brandon Hall  
Theresa Pate  
Deanna Porter

### 20 Years

Michael Edwards  
Karianne Hopkins  
Jennifer Rutherford

### 19 Years

Joanie Evans  
Amber Tedrow  
Barbara Weber-White  
Lori Williams

### 18 Years

Angelica Hackler  
Angela Stewart

### 17 Years

Diana Kidwell  
Crystal Tincher  
Sheila Tritle

### 16 Years

Samantha Bowles  
Tamara Burgess  
Lee Grimes  
Janine Martin  
Judith Taylor  
Shawn Williams

### 15 Years

Laura Dougherty  
Tom Gibson  
Rhea McClintock

### 14 Years

Whitley Clements  
Shelia Ratliff  
Juanita Sneed  
Mary Wingler  
Andrew Wolber

### 13 Years

Jerry Albertson  
Martina Nicholson  
JR Robling

### 12 Years

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

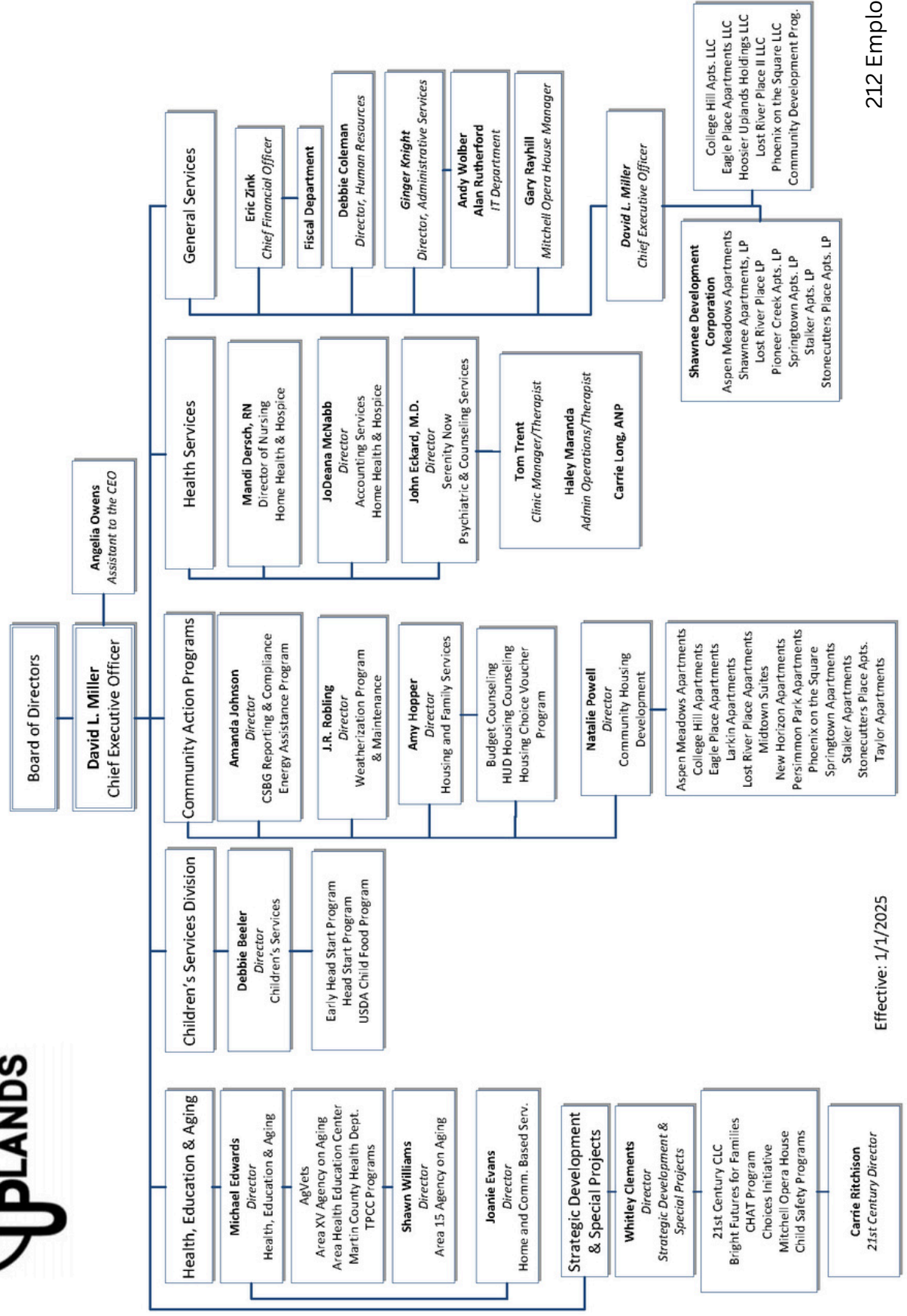
### 11 Years

Michael Dockery  
Austin Heffner  
Shayna Pena  
Amanda Johnson

### 10 Years

Brandi Boutelle  
Mandi Dersch  
Catherine Pennington  
Amy Venters  
Eric Zink

# Organizational Chart 2025



Effective: 1/1/2025

212 Employees



**“People Helping People Since 1966”**