



We build relationships to support individuals with disabilities on their journey toward independence

# 2025 BOARD OF DIRECTORS

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VISION

Communities that provide

equal opportunity for

individuals to live their

best life

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# 5 YEARS

Christine M Tanner Cherie Burden Gladys Taylor-Calhoun Patricia Jo Marx **Christopher Moers** Mason W Thomas **Betty Harker** Krista Cox Jeffrey M Steckler Annette M Lindsey Sharon A Hagenseiker

# 10 YEARS

Rita Mary Uebelhor Lesly A Wilkins Jaclyn N Schutzius Kelli Lynn Will Rosemary Harder Jacy S Smith Amanda Kay Keusch Denise M McCallister Mark A Libbert

### 15 YEARS

Donna S Schneider Jessica K Dixon Laura Rohleder

# 20 YEARS

**Daniel Schmitt** 

# 22 YEARS

Lindle Bratcher Cheryl Mullis

# 23 YEARS

Carolyn Louise Braun

## 26 YEARS

**Beverly Carpenter** Annette R Dimmett

# 27 YEARS

Bonnie S Mickler

### 28 YEARS Sarah E Heck

# **MESSAGE FROM THE CEO**

At SIRS, we believe that every step matters, from the first day a new team member joins us, to the daily progress made by the individuals we support. This year's theme, Empowering Every Step, reflects our ongoing commitment to walk alongside those we serve with purpose, intention, and care.

We've made great strides this year across all areas of our work. Our focus on quality improvement, safety, and outcomes tracking has led to measurable gains in service consistency and accountability. These efforts ensure that the people we support are not just receiving services, but truly living lives of self-direction, dignity, and inclusion.

Much of this progress has been made possible by our incredible workforce. From Direct Support Professionals to supervisors, our team has embraced a culture of empowerment where we lead change, support one another, and are committed to the highest standards of care. We've also invested in developing future leaders through the development of a DSP apprenticeship program and identifying other talent pipeline opportunities, knowing that sustainable impact depends on building strong mission-driven talent.

Internally, our operations from transportation logistics to recruitment and retention strategies have been enhanced to better reflect the values that guide us. These changes may not always be visible, but they are crucial in creating an organization that runs efficiently and puts people first at every level.

Beyond our walls, we continue to be active in advocacy, engaging with policy makers, partner organizations, and funders to promote the value of Home and Community-Based Services. Through our marketing and fund development efforts, we are telling the real stories that bring our mission to life to help others understand why our work matters.

This year also marks a personal milestone, as I prepare to retire from my role as CEO. Leading SIRS has been one of the greatest honors of my life, and I step into this transition with confidence in both our direction and our people. As I look ahead, I do so with a planned leadership transition that brings both continuity and opportunity. I am confident in the strength of our organization and in the shared commitment between outgoing and incoming leadership to stay rooted in our mission and build on the progress we've made together. We are focused on maintaining momentum, preserving the integrity of our initiatives, and empowering ever step into the future.

Thank you for being part of this journey. Every step we've taken has been possible because of your support, and every step forward will be too.



# PEDIATRIC REHABILITATION SERVICES

#### Total # of Children - Duplicate Included

	Dubois	Gibson	Perry	Pike	Spencer	Vanderburgh	Warrick	Total/service
Physical Therapy	63	7	20	10	20	37	72	229
Developmental Therapy	73	16	23	10	29	83	135	369
Occupational Therapy	74	18	22	20	17	64	76	291
Speech Therapy	89	5	23	27	21	89	96	350
Totals								1239

#### **Individual Children Served:**

Dubois196	Pike39	Warrick236
Gibson40	Spencer60	TOTAL: 826
Perry52	Vanderburgh203	

# FIRST STEPS

This phrase is one that therapists use often in early intervention. As a pediatric OT, one of my primary goals is to make sure parents are aware of the skill we are trying to elicit during play so that they can encourage the skill as well as celebrate its mastery. Once a parent using their index finger to push an item into a container sees their child attempt a new skill using a certain toy, they immediately want to purchase it in order to continue to replicate the skill over and over. In order to

generalize the skill so that the child can work towards achieving the milestone, different modalities (other than standard toys) can be utilized. Making "toys"

"It is !NOT! about the toy,
it is "ALL" about the SKILL"

out of household items can be fun not only for the child, but also the parent. I encourage parents to consider items before they recycle to see if they can be utilized for play. Some of my favorite items include parmesan containers, icing containers, water bottles (squishy ones as well as more solid ones) and large containers with screw off lids. These items can be used to elicit fine motor skills such as pincer grasp, releasing into a container, wrist rotation, and index finger isolation. They can also be

cotton balls, dry rice, dry beans, or dry pasta. (These items are used with direct supervision to ensure they do not swallow them). When everyday items are used for play, it is easier for parents to generalize concepts in the natural routine throughout the day. If the child practices lid, the parent can then encourage them to use their index finger to turn off a light switch. Pictured are some of my favorite items to use with families. If you have

used for sensory play when filled with craft pom poms,

little ones at home, I encourage you to use your imagination to turn everyday items into play activities.





ago, she was just beginning to explore what long-term her flourish. employment could look like for her. With the steady support of her Employment Consultant, Kirstyn, she Outside of work, life is just as fulfilling. She treasures found a place at IGA in 2019—and she's been thriving time with her family, especially her nephew, who there ever since.

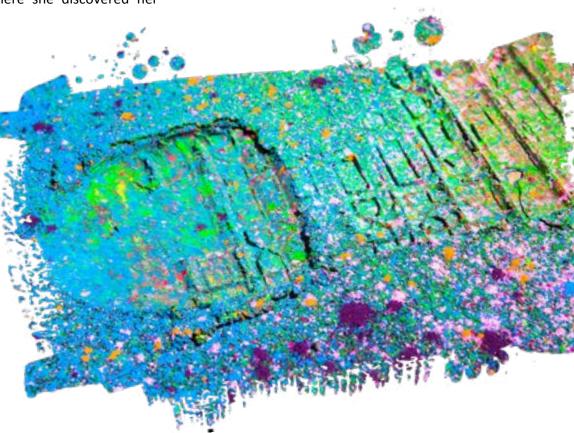
Sarah started out in the deli, learning new skills shines as an example of what perseverance and and building confidence in her role. Eventually, she support can make possible. transitioned into stocking, where she discovered her

stride. Over time, she not only learned the responsibilities of the job but also built strong and lasting relationships with her coworkers and boss. Today, she is seen as a dependable, valued member of the team.

Sarah's independence has grown alongside her career. She drives herself to and from work, manages her schedule, and continues to show that she needs less direct support as she confidently navigates her job.

When Sarah first connected with SIRS over five years For Kirstyn, it has been inspiring to step back and watch

brings her so much joy. Balancing independence at work with meaningful connections at home, she truly



# FINANCIAL RESULTS - FISCAL YEAR 2025

**EXPENSES** 

REVENUES	
Service Fees	\$8,747,259
SIRS Industries	\$2,549,228
Grants	\$328,594
Other Income	\$109,424
Contributions	\$40,093
Total Revenue	\$11,774,598

Compensation \$9,683,507 & Related	Occupa Other 0
Materials & Supplies \$1,095,672	Total Ex
Transportation \$414,523	
Depreciation\$100,685	

..\$232,607 Operation......\$78,158 xpenses.....\$11,605,152

# THANK YOU TO OUR 2024-25 DONORS!

**Perry County Community Foundation Anonymous** Alesha Weyer **Eville Iron Street Rods Nancy Eckerle K&K Automatic Doors Uebelhor Oil** 

**Canal Oil Dubois Rec** Lou Ann & Ronald Weyer **Thomas Seger Family Foundation** Tim & Jan Swickard

**Kenneth & Janet Goldman Timothy Demotte Attorney at Law Rhonda & Richard Hess** 

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Kristy was a beautiful young woman with a bubbly personality who brought joy everywhere she went. She was deeply devoted to her sisters and loved nothing more than spending time with her nieces and nephews, cheering them on at their games and celebrating their milestones.

In her younger years, Kristy proudly participated in the Special Olympics and performed cheer routines with the Cheer Pride Jungle Cats. She later attended the Day Program in Tell City, where she enjoyed coloring, playing Uno, doodling in her journals, and painting her nails alongside friends.

Kristy had a zest for life and for community. She loved dressing up for the seasons, visiting with friends at the bowling alley, grabbing lunch at a drive-thru, or taking a ride down to Sunset Park. She especially delighted in zipping around Walmart on the electric cart—usually full throttle, with her staff trailing behind, as she stayed focused on her mission.

Kristy had a beloved collection of pens and journals, which she carried with her almost everywhere. Her favorite color was "addow" (yellow), and like the sunshine, she brightened the lives of everyone she met.

Kristy's passing leaves a tremendous void in our hearts. She will be remembered always for her laughter, her spirit, and the way she made everyone feel like her buddy. Her light continues to shine in the lives she touched, and she will be missed more than words can express.



# LINK-N-GO TRANSPORTATION

**Total Trips: 15,968** 

German American Employees

Four Thousand Soum Hundred Thirty Dellins

Grerwan American Foundation

Glive Back

# KARSTEN

Since June of this year, Karsten has been proudly employed at Holiday World in Santa Claus, Indiana. This is his very first job—and his first season! He has taken on the role of a busser at Jungle Jake's with enthusiasm and dedication.

Karsten's daily responsibilities include wiping off tables as guests finish their meals, stacking trays, and assisting with trash removal. It guickly became clear that he especially enjoyed cleaning tables, and his supervisor thoughtfully customized the position to allow him to focus solely on that part of the job. This small adjustment has made a big impact, giving him the opportunity to excel while doing something he genuinely enjoys.

Karsten has quickly formed strong relationships with both his supervisor and coworkers, who have become natural supports in his work environment. His positive attitude and bright smile are noticed by everyone around him. When his Employment Consultant, Tracy Jarboe, visits the park, fellow crew members often go out of their way to share how well he's doing and how much they appreciate having him on the team.

This first job has helped Karsten build confidence, gain independence, and develop a greater sense of purpose. His consistent work ethic and eagerness to contribute have made him a valued member of the Holiday World team.



# SIRS JOBS + & TRANSITION SERVICES

#### **Job Placement Results**

Total Jobs: 32

Average Hourly Wage \$11.74 Percentage of Jobs over 20 hours: 47%

#### **Transition Services Enrollment**

**HS Transition: 414 Students** Warrick 155

Perry & Spencer 194 Dubois 61

AIM Academy: 9

# **Project Search**

Interns Enrolled 6 Interns Completed 5 Employed 3

# NON-DUPLICATE SERVED HOME & COMMUNITY BASED SERVICES

County	# Served	<b>Hours served</b>	County	# Served	<b>Hours served</b>	
Dubois	130	42,929	Pike	1	2.75	
Gibson	1	29	Spencer	35	28,291	
Martin	1	303	Vanderburgh	37	45,914	
Perry	56	68,100	Warrick	87	83,213	
			Total:	348	268,785	

# EVERY STEP WITH TED

graduated from high school and began attending the activities, and his community. Tell City Day Program. Over the years, he has grown into an active, social, and determined individual who In July 2024, Ted celebrated one of his biggest is always eager to take on new challenges. In July

Ted has been part of SIRS since 2014, when he he continues to thrive, staying engaged with friends,

accomplishments yet: moving into supported living in 2023, Ted joined the Boonville Day Program, where Warrick County and officially living on his own. This milestone represents years of preparation, courage, and hard work. Ted is proud of this achievement and enjoys the freedom of having his own home. He especially loves planning shopping trips, choosing where to eat out, and relaxing in his own space while watching TV.

> Through SIRS, Ted receives residential supports, which have helped him build meaningful relationships with his team. With their support, and his own dedication, Ted has steadily gained confidence and independence in his daily life.

Perhaps Ted's greatest accomplishment has been his ability to overcome the challenges of leaving home and adjusting to a new lifestyle. What once felt overwhelming has become a source of pride as he embraced change with resilience and positivity. Ted's journey is a powerful example of how determination, support, and opportunity can open the door to independence and a fulfilling life.

