

This Is Us



This Is SIRS 

Celebrating 55 Years

2023 ANNUAL REPORT



Contents

CEO MESSAGE 1-2

TIM & LINDA..... 3

STAFF ANNIVERSARIES 4

DONORS..... 5

JOBS +..... 6
Peter - Tammy

IN MEMORIAM..... 7
Todd - Beth - Aireal - Laura

COMMUNITY.....8-9

PRS 10

THIS IS US - THIS IS SIRS 11
Community Services' Success Stories
Nathan - Austin - Natalie

CHAMPIONS 12

PROJECT SEARCH 13
Jack - Michael - James - Bailee - Trevor

DAY AT THE ZOO..... 14

Message from the CEO

SIRS special annual report encompasses 55 years of “This is Us-This is SIRS” coming together in serving 800 people in a variety of services with a workforce of 235 employees! As Southern Indiana Resource Solutions, Inc. CEO, I have proudly supported our mission-based services for 20 years. We all continue to grow as individuals and within specialized teams as our organization has evolved in quality and person-centered focus.

We must first revisit our past to understand our present and plan future initiatives. Incorporated in 1968, SIRS evolved through the motivation of local parents of teenagers and adults with disabilities, who desired to keep their children in their homes and local communities rather than send them to state-run institutions. Before this movement, individuals with disabilities were not allowed a public education, were often institutionalized at an early age, or endured isolation in family homes without any social interactions at the risk of discrimination. Thus, these ambitious parents and community members developed the SIRS concept to offer activities, training, and opportunities for people with intellectual and developmental disabilities in our local communities. In 1969, our enrollment number was only six.

In the 1970s, the focus was on space and scope to expand rehabilitative services to a larger population in more communities. In 1975, public law required schools to educate children with disabilities, and SIRS added infant services.

SIRS administrators focused on work-study programs, training centers, and day activities to

encompass an array of service options in the 80s. These efforts included integrating preschool services, mainstreaming children with and without disabilities, and supporting employment initiatives, such as vocational integration placement.

By the mid-90s, Vocational Rehabilitation (VR) accepted SIRS as one of the initial six agencies in Indiana to be involved in the Indiana Employment Initiative, focusing on best practices in supported employment. This initiative paved the way for a more integrated approach to service delivery and supporting individuals to join their community through social and volunteer activities. In 1998, SIRS was awarded a significant grant through VR to address the barriers to converting the agency from a facility-based to a community-based service system. Ironically, I came to know SIRS during this conversion, at age 16, as a waitress at a local restaurant. My parents managed the restaurant and purposefully hired individuals through this new community-based service system. Life sure does come full circle!

I joined the SIRS team in the early years of a new millennium. In 2000, we sought partnerships with local businesses to create opportunities for the people we serve. While new state standards were introduced, SIRS, unwavering, continued to demonstrate international standards for quality and commitment to pursuing excellence and receiving the highest accreditation of three years by the Commission on Accreditation of Rehabilitation Facilities 10 surveys in a row! As we continued to knock down barriers for the people we serve, we partnered with rural public transit to add transportation services; Project

Search launched in 2009, Project AIM launched in 2012, and contracts continued to increase for state use programs. As we focused more on the person throughout their lifespan, our residential services grew, we became more involved with transition-aged youth and began advocating for a resolution for young adults who lose critical services upon high school graduation. Needless to say, we are proud of our achievements. However, it is impossible to put our entire timeline on these pages and give each accomplishment the recognition it deserves.

While the COVID pandemic was a challenge, our SIRS employees stepped up to serve, and we championed our mission-based services through best practices. What we have learned throughout is the people we support, their families, the community, and commitment from staff and administration are all keys to our success.

The words on these pages are Us. You are Us, the community is Us, and our predecessors are Us. This is SIRS! All of our hearts combined are the heartbeat of the mission of this organization. We continue to thrive because our commitment and tenacity to our mission keep interacting with our communities. It is a win-win!

Cheryl Mullis

Cheryl Mullis
CEO/President



2023 Board of Directors

DUBOIS

Jackie Mehling
Dennis Tedrow

PERRY

Jason Martin
Madelyn Steen
Rachel Granderson
Ryan Sumner

SPENCER

Maddison Fella

WARRICK

Alissa Enright
Michelle Mason
Tabitha Heilman



Mission

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

Vision

Communities that provide equal opportunity for individuals to live their best life.



**AWARDED OUR 10TH
3-YEAR CARF
ACCREDITATION!**

Tim & Linda

Tim and Linda, both residential clients, are a married couple who have been with SIRS community services for many years (Tim since 2012 and Linda since 2011). They had a civil ceremony in 1983 with their immediate family and friends present. They reside in their own home and have created many memories. The couple enjoys dining together at home, going out together for dinner/meals with their friends, and spending time together. Tim and Linda celebrated 20 years of wedded bliss on 7/26/2023. Here's hoping for many more!



Financial Results – Fiscal Year 2023

REVENUES

SIRS Industries.....	\$2,385,047	Other Income.....	\$25,651
Service Fees.....	\$7,193,555	Contributions.....	\$27,060
Grants.....	\$589,307	Total Revenue ...	\$10,220,619

EXPENSES

Compensation & Related	\$8,394,220	Occupancy	\$269,556
Materials & Supplies	\$995,929	Other Operation.....	\$126,712
Transportation	\$433,185	Depreciation	\$65,056
Total Expenses.....	\$10,284,658		



Celebrating the 5's and Plus

5 Years

Allison Renee Bieker
Martha S. Blair
Arleela J. Connor
Karen Corley
Monica Duff-Buffum
Kirstyn Elder
Amber Feix
Odilia Garza
Amy Harpenau
James Hawkins
Cassandra D. Kieser
Robert Kieser
Mary F. Knepper
Timothy R. Kreisle
Christopher Lampkin
Jacqueline Lohman
Donna McGrew
Tamarah Pate
Elizabeth A. Ransom
Darlene Maree Sitzman
Rick J. Stenftenagel
Sarah Elizabeth Stuart
Cyrus K. Winkler
Monica Ann Young
Steven D. Young

10 Years

Donna J. Barclay
Carolyn A. Billings
Krystal L. Coleman
Dietra D. Fischer
Patrick L. Haake
David Houchin
Shwu Howell
Gary D. Jones
Patricia E. Morgan
Melissa Sharp
Janet Skelton
Kimberly L. Smith
Katelin Ann Stacik

15 years

William A. Bynon
Lowell Dillon
Darlene Graves
Thomas Gregory
Christina L. Gresham
Diane Heilers
Gary Hohl
Lester Thomas Hundley
Lisa Kelley
James Nichols
Laura Withers

20-21 Years

Lindle Bratcher
Amy E. Culver
Cheryl Mullis

22 Years

Carolyn Louise Braun
Frank Vonderheide

24-25 Years

Beverly Carpenter
Annette R. Dimmett
Bonnie S. Mickler

26-27 Years

Sarah E. Heck
Karolyn M. Miller

36 Years

Donna L. Haake

39 Years

Trudy Jo Altman

43 Years

Patricia A. Glenn





Donors 2022-2023

We offer our heartfelt thanks to the following donors who inspire us with their kindness and generosity in helping us change lives and community.

Organizations

Bawel Family Charities
Bayer's Plumbing
Best Home Furnishings
Boonville Federal Savings Bank
C & S, Inc
C A Stenftenagel Fam Fdn Trust
Canal Lodge 209
Cron's Body Shop
Daughters of Isabella
Debbie Allen State Farm
DPatrick Ford -Boonville
Dubois County Council and
Commissioners
Evansville Iron Street Rods
Evolv Inc
Grandview Aluminum
Herb Thyen Family Foundation
Holiday World
IN State Council-Knights of
Columbus
Jasper Engines
Jasper Lions Club
Jasper Moose Lodge #1175
Jerry Aigner Construction
K&K Integrated Logistics
Killebrew Brick
Kimball International/Habig
Foundation
KK Integrated Logistics
Martin Family Comm Foundation
Matrix Integration LLC
Meyer Distributing
Perry County Community
Foundation
Perry County Council and
Commissioners
Poor Man's Country Club
Southern Indiana Power
Spencer County Council and
Commissioners
Spencer Industries
Tablex LLC
Tell Me
Tri-Kappa
Visit Dubois County
Wabash Valley
Warrick County Council and
Commissioners
Waupaca
Women's Club of Newburgh
Zion United Church of Christ

Individuals

Angela Anderson
Gerlad & Delores Ault
Peggy Barnhart
Ray & Mary Ann Bawel
Mike & Karen Bradford
Mark & Kathy Brinkman
Mary Jane Brinkman
Donald & Jane Ann Critchlow
Jessica Dixon
Richard & Donna Ellis
John & Moana Kay Enlow
Diane Fortman
Thomas & Patricia Geopfrich
Bob & Jane Glenn
Kimberly Gogel
Kenneth & Janet Goldman
David & Tracy Graham
Betty Hassfurth
Judith Heitkemper
Mike & Mary Hess
Susan Holstein
Lynnette Kaiser
Bruce & Susie Knox
Norma Kress
Mario & Ricarda Landazuri
Brambila
Annette Lindsey
June Lovell
Vicky & Daniel Lutgring
Dennis & Colleen Martin
James & Betty McAlpin
Diane McConnell
Cheryl Mullis
Tamarah Pate
Gregory & Deborah Perigo
Dennis Powell
Clarence & Marilyn Prados
Darlene Robinett
David & Lydia Sabelhaus
Tom & Cindy Seger
Melissa Sharp
Sylvia Smith
Charles Stenftenagel
Ronald Thyen
James & Cindy Tyler
Stephen Uebelhor
Kent Uebelhor
Mark & Susan Waterman
Jerol & Bonita Watson
Joan Watson
Christpoher & Sally Welp
Ron & LouAnn Weyer

This Is Us



This Is SIRS



Peter

Peter Langer shows a caring customer heart for SIRS and states he "loves his job". Through jobs+ vocational rehabilitation (VR) and an employment coach, he has worked for SIRS as a driver for almost a year and now. Since April, he has been working at our Nancy Hank's Visitor Station in maintaining facilities. Peter enjoys keeping busy. He is often picking up shifts and shows pride in his work. Visitors appreciate that he keeps the visitor center clean and neat in appearance. Also, when they ask questions, he is amiable in looking up information and providing directions.



His SIRS supervisor, Mark Libbert states he is a model employee and key to quality visitor services around the clock. Initiative, learning new skills/tasks on the job, and doing both shifts across both sides of the Interstate 64 are ways that he shows positive work ethics. Together and as a team SIRS with Peter, we are working on achievement of goals and for maximum independence.

Tammy

Tammy began the process with Vocational Rehabilitation and SIRS in hopes to gain the most independent life she can have. She is hardworking, resourceful, and dedicated. Tammy is legally blind and began preparing for cane training, but with further evaluation by an eye specialist, she was able to get glasses that improved her clarity and vision. The eye specialist reassured her that she should not suffer complete loss of vision. Tammy returned to the area after being a stay at home mom, while her youngest son finished high school. Tammy originally expressed interest in obtaining a job in an office setting, but later decided she would mostly enjoy providing customer service and helping others. Tammy is enjoying both part time jobs and they have allowed her to be able to relocate homes, purchase a car for herself, travel to visit her daughter, and travel by plane for the first time recently.



Non-Duplicate Served Home and Community

County	Individuals	Hours
Dubois	119	44,123
Gibson	1	23
Martin	1	523
Perry	45	57,176
Pike	2	5
Spencer	32	22,443
Vanderburgh	40	95,648
Warrick	69	64,683
TOTAL:	306	284,622

Job Placement Results:

Total Jobs: 36
Average Hourly Wage: \$11.75
Percentage of jobs over 20 hours: 62%

Transition Services Enrollment:

AIM Academy – 7
Project Search – 5
High School Transition – 257
(1,810 hours of service Provided in HS transition)

In Memoriam

Todd



SIRS served Todd Lechner for 13 years. Todd was a very caring, thoughtful, and friendly person. He worked at McDonald's for 16 years having operated the fryer for several years when he transferred to the lobby. SIRS supported Todd through successful employment as he went through the Vocational Rehabilitation process, which included Discovery and Supported Employment. He retired in 2018. Todd loved to fish, camp at Scales Lake, visit his girlfriend, and have cookouts with his friends. He looked forward to fishing at the Knights of Columbus every year and was in the Tell City Bowling League for several years.

Companionship was essential to Todd; however, he thrived in living on his own. Todd was well known by the community and never met a stranger. He was also a member of the American Legion in Cannelton, Indiana, volunteered at bingo as the announcer, and assisted with placing flags at veterans' gravesites during Veteran's Day. He also joined in the return of the unknown soldier by holding a flag during the processions. These times were his proudest moments.

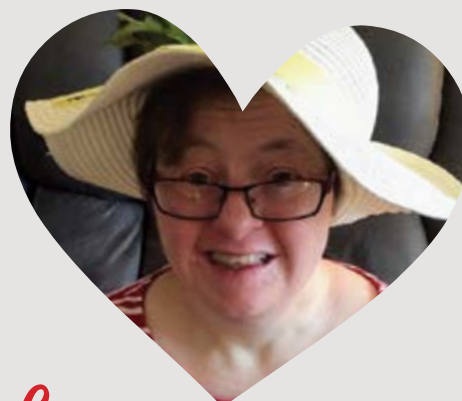
Beth

Elizabeth "Beth" Scott, was a loving, caring, funny, sassy, beautiful soul, and a great friend. Beth was a constant fixture here at SIRS for many years. She greeted us all with the very best hugs and sometimes a kiss on the cheek every morning and with that, you knew your day was going to be okay. She enjoyed her friends here and making sure the room was run smoothly as only a "mother hen" could do. Beth showed up to life wearing yellow, of course, since yellow perfectly represented her sunny personality and cheerful demeanor. She was the Belle of the Ball, at least here at SIRS, and forever will be.



Aireal

She could turn your darkest day into the brightest with just a smile! She blew kisses like they were going out of style. She was never in a bad mood and was always up for attention! Aireal was a bundle of pure joy.



Laura

Laura was a patriotic individual. Her father was in the military. She was so proud of her father and loved America. Her bedroom was always red, white, and blue. Her friends referred to her as "President". Laura was well known in her community. She was raised in Fulda with her family and loved her parents and siblings. Laura always remembered all her nieces and nephews' names and birthdates. She was a proud Aunt. She was very independent. Laura lived in a 24/7 supported living setting with her housemates. Laura was a very structured person. She always did well with cleaning and cooking. She was known to be a very good dresser and loved wearing hats and jewelry with her outfits. Laura always liked to stay busy. Knitting, listening to music, and dancing to the radio were her favorite pastimes.

Community



This Is Us This Is SIRS



Donate to SIRS!



Pediatric Rehabilitation Services

Now that the pandemic is winding down, the therapy world is continuing on with the lessons learned during that time. A combination of virtual therapy as well as in person therapy is being utilized to meet the needs of the families and the therapists. The twins pictured here received OT services for just a few sessions before the OT was injured and needed to switch to virtual therapy. Their mom set up the sessions based on OT recommendations and led them through the activities as the OT coached mom. It was quickly discovered that sensory based play held their attention longer than other activities. Their mom was creative and flexible and did an excellent job of using household items for sensory play. Upon the OT’s return to in person sessions, mom and OT worked alongside one another through the activities with both boys at the same time, switching back and forth seamlessly to work towards their individual goals. Melissa, their mom, reported that “Anne made it such a good experience for myself and the boys. I was skeptical of the virtual sessions but because of her organization and flexibility it was fun and successful. When she came back to in person, it was the same way. It empowered me. Anne made the sessions so accessible, I didn’t have to get any special supplies or anything, and that made me feel like I could continue lessons myself after they turned 3 which is important to me.”



PRS

Pediatric
Rehabilitation
Services

Total # of Individual Children

Dubois	175
Gibson	18
Perry	45
Pike.....	35
Spencer	56
Vanderburgh.....	161
Warrick	268
Total.....	758

Total # of Children - Duplicate Included

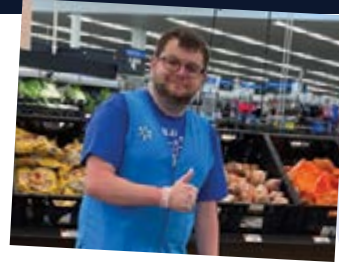
	Dubois	Gibson	Perry	Pike	Spencer	Vanderburgh	Warrick	Total/service
Physical Therapy	43	3	18	9	13	39	69	194
Developmental Therapy	92	7	6	13	36	82	143	379
Occupational Therapy	57	11	18	18	13	51	78	246
Speech Therapy	67	1	26	20	16	60	111	301
Totals.....	259	22	68	60	78	232	401	1120



Success Stories

Nathan

Throughout Nathan's years of community services with SIRS, he has been able to maintain employment at his current job for three years. He works around 20 hours per week at Walmart in Tell City. During this time, Nathan makes sandwiches, wraps, and pinwheels. When he is caught up on those tasks, he gets to help slice meat and cheese in the deli and assist customers at the hot case. Sometimes, Nathan even gets to decorate cupcakes. His goal is to take cake decorating classes. Nathan's support staff is very encouraging in helping him work towards icing cupcakes since they know that is his favorite work activity.



Austin

Austin has been supported in his job for about eight years through SIRS support staff. He has a solid group of three co-workers that he really enjoys working with. In 2012, he was unloading trucks at his job; then, he transitioned to sanitation. In 2021, he began working in the meat and produce departments which is his current role. In his position, he stocks fruits, vegetables, and also meat. In addition, he gets to assist customers and sort through food items and remove the bad items. Through Austin's 40-hour work weeks, he is working on saving up money to be able to afford to live independently and he is well on his way!



Natalie

Christie has been working with Natalie for almost 15 years. While they spend a great deal of time together, Natalie enjoys getting her nails done, painting pottery at Fired Up, taking care of her dog, two cats, and chickens, going bowling, shopping, and listening to her favorite music in her free time. Natalie touches Christie's heart because of her sweet and loving nature. She is just the happiest person to be around. Natalie has become family to Christie. Natalie always tells Christie that she thinks she will keep her around because she is so funny and precious. Throughout her time at SIRS, her goals have shifted to become more involved within her community; Christie's support will allow Natalie to keep thriving in all aspects of her life!

Champions

The Team Members Recognized in 2023 for Exceptional Work Ethic and Involvement are:

Krystal Coleman

Dietra Fischer

Amy Culver

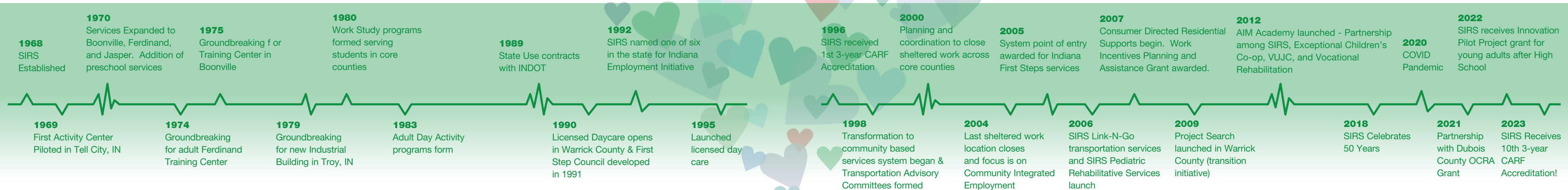
Gretchen Fleming

Stephanie Harding

Thank you for your dedication and your commitment to our mission based services!



(Pictured here: Amy and Krystal)



Project | SEARCH

After a two-year hiatus due to COVID, Project SEARCH returned bigger and better than ever. This year has been an exciting year with many success stories. We had five interns that continually proved to us they were “The Best of the Best”. They came to us as students but left us as young adults that **believed** in themselves which resulted in them **achieving** their goals.

The goal of Project SEARCH is to help our interns secure competitive, integrated employment by teaching them employable skills. This was accomplished by daily class requirements and working alongside the Deaconess staff during their three internship rotations.

Deaconess Gateway welcomed our interns and provided them with job skills they would be able to use to secure competitive, integrated employment. Three of our interns were hired by Deaconess. Jack McVey was hired to work in the Environmental Department collecting trash on each floor behind the nurses station. Michael Masters was hired to work in Dietary collecting trays on the floors and working in dishwashing room. James Frances was hired to work in the Dietary Department re-stocking the items in the Café and cleaning tables. Bailee Miller secured employment working at RJ’s Restaurant. Trevor Callis has been employed by Dollar General Store. We are extremely proud of each of the interns. They have shown such growth and maturity and are on their way to achieving the employment and personal goals they have set for themselves.

Project SEARCH has had a successful year because of the collaboration with Deaconess Gateway Hospital, the Warrick County School Corporation, Vocational Rehabilitation Services and Southern Indiana Resource Solutions.

We look forward to continuing Project SEARCH and providing education and training to young adults with intellectual and developmental disabilities through innovative workforce and career development which benefits the individuals, the workplace and the community.

This year Project SEARCH will be celebrating our 10th year at Deaconess Gateway Hospital. We are looking forward to another year of working with “the Best of the Best”.





SOUTHERN INDIANA RESOURCE SOLUTIONS, INC

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