



**Blue
River
Services, Inc.**

Annual Report



**2022
Fiscal Year**

Message from the CEO and Board President

To say that FY2022 was a year of uncertainty is an understatement. Are we still in a pandemic; are we coming out of the pandemic; is it still a *full* pandemic? Are our counties in the red, yellow, or are they in the green? Do we have to wear masks now? Can we have meetings in person or should they be virtual? What about social distancing? What is the current guidance in the ever-changing world we live in? And what about quarantines, close contacts, and vaccines? We lived in that world this entire year.

Add to that the challenges in hiring enough motivated, qualified people, and the complexities of 2022 come into focus. The Great Resignation, Quiet Quitting, The Great Regret and other cringe-worthy expressions were used to categorize the unusual phenomenon that we, and all other employers, experienced. Finding and hiring enough people with the heart of a service provider has continued to be a challenge.

The good news is that Blue River Services has an extremely motivated, experienced workforce that has hung in, excelled during difficult times and continued to provide excellent services and supports for the people we serve. There are many, many dedicated people, with a passion to serve and improve the quality of life of those who depend on us, and those employees are still on board. More good news is that we have been able to bring on additional staff who have proven to be equally motivated and equally dedicated to the mission.

The excellence of the services provided by Blue River Services has not, and will not, be compromised. In fact, the number of people served and the scope of services has increased during the uncertain times. The need has never been greater, and Blue River Services' commitment to meeting that need is unwavering.

We all hope for a return to "normal," whatever that is. In the meantime, Blue River Services will be working to continue improving the quality of life for our communities and the people living in them.



Daniel Lowe
CEO



David Seacat
BRS Board President

Revenue

Government Financial Assistance and Service Fees	\$13,887,401
Rental Revenue	\$952,438
Sales/Contract Revenue	\$805,088
Contributions	\$764,365
Donated Building, Facilities, and Equipment	\$141,236
Investment Income	\$58,024
Other Revenue	\$20,719
Gain (Loss) on Sale of Assets	\$5,958
Total unrestricted revenues, gains, and other support	\$16,635,229

Supporting Services Expense

Administration	\$211,218
Non BRS Rental	\$61,932
Disallowable Costs	\$11,272
Outside Services	\$8,966
Fund Development	\$6,745
IT Support	\$3,730
RBR Alliance, Inc	\$- 0.00%
Autumn Ridge II LLC	\$214,070
Grandview Manor South, LLC	\$179,858
Jackson Court Apartments LLC	\$103,827
Country Trace II LLC	\$81,195
Autumn Ridge LP	\$66,780
Apple Orchard LLC	\$64,123
Grandview Manor North, LLC	\$62,439
Country Trace 3 LLC	\$55,677
Country Trace LP	\$41,345

Program Services Expense

Jill's Hope	\$107,210
Oakview Apartments	\$107,089
First Steps LPCC	\$103,382
Maintenance Facility	\$96,617
Apple Orchard Apartments	\$89,482
Grandview Manor North	\$85,007
Stepping Stone Apartments/Transitional Housing	\$62,860
Driver's Education	\$60,607
Harrison Center Apts.	\$56,499
Housing	\$52,093
City Transit	\$51,243
Grandview Manor South Management	\$50,910
Country Trace LP Management	\$50,394
Non Fixed Route Transportation	\$43,228
BR Autumn Ridge II Management	\$38,366
Autumn Ridge LP Management	\$36,575
Children's Transportation	\$32,579
IDDD Home	\$27,500
CHDO	\$21,900
BR Country Trace II Management	\$20,528
Therapy	\$18,090
BR Country Trace 3 Management	\$16,531
Jackson Court Apartments Management ...	\$15,814
Latchkey	\$12,597
Safe Place	\$6,825
Lawn Care/Landscape	\$3,986
Charter Transportation	\$3,405
Community Janitorial	\$3,220
Enterprise Pre-Development	\$2,339
Prevent Child Abuse	\$268
Urban Transportation	\$32
Enterprise	(\$14)

First Steps SPOE	\$2,139,140
21st Century	\$1,264,972
Home/Community Resources	\$935,037
First Steps Ed Team	\$830,651
Child Care	\$689,724
Public Transportation	\$668,652
Summit View Home	\$546,130
Klerner Lane Home	\$523,064
Wyandotte House	\$519,904
Habilitation Training	\$503,157
Oak Street Home	\$490,969
WIC	\$478,810
Industrial Services	\$470,953
Milltown Home	\$455,961
McGrain Home	\$454,428
Residential Core	\$417,836
Nichols Home	\$411,528
Pre-Vocational Services	\$369,179
Marvy Lane Home	\$359,642
Structured Family Caregiving	\$348,087
Department of Indiana Highways Janitorial	\$346,931
Employment Services	\$292,092
Student Learning	\$266,844
Healthy Family	\$229,225
Screen Print	\$225,217
Pineview Home	\$173,889
Jumpstart Preschool	\$170,408
Day Service Transportation	\$168,825
Pineview Building Project	\$125,117
Transition	\$118,916
Apple Orchard Phase 2	\$116,299

TOTAL EXPENSES \$17,561,926

Ending Net Assets \$23,598,697

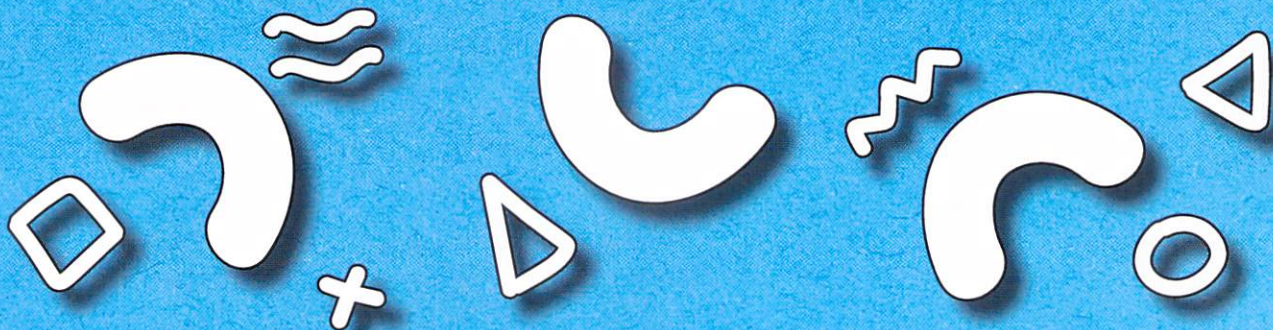
Economic Impact

County	# of Employees	Payroll	Spent Locally
Harrison	146	\$2,998,659	\$444,267
Washington	81	\$1,913,883	\$288,543
Crawford	21	\$501,792	\$40,679



Overall Agency Satisfaction

Never/Unsatisfied:	1%
Satisfied Some of the Time:	1%
Neutral/Satisfactory:	4%
Most of the Time/Good:	8%
Always/Very Good:	82%
Most of the Time/Good & Always/Very Good:	90%
No Response:	4%



Blue River's Program Evaluation system also tracks goals and measures outcomes of service delivery biannually. Program evaluation reports are posted at www.brsinc.org under the "Resources" tab, and distributed internally with the approval of the CEO and Board of Directors.

A Message from the COO

The many challenges of COVID lingered in fiscal year 2022, limiting opportunities for persons served to experience social gatherings and activities. We were overjoyed to venture back into our wonderful communities. Some new events were created this past year, and some old events were held with renewed enthusiasm.

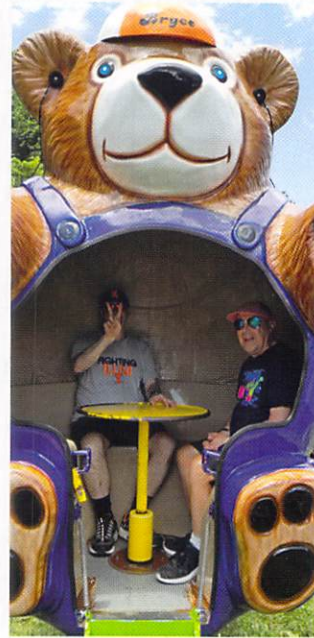
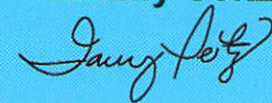
A first-time outdoor barn dance took place at Salem Industries. Featuring a live band, it was our first large event and attendance was amazing. The Amazing Race continued with modifications and Corydon triumphed as the winner. Supervised Group Living residents gathered for a Christmas dinner at Kingfish, and Dillard's department store in Clarksville hosted Blue River clients and staff at a spring fashion show where six individuals got to walk the runway in some amazing outfits!

In June, several individuals were selected to be extras in the movie "I Can," which is expected to be out in early 2023. Blue River clients and staff are looking forward to attending the red carpet event. The first Special Ability Day also was held this summer at the Harrison County Fair. More than 100 individuals who receive services with Blue River attended along with 35 staff. The free event, offered by the Harrison County Fair Board, was the first time some of our participants had ever been to the fair.

The fiscal year ended with a summer carnival in Palmyra. This was the first year for the carnival, but attendance was amazing and it will now be an annual event.

Self-Advocacy Committees also began over this past fiscal year at both Industries locations. Officers at Salem and Corydon were elected, and the committees are excited to advocate and make a difference. Several projects have already been discussed, and the sky is the limit for this passionate group of individuals.

Tammy Seitz



Programs

BR Grafix screen-printing and embroidery services in downtown Corydon, Indiana celebrated 32 years of providing vocational training and work opportunities for adults with disabilities in FY22.

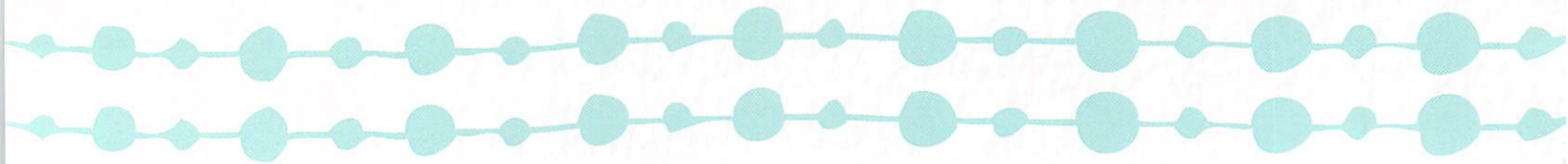
The shop expanded services to include an online store with a positive response from schools, churches, and other organizations that have used it. Customers expressed appreciation for eliminating the process of collecting paper forms and money from individuals, and the convenience of staff sorting and bagging all the orders for them. From the new site, www.brgrafix.org, customers can request a quote and place an order.



In FY22, Children's and Youth Services merged into one department, becoming the largest at Blue River. The new playground at Rainbow's End Child Care Center opened, with dedications to Julia Baylor, long-time Children's Services Director and Barrett Klapheke, life-long member of the childcare center, who passed away in 2022 and 2021, respectfully.

Children's Services also opened new locations in New Albany and at Salem Middle School with 21st Century Community Learning Centers grants, and all three preschool programs received a Level 3 Paths to Quality rating.

Youth Services received a substantial grant from the Indiana Youth Services Association to create written and video information for the entire state Safe Place Program. Youth services also received funding to replace the outdated CCTV equipment at Wyandotte House, making it safer for youth and staff. For the first time, this program was rated by the Commission on the Accreditation of Rehabilitation Facilities and became accredited for three years. The youth program also received Qualified Residential Treatment Program status to maintain services to youth within the Department of Children's Services referral system.



The Community Resources Department experienced many triumphs in FY22.

In the Structured Family Caregiving program, one resident once again started playing the guitar, other residents went on vacations with their families, some moved into new homes, and one resident even purchased a golf cart.

Participants in the Habilitation programs continued to learn meaningful life lessons and skills. Clients at all three sites returned to the community for new opportunities and experiences. The Corydon and Salem Habilitation groups participated in the Amazing Race (quite possibly their favorite event of the year), coordinated by Tammy Seitz, COO. At Christmastime, the Corydon hab group organized a coat drive for 106.9's Big Warm Hug event at the Green Tree Mall. It was the biggest single donation they received! The Corydon hab site also started a Friday evening group for those wanting to be more active and involved with community events outside of normal hours. It has been a huge success.

In-Home Services participants celebrated milestone birthdays, adopted pets, enjoyed vacations, attended local sporting events, participated in Special Olympics, and enjoyed group outings and meals. Individuals in the Enhanced In-Home group even rented a cabin at Patoka Lake, where they took out a pontoon boat for a day.

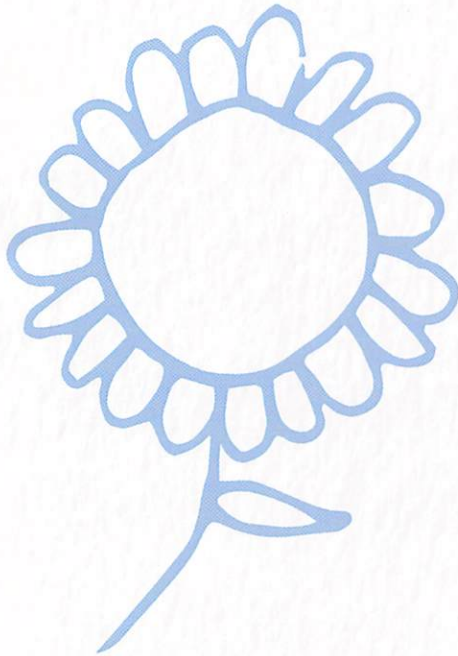
Wellness Coordination services continued to provide additional medical oversight to more than 30 individuals in FY22.



The Employment Services Department served an average of 90 participants per month in more than six counties and successfully placed five participants a month in FY22. Participants held jobs in food services, retail, and hospitality.

In FY22, students in the Pre-Employment Transition Services (Pre-ETS) program toured Lucas Oil, Indiana Kentucky Ohio Council of Carpenters, and many others. Students also volunteered at food banks and parks, and met with Dressed for Success staff to learn about proper interview skills and attire. Participants received a free interview outfit through the program. The Pre-ETS program served approximately 50 students each month.

The Driver's Education program also helped more than 80 students obtain their driver's license each month in FY22.





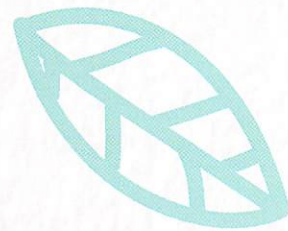
Healthy Families

In FY'22, BRS Healthy Families expanded to Perry County, IN. With this expansion, the program now serves the Crawford, Harrison, Perry and Washington and Crawford County communities in Southern Indiana. Through the program, expectant and new parents in these five counties received in-home support from family support specialists.

First Steps

First Steps of Southern and West Central Indiana provided services to children in 26 counties in FY22. Service coordinators partnered with Hoosier families with children birth to 3 experiencing developmental delays.

The housing department was very active in FY22. Suann Stroud started as director, with long-time director Paula Craig becoming the part-time housing administrator, sharing her time between Rauch and Blue River. The construction of affordable housing apartments, Apple Orchard, and single-room occupancy home, Pineview, were completed and held an open house in March. In the summer, the agency purchased Grandview Manor North in Salem and began renovating the 25-unit senior housing development. The department also was pleased to receive a three-year grant from the Department of Justice to continue services at Jill's Hope transitional housing for victims of domestic violence in Harrison and Washington counties.



At both Corydon and Salem Industries, persons served work side-by-side with production staff to fulfill contracts with local businesses. In Fiscal Year 2022, Industries shipped more than 1.5 million parts between the two shops with zero non-conformances (defective parts).

The ISO audit for Fiscal Year 2022 also had zero non-conformances found in our Quality Management System. Industries achieved 100% on-time delivery to customers.

The workshops have made health and safety a priority. The workshops had zero accidents with time away from work. We have also worked to increase the effectiveness of our emergency drills by making them more realistic, such as using a fog machine to simulate smoke during fire drills. We have continued to maintain pandemic procedures by doing daily wellness screenings, social distancing and cleaning high-touch areas. Because of this, the Industries department has had very few staff and consumers miss work due to COVID.

Industries continues to work with long-time customers, such as Kimball International, Blitz and GKN, while maintaining a growing relationship with newer customers, including Silver Creek Leather, MPP, Bar Products, The Servants and Koetter. These jobs range from woodworking and assembly to packaging and parts inspections.

Industries has worked to have an increased presence in the community to meet the U.S. Department of Health and Human Services' Home- and Community-Based Services goals. Industries staff and clients collaborated with the fair board to organize a day out at the fair, participated in a Dillard's fashion show, and sent crews to help maintain the grounds at rest areas.

Janitorial worked very hard to keep overtime to a minimum. This was a challenge considering most of the year they also had multiple positions open. They were also able to maintain all 100s on their monthly inspections.

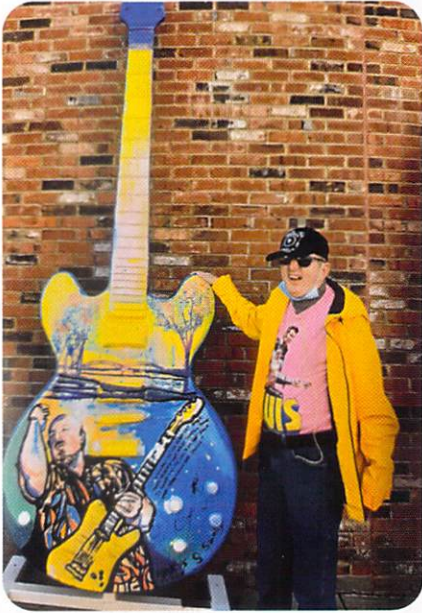




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The agency is committed to fostering inclusion, tolerance and respect for diversity in all forms.



The Supervised Group Living Department had a very busy year, as residents started getting back out into the community after the onset of the COVID pandemic in 2020. Even with a mask mandate in place the first half of the fiscal year, it did not hold our residents back.

The first official get-together for SGL was a Christmas dinner at King Fish where residents also enjoyed a visit from Santa.

Several residents also went on vacation, thanks to The Guided Tour, Inc. These residents experienced trips that were a lifelong dream.

The Marvy Lane group home residents relocated to Pineview in New Salisbury. The fully accessible, single-occupancy home is equipped to best serve our most vulnerable populations.



Southern Indiana Transit System (SITS) expanded its public transit services to rural Floyd County in FY22. The department now has 17 vehicles, all of which are ADA compliant. The department passed all audits and hosted the Harrison County Commissioners for a tour and ride in a SITS vehicle to get a better understanding of the 5311 contract for public transportation. This fiscal year, there were 18,682 passenger boardings and 2,716 individuals served.

