



WELLNESS
COUNCIL
OF INDIANA™



ANNUAL IMPACT REPORT

January 1-December 31, 2025

LETTER FROM THE WELLNESS COUNCIL OF INDIANA EXECUTIVE DIRECTOR



The Wellness Council of Indiana (WCI), a subsidiary of the Indiana Chamber of Commerce, exists to improve the quality of life for Indiana residents by empowering employers and communities to create thriving places to live, work and play.

In 2025, WCI continued to support employers as they navigated complex and evolving health challenges impacting Indiana's workforce. As conversations around tobacco use, mental health, substance use, lactation and chronic disease advanced across the state, our focus remained on helping organizations respond with clarity, compassion and practical action.

Through this work, we observed a meaningful shift among Indiana employers – from viewing wellness as a collection of programs to embracing it as a core component of organizational culture and business strategy. Employers increasingly sought guidance on addressing whole-person health, supporting caregivers and building environments that prioritize both physical and mental well-being. Through employer consultations, trainings, convenings and partnerships, WCI worked alongside organizations across Indiana to strengthen workplace culture and expand access to resources that support individual and community well-being. Grounded in empathy, data and collaboration, this work reflects the Indiana Chamber's long-term commitment to improving health outcomes, reducing preventable health risks and fostering a stronger, more resilient workforce.

The insights shared in this report highlight both the progress made in 2025 and the opportunities ahead as workplace wellness continues to evolve. We invite you to explore the findings and consider how your organization can build on this momentum to advance health and well-being in the year ahead. Employees, organizations and communities benefit when we prioritize individual health needs and make shared commitments to well-being. Thank you for your continued partnership. We look forward to continuing to support organizations like yours in their workplace wellness journey.

A handwritten signature in black ink that reads "Ashley O'Rourke". The signature is fluid and cursive, with the first letter of each word being capitalized and prominent.

Ashley O'Rourke
Executive Director, Wellness Council of Indiana

TRAINING AND WORKFORCE EDUCATION

TRAININGS AND CONVENINGS

These figures represent our collective impact through Mental Health First Aid trainings, webinars and onsite convenings, demonstrating our commitment to expanding awareness, building skills and supporting healthier workplaces across Indiana.

- **14** trainings providing a certification upon successful completion
- **16** webinars highlighting mental health, maternal health, diabetes, tobacco cessation and more!
- **10** number of topics covered
- **28** number of convenings or meetings
- **137** training attendees

EMPLOYER TOOLS AND RESOURCES

These numbers capture how employers are engaging with tools like the [QuitNow Toolkit](#) and [Indiana Employer Lactation Guide](#), from initial registration to completing courses and putting resources into action.

- **57** registrations
- **43** courses completed

EMPLOYER SUPPORT AND CONSULTATION

This number reflects the total number of employer consultations delivered across key focus areas, including mental health, maternal health, diabetes, tobacco and obesity.

- **26** total consultations

FUNDING AND PARTNERSHIPS

- **7** grants were secured and/or delivered upon in 2025

WCI secured grants in a variety of categories focused on/from:

- Recovery at Work per FSSA and DMHA (Family and Social Services Administration and Division of Mental Health and Addiction);
- diabetes, maternal health and health issues per Indiana Department of Health;
- The Being for Others Health and Wellness Foundation;
- Kicking The Stigma per Indianapolis Colts Foundation, Inc.; and
- Mental Health America Indiana (awarded in 2024 but delivered in 2025).



SIGNATURE PROGRAMS AND DESIGNATIONS

ACHIEVEWELL

More than 250 Indiana companies have used AchieveWELL to develop, maintain and enhance their workplace well-being efforts. To view recognized companies, see our [AchieveWELL honor roll](#).

- **14** AchieveWELL companies were designated at the 2025 Indiana Wellness Summit
- **6** designation renewals
- **44** active companies in total

INDIANA HEALTHY COMMUNITIES

Indiana Healthy Communities (IHC) is WCI's evidence-based collaboration process designed to help communities focus on implementing and sustaining a culture of health and well-being to spur economic and workforce vitality. IHC helps communities:

- **assess** their programs, services and infrastructure in four domains: health, economy, environment and community;
- **use data** from the assessment and other sources to determine community needs;
- **take action** by assisting key stakeholders in developing a Healthy Community Action Plan with goals and objectives; and
- **gain recognition** for your efforts to enhance community health and quality of life through the IHC designation from WCI.

IHC Designated Communities	
County	Year Designated
Delaware	2016
Dubois	2019
Hamilton	2025
Hancock	2016
Hendricks	2019
Kokomo	2019
Kosciusko	2019
Orange*	2022
Spencer*	2020

*Redesignated in 2025



OBESITY COLLABORATIVE

- **16** total collective members (10 actively engaged)
- **15** users engaged with the [Obesity Workbook](#) accessible from the WCI website

The **Employer Obesity Symposium** convened Indiana employers, health leaders and subject-matter experts to explore evidence-based approaches to addressing obesity in the workplace, reducing stigma and advancing healthier, more supportive work environments.

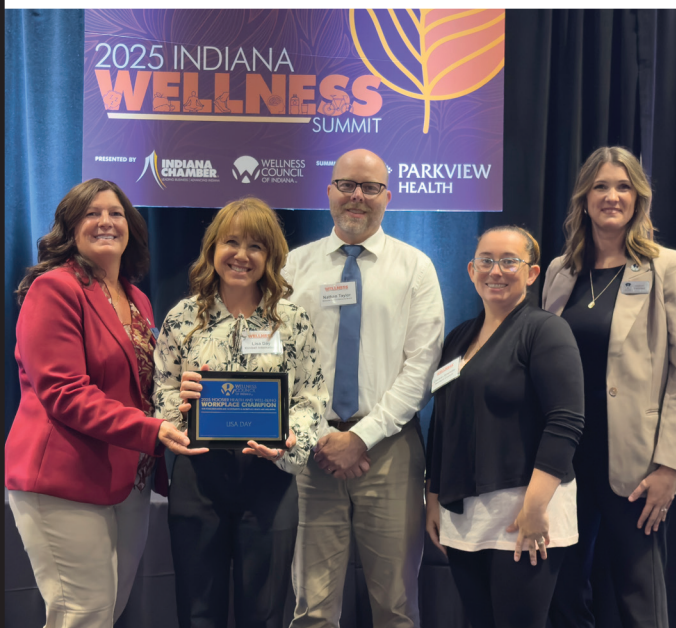
- **46** attendees
- **4,606** active employers engaged via email
- **3,574** promotion impressions on LinkedIn

CONVENINGS AND COLLECTIVE IMPACT

The annual **Indiana Wellness Summit** is the largest gathering of wellness professionals in Indiana. Presented by the Indiana Chamber and the WCI, attendees learn the latest strategies to build healthier workplaces and communities.

The 2025 in-person event took place on September 11 at Embassy Suites by Hilton Noblesville.

- **29** sponsors and exhibitors offered various products and services to improve well-being
- **30** employers represented through numerous keynote speakers, session presenters and panelists across 14 breakout sessions in one day
- **176** attendees from across the state learned and connected with one another



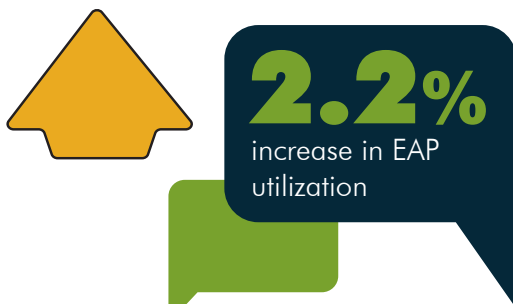
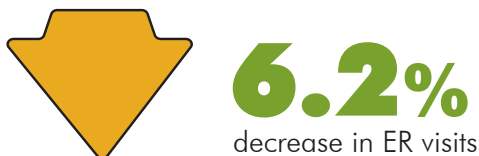
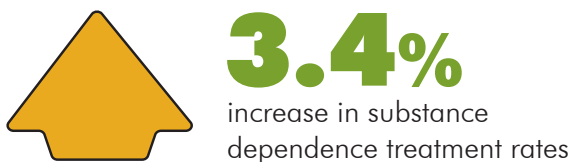
DATA, EVALUATION AND INSIGHT

DATA, EVALUATION AND INSIGHT

The Hoosier Well-Being Data Project was a three-year collaboration between WCI and Complete Wellness Solutions to guide Indiana employers in leveraging their employee data to implement tailored programming related to mental health and substance misuse. This project began in 2022 and concluded in 2025, with results detailed via our successful webinar that's accessible to employers across the state.

- **14** employers involved in the project
 - **12,625** total individuals participated
 - **5** primary industry sectors represented including education, manufacturing, healthcare, government/nonprofit and other
- **150** webinar registrations

POSITIVE SHIFTS AMONG PARTICIPATING EMPLOYERS



COUNSELING'S IMPACT ON TURNOVER

Average Turnover Rate

18.8%
without counseling

Substance Dependence

9.1%
reduction in turnover

Depression

5.4%
reduction in turnover

Other Mental Health Conditions

5.1%
reduction in turnover



WHAT'S NEXT

SIGNATURE EVENTS

2026 Women's Health at Work Forum

Thursday, May 14, 2026 | FORUM Events Center, Fishers

Hosted by the WCI in partnership with the Indiana Chamber, the Women's Health at Work Forum brings together employers, HR and benefits leaders, plus community partners for a one-day, practical conversation focused on solutions. This is not a clinical conference; it's a workforce strategy conversation. Throughout the day, participants will hear from state leaders, national experts and Indiana employers who are implementing real policies and practices that better support employees while strengthening their organizations.

2026 Employer Obesity Symposium

Thursday, July 16, 2026 | Eskenazi Health, Faegre Drinker Conference Center, Indianapolis

Obesity is a complex health issue, and the workplace plays a critical role in shaping how we respond. Join fellow employers, health experts and community leaders to explore what's changing, what's working and how we can work together to create healthier, more supportive work environments.

2026 Indiana Wellness Summit

Wednesday, September 2, 2026 | Wyndham Indianapolis Airport

Join the Indiana Chamber and WCI for our largest health and wellness event of the year! This summit brings together Hoosier health and wellness professionals to connect and collaborate to improve the well-being of our workplaces and communities. No matter your organization's size, industry or level of existing wellness programming, you can benefit from attending. Hear best practices, connect to Indiana wellness resources and access data to make your organization well.



WHAT'S NEXT

PROGRAMMING AND SIGNATURE IMPACT

Indiana Workplace Well-Being Badge Initiative

The Wellness Council of Indiana's Workplace Well-Being Badge Initiative provides employers with a clear, supported way to start and sustain those conversations with intention. Designed for employers already doing meaningful work in key well-being priority areas as well as those just getting started, each badge offers practical, ready-to-use tools to build awareness, reduce stigma and strengthen everyday workplace culture.

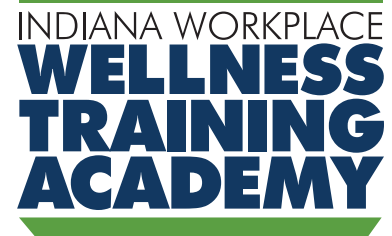
- **Ending Weight Bias:** Guides and recognizes employers who create welcoming workplaces by addressing weight stigma, promoting respectful communication and implementing policies and practices that support employee well-being and belonging.
- **Recovery at Work:** Guides and recognizes employers who actively support employees impacted by substance use disorder by reducing stigma, aligning policies and providing practical tools and resources for recovery.
 - To engage, please consider attending one of our upcoming Recovery at Work: Empowering People, Strengthening Business events. We are visiting seven counties across the state to support Indiana employers in building recovery-ready workplaces.
- **Breastfeeding Friendly Workplace:** Guides and recognizes employers in building breastfeeding-friendly workplaces by implementing effective lactation support, aligning policies and creating supportive environments that strengthen employee well-being and retention.



WHAT'S NEXT

INDIANA WORKPLACE WELLNESS TRAINING ACADEMY

In 2026, WCI launched the Indiana Workplace Wellness Training Academy in collaboration with the Indianapolis Colts Kicking The Stigma initiative. The goal is to expand access to practical, skills-based training that helps employers support mental health and build stronger workplace cultures.



These expert-led trainings equip participants with the confidence to recognize challenges, respond effectively and connect individuals to support.



Training Experiences Include

- Mental Health First Aid (MHFA)
- Question, Persuade, Refer (QPR) and Naloxone education
- The Working Mind
- Mental Health Support Skills Refresher

What the Academy Offers

- Nationally recognized, evidence-based training
- Interactive, instructor-led learning (virtual and in-person)
- Practical skills that can be applied immediately in the workplace
- Flexible training options for individuals and organizations

Who Should Participate

- Employers, HR professionals and people leaders
- Supervisors, managers, safety and wellness teams
- Employees at all levels
- Organizations of any size or industry

Why It Matters

Equipping employees with mental health skills helps workplaces respond effectively to challenges, strengthen culture and support a healthier, safer workforce.

Take the Next Step

- Register for upcoming training
- Bring training to your organization
- Invest in professional development to support workplace well-being





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OUR MISSION

The Wellness Council of Indiana is honored to guide organizations and communities through their well-being journeys. We exist to improve the quality of life for Indiana residents by empowering employers and communities to create thriving places to live, work, learn and play through connection, collaboration, education and evaluation.

Check us out at www.wellnessindiana.org

 info@wellnessindiana.org

 Wellness Council of Indiana

In cooperation with the Indiana Chamber of Commerce