



Merrick, Inc.
EMPOWERING ADULTS WITH DISABILITIES



Report to the Community 2022

About Merrick, Inc.

Merrick, Inc., has been providing day services to adults with intellectual or developmental disabilities (I/DD) in Ramsey County since 1964. We offer a mix of day support, employment, in-home, life enrichment, positive support, prevocational, transportation, and vocational rehabilitation to nearly 400 clients. Merrick is the largest day program in Ramsey County with a 58-year history of leadership in person-centered planning, self-advocacy, meaningful work options, operational excellence, and continuous innovation.

We strive to support clients in finding the best fit for them, whether it is through life enrichment opportunities or meaningful work. With person-centered planning and self-advocacy activities, clients at Merrick are finding their place in the world by: working in desired and meaningful jobs, being actively engaged in their communities, building relationships, enhancing personal skills, and leading more self-determined lives.



MISSION STATEMENT

Our mission is to empower adults with disabilities through vocational and social opportunities, and to guide them toward realizing their goals and dreams.

VISION STATEMENT

Our vision is to be the agency of choice for every client and business partner we serve, leading the way in supporting each client in their quest to live the life they choose.

CORE BELIEFS

- Self-Determination – responsible for one's choices and actions
- Economic Fairness – balanced action between parties
- Civic Responsibility – action that contributes to the common good

A Message from the Executive Director



Dear Friends:

The year 2020 brought us great uncertainty and program shutdown; 2021 was the year of caution and recovery; and 2022 was a year of refocusing and being intentional. We approached the year knowing we had: (i) survived the pandemic; (ii) an excellent workforce; (iii) exceptional facilities and equipment; (iv) a solid reputation; (v) loyal business partners; (vi) dedicated Trustees; and (vii) a supportive community. Still, we knew that more action was needed, and we again rallied around the acronym **BOLD** which to us means ~

Believe it, Own it, Lead it, and Do it.

The following are some of our **BOLD** moves:

- We added: Pre-Employment Transition Services and Vocational Rehabilitation Services to provide more job options to clients. We also added Positive Supports and In-Home Services to support clients at home;
- While many day programs are reducing or closing onsite programs, we leased 18,000 square feet of space near our main location and renovated it to provide remarkable life enrichment services to 80 current and 60 new clients;
- We've sharpened our fundraising and social media actions to be more effective in both short- and long-term support;
- We paid off the mortgage on our main building nine years early, replaced aging equipment, improved safety features, and beautified the space;

- We increased the number of charitable gambling sites, resulting in more funds to support mission initiatives; and
- We updated our accounting and human resource practices to manage our growth and financial complexities better.

So, what does 2023 bring? Well, if you believe in the right to an informed choice, there is a genuine threat at the capital to take the option to earn a meaningful wage while working onsite or on a crew, away for 225 clients here at Merrick and 5,500 more across the State of Minnesota. Led by the Arc of MN, Autism Society of MN, and the MN Disability Law Center, a taskforce was formed to eliminate the 14(c) special minimum wage by 8/1/25. They can make all sorts of promises, most of which are untrue, and it does not matter because they are violating the fundamental civil right of a person with a disability to choose what is best in their life. They are unreasonable and will not be stopped in pursuing this goal.

Clients, their families, friends, and supporters must be **BOLD** and contact their legislators and ask that they oppose any legislation to eliminate the 14(c) special minimum wage in Minnesota because it does not honor the informed choice of citizens with disabilities. We at Merrick will continue to protect a full array of employment choices and for all people with disabilities to receive the support services they choose.

John Wayne Barker,
Executive Director

Our Programs

Merrick offers a comprehensive range of services tailored to our clients' diverse needs! We strive to create a supportive environment where individuals can express themselves, foster relationships, and develop personally and professionally. We offer a full array of opportunities, from skill-building and self-advocacy/leadership development to life enrichment activities and therapies, which are designed to support clients throughout their various life stages and aspirations.

We accommodate different needs and preferences by providing a wide range of employment support, ranging from onsite skill development to working with peers on a crew, to independent work with periodic check-ins.

We prioritize each client's well-being and personal growth while recognizing and respecting the diverse paths individuals may choose.

"The Merrick program and staff are outstanding. It is great how they are involved in their clients' lives at work and are interested in their clients' lives outside of Merrick. Merrick has been one of the main stable aspects of my sister's life and a great influence on her."

Sister of a client who has been enrolled at Merrick since 1987

"His problematic behaviors have diminished so much now that he is happy. He used to have a one-to-one aide, but he doesn't need it anymore. I'd like to say it's miraculous that he can now work one-to-four, but that's not right--it's been hard work by people who know how to give him choices, and how to redirect him,"

Father of a client who has been enrolled at Merrick since 2018



Community Inclusion

Clients enrolled in our life enrichment and work support programs enjoyed a variety of activities in the local community when their schedules permitted. Favorite outings were volunteering, boating, visits to apple orchards, farms, specialty shops, museums, and visits with the North St. Paul High School Band.



Merrick Leadership

Board of Trustees

Crystal Saric-Fashant, President
Jamey Austad, Vice President
Erik Levy, Past President
Philip Sanfilippo, Treasurer
Heather Monnens, Secretary
Deb DeGreeff
Karen DeYoung
Kristin Mahre
Maureen McGarry
Paul McHale
Joe Murphy
Diogo Reis
Dan Schneeman

Leadership Team

John Wayne Barker, Executive Director
Donna Rapacz, Director of Administrative Operations
Pat Hanson, Production Director
Dede Hauck, Quality Coordinator
Karen Herrera, Development and Communications Director
Tammy Miller, Operations Director
Kristine Orubo, Program Director

Support Merrick

There is a Way for Everyone to Get Involved

- **Refer** client work opportunities to us.
- **Hire** us for your paper shredding/document destruction.
- **Join** us on Facebook, Instagram. and LinkedIn. Tell your friends about us.
- **Tell** your state legislators that the work Merrick does is crucial to our vibrant communities.
- **Volunteer** your time on a committee or the Board of Trustees.
- **Donate** – cash, stock, donor advised funds, and in-kind gifts are all gladly accepted. Will your employer match your contribution?
- **Become** a Champions Club member with a monthly gift to Merrick at www.merrickinc.org/champions



Merrick's Champions Club

Monthly giving is one of the easiest and most convenient ways to help us carry out our mission to empower adults with disabilities. The average daily cost per client to provide services is \$80 and the average daily governmental reimbursement is \$75, creating a \$5 gap per client. Champions Club members play a crucial role in closing this gap. Over a year's time, a monthly gift of just \$10 will cover this gap for a whole year for a client.

"My brother James is a long-time client of Merrick, Inc., and I am honored to serve Merrick as a Trustee on the Board. Giving back to an organization like Merrick that has done so much to enrich the life of my brother and others like him is easy. When I realized I could contribute financially on a monthly basis through the Merrick Champions Club, I signed up right away. It has allowed my husband and I to budget on a monthly basis what we want to give and have it paid through automatic payments. Merrick has made it very easy for us to continue to support them and their important work in our community!"

-- Maureen McGarry

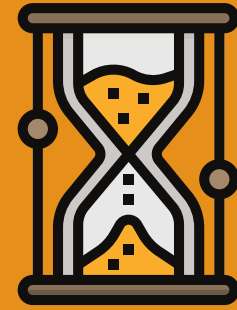


Merrick By the Numbers



74% Work Support
26% Life Enrichment

Client Program
Enrollment



16 Years

Average
Client Tenure



97%

Client Overall
Satisfaction



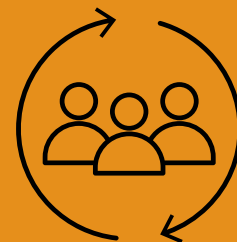
92,428

Hours of Direct
Support Provided



52

Clients Employed
Directly by a Business Partner



363

Clients
Supported

Financials

Balance Sheet as of June 30, 2021

Assets	2022	2021
Fixed Assets	\$4,116,043	\$4,330,844
Current Assets	\$6,757,544	\$6,256,039
Total Assets	\$10,873,587	\$10,586,883
Liabilities		
Total Liabilities	\$2,931,606	\$2,999,240
Net Assets		
Unrestricted	\$7,929,1726	\$7,542,526
Temporarily Restricted	\$12,809	\$45,117
Total Net Assets	\$7,941,981	\$7,587,643
Total Liabilities and Net Assets	\$10,873,587	\$10,586,883

Income and Expense Statement

Revenue	\$10,976,172	\$12,648,167
Expenses		
Program	\$8,722,561	\$7,839,648
Administrative	\$1,671,615	\$1,509,139
Development	\$227,658	\$196,896
Total Expenses	\$10,621,834	\$9,545,683



**Thank you
for your
support!**



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for all the latest updates

