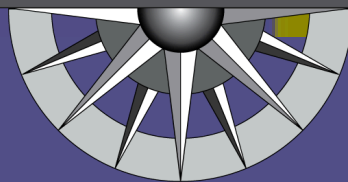




Merrick, Inc.
EMPOWERING ADULTS WITH DISABILITIES



Report to the Community 2023

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 approximately 400 clients. Merrick is the largest day program in Ramsey County with a 60-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 and Supporters:

Our work to provide remarkable life enrichment opportunities, and exceptional employment services, would not be possible without the unwavering support of our donors, volunteers, client families, and employees.

In January 2021, in the midst of the COVID-19 pandemic, I challenged my team at Merrick to be **BOLD—Believe it, Own it, Lead it, Do it!**—and take action to support the clients who choose our programs. We are committed to ensuring the best possible outcomes for them through bold and innovative efforts.

In 2023, being bold meant:

- **Drafting a new DEI statement:** The Employee Relations Team developed a Diversity, Equity, and Inclusion statement that was approved by the Board. It reads: *“We strive for a workplace shaped by our unique life experiences, offering professional growth and opportunities to contribute in meaningful ways where all employees feel respected, empowered, and valued.”* This statement is displayed in the Willow Lake Program Commons, the employee entrance of the 3210 Building, and on our website.
- **Rebuilding client enrollment:** At the close of the year, we achieved 97% of our pre-pandemic enrollment levels.
- **Expanding transportation services:** We extended our transportation payment processing services to include 1,300 adults with disabilities statewide, utilizing alternative transportation methods such as Metro Go-To cards, Lyft, and Uber.

- **Advocating for employment choice:** At the Minnesota State Legislature, we successfully protected employment-informed choice for clients who prefer work under the special minimum wage (14c).
- **Enhancing employee reporting structures:** We added a new program director for employment services. Now, two program directors oversee the programs at each building, ensuring stronger oversight and support.
- **Growing charitable gambling operations:** We continued to expand these operations to provide consistent financial support for our day programs.

Looking ahead, we are committed to building on this momentum. The challenges we face are real, but with your continued support, we are confident in our ability to create even greater impact. In the coming year, we aim to:

- Complete the studio buildouts for our new life enrichment program.
- Add employment opportunities for clients seeking work supports.
- Strengthen our efforts in fostering client self-advocacy.

Thank you for believing in our mission and standing with us every step of the way. Together, we are creating a brighter future for the clients at Merrick.

With gratitude,

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 from a job coach.

Our programs are enhanced by providing individualized home supports, positive support services, and vocation rehabilitation services to serve a wider spectrum of clients with varying support needs and goals.

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

Programs Based at our 3210 Labore Road Building (Employment Support)

Center-Based Work
Direct Hires
Crews Employed Offsite
Vocational Rehabilitation Services
Plastic Recycling
Document Destruction
Self-Advocacy Support
Transportation

Programs Based at our 1239 Willow Lake Boulevard Building (Life Enrichment)

Life Enrichment
Positive Support Services
Individualized Home Support



Community Inclusion

Clients enrolled in our life enrichment and work support programs enjoyed various activities in the local community when their schedules permitted. Favorite outings included volunteering, boating, and visiting apple orchards, farms, specialty shops, museums, the YMCA, and our community garden.



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 \$80.00 and the average daily governmental reimbursement is \$75.00, creating a \$5.00 gap per client. Champions Club members play a crucial role in closing this gap. Over a year's time, a monthly gift of just \$10.00 will cover this gap for a whole year for a client. join us at www.merrickinc.org/champions.

Financials

Balance Sheet as of June 30, 2023

	2023	2022
Assets		
Fixed Assets	\$4,514,758	\$4,116,043
Current Assets	\$6,548,227	\$6,757,544
Total Assets	\$11,062,985	\$10,873,587
Liabilities		
Total Liabilities	\$2,518,914	\$2,931,606
Net Assets		
Unrestricted	\$8,471,919	\$7,929,1726
Temporarily Restricted	\$72,152	\$12,809
Total Net Assets	\$8,544,071	\$7,941.981
Total Liabilities and Net Assets	\$10,873,587	\$10,873,587

Income and Expense Statement

Revenue	\$12,866,547	\$10,976,172
Expenses		
Program	\$10,548,836	\$8,722,561
Administrative	\$1,531,979	\$1,671,615
Development	\$183.642	\$227,658
Total Expenses	\$12,264,457	\$10,621,834



**Thank you
for your
support!**



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Vadnais Heights, MN 55110



Sign up for our electronic newsletter at
<https://merrickinc.org/navigator/>
for all the latest updates

