



2019-2020



# MERRICK

Community Services

Growing • Stronger • Together

*The Same but Different*



## Growing Stronger Together

The same yet different - that sums up the times we find ourselves in. Merrick Community Services' mission is to support individuals and families to navigate life transitions, find health and stability, and promote independence.

Our core work is the same as it was over a century ago - we provide food to hungry families; hot meals and paths toward independence for seniors in our community; support to families needing housing, facing health crises, and facing challenges in parenting and family relationships; and, we help people find and keep meaningful work. It's the same work, but - in this past year especially - different. Really different.

Our founders' vision in 1908 couldn't have imagined a global pandemic like COVID-19 (although they would face a decade later in 1918). They also couldn't have imagined doing their work amidst the deep racial, political and cultural divisions we have experienced in this past year. In response to these challenges, we have changed literally everything about the way we deliver services and do our business. Our food shelves moved to curbside pick-up; our Meals-On-Wheels volunteers deliver hot food having little or no contact with their recipients; families are meeting with case workers and employment counselors by phone, video chat, and in occasional distanced face-to-face meetings. And, our internal functions - finance, fundraising, and more - are being handled by staff working remotely.

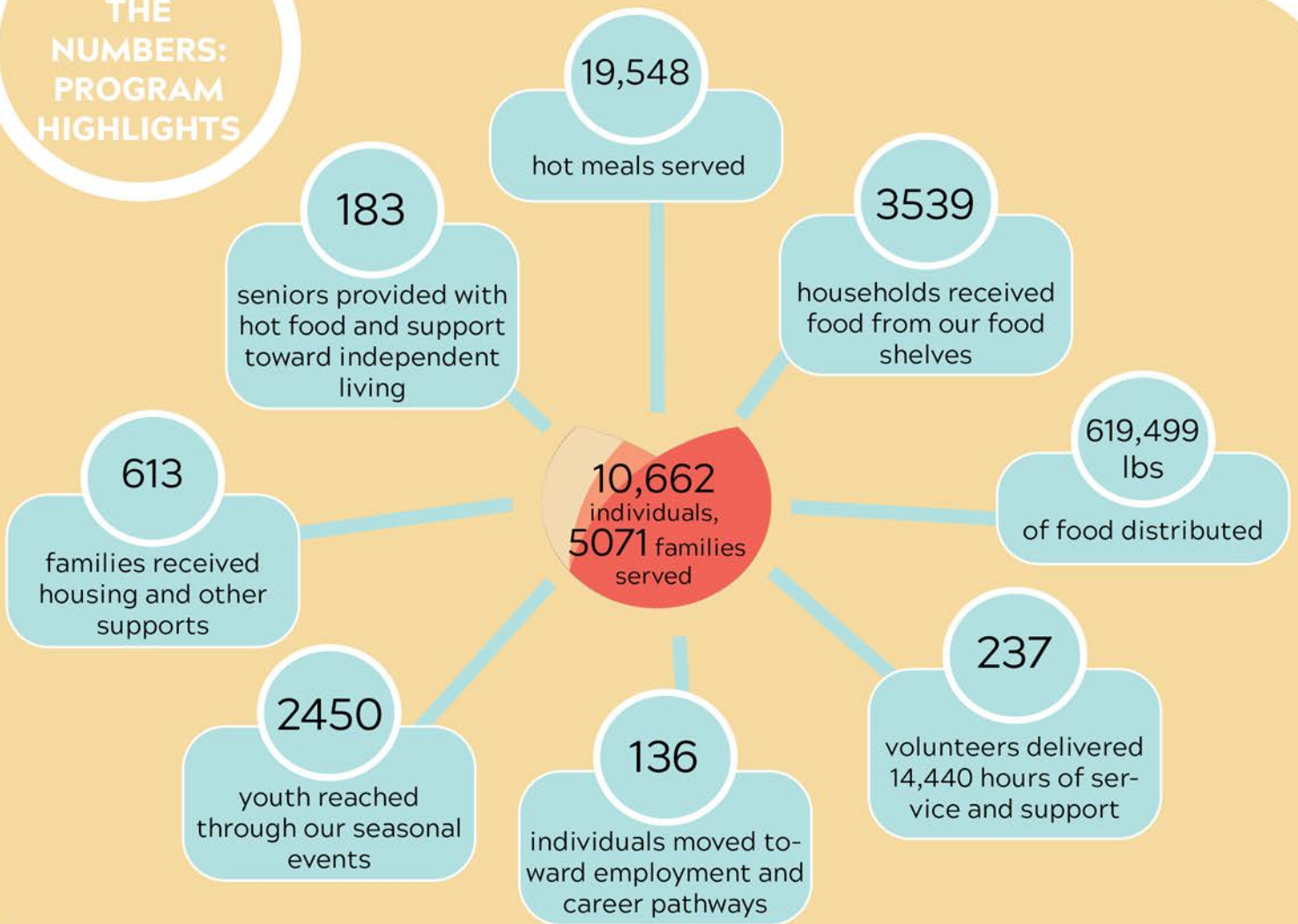
Our core values remain the same. We hold up five values in all our work:



But this past year especially, we have had to apply our core values to our work with greater vigor than before. What changed? The murder of George Floyd this past summer brought institutional racism to the forefront. The challenges East Siders have through their own lived experiences of racism and inequity were exacerbated in these past months. We have responded by helping staff learn, grow, and strengthen their skills in delivering culturally-appropriate services. We've brought even a little more humanity into the human services work we've always done.

And, our awareness has grown within our own organization, like so many others, recognizing that we have our own set of inherent biases built into our organizational roots. Merrick is an historically "privileged-led" entity that strives to be in partnership with the communities we directly serve. In the coming year, we will do some long-term planning to see how we can bring the best of our legacy forward, and adapt - again - to the changing landscape around us. We are steadily evolving - the same, yet different.

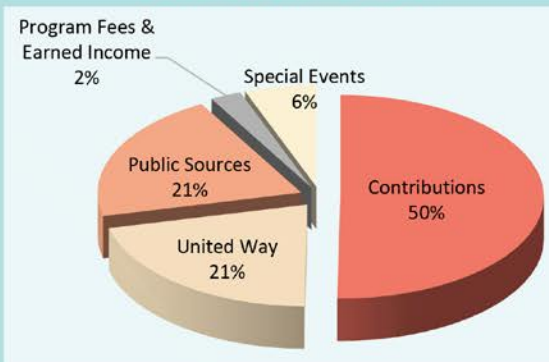
## MERRICK BY THE NUMBERS: PROGRAM HIGHLIGHTS



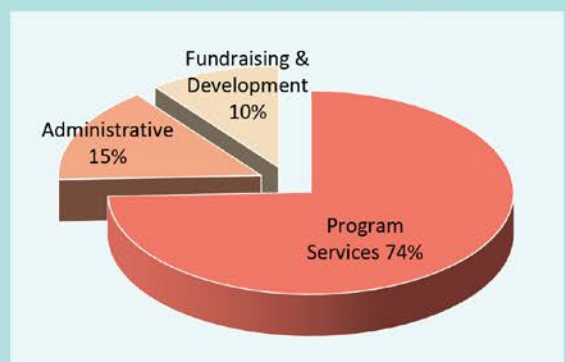
## FINANCIAL SUMMARY

Revenue		Expenses	
Contributions	\$ 1,170,021	Program Services	\$ 1,331,240
United Way	\$ 490,165	Administrative	\$ 271,677
Public Sources	\$ 478,615	Fundraising & Development	\$ 186,987
Program Fees & Earned Income	\$ 57,142	Total Expenses	\$ 1,789,904
Special Events	\$ 132,522		
Total Revenue	\$ 2,328,906		

### 2019-20 REVENUE



### 2019-20 EXPENSES



## Board of Directors 2019-2020

Ruth Anderson  
Sunstream Business Solutions

Whitney Anderson  
Fox Consulting

John Atkins  
Metropolitan Council (retired)

Michelle Bartley  
Channel Partners Capital, LLC

Susan Bergmann  
Community Representative

Jessica Bierwerth  
Dakota County

John Bredesen, Jr  
Minco Products

Brian Coleman  
3M

Cheryl Krinke  
Thrivent Financial

James Lockwood  
BWBR

Shawn Lowry  
3M

Michael Luseni  
Minneapolis Public Schools

Mary McCahey  
Vomela Companies

Brian Swedeon  
Donaldson Company, Inc.

Daniel A. Rodriguez  
Executive Director

## SUPPORT

How Does Your Support Help the East Side?

We continue to rely on the time, talent, and treasure of our donors, volunteers and partners. Quite literally, Merrick's work would not happen without the circles of support that surround the organization. The ways that people support Merrick - food, money, volunteer time, in-kind products and services - haven't changed. What's different? This year, our circles of support were more generous than ever: pallets of non-perishable food from Hy-Vee, pounds of potatoes, special support from new donors who simply said, "I can help!"

## LOOKING FORWARD

As we produce this report, we see every likelihood that our 2020-21 fiscal year will still tell a story of COVID impact - and we might still be talking about "same, yet different". The needs of our East Side neighbors will shift in subtle ways, and, we will still provide basic needs - perhaps to new immigrant families, or a family who has been on the East Side for a long time, but now needs some help. This will remain unchanged. But, we will remain in a steady state of reinvention. Our service delivery models will evolve as COVID allows; and, we are focusing particular attention on growing Merrick with racial equity at the center. Our staff and Board will continue training and development begun last year on understanding and addressing race bias. And, in some of our key partnerships and collaborations, we are reaching out to East Side residents to ask, again, how their needs are changing or evolving and how Merrick can respond in kind. Our work will likely be the same, yet different!

We look forward to a return to good health and a pathway to prosperity for all our East Side neighbors, Merrick's supporters, partners, and friends. Wishing for peace and well-being.

Daniel A. Rodriguez  
Executive Director