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Leading the way to inclusive communities

2021 ANNUAL REPORT



**INCLUSION
POWERED BY INNOVATION**

Board of Directors:

Board Chair: Michelle Reed
Vice-Chair: Pat Richards
Treasurer: Michael Formsma
Secretary: Marty Combs
Kelly Berryhill
Ashley Schafer
Mike Simon
Neil McDonnell
Pam O'Laughlin

Executive Team:

CEO: Cherie Johnson
COO: Jeremy Murphy
Director of Employment Services: Sheri Alexander
Director of Services: Sue Hendrix
Director of Quality Assurance: Jim Haton
Director of Human Resources: Emma Reed

Leadership Team:

Laurie Matties: Community Connections Manager / Isabella
Will Campbell: Community Connections Manager / Isabella
Shad Welke: Community Employment Manager / Isabella / Clare / Gratiot
Krystal Travis: Employment Connections Manager / Isabella / Clare
Stacie Smith: Community Connections Manager / Clare
Brian Johnson: Accounting Manager
David Gnegy: Youth Services Manager / First Choice Office Outlet Manager
Pat Peters: Operations Manager
Amanda Lawson: Communications Specialist



TO OUR COMMUNITY PARTNERS, BUSINESS PARTNERS & FRIENDS,

MMI has a proud tradition of evolution, innovation, and resilience. For nearly 50 years we have been at the forefront of disability services in Central Michigan. We have navigated challenges through a wide range of economic cycles, market conditions, and global dynamics. 2021 was no different. Through it all, our team has demonstrated integrity, determination, and the spirit of innovation. Innovation is supported by having dedicated partners throughout the process. Our partners have helped us to expand our perspective, enter new fields, and gain access to new technologies, funding opportunities and subject matter expertise.

Thank you for your continued support of MMI and our mission to create more inclusive communities. Together, we will continue making a difference.

OUR MISSION:

MMI is a private, non-profit organization whose mission is to create inclusive communities and meaningful connections through employment and training.

We engage in that mission by providing community-based services, creating greater awareness, fostering relationships, and breaking down barriers for people with disabilities.



OUR VISION:

Our vision is to improve the quality of life for people who choose our programs and to celebrate the uniqueness of each person. We believe all people should have the opportunity to participate and contribute to their community. MMI champions creative initiatives to improve the quality of life for people with disabilities. We see a world where all people live a life based on their own choices and communities that maximize accessibility and inclusion.



2021 HIGHLIGHTS



1395 N. McEwan
Clare, MI 48617

MMI purchased a new building in the downtown Clare area. This move fully supports the mission of MMI and will make more of the community accessible to the people we serve.



MMI launched an affirmative business enterprise when we purchased First Choice Office Outlet.



MMI partnered with Michigan Works! to provide a Success Coach to support staff who need help with personal matters that impact work.



MMI launched Music in the Park; an inclusive event that brought together our community to enjoy music, food, and friendships. We are thankful for the funding and support for these events from the Michigan Council for Arts & Cultural Affairs.

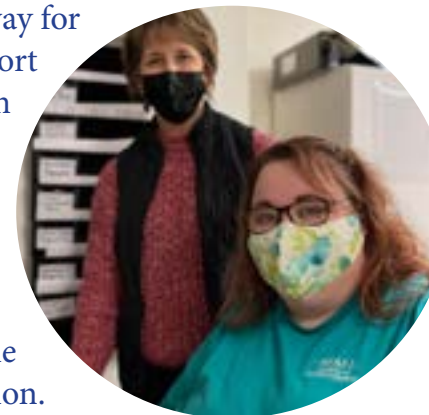


The Going PRO Talent Fund makes grant awards to employers to assist in training, developing and retaining current and newly hired employees. MMI was the only agency in the state of Michigan to receive a Going PRO grant to support individuals who are working in direct care positions.



MMI supported 30% of our direct care workforce to achieve a nationally recognized credential for Direct Support Professional.

MMI restructured our organization to create a career pathway for direct support staff to gain skills and experience to help them move up within the organization. Professionally.



MMI is one of the first programs in the state to receive a Registered Apprenticeship program to help develop a skilled, professionally recognized direct support workforce.



COMMUNITY CONNECTIONS:

In community connections, we create new pathways to independence and inclusion for everyone. Through the community connections program, people choose activities in their communities that foster opportunities to build new relationships and personal skills. The connections that people find reflect a strong commitment to making communities better places for everyone.



Our Community Connections staff support individuals to live active, independent lives in their communities based on their own choices and preferences. We believe inclusive communities benefit everyone. We hope that through Community Connections, we can grow together to become stronger, more diverse communities rooted in accessibility and inclusion.

OUTCOMES:

99%

of people participating in MMI programs were satisfied with their services.

MMI provided programs for

868

individuals

87%

of individuals successfully achieved their personal goals.

EMPLOYMENT CONNECTIONS:

Employment connections guides people on a path to achieving their goals and pursuing their career interests. People are supported by individualized employment teams as they learn skills, build confidence and grow essential networks in their communities.



MMI provides a starting point and helps to outline the what, why, and how of creating a disability inclusive workplace. We provide a resource to employers for recruiting and retaining qualified employees. We help businesses understand the value that diversity adds to the workplace.

OUTCOMES:

85%

of people placed retained their job after 90 days.

MMI supported

41

individuals in finding independent employment.

99%

of people participating in Employment connections were satisfied with their services.

YOUTH SERVICES:

MMI's Youth Services use a range of tools and resources to assist students in identifying their passions and helping them develop the skills needed to lead to a positive career path.



Using a range of curricula, instructional techniques, interactive and hands-on activities, as well as paid work experience, we support students to identify and achieve their career goals.



OUTCOMES:

MMI provided programs for **307** students

97%

of students who attended youth programs showed improvement in work related skills.

MMI supported

14

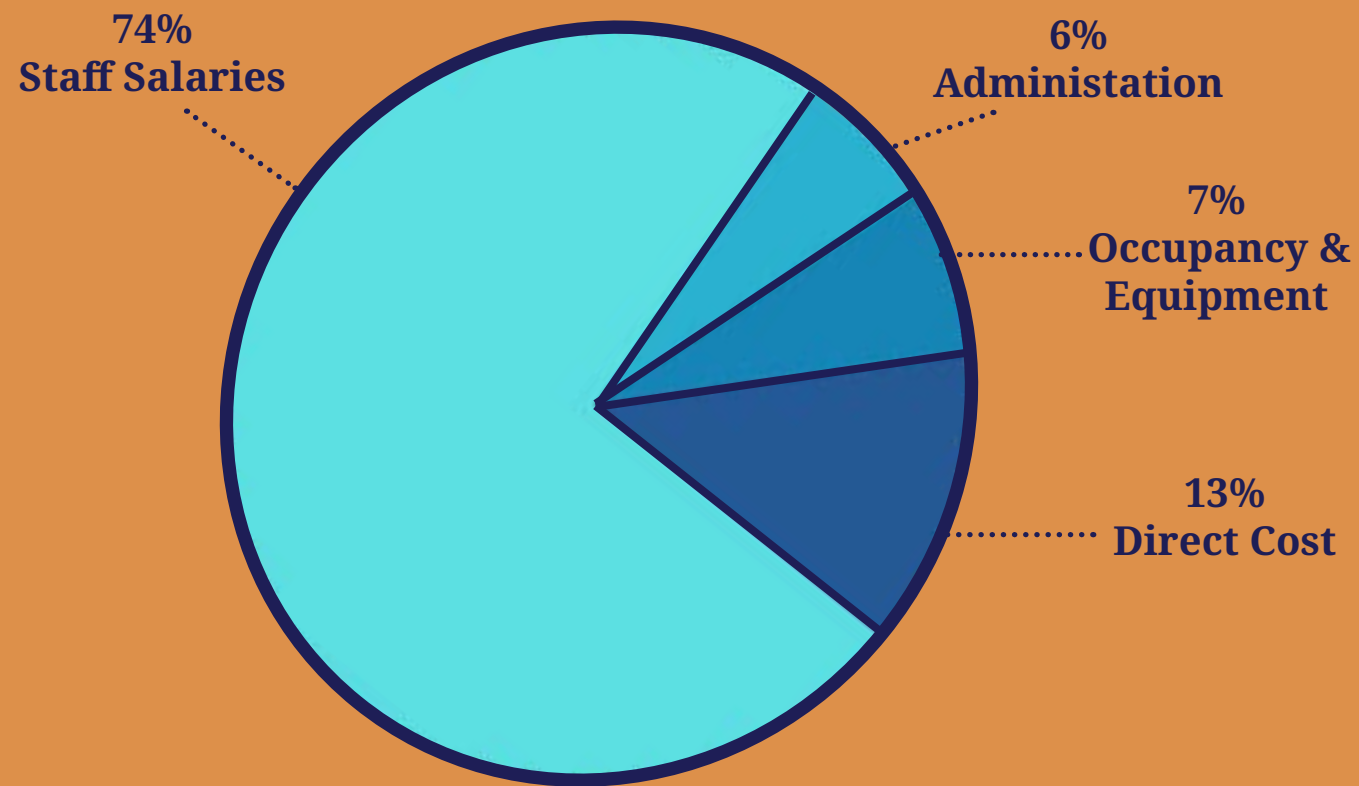
students in making seamless transitions from school to work.

95%

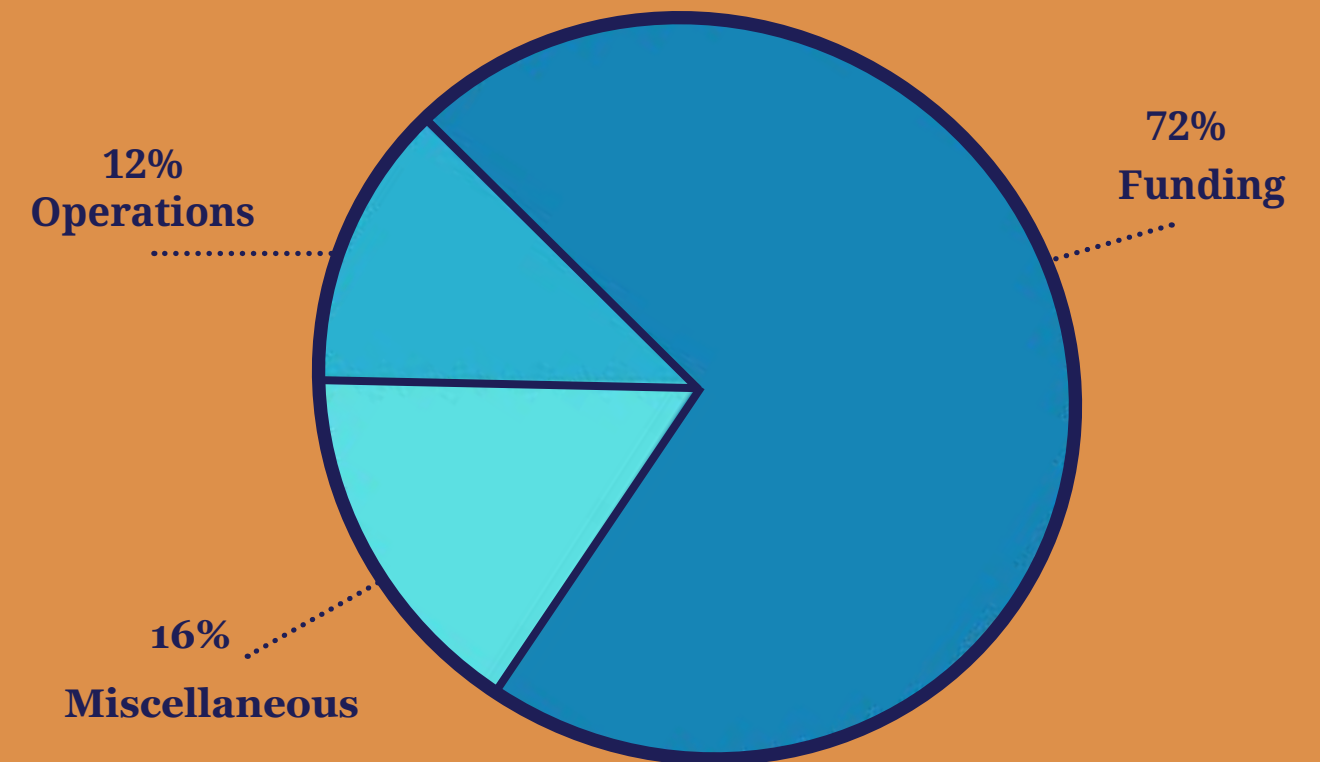
of students who participated in Youth Programs were satisfied with their services.

FINANCIALS:

Expenses



Revenue



Total Staff: 176

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LOCATIONS:

Corporate Office

2426 Parkway Dr.
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f: 989-773-1317

Clare Branch

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f: 989-386-2199

Southern

Operations

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Mail: PO Box 325
Sidney, MI 48885
CE Supervisor
p: 616.225.5791
CLS Supervisor
p: 616.225.5792

FOLLOW US:

ON THE WEB: MMIONLINE.COM



MMI provides programs in Clare, Gladwin, Gratiot, Isabella, Ionia, Mecosta, Montcalm, and Osceola Counties.