



Artist Collaboration by Martina S., Jasmine K., Joe R., Merton J., and Rachel S.

2023 ANNUAL REPORT



Dear Friends,

As we reflect on the past year, I am filled with immense pride and gratitude for the remarkable strides MRC Industries has made in creating a culture of excellence, advocating for individuals with disabilities, and expanding and improving our programming. Our commitment to our core values has driven us to new heights and laid a strong foundation for our future endeavors.

At MRC Industries, excellence is not just a goal; it is our guiding principle. This year, we have focused on fostering an environment where innovation, dedication, and quality are paramount. Our staff and board members have all contributed to this culture by consistently going above and beyond to support our clients and improve our services. Through continuous professional development and the implementation of best practices, we have enhanced our operational efficiency and service delivery, ensuring that our clients receive the highest standard of care and support.

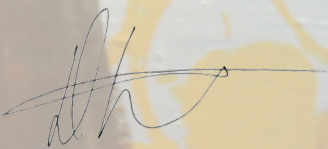
One of our most significant milestones this year has been our decision to eliminate the 14C federal contract, which allowed for subminimum wage payments to workers with disabilities. We believe that all individuals, regardless of their abilities, deserve fair wages and the opportunity to thrive in an inclusive work environment. By transitioning away from this outdated model, we have positioned MRC Industries as a stronger advocate for the rights and dignity of individuals with disabilities. This change underscores our commitment to promoting equity and inclusion, and we are proud to lead by example in this important movement.

Our dedication to excellence and advocacy has also driven us to expand and improve our current programming. This year, we have launched a new program, Community Living Supports aimed at enhancing the outcomes for our clients. We have invested in advanced training programs, cutting-edge technology, and innovative service delivery models to better meet the diverse needs of the individuals we serve. These efforts have resulted in improved job placements, greater community integration, and enhanced personal development for our clients.

As we move forward, we remain steadfast in our commitment to excellence, advocacy, and continuous improvement. Our vision for the future is one where individuals with disabilities are empowered to achieve their fullest potential and where MRC Industries continues to be a beacon of hope and opportunity in our community.

I extend my heartfelt thanks to our dedicated staff, generous donors, and supportive partners who have made this year's achievements possible. Together, we are making a profound difference in the lives of those we serve and paving the way for a brighter, more inclusive future.

Thank you for your unwavering support.



Dan Pontius
CEO

Program Outcomes 2022-2023

McKercher

Program Participants	68
Community Volunteer Hours	1137
Artists at MRC artWorks	80
Individuals Earning a Paycheck	66
Satisfaction	92%

Community Living Supports

Program Participants	31
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*Satisfaction not tracked do to newness of program

BridgeWays

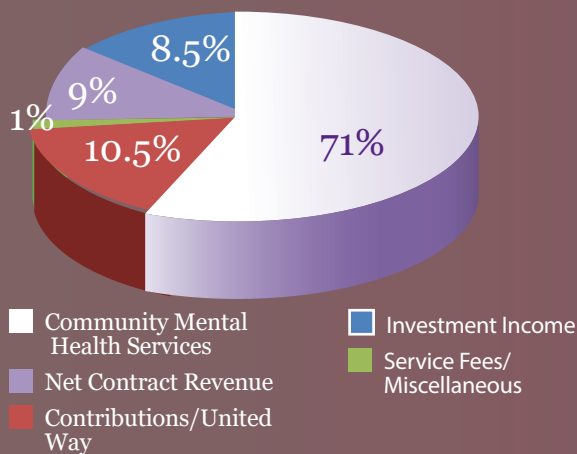
Program Participants	502
Individuals stepping down to a less intensive service	44
Independently employed	86
Satisfaction	99%

Community Employment

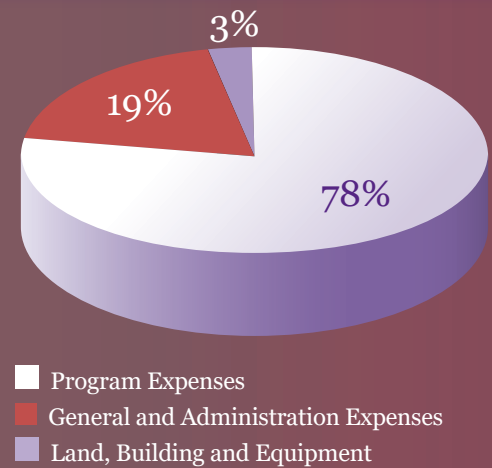
Program Participants	222
Individuals Employed in the Community	132
Satisfaction	97%

Financial Statement 2022-2023

Net Revenue \$4,490,064



Net Expenditures \$4,223,887



**2023
MRC
BOARD OF
DIRECTORS**

Lisa Luebke
Chair

Andy Wenzel
Vice-Chair

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Alyssa Kole
Secretary

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Travis Grimwood
Kelly Leversee

Jayrni Ratzlaff
Joan Ruiz
Michael Smith

Tyler Stewart
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Our Stories

A Legacy of Art and Giving

Shirley and Mason discovered MRC artWorks together during an art hop, feeling an immediate connection to the space, the artists, and the MRC mission. This bond deepened over the years, with Mason giving gifts from artWorks including handmade thank you's and custom-printed coasters from the artists. Their connection to artWorks became even more poignant when Shirley was diagnosed with pancreatic cancer. As her health declined, Shirley and Mason discussed her art supplies, leading them to reach out to Bridget Fox at artWorks about donating them.

After Shirley's passing, Mason vividly remembers the day he brought her supplies to artWorks. He was greeted warmly, and as they together unloaded hundreds of brushes, paints, and canvases, the excitement on the faces of the artists and instructors was palpable. Bridget Fox's heartfelt hug and shared

tears made it a full-circle moment for Mason, symbolizing the lasting impact of Shirley's legacy.

Shirley's giving nature extended beyond her artistic endeavors. As an educator at Comstock schools and Western Michigan University, and as a Little League coach, she touched countless lives. Her son reflects on how losing a parent reshapes one's perspective, emphasizing how much he misses sharing life's moments with her. The outpouring of love at her celebration of life, with people traveling from various states and towns, testified to the widespread influence she had.

Mason continues to honor his mother by keeping her artwork on his walls and supporting MRC artWorks. After her passing, a former coworker commissioned a beach sunset painting from an artWorks artist, blending Shirley's love for the beach and art into a tribute piece for Mason.

Shirley's life was about creating memories and experiences, a philosophy she lived by and instilled in her family. Whether working on DIY projects with her late husband, Pat, enjoying summers in South Haven, or relaxing on the Florida coast with her partner, Rich, Shirley embraced life fully. Her greatest pride was being a mother to Mason and Steven, and her legacy of love, art, and giving continues to inspire all who knew her.

Shirley's story is a testament to the profound impact one person can have through dedication to art, education, and community service. Her contributions to MRC artWorks and the lives she touched ensure that her spirit lives on, creating a ripple effect of creativity and compassion.



Leaving Love Behind


A Journey of Resilience and Dedication at MRC

Matt Rutledge's journey with MRC has been nothing short of inspiring. When we last checked in with Matt in 2009, he had been a member of our now-closed Pathways program since 2006. Since then, Matt has shown remarkable growth and commitment, becoming a vital part of our organization.

Matt's relationship with MRC began through his participation in Pathways, and his dedication has been consistent throughout his journey. In 2018, Matt began utilizing case management and community employment services to manage his mental health and find a job. Amy Burtis, his case manager at the time, recalls, "Matt has always dedicated himself to involvement with his programs, community, family, friends, and work. He is knowledgeable and passionate and enjoys helping others."

While Pathways was operational, Matt took on the role of a janitor, showcasing his willingness to contribute wherever needed. Beyond his professional achievements, Matt's personal growth is equally commendable. Overcoming challenges such as depression and a traumatic brain injury (TBI) in July 2022, Matt continues to demonstrate that with drive and determination, anything is possible. His ability to rebuild his life after the dissolution of his marriage in 2014 further exemplifies his resilience.

Even after Pathways closed in 2021, Matt continued to thrive, closing his use of case management services just six months later and transitioning seamlessly into new roles. Dan Pontius, CEO of



Perseverance,
Growth, and
Commitment

MRC, reflecting on Matt's journey, shares, "When I first met Matt, it was very apparent that his abilities had progressed beyond the coaching services he was receiving. Matt was meeting expectations, sometimes exceeding them, and was almost entirely self-directed in his role." This led to Matt being transitioned to a permanent staff position within the agency—a testament to his development.

Matt's role within the agency has evolved significantly, allowing him to manage two job sites. Matt finds great satisfaction in being recognized by MRC after 15 years of dedication. Reflecting on his journey, Matt says, "I'll be doing this job until I can't physically do this job."

Matt's passion for his work and community involvement is evident in his role as co-chair on the MRC Team Engagement committee. "I love it!" he says, speaking about the skills he has acquired. His commitment, enthusiasm, and readiness to tackle challenges head-on make him an invaluable member of MRC. His story is a powerful reminder of the positive outcomes that dedication, support, and a belief in one's potential can achieve. We are proud to have Matt Rutledge as a part of our community, and his journey continues to inspire us all.

MRC Industries, Inc.
2538 S. 26th Street
Kalamazoo, MI 49048

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Community • Independence • Empowerment



United Way of
South Central Michigan

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Ingham | Jackson | Kalamazoo

For questions and comments,
please contact the the Director
of Development and Market-
ing at 269-343-0747



www.mrcindustries.org



MRC's Mission

To encourage and support individuals living with a disability to achieve their fullest potential through employment, skill-building and active community involvement.

MRC's Vision

To be the provider of choice for individuals and employers through continuous improvement, innovation and leadership.

MRC's Values

At MRC Industries, Inc. we exemplify these values:

- Compassionate Collaboration
- Empowerment
- Community
- Advocacy