Annual Report: 2020

Monroe County United Ministries

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Unprecedented
Times, Unmatched
Innovation

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www.MCUM.org

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Board of Directors

Lesley Levin, Chair
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Marcia Bishop
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Bryan Hane
Helen Ingersoll
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Judith Olmsted
Rachael Scott
Susan Siena
April Stillwell

87%

of eligible board members choose to complete a second term



attendance rate for committee & board meetings in 2020



Thanks to Lisa Miller-Maidi and Steve Schechter, who completed their board service in 2020.

Dear Friends,

Despite the challenges of last year, I am honored to lead a team that has demonstrated just how intellectually nimble and resilient we are!

Providing basic needs during a pandemic is not for the faint of heart - the increased need we saw last year was both shocking and heartbreaking, but, our staff, supporters, clients, partners, and community also showed the best of humanity as we all worked together to navigate trying times.

There were several moments I enjoyed last year, independent of COVID-19. MCUM became one of Panera Bread's Day End Dough-Nation recipients. Each week we receive fresh bread, baked goods, and pastries to distribute to clients, which has been such a welcomed addition. Our incredible development team launched several new fundraisers, including "Miles for MCUM." I participated with my daughter - together, we strolled 32 miles in one week while raising money for MCUM! Speaking of my daughter... she started in January in Compass' Puffin classroom and she is just loving it - and I am loving having her right next door.

As an extrovert, I long for the day we can return to in-person conversations and activities. In the meantime, I hope you are surviving this pandemic as best you can. Please know the difference you make is incredible and it is an inspiration.

Thank you, from all of us at MCUM!

KATIE BROADFOOT

Executive Director kbroadfoot@mcum.org



Panera Bread gave almost 2,500 pounds of bread and pastries in 2020!



MCUM's youngest fundraiser helped bring in about \$400 for MCUM over 32 miles, even though her mother exerted more physical effort than she did.



A very proud Puffin painting her masterpiece.

What it's like to Live in Monroe County

Monroe County is home to 148,431 people, with the three largest cities being Bloomington, Ellettsville, and Stinesville. Of the people who call Monroe County 'home'...:

- the mean household income is \$49,839 per year
 - ...but the self-sufficiency standard for two adults and one child in Monroe County is \$53,312
 - 42% of households report at least some degree of difficulty making ends meet each month
- 27.8% of households have children
 - 4.3% are under 5 years old
 - Almost 4,500 children do not have spots in licensed childcare centers



MCUM serves Monroe County through two programs: the Compass Early Learning Center, which offers high quality childcare, and Self-Sufficiency Center, which offers basic needs assistance and long-term asset building support.

Our programs aim to eliminate generational poverty for the people we serve.

Self-Sufficiency Center

- client-choice food pantry
- online food ordering & delivery
- · cleaning & hygiene products
- clothing & housewares
- financial assistance
- Your Path

Compass Early Learning Center

- licensed childcare program for children ages 1-5 years
- daily meals and snacks
- accredited curriculum
- fee determined on a sliding fee scale
- early childhood mental health therapist on staff

MCUM's Vision and Mission

Our vision is to eliminate generational poverty for the people we serve.

Monroe County United Ministries (MCUM) creates lasting solutions to economic, educational, & social injustice through quality programs, collaboration, and innovation.

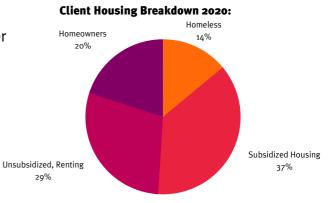


MCUM's location in the 1930's

About the 1,135 Families we Supported

In 2020, MCUM served 1,135 households:

- 39% of households had at least one family member working full time & 22% had at least one family member working part time
- 63% of families with children were led by a single female head of household
- 6% of households had at least one family member enrolled in higher education &/or job training



Since 2018:

91%

of Your Path clients have improved their financial stability

the average household income of Compass fee scale families has increased by \$6,400/year

MCUM helped 94% of Compass parents keep their jobs during the pandemic by implementing safety measures to keep the program open.

Since the start of the COVID-19 pandemic, MCUM has helped 906 families secure basic needs.

MCUM kept 36 families housed during the global health & economic crises last year.

We made programmatic changes to allow for 24-hour grocery shopping and pickup, as well as delivery. Our Self-Sufficiency Center never closed for services.

Together in a Pandemic

Your Path to Self-Sufficiency:

A household's economic stability is usually determined by its ability to find and keep a job, secure a good place to live, and build assets.



MCUM's programs seek to eliminate generational poverty in Monroe County by removing a major barrier to employment (childcare) and helping people identify ways to promote economic mobility in their lives - both sought out in the city's Anti-Poverty Strategy. Each of the paths below illustrate how a household could measurably work toward self-sufficiency within the category listed at the top. Each marker indicates a tier, with the highest being more self-sufficient and lowest being less self-sufficient.

		nily		Well-Being		
	Housing	Family		Physical & Mental	Networks	
more self sufficient	No subsidy; housing less than 1/3 pay	full focus on work, school, & family goals OR no dependents	more self sufficient	Health does not get in the way of needs	Can always rely on networks for support	
	No subsidy; housing more than 1/3 pay / month	needs rarely get in the way of work, school, & family	more s	Health rarely gets in the way of needs	Can often rely on networks for support	
less self sufficient	subsidized; paying \$200+/month	managing competing needs	ficient •	Health sometimes gets in the way of needs	Can sometimes rely on networks for support	
	subsidized; paying under \$199/month	juggling unmet health or mental health needs	less self sufficient	Health usually gets in the way of needs	Unreliable networks for support	
	homeless	needs prevent engagement in work, school, and/or self-care	9	Not able to function due to health needs	No networks for support	

5 Ways to Increase Economic Mobility



"Because of [MCUM], I worked for a little while and then I decided that I was going to return to school. I worked for the City of Bloomington and then I decided I was going to go back to school full-time. The sliding fee was really the only way that I got my degree. I would not have been able to get my undergraduate degree without MCUM."

The Compass Early Learning Center parent above is set to graduate in May with her bachelor's degree.

Access to high-quality, affordable childcare removes a major barrier to employment and education.

nore self sufficient

less self sufficient



Savings Savings of 3 months' more self sufficient expenses or more Making more than Savings of 2-3 minimum payments | months' expenses Making minimum Savings of 1-2 months'

expenses

No savings

Behind on debt Savings of less than 1 payments months' expenses

payments on debts

Unable to make payments on debts

Debt

No debt

on debts

less self sufficient



Bachelor's degree or higher

Associate's degree or professional certificate

Job training certificate

High School Diploma

Less than High School Diploma



80%+ AMI \$71,800+/year /family of 3

50-79% AMI \$57,440+/year /family of

30-49% AMI \$35,900+/year /family of 3

less than 30% AMI \$35,899 - / year/ family

No earnings/ unemployed

more self sufficient

ess self sufficient

Unprecedented Times, Unmatched Innovation







900 Masks Distributed

Through partnership with the Bloomington Mask Drive, we distributed around 800 reusable masks to Self-Sufficiency clients. A generous volunteer made an additional 100 child sized masks for our Compass Early Learning Center families.

\$8,000 in savings for families

access and convenience to food pickup.

We provided Opportunity House items for 4 months during their closure, matching 200 families with clothing, linens, shoes, and housewares. This saved households \$8,000 to use towards meeting other needs. In 2020, Opportunity House helped 2,540 people with vouchers, providing the equivalent value of \$15,177.

Rent for 40 MORE families

We received \$14,000 in funding specifically to provide more housing assistance, helping families from falling behind during the economic crisis created by the pandemic. Because of this, we will be able to pay for the rent and utilities of 40 more families than usual. We anticipate keeping about 100 families in their homes within the year.

24-Hour Food Access

Funding partnership through the United Way of Monroe County, the City of Bloomington, and Community Foundation of Bloomington & Monroe County helped us distribute more than 2,000 extra pounds of food and hygiene items through four 24-hour external food bins and two additional food bins located in Compass Early Learning Center. These bins allow for access to food after MCUM's office hours and with no barrier.

We cared for 119 children in 2020.

When the pandemic struck, we closed Compass Early Learning Center for about 8 weeks. During that time, we paid all of our staff members at their full rates, we did not charge Compass families, and we even offered stipends to families who were forced to find alternative means of care until Compass reopened. We retained 90% of children.

We remain the only high-quality, licensed center with a full time Early Childhood Mental Health Therapist on our staff in Monroe County, thanks to the Bloomington Health Foundation.

Pictured right, Logan Pfeifer, MSW, LSW, works with children in the Otter classroom. Logan has been a wonderful addition to our team.



While the pandemic raged on and enrollment was lower than normal, we determined it was best to consolidate both Compass centers back to our original site.

Compass-Downtown was a wonderful endeavor and provided great outcomes for our community, including serving more than 250 children during its 4 years.

Childcare remains a huge need in Monroe County.

During the consolidation, spots were offered to 100% of children and we were able to keep all but 2 staff members. We are currently focusing on staff development, connecting with children and families more deeply, and pursuing re-accreditation through the National Association for the Education of Young Children.

We are keeping our options open in terms of adding more students to our program in the future, but looking forward to getting through the pandemic with minimal disruption for the children in our care, first and foremost.

We linked our programs.

Compass Early Learning Center families now receive their groceries bagged and ready when they pick up their children. They're also able to request our other services (clothing vouchers, cleaning items, rent assistance, etc.) online, saving them time and a trip to our other building. As a result, more than 80% of families are now receiving support from our Self-Sufficiency Center, as opposed to just 6% pre-pandemic.







Special Delivery!

MCUM's pantry adds online ordering - with free delivery service!

When the pandemic began, we closed our client shopping room and offered pre-bagged food. After a few weeks of thinking about how often all of us were doing grocery pickups and using services like Instacart, we decided to create our own food pantry version to bring online ordering and choice to our clients. We were approached by Civic Champs and Helping Hands, who offered to provide delivery service on online orders twice per week. The feedback food recipients have provided on this endeavor has been overwhelmingly positive.

87%

of shoppers opt out of receiving certain food items, which reduces food waste.

When that first delivery came, I took the food into the kitchen to unpack it all and I cannot put into words how ecstatic/relieved/humbled/appreciative I was.

- grocery recipient, November 2020

195

online orders in first 3

74%

new families

158

Deliveries made by Helping Hands (Nov-Dec 2020) I just wanted to say, from the bottom of my heart, thank you for offering this service. This is my 2nd time ordering a grocery delivery (and i can't stress this enough -THANK YOU -for delivering)- and the 1st delivery couldn't have come at a better time. I had spaced that it was coming that day and i was incredibly stressed about what i was going to be able to make to eat for myself and my father. We don't have a vehicle and I'm currently unemployed, so it is a daily struggle trying to make ends meet...my dad's social security covers the rent and the bills but there is hardly anything left over to actually live on. We're always out of multiple things and constantly on the verge of running out of various necessities.

When that 1st delivery came, i took the food into the kitchen to unpack it all and i cannot put into words how ecstatic/relieved/humbled/appreciative i was. I sat right down on the kitchen floor, happy tears flooding out of my eyes and ate some chocolate pudding, saying to myself "oh my god, thank you" in between mouthfuls.

I had a similar reaction when unpacking the hygiene items (if the pudding didn't make my day [it did] then getting a new toothbrush and some toilet paper sure did!) and i hope it is okay to order another sample kit - this one will go to my dad. I look forward to the day i can visit in person and get some full size stuff!

-THANK YOU!!-

The Life-Changing Results of Determined Families

Self-Sufficiency Area	How MCUM Can Help	Outcomes in 2020*
Family Stability	Financial assistance for housing, childcare, basic needs	 rent paid for 36 families 99 children enrolled in Compass Early Learning Center
Well Being	Mental health (children), referrals for health & social services	89% of children successfully completed therapy
Financial Management	Savings accounts, budgeting support, microloans, payment plans	80% of Your Path clients established savings account to purchase assets
Education & Job Training	Kindergarten readiness, referrals & loans for courses/books	 76% of our graduates were deemed "school-ready" 2 Your Path clients enrolled in college courses
Employment	Job securement, interview skills & job uniforms, wage advocacy	 171 parents could keep going to work while Compass cared for their children in 2,540 people received clothing from Opportunity House

^{*}The chart above highlights just a few of the many outcomes our clients achieved last year.





Celebrating Collaboration

There are more than 30 services represented in Your Path to Self-Sufficiency. No one organization in Monroe County is able to be the expert on each one. So, when someone has a goal in an area where we are not equipped to help (for example, health services), we rely on our fabulous community partners, who we fully entrust to support our clients.

Our self-sufficiency coaches frequently make referrals to other local agencies. Our most-referred-to service agency partners in 2020 were:

- Habitat for Humanity (homeownership, financial management courses)
- Catholic Charities (mental health services on a sliding fee scale)
- Middle Way House (shelter, advocacy, and support for victims of domestic violence)
- Bloomington Health Net (physical health services clinic)
- South Central Community Action Program (housing, weatherization, Thriving Connections)
- Broadview Adult Learning Center (GED, adult classes)

Thank you to ALL of our service agency partners doing important work.



We currently have 130+ partners and counting.

Together, we can ensure a good quality of life for our neighbors.

To join our team, contact kbroadfoot@mcum.org.

Watch Your Step! Benefit 'Cliffs' Undermine Self-Sufficiency



MCUM's Self-Sufficiency Coach, Kay Goodman, says "the cliff effects is one of the biggest barriers to job sustainability. Can you imagine telling your boss that you cannot accept a raise because you will lose your resources and be worse off?"

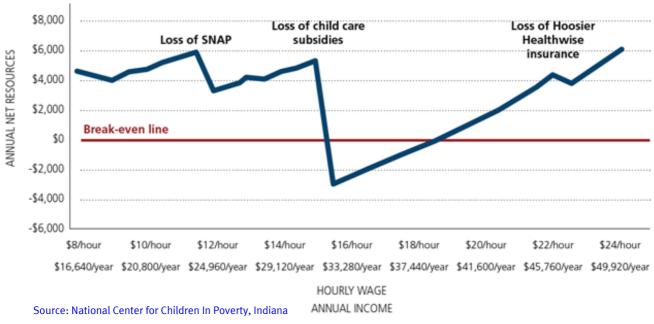
A cliff effect occurs when an increase in income or assets causes a disproportionate drop in support. After the cliff effect the family has fewer resources.

As people set goals that push them closer to selfsufficiency, they encounter this phenomenon called the 'cliff effects.'

One of our Your Path clients worked hard to earn a \$2/hour raise at work. Her food stamps were reduced and her rent went up to market value - all before she received her first new paycheck.

She immediately sought assistance from local agencies, but was reprimanded by her supervisor for taking PTO time after her promotion. Shortly after, her daughter got the flu. After missing one day of work, she was out of sick time. She was told if she missed work again she would be terminated. She couldn't leave her 3-year old, sick child unattended. So, she let her supervisor fire her (by quitting she would forfeit her assistance). However, as she is interviewing for new jobs, she has to explain why she was fired.

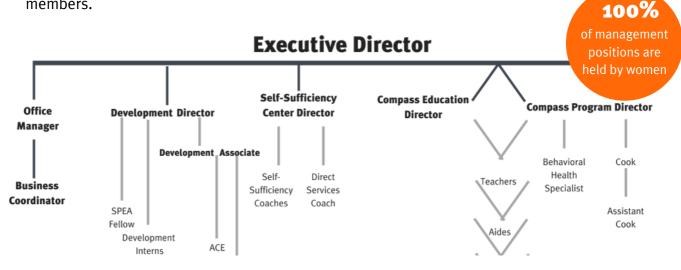
The cliff effects make escaping poverty mentally, logistically, and physically difficult for people. The chart below shows how a family who begins to improve their income actually falls below the break-even line. At MCUM we help people through this rough patch so that they do not give up on their long term goals.



The People Behind the Scenes

The people who work for MCUM share our vision and values. With over 350 years in combined experience, we've got a well-seasoned team at the helm of the organization.

Below is the organizational chart of Monroe County United Ministries, as well as pictures of our management team. Please visit www.mcum.org to read individual biographies on all our team members.



22%

of staff members have Masters Degrees; 67% of those are from the top nonprofit management program in the country.

46%

of staff members have advanced in positions during their tenure with MCUM



4 Fun Facts about our Team

MCUM is only as strong as the staff committed to its work. Our 81-year history is important, but what we do today matters most! We create great outcomes for the people we serve by building a team of great people who truly enjoy their jobs - so we only hire the best. Our staff live and breathe the work they do and take great pride in doing the best work possible.

100%

of staff recommend MCUM as a good place to work

8

STAFF MEMBERS WITH CHILDREN CURRENTLY ENROLLED AT COMPASS

We have faith in our teammates to care for our own children!



SELF-IDENTIFY AS HAVING A DISABILITY

We feel this gives us a helpful advantage because we can empathize children, clients, and each other.



CURRENTLY PURSUING HIGHER EDUCATION

We have staff working on associates through masters degrees.



ARE MONROE COUNTY NATIVES

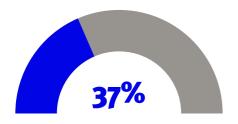
More than half of our team was born and/or raised in Monroe County, helping us share a passion for our community.

To our Volunteers:

We sure missed you last year! We are looking forward to welcoming volunteers back in 2021 when conditions are safer.

If you'd like to join our team, please contact Madison Silvers at msilvers@mcum.org or 812-339-3429 ext. 16.

Record-Breaking Generosity Propels MCUM's Programs



The percentage of care at Compass Early Learning Center paid exclusively by donations.

Community supporters funded the equivalent of 30 spots at Compass Early Learning Center in 2020.



"No one has ever become poor by giving."

ANNE FRANK

For the protection of your privacy, it is MCUM's policy not to share our individual financial donor lists. However, we are so grateful to each and every one of you! Without financial support, food & hygiene items, and volunteers, MCUM simply would not function.

Thanks for all you do!



45%

People Fed through Food Drives

Our largest two drives alone provided 31,898 meals. Each month, we distribute 7,000 pounds of food.



90%

Coach Time Spent on Self-Sufficiency

Thanks to the donated time of volunteers, staff spend the majority of time in 1 on 1 self-sufficiency appointments with their clients.



BKD generously donated new winter coats to the 68 children who needed

them.

100%

84%

Classrooms Updated

Duke Energy, 50 Men Who Care, and others provided funds to our 5 classrooms, creating an improved learning space for 82 children.

49

new donors made financial gifts to MCUM in 2020

\$391,000

size of MCUM's endowment as of 12/31/20

\$48,000

donated by Opportunity
House in 2020

48,728

pounds of food, and cleaning & hygiene items donated to MCUM in 2020

797

volunteer hours served in 2020

Community Partners

Alpha Kappa Alpha Amazon Smile Fund American Legion, Post 18

Azzip Pizza, LLC

Baird Private Wealth Management

Bill C. Brown Associates

Bloomington Community Orchard Bloomington Health Foundation

Bloomington Heating and Cooling

Bloomington Lions Club

Bloomington Montessori School

Bloomington Township Trustee

Bloomington Valley Nursery

BSA Scouts Troop #100

Bunger & Robertson

Campus Children's Center

CarDon & Associates Inc

Central Indiana Community Foundation

Chances And Services for Youth

Chase Bank

Citizen Action Coalition

City of Bloomington, Community

Development Block Grant

City of Bloomington, Jack Hopkins Social

Service Fund

Coghlan Orthodontics

Community Foundation of Bloomington

& Monroe County

Community Foundation of St. Joseph County

Conversation Club

Cook Medical Inc.

Crane Federal Credit Union - Bloomington Branch

Cub Scouts Pack 196

Curtis Family Grant

Delta Theta Tau, Zeta Chapter

Duke Energy Foundation

Early Learning Indiana

Earth Energy Healing

Edward Jones

Electric Plus

Emergency Food and Shelter Program

Fidelity Brokerage Services LLC

First Insurance Group

First United Methodist Church- Club 56

Fresh Thyme Market-East

Good Neighbors Home Extension Club

Harrell-Fish

Harvey Foundation, The

High Hopes Extension Club

Highlanders Home Extension Club

Hoosier Hills Food Bank

Kappa Delta

Kiwanis Club of Bloomington

Knights of Columbus

Kroger Corp.

Let it Shine, LLC

LPL Financial

LPL FIIIdIICIdi

May Creek Farm, Inc.

May's Greenhouse

Members Choice Federal Credit Union

Monroe County Board of Commissioners

Natural Wood Solutions

Nature's Way

Network for Good

NWSC- Crane Division

Oliver Winery

Olson & Company, P.C.

Opportunity House

Panera Bread

Raymond Foundation, Inc.

Renaissance Rentals

Southern Indiana REMC

St. Charles Catholic School

St. Lutheran Ministry

St. Vincent de Paul Society

Town and Country Extension Homemakers

Tri Kappa- Alpha Chapter

Tri-North Middle School

Unique Club

United Way of Bartholomew County

United Way of Monroe County

Waycross Conference Center

Whole Sun Designs, Inc

Yes Club at Tri North Middle School

Faith Community Partners

Arlington United Methodist Church Bloomington Monthly Meeting of Friends

Church of Jesus Christ of Latter Day Saints

Church Women United

Congregation Beth Shalom

Crossroads United Methodist Church

Fairview United Methodist Church

First Christian Church

First Church of Christ, Scientist

First Presbyterian Church

First United Church

First United Methodist Church

Harrodsburg First United Methodist Church

Korean Presbyterian Church

Mt. Gilead Christian Church

New Prospect Baptist Church

Sherwood Oaks Christian Church

Simpson Chapel United Methodist Church

St. Charles Borromeo Catholic Church

St. Mark's United Methodist Church

St. Paul United Methodist Church

St. Thomas Lutheran Evangelical Church Stoneybrook Community Church of God

Trinity Episcopal Church

Unitarian Universalist Church

United Presbyterian Church University Baptist Church

Woodhaven Christian Church

Agency Financial Statements

2020 Profit & Loss (Condensed, Unaudited)

Largest Revenue Sources Contributions: \$404,435 **Endowment Dist:** \$20,000 Special Events: \$9,025 Federal Funds: \$277,540 Local Gvt Funds: \$103,602 Childcare Tuition: \$166,077 United Way: \$21,355 Grants: \$482,180 **TOTAL REVENUE** \$1,506,493

We will post our audited financial statements and 990 public disclosure copy on our website, when they become available.

www.mcum.org

Largest Expenses

Salaries: \$914,440 Fringe: \$155,874 Misc. Personnel: \$7,516 Food & Paper: \$30,926 Arts & Crafts: \$1,423 Special Events: \$610 Office Supplies: \$4,855 Advertising: \$1,682 Postage: \$2,928 **Equipment:** \$15,336 **Utilities:** \$22,781 Communications: \$3,686 Insurance: \$19,541 Custodial: \$29,848 Professional Fees: \$24,662 TOTAL EXPENSES \$1,371,506



The Powerful Impact of Savings



The Hoosier Hills Food Bank generously waived their shopping fees during the pandemic, <u>saving MCUM</u> more than \$2,500 in 2020 AND adding more than 5,000 pounds to the food pantry stock.







COVID-19 relief from the Community Foundation, the Raymond Foundation, Early Learning Indiana, and United Way provided over \$95,000 in operations support funding to keep our programs running at full capacity during the pandemic.



2020 Balance Sheet (unaudited)

<u>Assets</u>

 Current Assets:
 \$758,474

 Fixed Assets:
 \$904,366

 Other Assets
 \$239,938

TOTAL ASSETS \$1,902,778

Liabilities

Current Liabilities: \$61,895 Long Term Liabilities: \$8,682

TOTAL LIABILITIES \$70,577

\$264,200
Amount MCUM releived in Paycheck

Protection Program (PPP) funding last year.

It has already been forgiven.



Monroe County United Ministries

827 West 14th Court Bloomington, IN 47404 812.339.3429 (phone) 812.339.2912 (fax) mcum@mcum.org www.mcum.org

Thank you for supporting MCUM's vision to eliminate generational poverty for the people we serve.

