

2022 ANNUAL REPORT



MORC

Macomb-Oakland Regional Center



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MORC

Executive Message



Dear Friends:

I am very pleased to present this fiscal year 2022 annual report on MORC, Inc's accomplishments and activities.

Fiscal Year 2022 marked MORC's 50th anniversary of services to those with intellectual disabilities and their families. While much has changed in the past five decades, our commitment to maximize the potential of those we serve and to be an innovator in the field of disability is unwavering. Our links to the past are important, but it is our commitment to the future that has always defined us.

Over the past year, we emerged from the height of an unprecedented worldwide pandemic by continuing to creatively coordinate supports for those we serve amid an evolving landscape of new technologies, shifting rules and concerns for personal safety. In consideration of views expressed by the families we serve, we moved to a more spacious, dedicated Autism Center in Troy which allows us to expand capacity and services for children with Autism and their families. We launched new training offerings to meet changing licensing requirements and extend our reach into an expanding number of clinical disciplines. We continued to be a vigilant advocate for positive behavioral health reform and a committed community partner in seeking new collaborations to better support those we serve.

We also took a huge step towards transformational change by completing our merger with Easterseals Michigan. Through the creation of a newly merged organization, we will be able to deliver integrated health services within a groundbreaking continuum of care that is unique to our community, expand our service area, and gain access to a wider variety of funding and partnership opportunities to further deepen our impact in the communities we serve.

As we transition to a future as Easterseals MORC, I want to thank you for your support and invite your continued enthusiastic involvement and participation in our work.

Dennis Bott

President and CEO
MORC, Inc.

MORC Merges with Easterseals Michigan



In December 2021, the Boards of Directors of Easterseals Michigan and MORC made public the transformational announcement of their intent to merge. The decision to merge began from one purpose: to expand care for individuals with disabilities today and beyond.

"This merger stemmed from MORC and Easterseals Michigan's commitment to continually strengthen our services, and to help the most vulnerable people in our communities," said Dennis Bott, CEO of MORC. "After extensive due diligence, we determined that combining our programs, the talent of our staff, and integrating our systems will deliver a full continuum of care that has been missing in our community, and will positively impact thousands more people of all ages."

Both Easterseals Michigan and MORC were founded to provide care to some of the most vulnerable people in our community and both organizations have looked for opportunities to expand their services, improve care and better serve the community. By coming together, Easterseals MORC will be able to broaden its services to reach more individuals across the state, and those served will benefit from one organization that can offer a full continuum of care, which includes mental health services and supports for behavioral health and/or intellectual or developmental disabilities (IDD) needs.

Together, Easterseals MORC will have a team of over 900 employees and will offer dozens of programs and services for people of all ages, increasing access to quality care for over 21,000 individuals annually across 17 locations.

Following the announcement, teams from both organizations have worked together to build a solid foundation and create blueprints for the merger and integration moving forward. A thoughtful rollout will ensure our customized services and plans for the individuals we serve are not impeded or negatively affected. The merger became legal on October 1, 2022, with full integration expected to be completed by the end of 2023.



From left to right: Easterseals Michigan CEO Brent Wirth, Easterseals Michigan Board Chair Annette Marcath, MORC Board Chair Mark Schireson, and MORC CEO Dennis Bott sign the papers to merge the two organizations.



Staff and individuals served from Easterseals Michigan and MORC celebrate the launch of Easterseals MORC.

Easterseals MORC - Better Together

- Combined 150 years of service
- Over 21,000 served annually
- 900 staff
- 17 locations across Michigan
- Integrated services, including supports for those with mental illness and intellectual disabilities.



Published Writer Inspires Others to Pursue their Dreams through Self-Determination

Aspiring writer Sean Nash has always looked at his disability as an ability - an ability to share, an ability to inspire and an ability to grow. The mission at MORC is maximizing human potential and this 43-year-old man is showcasing his potential with three published books!

Sean was born in Boston and moved to Michigan with his family at the age of 15 where he eventually got connected with MORC services. He became interested in writing when he was in high school and his Science Fiction teacher showed him how to use writing as a creative outlet. "She drew it out of me, and my writing took off from there."

His first book, "The Crop Dusters Son," was published in 2018 on Amazon. It tells the story of an army crop-duster pilot that was inspired by his love of World War two aviation and his hobby of making model replicas of military aircraft, model Ts & starships.

Two additional books, both inspired as sci-fi spin offs from his first book, tell the stories of the disappearance of an aircraft and the questioning of UFO existence. Each book was sequentially released in 2021 and 2022, with a third book in the series in the works!



In addition to his success as a writer, Sean also received the My Life Award at the Oakland Community Health Network (OCHN), "Your Voice, Your Value" Conference in May. This award recognizes individuals that progress through the person-centered planning process and utilize natural and community resources to live the life they choose and pursue their dreams. Sean credits much of his success to the support and encouragement he has received from his Support Coordinator, Lervetris Clora as he's grown as both an individual and a writer.

Sean's success continues to be an inspiration to others. His advice is to, "Write, be brave enough to publish your works, and don't be afraid to be uniquely yourself."

MORC Home Care Supports Seniors to Live Independently in the Community

MORC Home Care offers several programs that can assist seniors and those with disabilities with a multitude of supports to allow them to live independently in the community. Sometimes only minimal support is required, while other times, an individual ends up getting assistance for things they didn't even realize they needed.

John Hoffert was homeless and in need of medical assistance when he was first introduced to MORC. He was temporarily staying at a Nursing Facility when he learned about the Nursing Facility Transition Program.

Referrals to the program are initiated through the Social Work Department at the nursing facility and sent to a Transition Navigator to review potential eligible resources. Driven by a person-centered plan, John's Support Coordinator, Sharon Smith was able to help John identify where he wanted to live and what he wanted his life outside of the nursing facility to look like. Through her experience and expertise, Sharon was able to help John apply for a pension to support his ability to afford the housing he desired.

However, it was not that simple. Being without a home, John was missing documents critical to the pension application process. The pair had to start from scratch securing documents, completing applications, and putting in housing applications all while John was working to stabilize his health for the goal of moving into his own home.

After two years in the Nursing Facility, John was accepted into the subsidized housing he desired. The transition work coming to an end, Sharon was able to assist with move in costs, furniture, groceries, household items, and other basic needs.

Due to the assistance of the MORC Home Care program, John is better than ever, living in a stable environment with his own space and the supports he needs to sustain his independence.



MORC Training Targets Implicit Bias with New Offerings

Eliminating health disparities is of national importance and is listed as a top three priority by the National Institute of Health. So when the Michigan Department of Licensing and Regulatory Affairs (LARA) changed their licensing requirements to require professionals to consider how biases may contribute to disparities, MORC Training was ready. Anticipating the change, we worked to develop a live, virtual instructor-led Implicit Bias Training that includes large group discussions, interactive breakout rooms, video vignettes, and self-assessments.

Implicit bias refers to prejudices that unknowingly influence thinking and reaction to events and information. Implicit Bias, while often unintentional, can negatively impact the way people are treated by health professionals and can be detrimental for people of marginalized communities including those with disabilities that we support. "Addressing implicit bias in various healthcare settings is critical to improving the overall healthcare experience," says MORC Training Director, Kym Juntti. "We are proud to be part of the solution by developing a quality educational experience that makes clinicians more aware of potential biases and how to alleviate their negative impacts so that they can better serve their patients."

Over the past year, MORC Training provided Implicit Bias training to over 2,000 individuals among 20 disciplines. They also contracted with 17 community agencies to provide larger, organization wide Implicit Bias trainings.

A new partnership with the Michigan State Medical Society allowed our Implicit Bias training to be approved for Continuing Medical Education (CME) credits, which created the ability to expand our delivery to physicians, nurses and other clinical groups that need these credits.

The impact of this training has been significant among those who have experienced it. One participant said, "I found this training really beneficial. It made me think about all the bias we encounter in all aspects of life. It was thought provoking and made me more aware of things I need to change in my personal and professional life."



TRAINING

Striving for Excellence



MORC goes above and beyond to maintain excellence in all aspects of our work from service delivery to customer satisfaction to business practices.

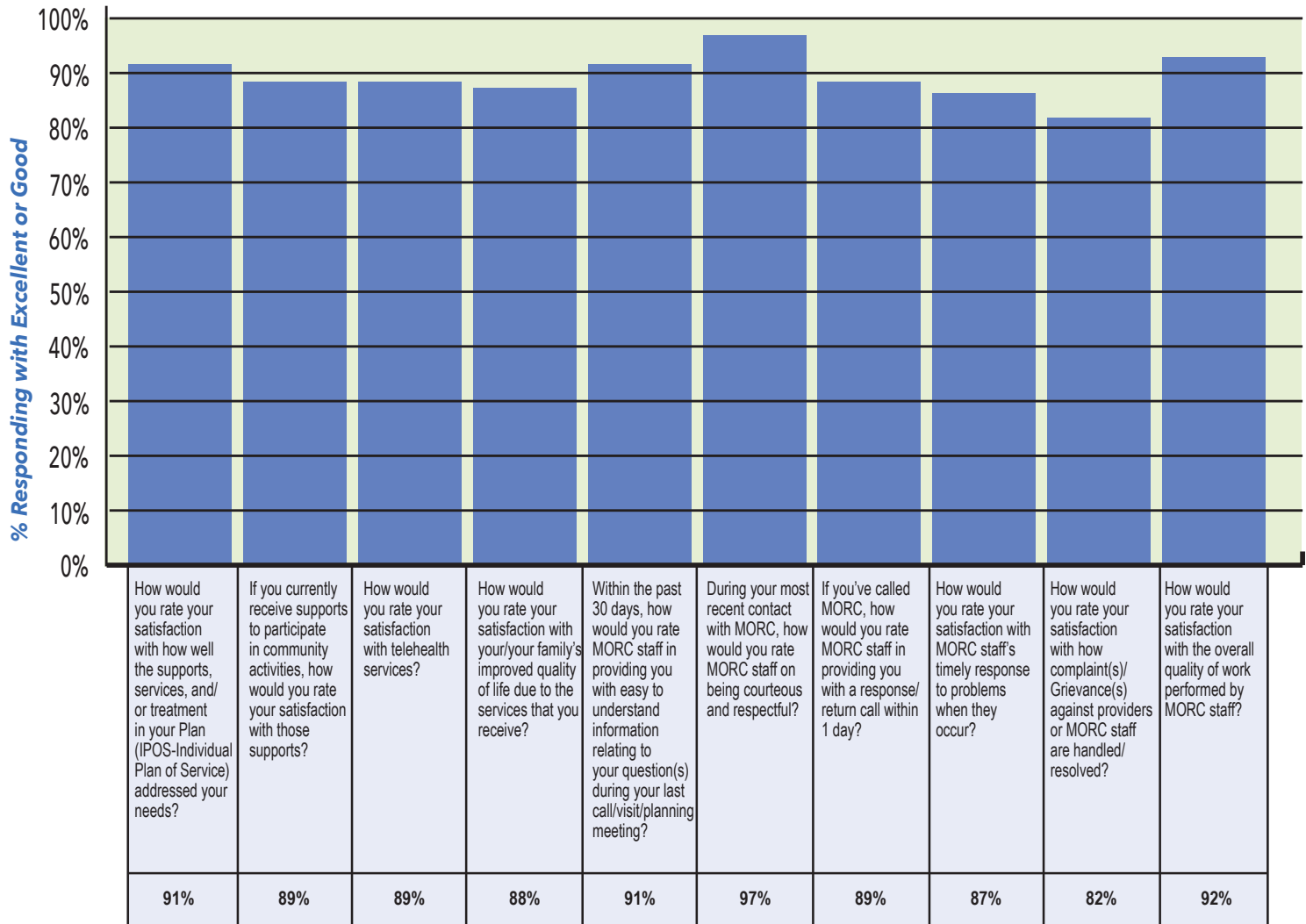
We are regularly audited by local community mental health boards, State and federal regulatory agencies, and Dorian Mayhew accounting firm to ensure ongoing adherence to high quality standards.

Continuous quality improvement is also assured through the implementation of a Citizen's Advisory Council and other ingrained mechanisms for soliciting feedback from individuals served, families, guardians, contract providers, advocacy groups and others to monitor satisfaction, identify service needs and address any quality issues that may arise.

MORC is accredited by the National Committee for Quality Assurance (NCQA) for Case Management and Long Term Services and Supports through 2023. This is the highest level of accreditation available and represents the gold standard for quality in our field.



Customer Satisfaction



*Satisfaction surveys are mailed out annually to the individual/guardian in the quarter following their annual IPOS meeting. All returned surveys are entered into Survey Monkey to calculate the percent satisfaction and display in graph. The return rate is ~25%.

Drew's Home of Clarkston Provides Inclusive Community for Individuals with Disabilities

43 year old Drew Miscovic was diagnosed with Cerebral Palsy at the age of two. Ever since, his family has been determined to make sure that Drew had every opportunity to live a high quality, independent life.

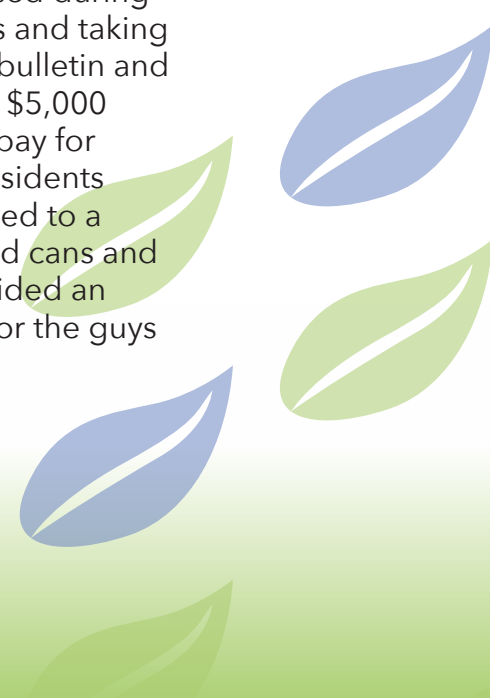
After Drew graduated from Clarkston High School, the family began considering a variety of options for Drew to live independently. "We looked at group homes, but we didn't find any close by that met our preferences," says Drew's father, Dick Miscovic. The family had decided to build a new home for Drew and some roommates when they learned of another option from their priest.

The priest told them of a property in Clarkston that was owned by a local businessman who had adopted two children with disabilities. After much thought and planning, the Miscovics, along with another family, formed an LLC and purchased the apartment complex which they named Drew's Home of Clarkston. They renovated all the apartments and made them fully accessible for individuals with disabilities.

Drew's Home of Clarkston has six first floor apartments that are dedicated for individuals with developmental disabilities and the upper-level apartments are rented out to the general public, creating an inclusive community. In addition to Drew, there are currently nine other individuals with disabilities residing at the complex.

"Being able to live in his own apartment has given Drew a sense of independence," says Dick. "He calls it 'the pad.'"

When the COVID 19 pandemic hit, Dick and his wife had to bring Drew back home with them. As all the vocational programs were closed during this time, Drew began the hobby of picking up bottles and cans and taking them to be recycled. "We put an announcement in our church bulletin and the business just exploded," says Dick. They quickly raised over \$5,000 in bottle and can deposits which was put into a special fund to pay for recreational and community activities for Drew and the other residents of the apartment complex. A shed on the complex was converted to a repository where community members drop off their bottles and cans and Drew takes them weekly to be recycled. The business has provided an important source of income for community inclusion activities for the guys who live there.



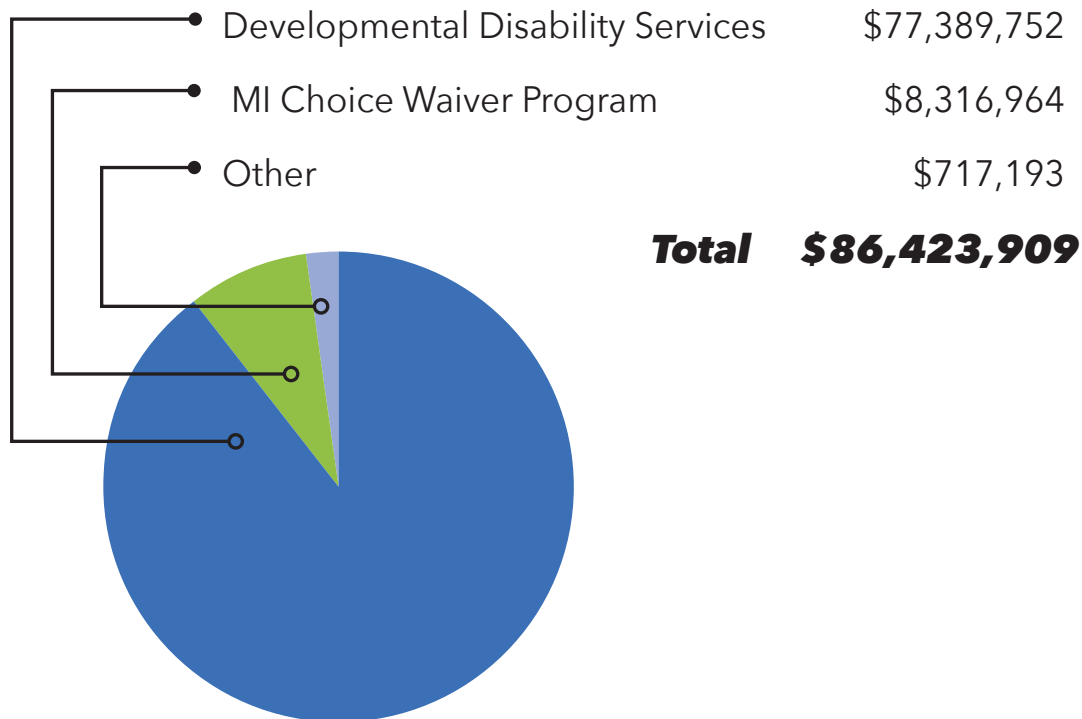


Drew is now back living in his apartment three days a week with hopes of hiring more staff to be able to live there full time again. With the help of his family and the supports he receives through MORC, Drew lives a very full life that includes swimming three days a week, going to his vocational program at New Horizons, doing his bottle and can collection and enjoying a variety of fun activities in the community.

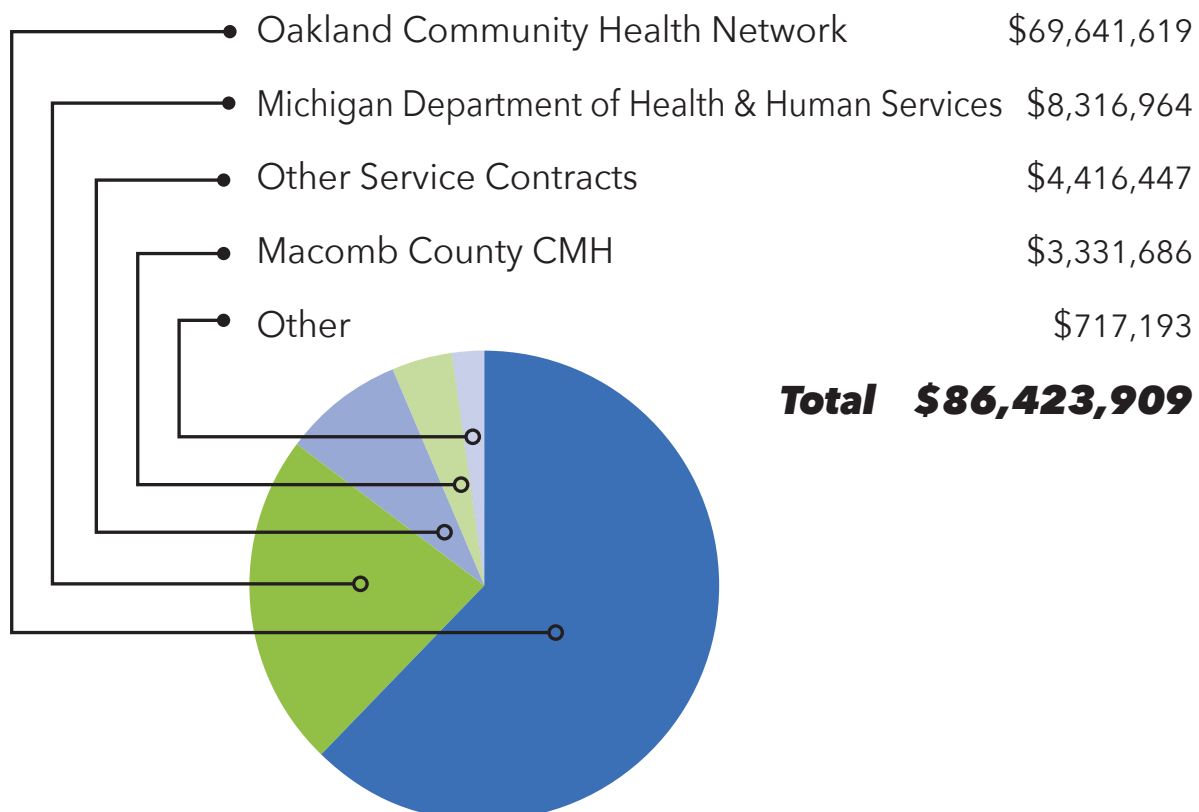


Fiscal Year 2021 Revenues

SERVICE TYPE



CUSTOMER SOURCE



Community Partners and Supporters

MORC Inc. acknowledges the support of the Macomb County Community Mental Health Services Board, Oakland Community Health Network, Detroit Wayne Integrated Health Network and the Michigan Department of Health and Human Services.

MORC is proud to partner with a network of providers to assist us in providing high quality, comprehensive services and supports to individuals with intellectual disabilities.

Below are some key community partners who provided support to MORC in Fiscal Year 2022.

Alhambra - Alhambra Braga helped provide gifts and hygiene products to those we serve during the holiday season.

Christ Our Light Church - Christ our Light Church helped to collect items to provide over 300 Thanksgiving baskets to those we serve.

Initiate Growth - Initiate Growth helped to collect items to provide over 300 Thanksgiving baskets to those we serve.

Journey Church - Journey Church helped to collect items to provide over 300 Thanksgiving baskets to those we serve.

Kensington Community Church - Kensington parishioners volunteer their services and solicit donations from local companies to renovate the homes of persons served by MORC.

St. Andrew's Catholic Church - For over 20 years, parishioners at St. Andrews have donated over 2,000 holiday gifts to children and adults receiving services from MORC.



Be a Community Partner!

There are many ways to get involved with MORC and support the people we serve. If you would like to make a donation of cash, clothing or furniture, learn about volunteering opportunities, or discuss a fundraising or collaboration idea, call 586-263-8701.





The mission of MORC, Inc. is to maximize human potential.

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Phone: (586) 263-8700 | Toll Free: (866) 807-6940
Fax: (586) 412-7889

CLARKSTON OFFICE

6770 Dixie Highway, Suite 200, Village of Clarkston, MI 48346
Phone: (248) 276-8000 | Toll Free: (866) 754-3398
Fax: (248) 276-9280

SOUTHFIELD OFFICE

29200 Northwestern Highway, Suite 110, Southfield, MI 48034
Phone: (248) 276-8000 | Toll Free: (866) 754-3398
Fax: (248) 276-9280

WAYNE COUNTY OFFICE

5111 Auto Club Drive, Dearborn, MI 48126
Phone: (866) 986-2240 | Fax: (734) 432-3149

MORC AUTISM & CHILDREN'S CENTER - TROY

1800 West Big Beaver Road, Troy, MI 48084
Phone: (248) 918-5600

MORC AUTISM & CHILDREN'S CENTER - TROY

505 E. Maple, Troy, MI 48083
Phone: (248) 918-5600

MORC HOME CARE

15600 Nineteen Mile Road, Clinton Township, MI 48038
Toll Free: (866) 593-7413
Fax: (586) 228-7029

MORC TRAINING

15600 Nineteen Mile Road, Clinton Township, MI 48038
Phone: (248) 276-8033

THE FUTURES FOUNDATION

15600 Nineteen Mile Road, Clinton Township, MI 48038
Phone: (586) 464-2610



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MORC, Inc. complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex.

MORC, Inc. cumple con las leyes federales de derechos civiles aplicables y no discrimina por motivos de raza, color, nacionalidad, edad, discapacidad o sexo.

بقوانىن الحقوق المدنىة الفدرالية المعمول بها والى ملى أساس العرق أو اللون أو الأصل الوطني أو السن أو الإعاقة أو الجنس. يلتزم MORC, Inc.



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