

2024



ANNUAL REPORT

M E R R Y M A N H O U S E

CONTENTS

Letter from the Executive Director	3
Same Mission, New Look	4
Our Impact	6
Community Impact	8
Service Updates	10
Space Updates	12
3rd Annual Nehemiah Project	14
Spiritual Enrichment Program Growth	16
A Decade of Ducks	18
Donna’s Story	22
Strategic Plan Progress	24
Financials	26

Unless specifically authorized, MHDCC uses representative names and photos to protect the dignity and safety of those we serve.

LETTER from the
EXECUTIVE DIRECTOR



Dear Faithful Supporter,

There is a phrase resonating in my heart and mind as we close out 2024: “Season & Shadow.”

Many times throughout the year, we see what lurks in the shadows for those that seek services through Merryman House Domestic Crisis Center. Shadows come to all of us. Grief shadows. Fear shadows. Trauma shadows. Sadness shadows. Regret shadows. A shadow, in simple terms, is something that blocks a source of light. Oh, how true that is metaphorically in the lives of survivors of violence. Equally so, it can be true for organizations, the staff force, and the leaders as they navigate personal struggles, financial uncertainty, and challenging decisions.

Conversely, sometimes shadows can represent refuge and safety. Shadows also represent the temporary nature of our earthly life- as temporal as the changing of seasons. One thing is certain: life has times of immense joy, and times of great sorrow; but our time to change the lives of others is fleeting. A proverb found in Ecclesiastes says it this way: “To everything there is a season, and a time for every purpose under heaven.” To me, it is such a beautiful picture of the work we do.

At Merryman House, survivors move out of the shadows of domestic violence, and begin the journey of walking toward the safety, refuge and freedom offered here. It is in this journey that the shadowy darkness of the unknown starts to turn ... and gives way to protective shadows of safety and support. The curating factor: the process of time.

A survivor named Scarlet described the process this way:

“It was nine years ago TODAY; my husband threatened me in front of our young daughter. He threatened to kill me. I called. You answered. My journey began. After all these years, I am now able to give back so that others can find the light of protection and joy, and I am so grateful.”

For 45 years, Merryman House, and the donor force that strengthens us, have turned shadows into shade, and have added safety and freedom to the lives of more than 18,000 survivors. Did you catch that? Since its inception, Merryman House has helped to save, build and change THOUSANDS of lives of those affected by domestic violence, and in 2024 alone, survivors discovered refuge and shade from the heat of violence manifested in physical, psychological, and spiritual injury.

As you take time to view the many moments of shadows dispelled, and seasons highlighted with celebration, I invite you to consider your place within the work and within the process. I encourage you to be on the lookout for extremely exciting things ahead in 2025 as we continue to season the lives of others and transform shadows into shades of refuge. There truly is boundless joy in the journey, and purpose in the process.

Let us get to it,
Mary E. Foley, PsyD
Executive Director



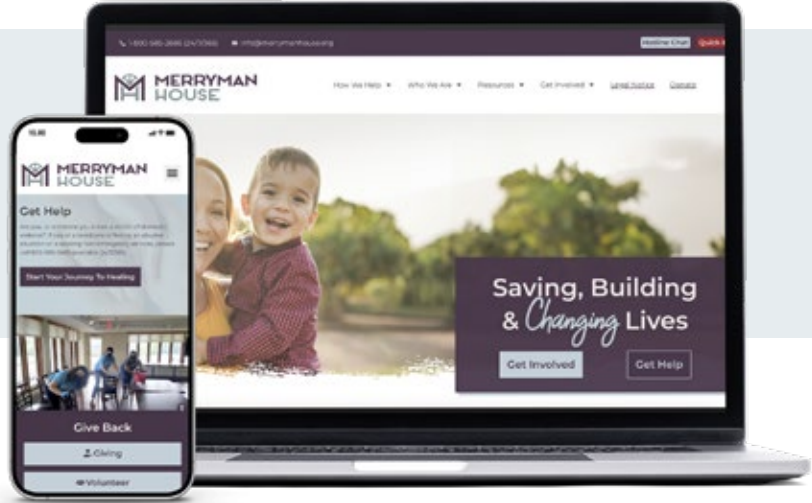
Same mission, new look! In honor of our agency's 45th anniversary of incorporation, we launched a new brand and website in September. The new logo, brand and website were intentionally crafted to recapture the breadth of MHDCC's mission and who we serve: men, women and children.

The new colors and inclusive design elements used reflect comfort, refuge, empowerment and strength – all of which stand in direct contrast to the trauma, isolation, and violent nature of the issue of intimate partner violence.

We recognize that visuals and graphics are an important part of an organization's communication to those it serves, and we hope our new brand signals to all survivors that there is a safe place for them to go for support and healing, and that they will find expertise and stability here. While our look is new, our mission remains:

MHDCC is committed to **SAVING, BUILDING & Changing** the lives of those affected by domestic violence in our region.

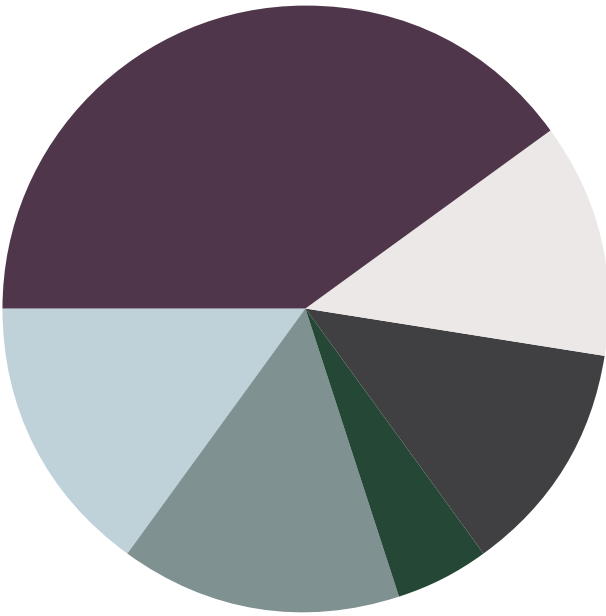
We invite you to explore our new website to get help or get connected at www.merrymanhouse.org.



Secure, Strong, Modern Typeface — **MERRYMAN**
HOUSE — Curves and Angles: Feminine and Masculine



- This element represents multiple items:**
- Circle: Inclusive, Visual Contrast to Angles
 - Architectural Window: Home, Safety
 - Sunrise with 3 rays: Save, Build, Change
 - Power/Control Wheel
 - Larger M with H Inside: Shelter, Protection



Our IMPACT

972

Men, Women and Children Served
(45 men, 770 women, 35 other/unknown/
declined, 122 children)

15,003

**Bed Nights in Emergency Shelter
for 202 Survivors**
(130 adults, 72 children)

22

**Adults and Children Utilized MHDCC
Murray Transitional Housing**

115

Clients on Housing Programs

5,823

Hours of Services Provided

21,695

Services Provided

503

Crisis Contacts
(includes Hotline, Hotline Chat,
LAP Calls, Walk-Ins)

493

**Services Related to Protective
Order Assistance Provided**

310

Groups and Workshops Held
(155 by Staff, 155 by Volunteers/
Community Partners)

8,274

Meals Served

3,589

Transportation Services Provided
(2,329 by Staff, 1,065 by Taxi, 195 by Bus Pass)

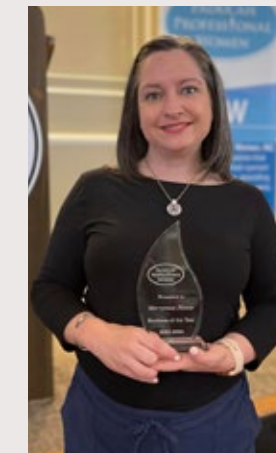
121

**Clients were Assisted with
Obtaining IDs and Vital Documents**

1,850

External Referrals Made

2024 AWARDS



**Paducah
Professional Women's
2023-24 Business
of the Year Award**

**Murray State University
Occupational Therapy
Program's
2024 Outstanding
Community Partner
Award**



**Anthem Medicaid
2024 Partnership
Award**

We made two winning nominations for
community partners for two national Purple
Ribbon Awards! Congratulations to ...

Judge Deanna Wise Henschel,
Judge of the Year

Paducah Police Department,
Law Enforcement Partner of the Year

Community IMPACT

This is one of our favorite parts of the year: recounting all the ways YOU showed up to support survivors in the past year! Thank you for saying yes to partnerships, for your calls asking us what we need, and for ensuring survivors' voices are heard and supported! These pages are just the tip of the iceberg. Thank you to all who gave their time, talent and treasure to help us Save, Build and Change Lives in 2024!



Hope Reasons and her generous support system donated a host of gorgeous purses that were filled with winter accessories, goodies and uplifting messages to kick off our year!



Kimberly Myers, Realtor, brought back her Galentine's Night for the second year in a row where she and her clients celebrated empowering women and collected items for our emergency shelter!

53 volunteers collected more than \$8,200 in groceries and monetary donations in one day at Shop & Share 2024!

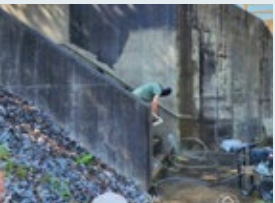


Calvert City United Methodist Church put together the best Easter baskets for the children living in our Murray Transitional Housing facility and in our emergency shelter!

The bands **Family Bags, Charmers, and Daywaster** played a charity show at Paducah Beer Werks in April and raised more than \$1,000 for MHDCC in a single night!

Students in **Franklin Residential Hall at Murray State University** hosted a bake sale and awareness table on our behalf in May.

Zerdali Dance Co. brought the international event, Shimmy Mob, back to Paducah for its second year in a row and raised money for MHDCC! Come out and see the group in action for the third year on May 10, 2025!



Drake Lighting staff volunteered their time to help us with multiple projects in June- everything from painting, to pressure washing, to data entry!

HUB International staff celebrated "Christmas in July" and, in true Christmas spirit, collected items to support survivors!



The Church of Jesus Christ of Latter Day Saints donated a TRUCKLOAD of non-perishable food cases of items! Pictured are some of the volunteers who helped us unload it all!



Jayna and Jimbo Burkey donated a new golf cart to MHDCC in honor and celebration of their daughter, Torri, and what would have been her 30th birthday in August.

BFW and Marcum Engineering allowed their staff to assist our teams with so many projects on multiple dates. Thank you!

Paducah Beer Werks and **Dry Ground Brewing Co.** created a purple beer to sell during DVAM called "Ripple Effect."

Church 0419 provided a full Thanksgiving meal from Bob Evans for our shelter residents on Thanksgiving!

The Paducah Board of REALTORS collected personal care items and household cleaners/supplies as their fourth quarter donation drive!



Jennifer McIntosh Lasher and her family again hosted their annual Merry + Bright Mother-Daughter Tea Christmas fundraiser and raised money and collected items to support our clients! Somehow, the event gets cozier and sweeter every year!

Paducah Elks Lodge 217 assembled and donated Christmas food boxes full of pantry and fridge staples for our housing clients!



The McCracken Co. Public Library showed up big twice in 2024! First in February, for hosting a donation drive for us, then again in December for the 8th Annual Drop Your Drawers giving campaign! Drop Your Drawers had its biggest year to date, with a total of 2,455 pairs of underwear collected and donated to us and other local agencies!

Paducah Professional Women hosted its annual Christmas Charity Luncheon at MHDCC and raised more than \$2,700 to support our mission!

Domestic Violence Awareness Month is, without a doubt, our favorite month of the year! What makes it our favorite is seeing how our community gets involved in promoting the messages that abuse is never OK, and survivors deserve support and services. Thank you to the many individuals, businesses and organizations who supported us throughout October!

Papa John's Pizza
5th & Main Coffees
Artisan Kitchen
Cafe au Latte
Craving the Curls
The Johnson Bar

Etcetera Coffeehouse
Dub House Coffee
Meredith Family Grind
Gold Rush Cafe
Munal's Donut Shop

Dry Ground Brewing Company
Paducah Beer Werks
Pipers Tea and Coffee
Shaffer Coffee Co.
The Old Fashioned Cigar Bar



Another important part of DVAM to use is our opportunity to recognize community members we feel most characterize our core values of Advocacy, Empowerment and Transformation. Please celebrate our 3rd Annual DVAM Award Winners! Thank you for your work on behalf of survivors!



Advocacy Award, given for believing and directly supporting survivors of domestic violence through annual awareness and fundraising campaigns and creative partnerships with MHDCC:

Paducah Beer Werks



Empowerment Award, given for directly benefiting survivors of domestic violence by supporting, inspiring and equipping survivors as they break through barriers on their journeys toward healing and restoration:

Bob Bloomingburg, Assistant Vice President - Loan Officer at Independence Bank



Transformation Award, for directly benefiting survivors of domestic violence by advocating for and coordinating large-scale volunteer support and transformational donations for MHDCC:

Janet Camp, Communication Director at The Church of Jesus Christ of Latter-day Saints (Paducah, KY Stake)

SERVICE Updates

Our current Strategic Plan, client feedback, board and staff feedback, and community partner feedback all inform our decision-making when it comes to implementing new practices, new positions and other organizational changes. 2024 saw multiple service updates based on what we have learned from our stakeholders!



Danger Assessment Certifications & Becoming the Statewide LAP Provider

In the spring, MHDCC hosted Dr. Jacquelyn Campbell of Johns Hopkins University to train our Advocacy & Resiliency Department and additional staff on using the Danger Assessment. The Danger Assessment is an evidence-based instrument to help determine the level of danger an abused woman has of being killed by her intimate partner.

“Determining someone’s level of danger is crucial,” said Jayna Burkey, MHDCC’s Assistant Director of Advocacy & Resiliency. “The predictors on the Danger Assessment provide a visual aid to survivors of their risk of re-assault and/or lethality – quite literally a picture of the difference in life and death. It will give us the opportunity to have more in-depth safety planning conversations with survivors, and will prompt us to provide any additional resources and referrals each situation requires.”

Dr. Campbell developed the assessment to work in conjunction with the Lethality Assessment Program, which is a national, evidence-based practice to prevent intimate partner homicides and serious injuries. MHDCC has used the LAP with law enforcement partners since 2014, and was the first program in Kentucky to implement it. In 2024, MHDCC became the statewide LAP provider.

“Being able to coordinate our response with that of the officers on the scene of a domestic violence incident is invaluable to getting callers out of dangerous situations and connected with our services, safe shelter and wraparound services,” said Michelle Gantt, MHDCC’s Director of Advocacy & Resiliency.



Legal Advocate for Criminal Court

After conversations and a half-day partnership information exchange with staff from the McCracken County & Commonwealth Attorney’s offices in March, MHDCC submitted a request within a grant application for a new position: a Legal Advocate to work primarily with survivors who have cases in criminal court. We received that funding, and our Legal Advocate began in August!

New Client Communication App

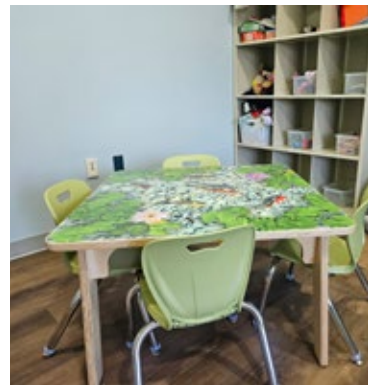
As technology advances, so do our efforts to continue to protect survivors. Each time we contact a survivor, we check for safety concerns like if we should use an alias, if we are allowed to identify ourselves as MHDCC staff, or if we are calling during a safe time frame for that individual. So- that means no mass emails, no mass texts, and really no efficient AND safe way to send out important updates.

At the end of 2024, our team was trained on and began to implement a new app we are confident will fully address both the efficiency concerns on our end and the safety concerns of our clients. While we won’t be sharing the name of the app with you, we want to keep you informed as we continue to adapt our processes and resources to better serve survivors.



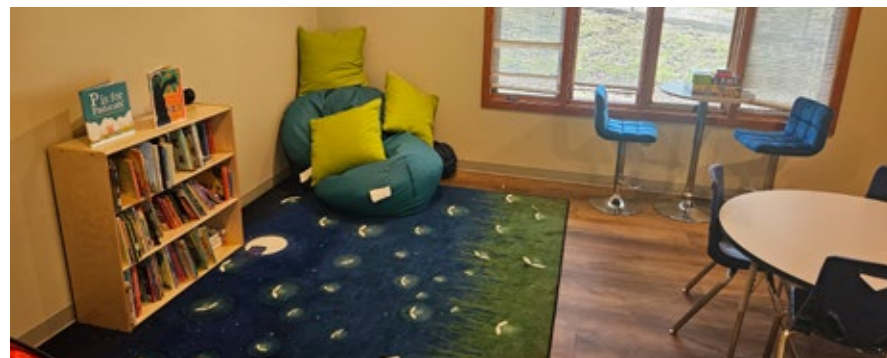
SPACE *Updates*

2024 saw a host of updates to our Paducah campus! Thanks to a mix of private donations and grant funding, we were able to update these spaces:



Office Spaces into Youth Spaces

Formerly offices in need of repair, these two rooms are now open for our youngest clients to do homework in or simply play.



Emergency Shelter Intake Suite

Now, staff can greet incoming shelter residents and their children with drinks, snacks and the personal care items they need to get started as they complete paperwork in our all-in-one suite.



Dining Room / Presentation Space

Our Nutrition Services team serves two hot meals a day, five days a week to our clients in our dining room; our Community Engagement team uses the space for large presentations; and our full staff meetings are held here. Formerly a space with aging lighting, well-loved tables and chairs, and bland features, this completely renovated space is now a bright, welcoming space for families and visitors alike.



Berger Road Makeover & New Sidewalk

After 12+ years of advocacy, the road our Paducah campus is on (Berger Road), was given a makeover! It got a half mile of new curb, resurfaced pavement, and a sidewalk was added! The sidewalk provides a safe path from Lone Oak Road to Merryman House property.

We are so grateful to all who made the project possible: KYTC District 1, Harper Construction, Jim Smith Contracting, the local and state officials and representatives who wrote letters of support, and our local utility partners for relocating utility lines, manholes and power poles.

Our partnership literally paved the way for survivors to safely access our services!





3rd Annual NEHEMIAH PROJECT

Hosted by MHDCC's Spiritual Enrichment Program and presented by Baptist Health Paducah, The 3rd Annual Nehemiah Project was held on April 20 at the Paducah Convention Center. With sessions for church leaders, mental health professionals, medical personnel, judicial system staff and law enforcement, attendees represented a wonderfully diverse group of systems that all intersect with survivors of intimate partner violence.

Speakers and their sessions were as follows:

Welcome

Mary E. Foley, PsyD | MHDCC Executive Director

New Life and Hope after Domestic Violence

Autumn Miles | Survivor/Speaker/Author

Stacy Peterson: Her Story and What We Can Learn from It

Rev. Neil Schori | Pastor

Gabby Petito's Story

Joseph Petito | Gabby's Father, VP of Gabby Petito Foundation

Understanding the Lethality and Physiology of Strangulation

Kathy Phillips | KY DV Resource Prosecutor, KY Attorney General's Office

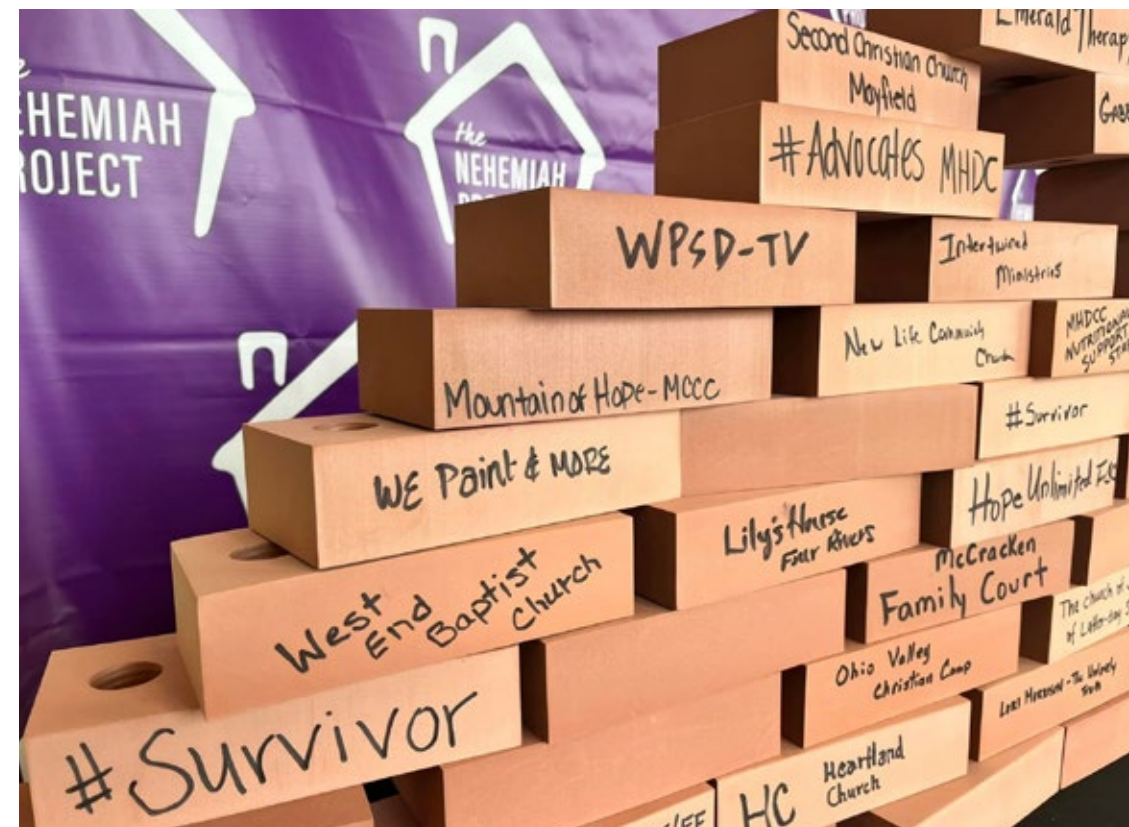
Kristy Schwetman | Sexual Assault Nursing Examiner

Beyond the Obvious - Avoiding Dual Arrest, Dominant Aggressor Determination

Mark Wynn | Lt., Retired, Advocate & Law Enforcement Trainer



I was an ED of a DV/SA shelter for 20 years in another state and this was on par with a state conference there. So well done folks with beautiful community support.



Thank you to all who took the day to learn for the benefit of all survivors in our community! And, thank you to our event sponsors!

Presenting Sponsor:

Baptist Health Paducah

Refreshment Sponsors:

Heartland Church
Hardin Baptist Church
Christian Fellowship Ministries
Rest Church
Guerrilla Marketing
FNB Bank

Media Sponsors:

Lamar
Bristol Broadcasting
Dixon Farm Equipment

SPIRITUAL ENRICHMENT

Program Growth

Under the care of our Spiritual Enrichment Specialist, Brittney Bradshaw, our Assistant Director of Advocacy & Resiliency, Jayna Burkey, and the staff of our Advocacy & Resiliency Department, our Spiritual Enrichment Program flourished in 2024 and left positive marks on the lives of survivors. Thank you for your dedication!

If you're unfamiliar with the program, it is made possible through the support of private donors, Ray and Kay Eckstein Charitable Trust, and the Carson-Myre Charitable Foundation. Participation is voluntary for Merryman House clients. It exists to:

- Anchor survivors in the Christian faith to strengthen their resiliency;
- Serve the faith community by providing guidance on how to appropriately recognize and respond to domestic violence in the church;
- And, to restore the relationship between survivors and their place of worship through innovative partnerships.



Pastor's Breakfast



Jayna Burkey and Brittney Bradshaw



Program Volunteers

32 PASTORS AND LAY LEADERS

attended "Pastor's Breakfasts at Merryman House, receiving a DV 101 presentation and a campus walking tour.

15 CHURCHES AND RELIGIOUS INSTITUTIONS

received training on topics such as domestic violence, trauma, and other considerations when assisting survivors through The Nehemiah Project; 7 received training on these topics through Spiritual Enrichment Program staff.

42 NEW REFERRED CLIENTS

122 ONE-ON-ONE DISCIPLESHIP MEETINGS

26 BIBLES REQUESTED BY CLIENTS

3 PROFESSIONS OF FAITH

100+ FAITH-BASED GROUPS, including Bible studies, devotions, activities, and children and family faith-based events.

For weeks, my daughter encouraged me to contact the Merryman House. However, I was very hesitant because I had not been 'physically abused.' I am so glad I made the call! I knew there were different forms of abuse, like spiritual abuse, but I was in such denial it was happening to me. The Merryman House Spiritual Enrichment Program has been such a blessing. Healing is tough and forces you to face hard things. I can finally feel peace and joy being restored in my life and I am so grateful I have put in the work.



A DECADE OF DUCKS

To quote our friends at VUE Magazine, what began as a novelty idea 10 years ago has become a beloved community tradition: The Merryman House PaDucky Derby. Our Board of Directors had hoped “the duck race” would become our signature fundraiser, but it has exceeded all expectations!

We cannot mention the roots of the duck race without talking about our partnership with the American Quilter’s Society. AQS got our race off the ground by making it an official QuiltWeek event, allowing us to be a vendor, letting us use their warehouse space, and encouraging quilters to adopt ducks. They are still the first partner we contact every year. We are so grateful to their leadership for their ongoing and generous support of our mission and this very special fundraiser!

For 10 years, we have been able to pull off this event because of the support of extremely generous and invested individuals and organizations who help us promote the race far and wide, build custom “duck drop boxes” for us, sell our ducks at their locations, feed our volunteers, and more. THANK YOU to every single person who has adopted, sponsored, volunteered, and cheered on our race for the past 10 years - a full, wonderful Decade of Ducks and community support! We are so grateful for each and every one of you for supporting us as we support survivors!



“It’s a very corny way to have a really difficult conversation about a topic that’s not so fun and lighthearted. It gives people that space and place to say, ‘I can get behind this. I can get behind the ducks, and I can get behind the mission. And, there’s not been one year when we haven’t had multiple survivors share their stories with us within those duck conversations, whether they’re still in it or they were in it 30 years ago and never disclosed it until that moment.”



Mary Foley, MHDCC
Executive Director

10 YEARS AND...

105,605

Ducks Adopted

More Than

\$675,000

Raised

Thousands

of Survivors Served

The 10th Annual PaDucky Derby was held on Oct. 26, 2024, and was presented by Humana Healthy Horizons in Kentucky. The gathered crowd watched three victorious ducks win their adoptive parents cash prizes:



\$5,000 | Hardin Baptist Church
\$2,000 | Melanie Petter
\$1,000 | Trey Langhi

The 2025 race will be held on Oct. 25, 2025.
Follow our Facebook page for updates:
[Facebook.com/PaduckyDerby](https://www.facebook.com/PaduckyDerby).



A huge quack and a thank you to all of our 2024 sponsors! *We could not do this without you!*

Humana Healthy Horizons in Kentucky
Taylor Motors
Heartland Capital Investments
Strawberry Hills Pharmacy
Baird
Baptist Health Paducah
CFSB
Coad Toyota Paducah
Anonymous
Happy ZZZ's Sit 'n Sleep
Henry A. Petter Supply Co.
Inspired Technologies
M.P. Lawson Construction, LLC
Paducah Bank
Pella
Rainbow International of Paducah
REB Architects, PLLC
Stor-Mor Portable Buildings
TAM International
Universal Compressor Solutions
Adventure Camper Sales
Benton Lions Club
BFW / Marcum Engineering, Inc.
Burkeen Appraisals
Craig Johnson Construction
David Spicer Jewelers
Denton Law Firm, PLLC
HUB International
KeeFORCE
McMurry & Livingston, PLLC
Mercy Health

Occupational Therapy SOTA Club - Murray State University
Anonymous
VUE Magazine
Williams, Williams & Lentz, LLP
Amanda Newman Design
Ashlea McMillan, Realtor
Atlas Equipment Services, Inc.
Dannenmueller Blinds, Shutters & Closets
Dawson Physical Therapy
Fox Ridge Computers
Home Floor & Kitchens
Leslie Heath, Realtor | Keller Williams
Mayor George Bray
Milliner Orthodontics
Paducah Barge
Plumbers & Steamfitters Local 184
Sara Gipson Group, Brokered by eXp Realty
Taylor Family Dental
Trice Hughes, Inc.
West Ky RECC
Wyatt Bell + Co.
ZebraGraphics
WPSD Local 6
Bristol Broadcasting
Froggy 103.7
American Quilter's Society
Paducah Power
Paducah Fire Department
Banterra Bank
Papa John's
The Johnson Bar



DONNA'S *Story*

“

I have been a client with the Merryman House for over six years now. When I first came to shelter, I was a total broken woman. I had been physically, mentally, emotionally and sexually abused. My spirit had been broken. I lost myself through all the different abuse. I also had become addicted to drugs and alcohol. The first couple of years, I had to heal and learn how to live again. I got my first apartment. It was the best feeling to have a safe place to call home. I still struggled with my addictions because I had not yet found recovery. Over the past two years, I became a Drug Court participant and will be two years sober in March!

Jon became my new housing advocate. Through the last couple years, we have established boundaries and worked on many life-changing events. We meet monthly and work on setting realistic and attainable goals. I recently got a different home in which I am so happy and proud of. Many of the goals were around finding employment, and I now work for [redacted workplace.] I got a car through the Goodwill Opportunity Center's Cars to Work Program. I have made and kept my many different appointments such as dental, eye, medical doctors. Jon and I have worked on budgeting and talked about many financial matters. He is my sounding board every month for whatever I need to talk about.

My life has changed so much. Today, I am a whole person. I found freedom and my independence. I feel safe in my own space. This has only been possible with all the help and support I receive from the Merryman House and the work my housing advocate puts forth for me. I am forever grateful to the whole team at Merryman. I may be a little biased but I feel like I have the best advocate ever! Thank you so much Jon for helping and supporting me along my journey. I truly am a walking miracle and most importantly ***I am a survivor!!!!***

Donna, thank you for sharing your story with us, and with our supporters. Your courage and resilience are inspiring, and we are so proud of all you have accomplished! We know the best is yet to come!

STRATEGIC PLAN *Update*

In 2022, our Board of Directors and staff compiled our three-year Strategic Plan for 2023-2025. We treat our Strategic Plan as our roadmap, and as an investor in our organization, we invite you to follow our progress.

- PENDING
- COMPLETED
- IN PROCESS

Goal #1: MHDCC will Develop as a Regional Resource Center

- OBJECTIVE 1 Develop digital administrative forms and processes for MH and other nonprofits.
- OBJECTIVE 2 Develop and implement research-driven practices.
- OBJECTIVE 3 Develop and credential training for licensed professionals.
- OBJECTIVE 4 Generate program income (via copyrighted materials and fee-based training) through said developed processes, forms, practices and training.

Goal #2: MHDCC will Refine its Client Services

- OBJECTIVE 1 Hire an additional mental health staff member.
- OBJECTIVE 2 Organize a care package program for incoming clients.
- OBJECTIVE 3 Create additional housing units with childcare availability on or near campus.
- OBJECTIVE 4 Identify a team of volunteers who can create and lead holistic activities.
- OBJECTIVE 5 Create a plan to increase accessibility to services through transportation assistance, weekend and evening programming, and outreach counties.

Goal #3: MHDCC will Develop and Implement Prevention and Education Initiatives Targeting Specific Populations

- OBJECTIVE 1 Engage counties by delivering training on trauma-informed care and domestic violence to community systems and officials.
- OBJECTIVE 2 Offer prevention programming to young adults (high schools) in all eight counties. *This objective required additional funding, which we did not get.*
- OBJECTIVE 3 Create awareness campaigns targeted to high schools, men and businesses.
- OBJECTIVE 4 Create a referral system that incorporates river counties, schools and hospitals.

Goal #4: MHDCC will Prioritize Staff Wellness

- OBJECTIVE 1 Increase competitive wages to match salary schedule.
- OBJECTIVE 2 Develop continued staff training through quality assurance.
- OBJECTIVE 3 Increase access to mental and physical health services in order to combat burnout.
- OBJECTIVE 4 Develop a staff wellness board committee to monitor and support staff wellness.
- OBJECTIVE 5 Conduct unconscious bias training and development for staff.
- OBJECTIVE 6 Increase staffing to meet current needs. *Staffing has increased in some departments, but our current funding is not enough to fully meet this goal.*

Goal #5: Increase Board Development and Resources

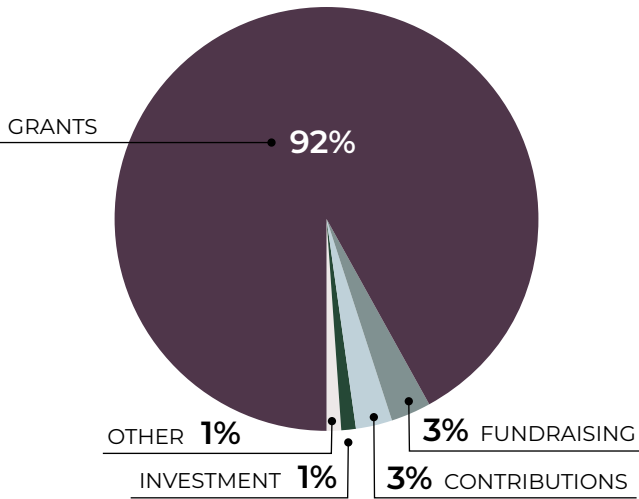
- OBJECTIVE 1 Create a more diverse board.
- OBJECTIVE 2 Increase board fundraising of private solicitations.
- OBJECTIVE 3 Develop consistent funding streams through local churches and businesses.
- OBJECTIVE 4 Develop a round-up fundraiser at cash registers.
- OBJECTIVE 5 Explore ways to create a social enterprise venture.

FISCAL YEAR JULY 1, 2023 - JUNE 30, 2024

FINANCIALS

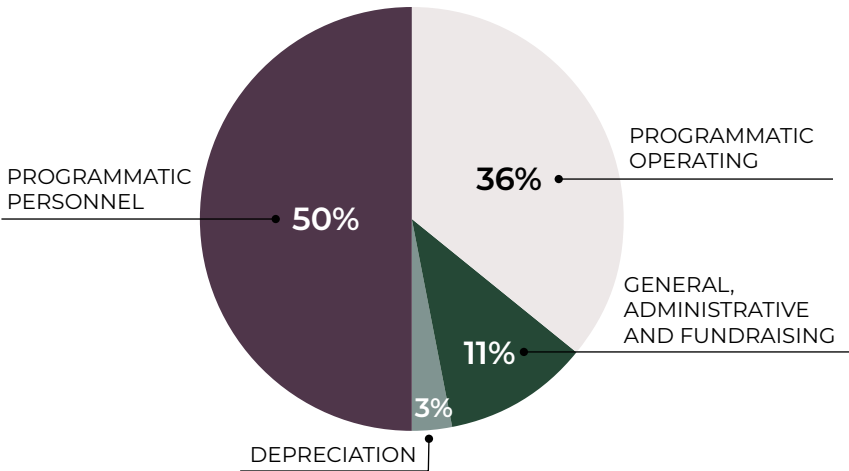
The Financial Statements with Independent Auditor's Report for Year Ended June 30, 2024 is available upon request. Expenses by Department include allocation of depreciation and other expenses.

REVENUE



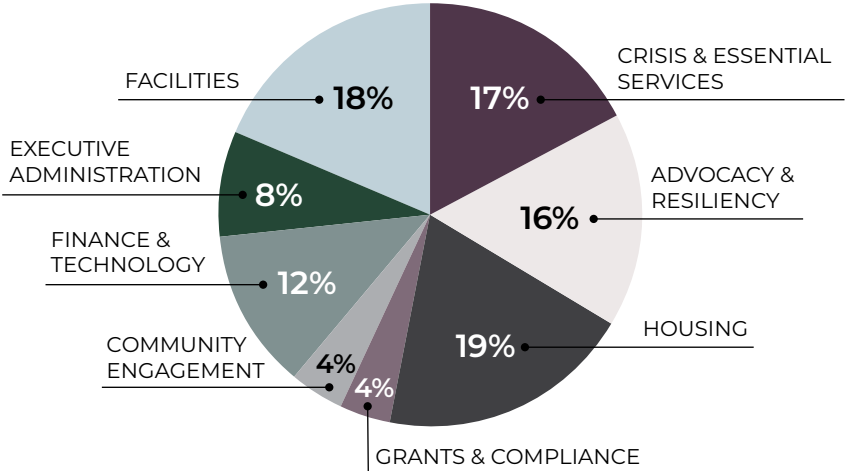
Grant Revenue	\$4,037,574	92%
Contributions	\$149,951	3%
Fundraising Events	\$127,384	3%
Other Income	\$32,545	1%
Investment Income	\$56,620	1%
Net Loss on Disposal of Assets	\$(14,811)	0%
	\$4,389,263	100%

EXPENSES



Programmatic Personnel Expenses	\$2,107,555	50%
Programmatic Operating Expenses	\$1,509,930	36%
General, Administrative and Fundraising	\$464,877	11%
Depreciation	\$135,677	3%
	\$4,218,039	100%

EXPENSES BY DEPARTMENT



Crisis & Essential Services	\$728,447	17%
Advocacy & Resiliency	\$690,590	16%
Housing	\$822,101	19%
Community Engagement	\$182,478	4%
Grants & Compliance	\$184,044	4%
Finance & Technology	\$496,249	12%
Executive Administration	\$352,238	8%
Facilities	\$761,891	18%
	\$4,218,039	100%

Thank You

to our dedicated Board of Directors

2024-25 Executive Committee

Jared Paschall, Chair
Olivia Petter, Vice Chair
Taylor Eubanks, Secretary
Amanda Walker, Treasurer

Board Members

Stacy Thomas
Carl Medlin, Jr.
Misty Bohanon
Brandi Harless
Miranda Wood
Danielle Lane
Iris Horice
Susann Parlor

Join our email list!



Donations can be made online at **merrymanhouse.org** or sent to Merryman House PO Box 98 Paducah, KY 42002



MERRYMAN
HOUSE

merrymanhouse.org