

MANDY'S *farm*

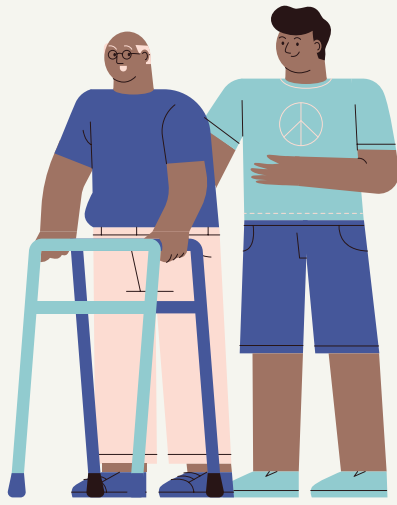


ANNUAL IMPACT REPORT

*The photos selected for this impact report depict pre-pandemic programming and do not reflect current masking and social-distancing practices.

OUR MISSION

Mandy's Farm is a nonprofit organization that assists individuals with developmental disabilities in achieving their goals for living, learning, and working in the community.



Mandy's Farm provides in-home support to people with disabilities who choose to live as housemates, as well as individuals who live with their family or a surrogate family. These services are designed to increase health, safety, and independence.



Mandy's Farm facilitates individualized programming focused on education, relationship-building, community engagement, and service learning. These services are designed to build skills, create community relationships, and explore interests.



Mandy's Farm assists individuals with disabilities in obtaining employment at minimum wage or higher within community businesses. Mandy's Farm also provides consultation and assistance to inclusive employers.

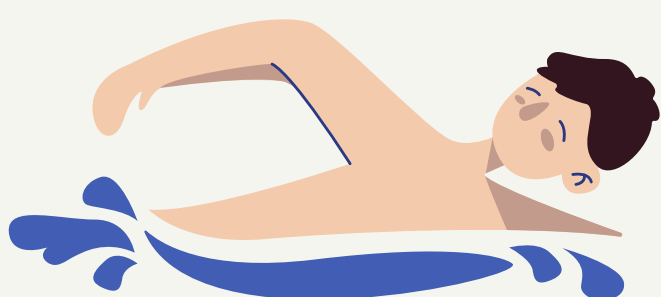
MANDY'S *farm*

Through the AgrAbility Program, Mandy's Farm provides adaptive education, technical assistance, hands-on experience, and business incubation to individuals with disabilities pursuing a career in farming.

The adaptive aquatics facilities at Mandy's Farm provides opportunities for people with disabilities to build strength and flexibility, experience sensory relief, access therapy, and have fun in a safe and accessible space.

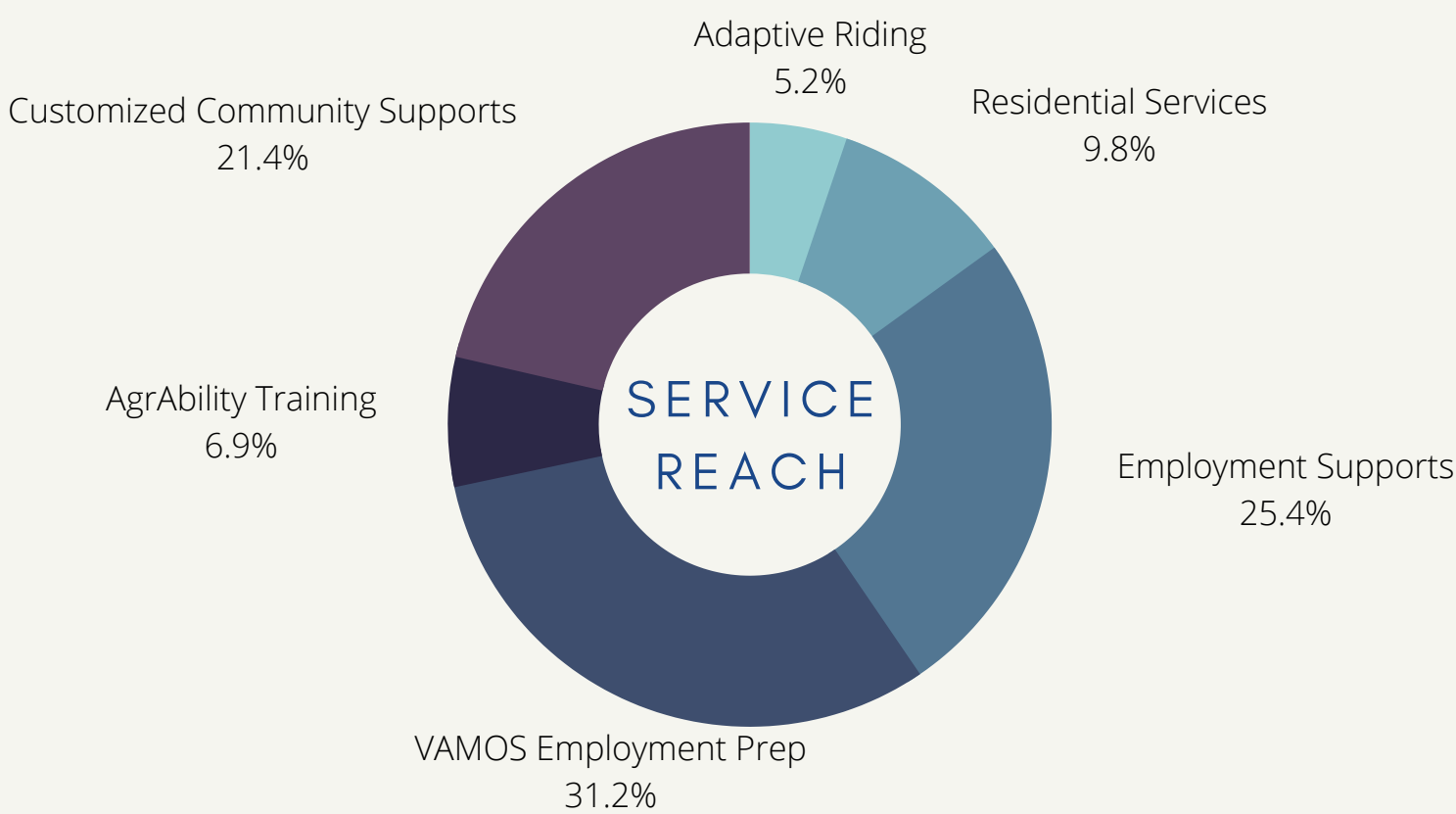
The VAMOS Program supports young people with disabilities who are transitioning to adult living without access to long-term services. VAMOS students participate in classroom-based and on-the-job experience that prepares them for high school graduation, post-secondary education, and the workforce.

Mandy's Farm provides adaptive horsemanship, animal husbandry experience, and horseback riding lessons to individuals of all ages, with and without disabilities. These activities provide opportunities to build physical strength, confidence, and social skills.

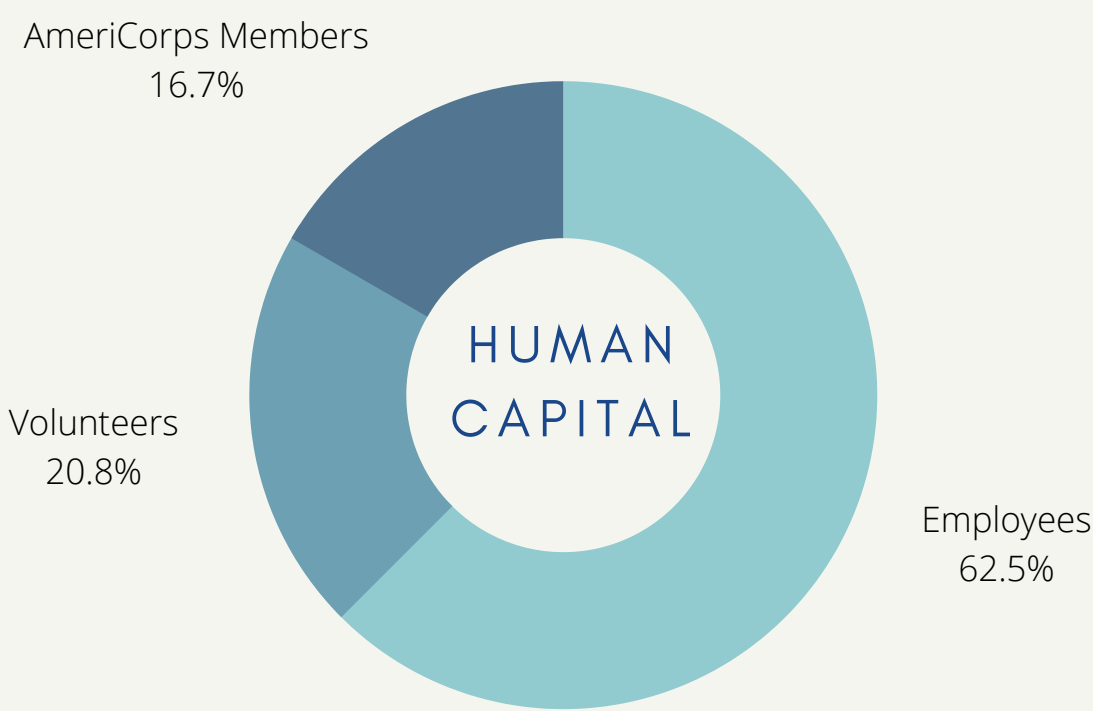


THIS YEAR, MANDY'S FARM PROVIDED...

...INDIVIDUALIZED SERVICES FOR
193 INDIVIDUALS ACROSS ALL
PROGRAMS



...EMPLOYMENT, NATIONAL
SERVICE, AND VOLUNTEER
OPPORTUNITIES FOR 120 MEMBERS
OF THE COMMUNITY



...IDENTITY-FOCUSED RESOURCES AND TRAINING



COMMUNITY
GROWTH
INCLUSION

In line with our organization's mission, vision, and values, Mandy's Farm has prioritized training, resources, and curriculum development focused on the many identities that intersect with disability among those we support. This has better equipped our direct support professionals with the tools and resources necessary to provide support to people with disabilities from a wide array of cultural and racial backgrounds and/or who identify as members of the LGBTQ community.

This training has also positively impacted those we employ. Our organization has expanded our inclusive recruitment, hiring, and training practices, allowing us to leverage the lived experiences and expertise of professionals from wide cross-sections of our community.

OUR IMPACT: BY THE NUMBERS



Mandy's Farm provided more than **12,000 hours** of in-person customized community supports



Mandy's Farm hosted **140 virtual workshops** focused on agriculture, animal husbandry, social skills, and the visual and performing arts



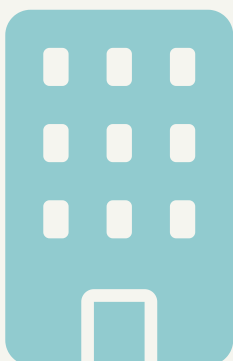
20 employment clients started a new job or received a merit increase or promotion from their employer



We delivered more than **100,000 hours** of residential services, healthcare coordination, and individualized support



The VAMOS Program provided more than **6,000 hours** of education, job training, and social-emotional learning to young people with disabilities.



20 community businesses accessed our technical assistance, on-boarding services, and job coaching support

ON THE FRONT LINES: DIRECT SUPPORT PROFESSIONALS

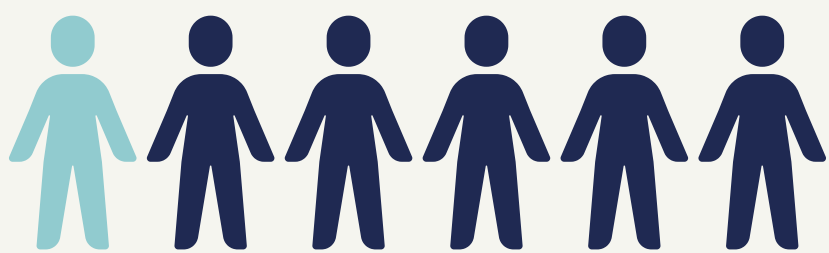
WHEN MANY OF US STAYED HOME TO REDUCE THE SPREAD OF COVID-19, DIRECT SUPPORT PROFESSIONALS CONTINUED TO DELIVER DIRECT SERVICES TO INDIVIDUALS WITH DISABILITIES IN OUR COMMUNITY

\$18,100

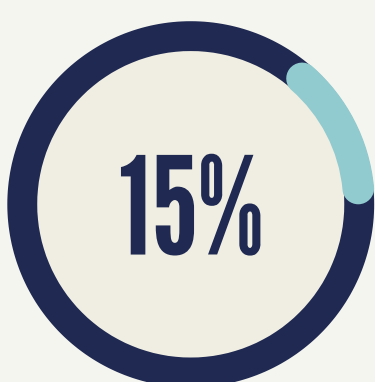
is the median annual income for direct support providers in the United States

4.5 MILLION

new caregivers will be necessary to meet the projected demand for services over the next decade



1 in 6 of our nation's home care workers live below the federal poverty level



of caregivers in the United States work more than 40 hours in a typical week

SUPPORTING OUR WORKFORCE

Our organization is only as strong as our workforce. Mandy's Farm and other disability and direct care providers around the nation continue to grapple with caregiver shortages that have only been exacerbated by the COVID-19 pandemic. During this time, Mandy's Farm has prioritized providing relief to the committed direct support professionals we employ, who continued to report to work each day, while others stayed at home.

Since the onset of the pandemic, Mandy's Farm has provided:

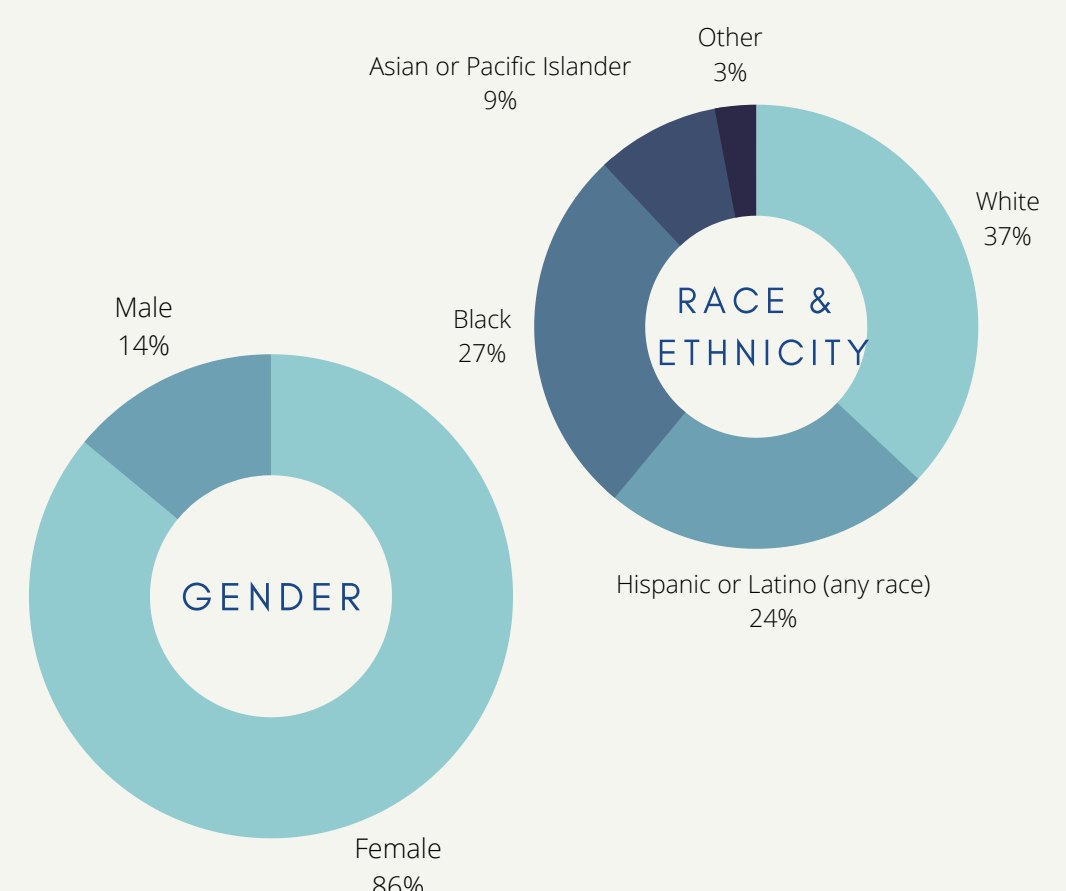
- four months of employee health insurance premiums covered 100% by the organization;
- nine months of differential wages for essential workers providing onsite services (totaling over \$100,000 in caregiver support);
- nine months of retention wages at 75% of regular pay for employees with reduced hours (totaling over \$13,000 in caregiver support);
- tenure-based retention bonuses to all employees who maintained employment throughout the pandemic (totaling over \$50,000 in bonuses); and
- permanent wage increases of \$2/ hour for all direct support professionals.

WHAT CAN YOU DO?

Our organization is experiencing greater demand for disability services than ever before. However, our ability to meet this increase in community need is directly influenced by our ability to recruit and retain qualified direct support professionals. To support these efforts, you can:

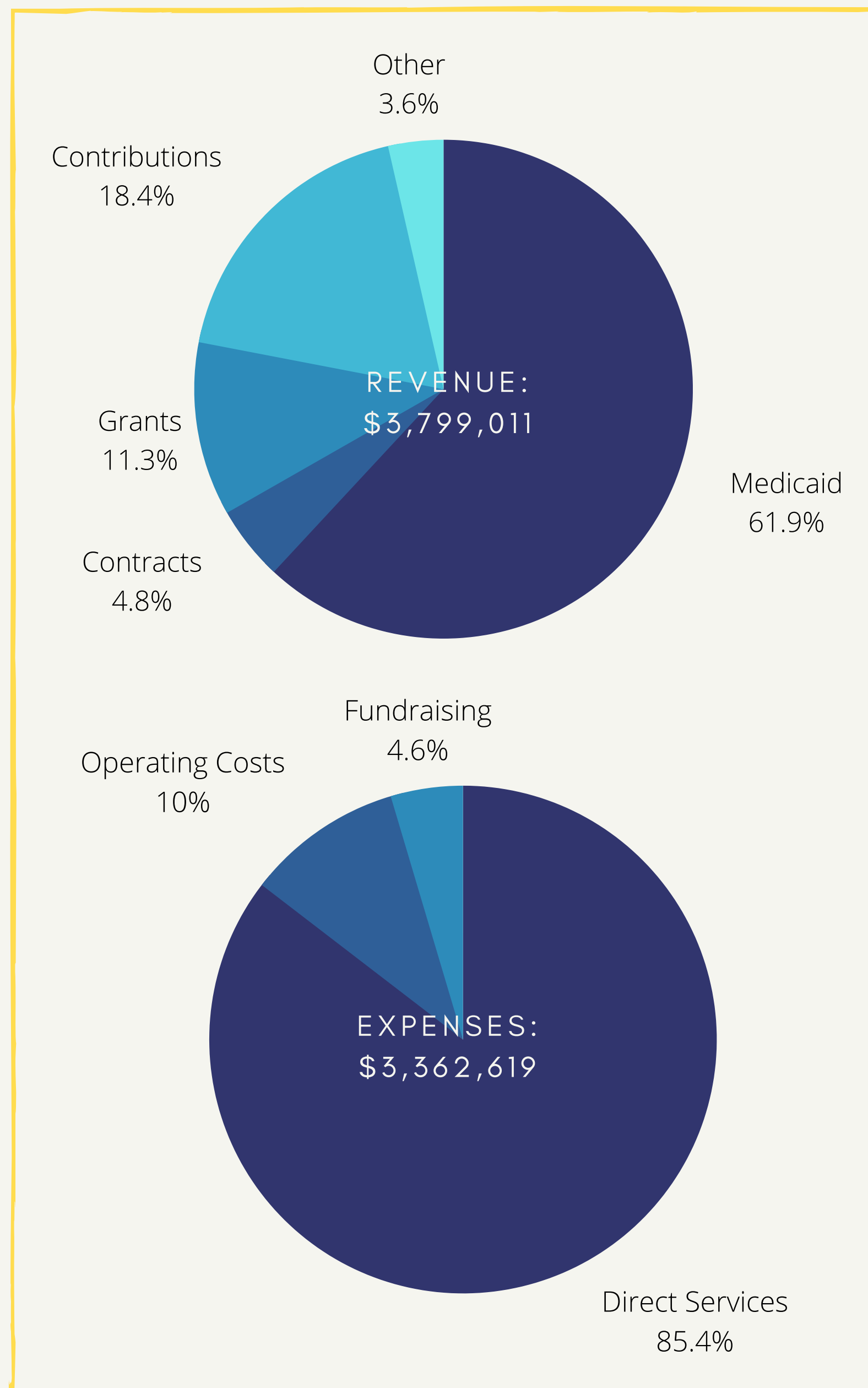
- make a one-time or monthly-recurring gift;
- include Mandy's Farm in your estate planning, required minimum distributions from your retirement, and remember us when you make distributions from a donor-advised fund; or
- advocate with your local and national representatives in support of increased Medicaid reimbursement and caregiver wages.

WHO ARE OUR NATION'S DIRECT CARE PROVIDERS?



*All national data was pulled from the 2021 PHI Key Facts Report, entitled "Direct Care Workers in the United States."

OUR FINANCIALS



YOUR ROLE IN OUR WORK

One of the unique challenges our organization faces is accurately measuring and illustrating the impact of our work. Unfortunately, the essential nature of programming like ours is illustrated most effectively when a community experiences the consequences of its absence. The need for programming like ours continues to outstrip our resources. We hope you will contribute to our work this year, expanding our organization's capacity to deliver support to those who need it.

Through our programs, individuals with disabilities are able to access safe and supportive living environments, adaptive recreation through swimming and horseback riding, opportunities for lifelong learning, workforce training, and integrated employment at minimum wage or higher.

We hope you will partner with us as we strive to provide increased quality of life, economic opportunities, individualized supports, and inclusion for individuals with disabilities living in our community. A meaningful gift of any size makes our work possible.

MANDY'S FARM 2020-2021

COMMUNITY

champions

10 Space LLC

AIC General Contractor

Albuquerque Community Foundation

The All Together Fund

Anderson Charitable Foundation

Baca's Trees

BBVA

The Calvin P. Horn Foundation

Caruso's Italian Restaurant

Charles Stephen & Company, Inc.

Con Alma Health Foundation

Conchitas Cafe LLC

CWW Feed Store & More, Inc.

The Daily Grind

The Denver Foundation

ERA New Mexico Cares

Farmers Insurance: Jo A Medina Agency

GCMS, LLC

The Happy Jack Foundation for Autism

The Hazel Rose Family Charitable Foundation

H.B. and Lucille Horn Foundation

Hinton Family Foundation

Hunter Bower Lumber

Jane Warner Adolf Charitable Fund

Kroger

Lineberry Foundation

New Mexico Division of Vocational Rehabilitation

New Mexico Mutual

Nusenda Community Rewards

One Community Auto, LLC

Pelletier Construction, Inc.

Pregenzer, Baysinger, Wideman & Sale, PC

PTI Electrical Contractors

Rotary Del Norte Foundation

Serve New Mexico (AmeriCorps)

Start Small Foundation

St. John's United Methodist Church

Token Ibis, Inc.

Top 3 Organization with Kirtland Air Force Base

TrueHealth New Mexico

Tumbleweeds In-Progress Homeschool Group

Urban Hotdog Company

Village of Los Ranchos

Waterstone Mortgage

Mandy's Farm Community Champions are made up of local and national businesses and funding partners who have contributed \$100 or more in grants, in-kind donations, sponsorships, or program support during the 2020-2021 fiscal year. For more information about becoming a Community Champion, please through a contribution, in-kind donation, or sponsorship, please email jessie@mandysfarm.org or call 505-503-1141 ext. 704.

MANDY'S FARM 2021

CABRITO CLUB

members

Jane Adolf
Walt & Julia Arnold
Corkey & Jena Baca
Stephen Bass & Laura Hueter Bass
Steve & Jolene Benoit
Margaret & the late Hugh Bell
Ken & Victoria Bower
Scott & Kay Brown
Jessie Calero
Thomas Corcoran
Nancy Croker & Joe Gorvetzian
Criag & Maura Eidman
Richard & Virginia Feddersen
Sydney Forestal
Mike & Connie Gleason
Dr. & Mrs. Todd Gray
Doug & Jeannette Grundstrom
Jim & Connie Hickman
Thomas & Leslie Hinton
The Late Lottie Jane Horn
Thomas Horn
Perrienne Houghton

Glen & Clara Kilcup
Jim & Ellen King
Michelle King
Larry & Loretta Levy
Dan & Keisha Mannas
Michael & Wendy Martinez
Melissa McCue & Garrett Cornelius
Miriam Minton
Mark Meiering
Gerard & Doreen Murphy
Chris & Karen Padilla
Rita Padilla
Dick & Marythelma Ransom
Roger & Pauline Riley
David & Ruthie Robbins
Michael & Kate Robbins
Cynthia Schultz
David Shaffer
Ben & Elizabeth Spencer
Chet & Diana Stewart
Duffy & Jean Swan
Phillip Vitale & Sandra Webb

The Mandy's Farm Cabrito Club is made up of community members who share a strong interest in investing in opportunities for individuals with developmental disabilities. 2021 membership is based on cumulative charitable giving of \$1,000 or more during the 2020 calendar year. Cabrito Club members are able to invest in Mandy's Farm at the level and pace that works best for their budget. Members can choose to make a recurring monthly or annual commitment. For more information about the Mandy's Farm Cabrito Club, please visit mandysfarm.org/donate or call 505-503-1141 ext. 704.



MANDY'S
farm
GROW WITH US.

SAVE THE DATE



MAY 7, 2022
346 CLARK RD SW | 2:00-5:00PM

JOIN US FOR OUR
Annual Kentucky Derby Party

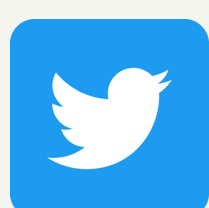
JOIN US ON SOCIAL MEDIA:



INSTAGRAM: @MANDYSFARMNM



FACEBOOK: @MANDYSFARM



TWITTER: @MANDYSFARMNM

Support our work online: visit www.mandysfarm.org/donate!

Prefer to donate via
check? Mail your
contribution to this
address!

MANDY'S
farm

P.O. Box 9346
Albuquerque, NM 87119

