Re-Investing in Choice, Hope, and Recovery: 2008 Annual Report To Our Communities
Re-Investing... in our Communities

Charity Care Provided
$2.5 Million

People Enrolled
In Treatment Services
13,306

People Served Through
Outreach & Prevention
15,872

Professional Development
and Training
$94,300

Salaries & Benefits To Local Economies
$21.08 Million

Additional Contribution to Local Economies
$4.7 Million
**Our Mission**
To promote recovery and offer solutions to those facing mental illnesses, addictions, and other social challenges

**Our Vision**
Choice, hope, and recovery are within everyone’s reach

**Our Values**
- **Partnering** with individuals, businesses, and communities, balancing efficiency and effectiveness in all we do
- **Diversity** and the right to be respected, self-governing, and accountable
- The right to **choice** in services, housing, and work
- The power of **hope**
- Setting long-term and bold goals, including **recovery**

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**Our FY07/08 Board of Directors**

<table>
<thead>
<tr>
<th>Chairperson</th>
<th>Vice Chairperson</th>
<th>Secretary</th>
<th>Treasurer</th>
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<tbody>
<tr>
<td>Sinoma Brown</td>
<td>DeWayne Yates</td>
<td>Sharon Longworth</td>
<td>Barbara Naylor</td>
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<td>Dixie County</td>
<td>Gilchrist County</td>
<td>Alachua County</td>
<td>Dixie County</td>
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<tr>
<td>Nancy Bell</td>
<td>Lillian Cason</td>
<td>Sharon Gay</td>
<td>Herman Johnson</td>
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<td>Levy County</td>
<td>Columbia County</td>
<td>Hamilton County</td>
<td>Bradford County</td>
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<tr>
<td>Irma Phillips-Maxwell</td>
<td>Roslyn Slater</td>
<td>Larry Turner</td>
<td>Pam Ward</td>
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<td>Alachua County</td>
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<td>Lafayette County</td>
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<td>Mary Jane Weaver</td>
<td>Linda Weseman</td>
<td>Virgie Cone</td>
<td>John Kuldau</td>
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<tr>
<td>Columbia County</td>
<td>Alachua County</td>
<td>Emeritus</td>
<td>Emeritus</td>
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This report to our communities is designed to share with you, our stakeholders, a celebration of our accomplishments in this past year. As part of our community’s safety net, we strive to bring Choice, Hope, and Recovery to as many of those in need as possible. Meridian also strives to shape the understanding and public policy around mental health and substance use. The progress we make is the product of an outstanding, highly dedicated staff, empowered consumers, and community partners who bring their voices, passion, and resources to our mission.

2008 has been a year of re-investment for us, building on 2007’s growth and expansion. We continued to expand services. But we have also focused on staff, providing them the resources and support for excellence, renovated facilities to provide a comfortable and therapeutic environment, and begun a modernization of our information technology systems that will not be complete until 2009. Our service quality and innovation were not only recognized locally, but also at state and national levels. We hope that as you review this report you join in our celebration, accept our appreciation for your contribution to the successes of 2008, and to see how your investment in Choice, Hope, and Recovery has impacted our community — our families, friends, and fellow citizens.

In the pages that follow, you will see how the local, consumer, state, and federal support we receive — a commitment of dollars and service — has been re-invested in services and in ensuring that we have the capacity to move forward toward our vision of putting Choice, Hope, and Recovery within everyone’s reach. Our commitment to excellence in prevention and treatment services, to innovation, to consumer and community collaboration, and to responsible financial stewardship is reflected in our report to you.

We are facing difficult times. In an unstable economy, the demand for our services increases, and the financial support for health and social services is jeopardized, putting our community’s safety net at risk. Partnership, collaboration and passionate advocacy will be even more important, and thanks to you, we are blessed by an abundance of both. We look forward to working with you to continue our investment in Choice, Hope, and Recovery.

With sincere thanks,

Margarita M. Labarta, Ph.D
President/CEO

Sinoma Brown
Chair, Board of Directors
Executive Management

Margarita Labarta, Ph.D. - President/Chief Executive Officer
James Winters, LCSW - Executive Vice President/Chief Operating Officer
Leo Doucette - Senior Vice President/Chief Financial Officer
Richard Anderson, Ed.S. CAP - Senior Vice President/New Business and Specialty Programs
Jackie Knabel, MHRM, SPHR - Senior Vice President/Chief Human Resources Officer
Karen Rice - Senior Vice President/Advancement

1,078,963 miles traveled this year to provide needed services

*Census numbers reported reflect only persons in treatment (does not include prevention and outreach or homeless services)
Re-Investing...

in Services

Treatment and Recovery

➤ Integration with physical health - Meridian was awarded a grant to participate in the Primary Care-Mental Health Collaborative Care Project through the National Council for Community Behavioral Healthcare

➤ Expanded Rehab and Vocational programs;
   to assist individuals make positive changes in their lives through education and employment assistance based on one’s strengths and individual goals

➤ Held the 1st Annual Recovery Awards at Rehab Services;
   Recognizing the achievements of our consumers

➤ Created an Aftercare Liaison for those discharged from Meridian’s CSU;
   to assist the transition from crisis to treatment

➤ Expanded Family Crisis Intervention Team to Lake City/Columbia County;
   offering crisis and family oriented services to reduce the likelihood of more intensive treatment

➤ Expanded Peer Specialists;
   people who experience mental illnesses have been trained to help their peers to identify and achieve specific life goals

➤ Recovery and Community Re-Integration began development of plans for a consumer-run business
Special Populations

- Expanded Forensic Services, adding new therapeutic Court in 3rd Circuit and awarded a Criminal Justice Mental Health and Substance Abuse Reinvestment Grant

- Meridian, in partnership with Alachua County’s Mental Illness Workgroup launched the Forensic Specialist Team to assist consumers with mental illnesses who were involved with the criminal justice system. Providing specialized ‘non-traditional’ forensic case management, the goal was diversion from what had been frequent and lengthy incarceration into appropriate services. Over 400 individuals enrolled in the program with 52.45 average jail days saved per person. Per person cost avoidance savings to the criminal justice system is substantial: $1,615 per person. This will dramatically help mitigate future growth of the Alachua County jail.

- Open Access clinics significantly decreased wait time to receive services - No-show rates decreased from an average of 37% to 0% - Wait time for intake decreased from 2 to 3 weeks to within 3 days of phone contact

Housing

- Staff in various housing programs are now implementing recovery more fully and providing more services as part of community outreach

- HOPE, Housing Opportunities People Empowerment, reviewed as best performer in Alachua Continuum of Care

- Developed special housing projects – 25 beds – by partnering with housing authorities

Residential

- The Achievement Center, a 12 bed, residential psychiatric group home for adolescent boys, increased its “homey” atmosphere and orderliness earning accolades from visitors and residents

Addictions

- Meridian was invited to participate in the State’s Medication Assisted Treatment trial program
Re-Investing... in Staff

Retention

- Rewarding staff for performance-based achievements
- Turnover reduced to 26%, compared to industry average of 40%, with consistently fewer than 8% vacancy rate

Engagement

- 80% return rate on employee surveys
- High staff participation in car and computer auctions
- Distributed three beautification grants from the Employee Giving Fund

- Established a Meridian softball team
- Walked as a team for March of Dimes

Training

- Total training investment close to $100K
- All staff trained for Electronic Health Record implementation
- Working with Sexually Reactive Children, a 6 week/50 hour course
- Sponsored attendance at conferences
- Increased Internship opportunities: twelve bachelors, masters, and doctoral students scheduled to intern August 2008
- Provided tuition reimbursement for a select group of qualified employees
Re-Investing... in Technology

MEHR - Meridian Electronic Health Record

We are on the eve of transitioning to a fully electronic health record that fully integrates billing, general ledger, practice management, credentialing, and health information management into one system. Towards this project Meridian has:

• Added 300+ computers and related equipment
• Upgraded computer/communications network
• Added 400 email accounts
• Began training and initial implementation for MEHR

Our goal for 2009 is to fully implement and promote the use of an electronic health record throughout Meridian in order to have access to real-time data and timely information, thereby enhancing patient safety, decision-making, efficiency, and effectiveness.

Advanced communication and information technology will empower consumers and families and will be a tool for Meridian to deliver the best care. Consumers and families will be able to regularly communicate with Meridian personnel that deliver treatment and support services and that are accountable for achieving the goals outlined in the individual plan of care.

Access to information will foster continuous, caring relationships between consumers and providers by providing a medical history, allowing for self-management of care, and electronically linking multiple service systems. Informed consumers and providers will result in better outcomes and higher efficiency.
Re-Investing... in Performance

Statement of Financial Position

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<thead>
<tr>
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<th>FY 07-08</th>
<th>FY 06-07</th>
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<tbody>
<tr>
<td><strong>REVENUES</strong></td>
<td></td>
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<tr>
<td>State &amp; Federal</td>
<td>13,413,900</td>
<td>16,035,721</td>
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<td>County</td>
<td>1,452,511</td>
<td>1,431,588</td>
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<td>Client Fees, Insurance &amp; Medicaid</td>
<td>16,180,823</td>
<td>11,033,848</td>
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<td>Donations &amp; Contributions</td>
<td>1,699,824</td>
<td>895,297</td>
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<tr>
<td>Other Revenues</td>
<td>1,218,160</td>
<td>921,003</td>
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<tr>
<td><strong>Total Revenues</strong></td>
<td>33,965,218</td>
<td>30,317,457</td>
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<td><strong>EXPENSES</strong></td>
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<td>Personnel</td>
<td>21,084,090</td>
<td>18,612,260</td>
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<td>Professional &amp; Subcontracted Services</td>
<td>994,538</td>
<td>1,728,416</td>
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<td>Facilities</td>
<td>1,286,408</td>
<td>1,039,390</td>
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<tr>
<td>Equipment</td>
<td>643,001</td>
<td>510,565</td>
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<td>Travel &amp; Professional Development</td>
<td>538,482</td>
<td>529,483</td>
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<tr>
<td>Medical / Pharmacy</td>
<td>507,283</td>
<td>523,305</td>
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<tr>
<td>Operating Supplies</td>
<td>1,627,736</td>
<td>1,275,931</td>
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<tr>
<td>Other</td>
<td>4,054,309</td>
<td>3,413,412</td>
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<tr>
<td><strong>Total Expenses</strong></td>
<td>30,735,847</td>
<td>27,632,762</td>
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<td>Excess of Revenues Over Expenses</td>
<td>3,229,370</td>
<td>2,684,695</td>
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<tr>
<td>Net Assets, Beginning of Year</td>
<td>4,438,680</td>
<td>1,753,985</td>
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<tr>
<td><strong>Net Assets, End of Year</strong></td>
<td>$7,668,050</td>
<td>$4,438,680</td>
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Meridian continually offers opportunities for the University of Florida resident’s training in Social and Community Psychiatry. Meridian also serves as an internship site for Counselor Education Students and Nursing Students. This partnership benefits the University, Meridian and the communities we serve.

![Services as Percentage of Total Value](chart)

**Outcome Measures**

<table>
<thead>
<tr>
<th></th>
<th>Adults</th>
<th>Children</th>
<th>Adults</th>
<th>Children</th>
<th>Subs. Abuse</th>
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<tr>
<td>% Days in Community</td>
<td>97%</td>
<td>96%</td>
<td>88%</td>
<td>82%</td>
<td>80%</td>
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<tr>
<td>% Completion for Substance Abuse Treatment</td>
<td>96%</td>
<td>96%</td>
<td>85%</td>
<td>72%</td>
<td></td>
</tr>
<tr>
<td>% Employed at Discharge</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>80%</td>
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Re-Investing... in Advancement

Meridian named Business of the Year, Non-Profit by the Gainesville Area Chamber of Commerce, October 31, 2007

“A Night Without Music” Live Radio Broadcast wins Silver Addy presented by the Advertising Federation of Gainesville

Meridian was nominated for Lake City/Columbia County Chamber of Commerce’s Business of the Year, 2008

Meridian sponsors first annual Lake City Youth Football Jamboree Carnival, September 15, 2007

Meridian presents the 2nd annual Cirque Extravaganza, February 16, 2008

Meridian sponsors a hole at the Gainesville Chamber Pro-Ed Golf Tournament

Meridian sponsors a hole at the Gainesville Chamber Pro-Ed Golf Tournament
Re-Investing... in Facilities

In 2008, time and money were poured into facility projects, improving the comfort and safety for our consumers and employees. Over $700K in improvements at both Crisis Stabilization Units (CSU), Mother’s Intensive Supported Treatment (MIST), and Bridge House, with a 3-year plan established for furniture and facility improvements Centerwide. Upgrades in security systems (video monitoring and electronic access), ensuring the safety of those we serve. Signage was added and improved to make site navigation easier for consumers and staff. In addition, many projects were taken on by both staff and community volunteers with a shared goal to support and cultivate Meridian.

Two mini-buses purchased to improve the comfort and safety of Meridian’s consumers

Wachovia volunteers paint a mural in Meridian’s Trenton office as part of the United Way’s Day of Caring

Meridian staff volunteer for Spring Clean-up and Landscaping at Meridian’s Administration Annex
Re-Investing... with our Donors

**Friends $1+**
Alexandra Piriz
Betty Jackson
Blas Brown Jr.
Bruna Herbert
Bung Orn Maxwell
Chester Bailey
CJ Herring
Daniel Burd
David Murphy
Dawn Petrella
Denise Patnode
Doug Starr
Eileen Westwood
First Federal Savings Bank of Florida
Greg Umlauf
Heather Rupert
Irma Phillips-Maxwell
Jennifer Carver
Jody Soler
Joanne Gibson
Johnny Clardy
Jose Blasi
  Kevin Coulson
Laurence Zaborinski
Leo Doucette
Loyal Order of the Moose
Marlene Greenspan
Martha Shonter
Melody LaFlam
Melisa Urrutia
Melissa Hewitt
Meridian Employees
Meridian Information Technology Department
Nancy Dohn
Pamela & Frederick Ward
Paula Stowell
Peter Wanchik
Roslyn Slater
Sharon Longworth
Thomas Fortson
Thomas Rossow
Viola Smith

**Choice $200+**
Barbara Naylor
B & B Office Systems
Betty Strayer
Carrie Glebe
Jackie Knabel
James & Sheila Winters
Lawrence Adu, M.D.
Mona Grinstead
Richard Anderson
Sarah Frazier, M.D.
Sinoma Brown
Wellspring Entertainment Productions

**Hope $500+**
DeWayne Yates
Forest Meadows Funeral Home
Giovanna Holbrook
Karen & BJ Rice
Rosario Bragdon

**Recovery $1,000+**
Allen Enterprises of Gainesville
Chuck & Marrianne Debolt
Corinthia Mims
Dex Imaging
Florida Food Service
Genoa Healthcare
Maggie Labarta, Ph.D.
Person-Carr Merrill Lynch
Pfizer
Shands at Vista
Sweetwater Branch Inn
Tom & Gwen Umlauf
Trenton Medical Center
Turner, Jones & Hodge, LLP

**Inspiration $5,000+**
Andersen Family Foundation
Astra Zeneca
Davis & Judi Rembert Foundation
HRH Insurance

**Legacy $10,000+**
AT & T Foundation
Generous In Kind Donations

Annetta McCloud
Anonymous
Beechler Waters Printers & Mailers
Best Drugs
Blockbuster
Charlene & Ellis Cherry
Cucina Mia
Frank McCoy
Gainesville Today Magazine
Happy Hour Pool Room
Jody Irving
Kathy Waite
Lisa C. Tumarkin
Lost Safari Drummers
LT Kids and Grown Ups Too
Murray Tillis Melons
Petrello's
Publix Super Markets, Inc
Regal Entertainment Group
Relative Care Foundation
Springhill Suites Hotel
St. Johns Beverage
Sunshine Broadcasting
Talking Phone Book
The Fresh Market
The Gainesville Sun
The Quilt Shop
The Trophy Shop
Wal Mart

Our sincere thanks to the following individuals and businesses who gave generously to the Stop The Violence Rally

5-Star Tutoring Services, LLC
ABC Appletree, Inc.
Adam's Rib Co.
Black on Black Crime Task Force
Captain Lonnie Scott
CDS Family & Behavioral Health Services, Inc.
Commissioner Rodney Long
Denise Ferrero
Florida Smart Kids
Gainesville Regional Utilities
GainesvilleMoms.com
Heatwave
Kids Beating Cancer
Leadership Gainesville Alumni Assoc., Inc.
Lorraine Sherman
Rick Bryant
School Board Member Eileen Roy
Shalom Christian Ministries
Skate Station Funworks
Spirit of Faith Christian Center of Gainesville
Star Martial Arts LLC
State Attorney Bill Cervone
Tax Collector Von Fraser
The Huntington Learning Center
Three Rivers Legal Services
Twister Tutors, Inc.
Unity Family Community Center Inc. FFFBC

Meridian’s Employee Giving Program provides staff with the opportunity to invest in Meridian
Main Office: 4300 SW 13th Street
Gainesville, FL 32608
1-800-330-5615
352-374-5600
www.mbhci.org

Bronson • Cross City • Gainesville • Jasper
Lake Butler • Lake City • Live Oak • Starke • Trenton