

OUR CUSTOMERS ARE

# EVERYDAY SUPERHEROES



**ANNUAL REPORT**  
ISSUE | FY 2018-2019



# OUR MISSION

To create opportunities for individuals and families to reach self-sufficiency through family support services, education, employment, and leadership.

BRIGHTON CENTER BELIEVES SELF-SUFFICIENCY IS TAKING RESPONSIBILITY TO PROVIDE FOR YOURSELF AND YOUR FAMILY USING AVAILABLE RESOURCES TO MAINTAIN THE BEST QUALITY OF LIFE POSSIBLE. OUR COMPREHENSIVE APPROACH TO BUNDLING SERVICES AND PROGRAMS ALLOWS US TO MEET THE OFTEN COMPLEX NEEDS OF A FAMILY BASED ON THEIR INDIVIDUAL CIRCUMSTANCES.

# OUR VISION

To be an innovative leader that strengthens the vitality of the community and engages people as they work and live to achieve their hopes and dreams.

Not all superheroes wear capes. You have probably heard the saying, but did you ever think of yourself as one? It's simple to be a superhero to the thousands of families who experience the life-changing services a donation to Brighton Center provides.

Our comprehensive array of services are absolutely transformational for entire families. Brighton Center focuses on partnering with not just individuals, but also all members of their family because we know that all things are interconnected – the success of a child is interdependent on the success of their parent(s) or care giver; the parents' success on the support of their family, friends, and community. We aim and focus our work on the dreams of entire families as they navigate their journey toward long-term self-sufficiency.

Through establishing a relationship built on trust and mutual respect, our staff work with families to break down multiple barriers and identify goals towards creating a better future. This often includes a long-term approach to addressing challenges such as transportation, education, quality child care, affordable housing, employment, and financial stability.

We see this transformational work through the persistence and determination of our superhero customers. For example, adults gain a good job with a livable wage, benefits and opportunity for career advancement; children are prepared for kindergarten through quality early childhood education; teens and young adults achieve educational success, leading to a career pathway; women lead a life of sobriety and older adults are supported as they age. Last year alone, 44,593 superheroes accessed our comprehensive array of 41 programs to create a better life for themselves and their families.

We invite you to join us as a superhero to our customers. Your donation to Brighton Center ensures thousands of families and future generations have the best possible support system as they transform their lives.

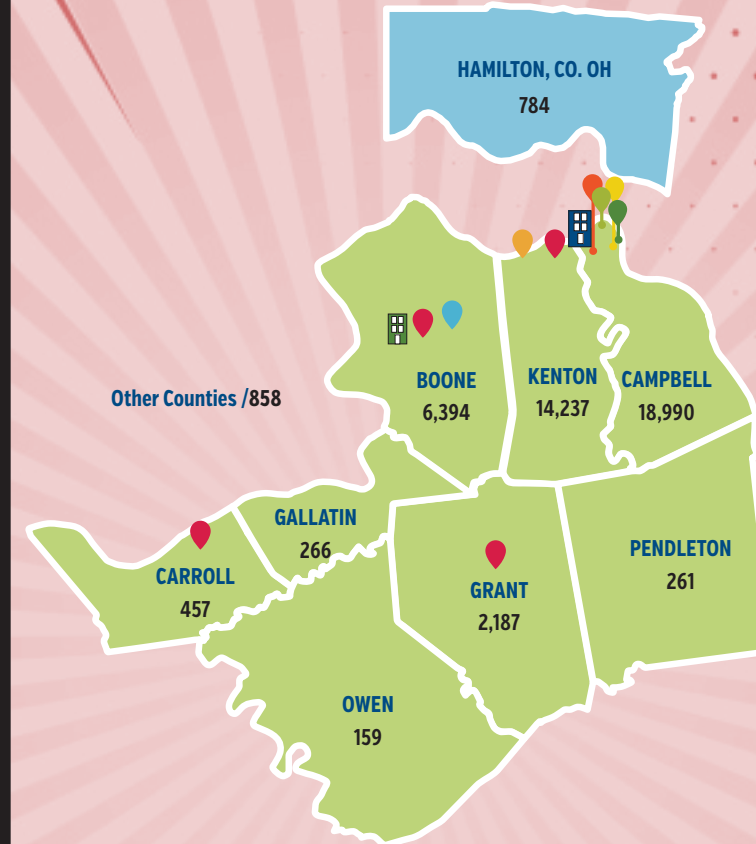
Tammy Weidinger

Tammy Weidinger  
President & CEO

Susan McDonald

Susan McDonald  
Board Chair

# INDIVIDUALS SERVED BY COUNTY



- Kentucky Career Center NKY
- Brighton Recovery Center For Women / Florence
- Family Center / Newport
- Shelby Street Office / Florence
- Center for Employment Training / Newport
- West End / Administration - Newport
- Homeward Bound Shelter / Covington
- Bright Days Child Development Center / Newport
- Northern Kentucky Scholar House / Newport

# INDIVIDUALS SERVED BY PROGRAM

## COMMUNITY & YOUTH SERVICES

Safe Place	1,786
Homeward Bound Shelter	393
Independent Living Program	14
Street Outreach	2,265
Neighborhood Based Services	203
Teens Linked to Care	41
Youth Leadership Development	319
<b>Total</b>	<b>5,021</b>

## EARLY CHILDHOOD EDUCATION

Bright Days Child Development Center	367
Family Day Care	170
Northern Kentucky Scholar House	172
<b>Total</b>	<b>709</b>

## FAMILY CENTER

Commodities	993
Stable Families	410
Emergency Assistance/Family Support	6,093
CCDC Chemical Dependency Program	25
Clothing Closet	10,959
Community Events	1,262
Community Garden & Mobile Markets	72
Home Instruction for Parents of Preschool Youngsters	429
Every Child Succeeds	698
<b>Total</b>	<b>20,941</b>

## FINANCIAL WELLNESS & VOLUNTEER ENGAGEMENT

Financial Education	486
Homeownership	97
Foreclosure Prevention	50
Individual Development Accounts	28

Volunteer Income Tax Assistance Sites	755
Credit Smart Loans	22
Senior Support	192
Holiday Drive & Used Toy Sale	4,425
Volunteers	2,954
Retired & Senior Volunteer Program	356
Senior Medicare Patrol	3,217
<b>Total</b>	<b>12,582</b>

## KENTUCKY CAREER CENTER

Talent Development Services	2,456
Youth Talent Development Services	1,924
Innovation Center	158
<b>Total</b>	<b>4,538</b>

## RECOVERY SERVICES

Brighton Recovery Center	363
Sober Living	12
<b>Total</b>	<b>375</b>

## WORKFORCE DEVELOPMENT

Center for Employment Training	262
City Futures	165
<b>Total</b>	<b>427</b>

 **44,593**  
through 41 programs

# BUILDING SELF-SUFFICIENCY



Brighton Center partners with families to improve their quality of life and reach their full potential. Achieving and maintaining self-sufficiency takes a whole family approach and the journey is not always direct. Guided by their hopes and dreams and driven by their long-term goals, they move back and forth through the process as new or developing opportunities, challenges, or life goals come about. These ideas and our commitment to integrated/bundled services, guide our work in helping families and communities build connections, skills, and a future.



# STRATEGIC PLAN UPDATE - FY 2018 - 2021

Since 1967, and every four years since then, Brighton Center has conducted a community assessment to ask our customers their hopes and dreams. Our 2018-2021 strategic plan included four critical areas (1) Youth (2) Education, Employment, and Financial Education (3) Heroin Epidemic Response and (4) fully integrating services internally and within the community.

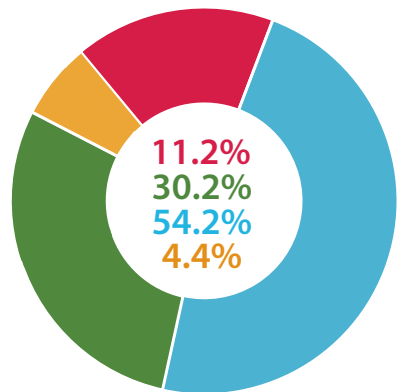


- EXPANSION OF SERVICES TO YOUTH AND OPPORTUNITY YOUTH (AGES 18- 24) THROUGH:**
  - adding Youth Leadership Development program at three additional schools
  - providing Opportunity Youth with dedicated staff to support employment, education, and housing needs
  - addition of street-based services for homeless youth
- EDUCATION, EMPLOYMENT, AND FINANCIAL EDUCATION NEEDS OF FAMILIES ARE MET THROUGH:**
  - increase in job coaching and career advisement services through Career Bridge and Jobs Plus/City Futures programs
  - expansion of nontraditional skill training opportunities including on the job training, internships, and short-term training in high-demand careers
  - creation of Health Technologies Administration skill division at Center for Employment Training
  - integration of financial wellness services in programs
- HEROIN EPIDEMIC RESPONSE RESULTS IN SUCCESSFUL LONG-TERM RECOVERY AND PREVENTION THROUGH:**
  - substance abuse prevention for youth through Center for Disease Prevention's (CDC) Teens Linked To Care program
  - family and employer/work-based education to support loved-ones of those struggling with addiction
  - holistic, wrap around services to prevent or reduce triggers of relapse by strengthening partnerships
  - assisting with workforce re-entry for those with criminal backgrounds
- FULLY INTEGRATE SERVICES INTERNALLY AND WITHIN THE COMMUNITY THROUGH:**
  - advancing a two-generation approach and common family-centered coaching experience for families
  - hosting two site visits thanks to our work with the W.K. Kellogg Foundation, The Aspen Institute, and Annie E. Casey Foundation to highlight the Center's success with two-generation programming
  - a focus on advancing racial equity by working with Race Forward on extensive staff training, completion of an equity assessment, and implementing best practices.
  - Brighton Center contributed to the National Skills Coalition's publication "The Roadmap for Racial Equity: An imperative for workforce development advocates"

# STATEMENT OF ACTIVITIES

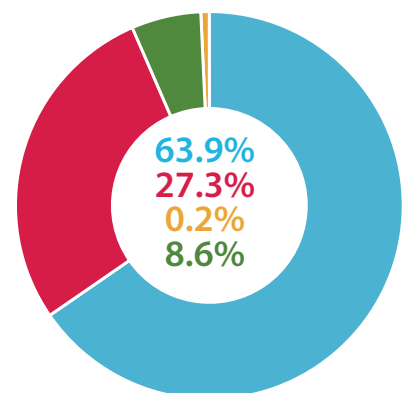
STATEMENT OF ACTIVITIES AND CHANGES IN NET ASSETS FOR FISCAL YEAR ENDED JUNE 30, 2019\*

## BRIGHTON CENTER REVENUE \$10,954,004



Contributions, Support, and Revenues:	
Allocation of funds from United Way	\$1,219,067
Direct contribution	2,022,319
Revenues by associated organizations	130,422
Special events, net of related expenses	136,100
Contributions by unassociated organizations	1,019,707
Fees and grants from governmental agencies	5,940,873
Program service fees	199,650
Sale of supplies and services	63,122
Other income	2,189
Investment income	220,555
<b>Total Contributions, Support, and Revenues</b>	<b>\$10,954,004</b>

## BRIGHTON CENTER EXPENSES \$11,147,057



Expenses:	
Personnel (Salary, Taxes, Benefits, Hiring)	\$7,118,706
Operating	3,041,572
Depreciation	24,829
Donated goods	961,950
<b>Total Expenses</b>	<b>\$11,147,057</b>

Expenses by Function:	
Program services:	
Recovery Services	\$947,898
Early Childhood Education	1,492,697
Community & Youth Services	1,053,325
Family Center	2,342,947
Workforce Development	1,106,208
Financial Wellness & Volunteer Engagement	657,237
Kentucky Career Center	1,588,546

Supporting services:	
Fundraising and public relations	328,164
Indirect costs - management and other	1,302,589
Other	327,446
<b>Total</b>	<b>\$11,147,057</b>

Net Assets - Total	
Beginning of year	6,349,498
End of year	6,156,445
Change in net assets - total	[193,053]

\*Our financial statements audited by Barnes, Dennig & Co., Ltd. meet the auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in government auditing standards issued by the Comptroller General of the United States.

## ACCREDITATION & ACCOUNTABILITY

Brighton Center is an accredited charity through the Better Business Bureau and meets all standards for charitable accountability including governance and oversight, measuring effectiveness, finances, and fundraising.

Our **Bright Days Child Development Center** is 4 of 5 STAR rated and accredited by the Association for Early Learning Leaders.

**Early Scholars Child Development Center** is 5 STAR rated.

**Brighton Center's Center for Employment Training** is accredited by the Council on Occupational Education and is approved to receive Title IV funding from the Department of Education.

Our **Homeward Bound Shelter** and **Independent Living Program** are CARF accredited demonstrating that we are guided by internationally recognized service standards and best practices.



We are monitored by external funding sources. Our **Homeward Bound Shelter**, which serves homeless and runaway youth, and our **Bright Days Child Development Center** and **Early Scholars Child Development Center** must be compliant with requirements of licensing.



# EARLY CHILDHOOD EDUCATION



FAMILIES AT NKY SCHOLAR HOUSE MADE & DELIVERED VALENTINE'S FOR SENIORS LIVING AT TWO RIVERS APARTMENTS ACROSS THE STREET



BRIGHT DAYS CHILD DEVELOPMENT CENTER'S PRE-K CLASS OF 2019 CELEBRATES GRADUATION

Every child deserves access to high-quality educational experiences that ensure they are on track for success in school. However, many families struggle to afford quality care. We support children in reaching important developmental milestones from birth through the start of kindergarten and beyond. To do this, we create a partnership with parents to provide the support they need in being their children's most important teacher. Together, children and their parents become **EVERYDAY SUPERHEROES** focused on life-long learning.

## PROGRAMS

- Bright Days Child Development Center
- Family Day Care
- Northern Kentucky Scholar House & Early Scholars Child Development Center  
*A collaboration with Neighborhood Foundations*

## OUR IMPACT: FY 2018-2019



100%

of children attending our child development centers for at least 12 months developed the skills necessary to begin school.



100%

of children attending our child development centers for at least 12 months were assessed age appropriate in cognitive and language skills.



93%

of parents at Northern Kentucky Scholar House made measurable progress toward a degree.



79%

of individuals at Northern Kentucky Scholar House showed movement toward self-sufficiency.



9

scholar house residents completed a certificate program, associate, or bachelor's degree.



## MEGAN:

Before coming to Brighton Center I was living in Kansas City, where I struggled in life, running from my problems and listening to peers' advice who were struggling themselves. My grandmother had recently moved to Cincinnati and wanted to help my son and I. She encouraged me to move and obtain my GED - which I did in three months through the help of the YWCA.

My first interaction with Brighton Center was shortly after moving to Northern Kentucky from Kansas City with one child and another on the way. Feeling very alone and in "last place," I had fallen behind on my rent. I reached out to Brighton Center and met with a Resource Advocate, Amy Thornton. I remember being so scared walking in those doors, but Amy looked me in the eyes and said, "Do you really think

this is it for you?" I immediately felt a weight lifted off of me and even though the immediate crisis was not fixed, her words lifted my spirit and ultimately changed my life.

Through Amy's encouragement, I was accepted into **Northern Kentucky Scholar House** and was awarded a \$10,000 scholarship from the Greater Cincinnati Foundation, as well as grants and awards from other agencies, so I could attend Gateway Community & Technical College. Because of Brighton Center and other agencies, I am now a Social Work major and am proud to say I have 4.0 GPA. I expect to graduate in the fall of 2020 with my associate's degree and then I will be pursuing my bachelor's degree in Social Work at Northern Kentucky University.

I am feeling stable and learning the importance of good credit and managing my income so I can support my two children - Travon, who is 9 and Tadin, who is 3. I am so proud of these boys. Travon is often seen at Scholar House offering to help moms carry in their groceries or sticking up for friends who may be feeling bullied at school. Tadin is doing well at **Bright Days Child Development Center**, another wonderful Brighton Center program. I am also able to give back, most recently sharing my story at a United Way kick-off event at Procter & Gamble. I also volunteer at Northern Kentucky Community Action Commission.

If I could send one message to others I would say, don't be afraid of help, be afraid of NOT asking for help. Waiting to figure it out may not always work, but reaching out to Brighton Center will open doors you don't expect, and will help you get further than you would ever imagine. I realize now that feeling in "last place" had value because my children and our future came first.

### DID YOU KNOW..

According to the Kentucky Board of Education, only slightly more than half of the students entering kindergarten were considered ready. Children in our programs enter kindergarten ready which sets them up for a lifetime of learning.



# COMMUNITY & YOUTH SERVICES



## PROGRAMS

- Homeward Bound Shelter
- Independent Living Program
- Safe Place
- Street Outreach
- Neighborhood Based Services
- Teens Linked to Care
- Youth Leadership Development



THE STREET OUTREACH TEAM VISITS A HOMELESS CAMP TO OFFER SERVICES



YOUTH LEADERSHIP DEVELOPMENT CLUB MEMBERS PARTICIPATE IN STEM BIKE CLUB IN NEWPORT

Brighton Center, at its very core, is a community-based organization invested in creating a better place for the **EVERYDAY SUPERHEROES** who live and work in our region. The needs of the community are the driving force behind the work we do in engaging all residents from young children to older adults. Programs and services for youth aim to ensure they have positive outlets for growth, safety nets during a crisis or hard times, and a support system to navigate into adulthood.



that time, I was able to visit Xavion every day. Staff at Homeward Bound always made sure I had food and basic necessities. Staff also worked with me through case management to look at job openings, apartment listings, and made sure we had proper documentation to apply for services such as child care assistance. Once I knew my son was safe, I was able to concentrate on finding employment, learn how to save and budget, and secure an apartment.

Over the summer, Xavion was able to participate in **Youth Leadership Development** [YLD] where he had the best summer ever enjoying activities he never would have otherwise. YLD taught him to be more respectful and follow rules better. Despite our situation, he was very happy and secure. When we finally got our own apartment, Homeward Bound staff helped moved us in. Welcome House and Brighton Center staff partnered to ensure we had kitchen items, bath items, and donated furniture, including a kitchen table and chairs.

One of the things I learned about myself through this journey is that I am capable and can take care of my son and myself. I learned that people did want to help us and I wasn't alone.

I am now stably housed with my son who is in school and doing well. I am working full-time and we feel so much safer. I know that Brighton Center is there for me if I need help in the future.

No matter what your situation is, don't hesitate. Go to Brighton Center and talk to someone. They may not have all the answers, but they will work to find someone who does.

## MENTHA:

I first became involved with Brighton Center after I was evicted from a sub-standard apartment in Cincinnati. I couldn't find stable work and didn't have anywhere to go. I ended up living under a bridge with my 10 year old son while my daughter lived with her biological father. One day, the police offered assistance by connecting us with **Homeward Bound Shelter**.

Homeward Bound provided a safe place for my son off the streets. It was a relief to know Xavion was safe and sheltered while I worked to get our situation straightened out.

I continued to stay on the streets for a couple of weeks until there was an opening at a local homeless shelter called Welcome House. During

### DID YOU KNOW..

Research shows that youth involved in after-school programs have improved school attendance and performance, as well as higher expectations for their future. After-school programs cut the drop-out rate in schools by 20%.

## OUR IMPACT: FY 2018-2019



153

Safe Place locations and mobile sites in Northern Kentucky.



393

homeless, abused, or runaway youth ages 11-17 received crisis services.



93

youth were served residentially at Homeward Bound Shelter.



77%

of Youth Leadership Development participants demonstrated social competencies.



144

individuals received information about substance abuse/HIV/STD prevention services in their community.



# FAMILY CENTER



## PROGRAMS

- Commodities
- Stable Families
- Emergency Assistance/Family Support
- CCDC Chemical Dependency Program
- Clothing Closet
- Community Events
- Community Garden & Mobile Markets
- Home Instruction for Parents of Preschool Youngsters
- Every Child Succeeds



A VOLUNTEER FROM ST. ELIZABETH HELPS STOCK THE FOOD PANTRY FOR FAMILIES WHO ACCESS SERVICES

For a family struggling to make ends meet, asking for help is often a last resort after exhausting all of their resources. Family Center staff work to solve the individual and unique set of challenges that bring each customer through our doors to ensure their basic necessities are met and goals for a better future are within reach. We provide the long-term support and guidance our **EVERYDAY SUPERHEROES** need to overcome barriers so that entire families are assisted from young children to older adults.



FAMILIES CELEBRATE COMPLETING EVERY CHILD SUCCEEDS

## JOSHUA:

It was the middle of August, 2017, and my three kids and I were homeless. That whole year was rough; we had been spending nights on the street, wandering around the streets of Newport during the day with them, not sure of where to turn for help, until someone told me Brighton Center could help with clothing and food. I met with Tiffany Neri at the Family Center, and she started guiding me to the right places and resources to get me back on my feet.

It's not easy being a single dad of three. You don't get as much help. I make too much money at my job to qualify for food stamps, but I'm not eligible for child support. I'm teaching myself the roles of being both a mom and a dad to my kids – learning to be patient, to listen, and be more sensitive while giving them structure, guidance, and discipline.

On top of making sure my kids and I had our basic needs met, Tiffany helped me sign up for Brighton Center's **Rapid Rehousing** program. Amazingly, within two months, I was lucky enough to sign the lease to my new apartment on Christmas Eve. It was such a great Christmas present.

Brighton Center helped me overcome food and housing insecurity. The staff helped me provide stability for my kids. We're now able to have a home. We can go outside and toss a football. I just taught my son how to ride his bike. My kids have so many new friends in our new neighborhood – where before, they were isolated. They can grow, learn, and express themselves with kids their own age. I've learned how to be the responsible man and father my kids need; keeping myself on the right path and not just living in survival mode. I can think through problems more clearly now, and provide for my family. Brighton Center helped me grow and mature in a big way. Without the help I received, I might have lost my kids to the system.

I have gained new confidence in my ability to be a parent, as well as the tools to establish goals and the courage to achieve them. Tiffany also helped me sign up for the **Individual Development Account**, which will match what I'm able to save so I can buy a car.

My life has changed so much since I met Tiffany with Brighton Center. I don't worry anymore about my kids ending up in an adoption agency, because I have the resources to give them a home and the courage to raise them the right way. To those who might be afraid of reaching out, Brighton Center will be there, ready to meet you where you are. Do the work in your program, and they will work with you.



## DID YOU KNOW..

Despite an improvement in unemployment rates, food insecurity in Northern Kentucky communities continues to remain high. In Campbell, Kenton, and Boone Counties, 45,680 people are considered food insecure.

## OUR IMPACT: FY 2018-2019



2,682

families received help during a crisis.



993

individuals received food through USDA Commodity Distribution.



5,117

individuals received assistance through a shopping pass in the Clothing Closet.



88%

of children in Home Instruction for Parents of Preschool Youngsters (HIPPI) were assessed age appropriate in cognitive and language skills.



100%

of children enrolled in Every Child Succeeds were assessed age appropriate in cognitive and language skills.



# FINANCIAL WELLNESS & VOLUNTEER ENGAGEMENT

## PROGRAMS

- Financial Education
- Homeownership
- Foreclosure Prevention
- Individual Development Accounts
- Volunteer Income Tax Assistance Sites
- Credit Smart Loans
- Senior Support
- Holiday Drive & Used Toy Sale
- Volunteers
- Retired & Senior Volunteer Program
- Senior Medicare Patrol



The path to financial stability often starts with a good education, a career, and managing finances. The reality though is that a bump or unexpected curve on that path can send a family into a downward spiral very quickly. We work with individuals and families based on their goals through financial coaching, education, and asset building. The **EVERYDAY SUPERHEROES** we serve learn to take charge of their hard earned money by making smart, informed decisions and planning for the future.



SOPHIA, A FORMER NKY SCHOLAR HOUSE RESIDENT AND CURRENT BRIGHTON CENTER BOARD MEMBER CELEBRATES PURCHASING HER 1<sup>ST</sup> HOME



A VOLUNTEER HELPS COMPLETE A CUSTOMER'S TAXES AS PART OF THE VOLUNTEER INCOME TAX ASSISTANCE PROGRAM

## OUR IMPACT: FY 2018-2019



99%

of individuals attending Financial Education increased their knowledge of financial concepts.



87

individuals improved their credit score.



50

individuals received information regarding foreclosure prevention services.



755

individuals received free tax preparation that brought \$980,345 in combined refunds back to hard working Northern Kentucky families.



39

individuals became homeowners.



## BRIDGET:

I first became involved with Brighton Center in September, 2018, when I came to a **homeownership** class which was required for Section 8 housing in Boone County. I met with Sharon Carr in **Financial Wellness** who talked with me about the **Individual Development Account (IDA)**, a matched saving program that can be used for homeownership.

I met with Sharon once a month while taking various **financial education** workshops, also offered by Brighton Center. During this time I was fortunate enough to receive support for my family through the **Food Pantry** and with gifts for my children during the **Holiday Drive**.

My biggest obstacle was trying to save money and avoid credit cards! I am proud to say that because of the financial tools I learned at Brighton Center, I was able to save \$1,000 and received \$4,000 as a result of the Assets For Independence federal grant supported by U.S. Bank. These funds enabled me to purchase my first home for myself and my children. I feel so blessed!

I will never forget the day I met Sharon at the bank and withdrew the \$5,000 for the down payment on the house. My future looks so bright now; I just bought my first home, and also recently bought a new car. I am so thankful for my many blessings. My future dreams are to continue to work hard, pay off my debt, and fix up my home. Thank you, Brighton Center, for all your help.

Brighton Center is amazing, helping you every step of the way to succeed. They will help you set up financial goals, help you manage your money, and help get your credit in order. They have wonderful programs, and if you want to buy a home, they have a wonderful homeownership class that gives you so much understanding about buying a home.

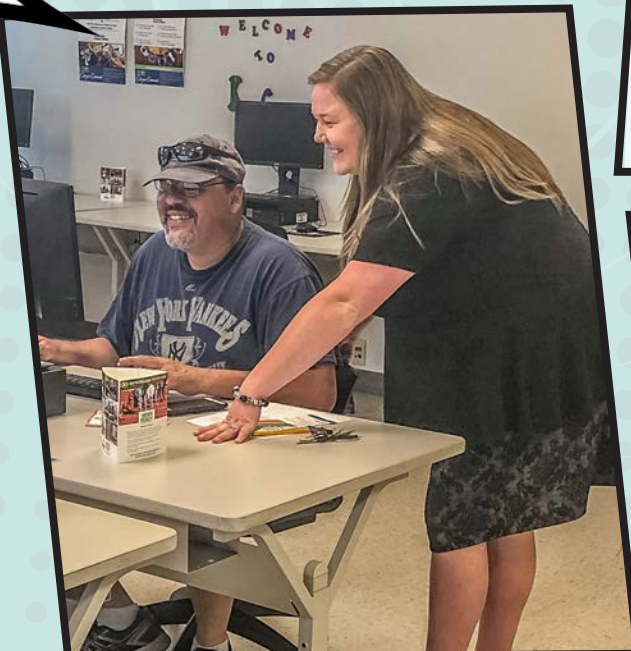
## DID YOU KNOW..

44% of Americans do not have enough cash to cover a \$400 emergency.

On average, recent college graduates have over \$37,000 in student loan debt.



# KENTUCKY CAREER CENTER



STAFF ASSIST A JOB SEEKER WITH SETTING UP AN ACCOUNT TO SEARCH FOR JOB OPPORTUNITIES

Kentucky Career Center focuses on providing services to both job seekers and employers. The goal is to align employer workforce needs with a skilled and qualified workforce by providing quality employment opportunities and training services across Northern Kentucky. Our **EVERYDAY SUPERHEROES** work with Career Center staff to secure and retain employment with a livable wage, benefits, and opportunities for advancement. Together, with employers and job seekers we create a region with a thriving workforce.



EMPLOYERS ATTEND AN INFORMATION SESSION ABOUT AVAILABLE SERVICES THROUGH THE CAREER CENTER

## PROGRAMS

- Kentucky Career Center
- Talent Development Services
- Youth Talent Development Services
- Employment Services

## OUR IMPACT: FY 2018-2019



90%

of those receiving intensive career advisement entered employment.



95%

of those who entered employment maintained it for six months after placement.



6,876

job referrals provided including pre-screening of candidates.



1,413

youth attended Career Center orientations or workshops (individuals complete job readiness program and learn workplace life skills).



158

job seekers received training in the Innovation Center.



From the moment Anthony walked in the Kentucky Career Center in February 2018, he was focused and determined to find a better way of life. Anthony had a past that most people might see as a barrier they would never be able to remove.

**ANTHONY:** I served 18 years in prison. I was young and addicted to drugs, hanging around the wrong people, and got caught up going down a negative path. After serving my time and obtaining a GED while in prison, I was released, but the difficulties continued. For the next four years, I remained very unsure about the future, and had difficulty obtaining and maintaining employment. Most jobs were seasonal and not dependable or secure for establishing financial stability. These positions were also not leading to any other further career opportunities or self-sufficiency, including my overall well-being.

I went to the **Kentucky Career Center** to get assistance with finding a job and was told about the Workforce and Innovation Opportunity Act (WIOA) grant that, if eligible, could possibly fund Commercial Driver's License (CDL) training.

With not having consistent work history, it was difficult to establish income. I was trying to make ends meet and get through each day but had to make decisions about whether to eat or pay rent, gas, etc. A Brighton Center Talent Development Specialist encouraged me to apply for Supplemental Nutrition Assistance Program (SNAP) benefits while getting on my feet.

In April, 2018, the training request was approved for CDL training. I was ecstatic and ready to start training. While training was not easy, and took an extra 3-4 weeks longer than the original time frame to complete, I worked hard, staying longer each day and came in additional days in order to get extra assistance with learning what was needed to be a good driver and pass the courses.

I finally completed the program and earned my CDL license! I then began looking for employment. My Talent Development Specialist coached me though the importance of being honest and up front about my background, and using a letter of disclosure as a tool for explaining it during the job search process. However, most companies would not even consider me.

Then one day, I walked into Gar Transport and introduced myself to the owner. He asked if I had a background and I was completely honest and proceeded to tell him that I had learned from my mistakes and was focused on bettering myself and doing everything possible to be the best person and employee I could. The owner appreciated my honesty and gave me a chance. On July 26, 2018, I started my job at Gar Transport. I have realized there is hope and that you just have to believe in yourself. Places like Brighton Center exist to help people and give them a chance to better themselves. The kindness and assistance I received has been so wonderful. One of the aspects that impressed me the most with Brighton Center is they offer a hand up, not a hand out.

Take a chance. Take a step forward and don't be afraid - Brighton Center is there to help. With a little work, effort, and support, dreams can come true. Now, I never have to look back, only forward to my future, which is very bright!

*In mid-December 2018, Anthony stopped by the Kentucky Career Center unexpectedly. Anthony had not only maintained employment, but he saved enough money to purchase his own semi! In addition to having his Class A CDL license, he now has all hazmat endorsements to go along with it. These accomplishments are the pathway to an even more incredible future both financially and for his overall well-being. He stated that he is now in a position to accept any job he wants, while still working under Gar Transport. His economic stability is on another level. He was able to pay off thousands of dollars in child support. He was overcome with emotion describing what that burden being lifted feels like. He stated that he never imagined that he would be in this position.*



# RECOVERY SERVICES



CENTER TABLE CATERING'S TEAM PREPARES A FRUIT DISPLAY FOR A CATERING EVENT

Our region has experienced first-hand the shocking realities of addiction which has left almost no one untouched by its effects. Women who access our Recovery Services benefit from a long-term, peer-driven program. The focus is to help women change their behaviors and attitudes related to their addictive lifestyle. Our **EVERYDAY SUPERHEROES** work on gaining the skills needed to live a sober lifestyle which includes social wellness, economic independence, and coping skills among others. On average, women spend 11-14 months at Brighton Recovery Center immersed in a supportive environment that holistically allows women to recover from the effects of addiction and rebuild their lives.



RECOVERY CENTER ALUMNI GATHER AT THE ANNUAL ALUMNI PICNIC

## PROGRAMS

- Brighton Recovery Center
- Sober Living
- Center Table, Catering with a Purpose

## OUR IMPACT: FY 2018-2019



363

women served through the Recovery Center.



146

events were catered by Center Table, Catering with a Purpose.



82%

of women demonstrated skills to overcome barriers to recovery.

### Significant Decreases In:

- ↓ Illegal Drug Use
- ↓ Depression
- ↓ Anxiety
- ↓ Suicide Ideation
- ↓ Homelessness

### Significant Increases In:

- ↑ Quality of Life
- ↑ Employment
- ↑ Ability to Meet Basic Needs
- ↑ Recovery Supports
- ↑ Improved Mental Health & Feelings About Self



**MOLLY:** I was lost in active addiction for close to 20 years before coming to **Brighton Recovery Center [BRC]**. I struggled being a mother to my four children. I was unemployable, untrustworthy, and unreliable, isolated from family, and could not see the crash course which lied ahead in my own future.

While in active addiction, I had a few run-ins with the Department of Corrections due to my unmanageable lifestyle. In 2012, I became a resident of BRC through a Department of Corrections referral. The Recovery Center saved my life. If it were not for the amazing long-term program and the caring staff that loved me through the process, I doubt I would be able to tell my story today.

When I came to BRC I did not want to be surrounded by so many women, but I wanted sobriety more than anything. I was reluctant in the beginning, but saw something in the women that I wanted. As I progressed through the components of the program I began to see changes in myself that made me want sobriety even more and in all aspects of my life.

Brighton Center taught me how to live. I learned the Recovery Dynamics program which introduced me to a 12-step program to treat my addiction. I was able to use the tools I learned to change my habits and lifestyle, which has given me the ability to become a productive member of society.

I no longer wake up in the morning regretting my life, needing to feed my addiction, and cursing GOD. Now, I wake up and thank GOD for my sobriety and all the blessings that he has given me. I have no regrets now because I know how to use my journey to help others with their own. I now have a clear path for my future. I am an awesome mom to my (now) five children. I met my significant other in recovery. He and I have purchased our first home just over a year ago. I am now a trustworthy friend, 12-step supporter, BRC alumni, and a reliable source of hope for others. Today, I have over seven years of sobriety, spend lots of time with my family, and I am blessed to be employed with the program that saved my life.

My hopes and dreams for the future are to continue pursuing a career in addiction and recovery and to use what I have learned in my journey to help others. This is a passion I hold dear to my heart. I never thought I would have the opportunity to work in the program which saved my life. I am forever grateful to BRC for seeing in me what I could not see in myself so long ago. I can hold my head up high with dignity, knowing that I am no longer that lost little girl, but an empowered woman with a bright future. Thank you, Brighton Center!

## DID YOU KNOW..

\$1 = up to a \$2.56 return in avoided costs for every dollar invested in providing recovery services according to a study by Recovery Kentucky.



# WORKFORCE DEVELOPMENT



## PROGRAMS

- Center for Employment Training
- City Futures
- Career Bridge



TWO TRAINEES CELEBRATE RECEIVING MICROSOFT OFFICE CERTIFICATION AT CENTER FOR EMPLOYMENT TRAINING



MEDICAL ASSISTING TRAINEES PRACTICE THEIR SKILLS AT CENTER FOR EMPLOYMENT TRAINING

Gaining employment with a livable wage and benefits is often one of the most challenging issues faced by individuals and families working toward self-sufficiency. Workforce Development services focus on creating opportunities for our **EVERYDAY SUPERHEROS** to access free training, develop job skills, and obtain credentials leading to a career that will create a stable foundation to build upon. Staff work with customers to identify their interests, strengths, and areas of difficulty to create individualized career readiness strategies that include education and teaching of workplace success skills.



When asked for one word to describe herself, Aurora Butler did not hesitate. "Adaptable," she said. "I am always able to adapt to my situation and make it work for me. Although being the sole provider for three children is difficult, I knew I could not give up."

**AURORA:** My experience with Brighton Center began over two years ago. The community of City Heights was hosting a job fair. As a resident of City Heights, I decided to attend the event with a friend. At the job fair, I met a representative from Brighton Center's **Center for Employment Training** [CET]. The following week, I attended an info session and enrolled shortly after in the Medical Assisting skill division. CET deserves all the credit for providing the foundation I needed to be successful.

After graduation, I was hired as a medical assistant at The Christ Hospital in Cincinnati. I don't own a vehicle and rely on public transportation. Despite the almost hour and a half daily commute each way, I was able to maintain employment at The Christ Hospital for close to a year. In late March 2019, my day care provider could no longer provide coverage after 6:00 p.m. With the length of my commute, it was impossible to maintain my position at The Christ Hospital and be back in time to pick up the kids from day care. This left me with no other choice but to resign.

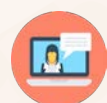
After resigning from my position, I was feeling depressed. I reached out to my Career Coach at CET who set up an appointment at the City Futures office in City Heights. The Career Coach and Career Developer with the **City Futures** program helped update my resume and initiate a job search. I began to volunteer daily at the City Futures office and am now serving as a Community Coach working with residents on their career pathway. Finally, the call I had been waiting for finally came. St. Elizabeth Healthcare wanted me to come in for an interview.

I worked with the City Futures Career Developer to get ready for the interview through mock interviews to help prepare for the big day. I was connected to Dress for Success for appropriate professional clothing. I was nervous, but feeling confident. I knew I had what it took to be successful. Then came the good news, I got my dream job!

*Adaptability and a belief in herself. Those were the keys to opening up a whole new future for Aurora. When learning of her new career at St. Elizabeth, Aurora felt that she had "overcome the impossible." She had wanted to work at St. Elizabeth since she interned there in 2017. After her internship, St. Elizabeth did not have any openings and Aurora took the position at The Christ Hospital. Over the past two years, she applied for a number of positions but had been unable to break through. Aurora kept pushing, never giving up on her dream. Today, she has accomplished her goal and is ready to begin working on her next one. She is working with a financial coach through the City Futures program and her next goal is to purchase a car and eventually a home.*

*Aurora continues to serve as a mentor and role model for her community. She participates in programs and events sponsored by the City Futures program and encourages her friends and neighbors to do the same. Aurora knows that her story is a story of empowerment. She readily shares it to offer hope to others and to let them know dreams really can come true.*

## OUR IMPACT: FY 2018-2019



139

individuals received training through the Center for Employment Training.



51

trainees increased their net worth.



85%

of trainees maintained their employment for 12 months after completion of a skill division.



\$20,117

average wage gain for those placed in employment.

**DID YOU KNOW..**  
37% of jobs between 2018-2028 will require some type of post-secondary education according to the GCF jobs outlook 2028.





LEWIS FUGEMAN

"MY SCRIPPS HOWARD FOUNDATION INTERNSHIP GAVE ME THE TOOLS TO BUILD A STRONG FOUNDATION AS A MARKETING COMMUNICATIONS PROFESSIONAL, AND THE INCREDIBLE EXPERIENCES NECESSARY TO DISCOVER MY DEEP PASSION FOR WORKING FOR PURPOSE-DRIVEN ORGANIZATIONS. I AM THRILLED TO BE BACK AT BRIGHTON CENTER, AND SO THANKFUL TO WORK WITH OUR DEEPLY COMMITTED TEAM AS WE WORK TO ADVANCE OUR MISSION."  
- LEWIS FUGEMAN



AMERICORPS NCCC VOLUNTEERS



GEORGIA MOOK



A VOLUNTEER PLAYS WITH A CHILD AT SCHOLAR HOUSE

"AS AN AMERICORPS VISTA MEMBER I HAD THE OPPORTUNITY TO SERVE AT BRIGHTON CENTER. I WORKED IN CREATING EFFICIENCIES AND BUILDING CAPACITIES AROUND THE FAMILY CENTER'S FOOD DISTRIBUTION AND VOLUNTEER PROGRAMS. I HAD THE OPPORTUNITY TO DIG DEEP INTO WHY BRIGHTON CENTER DID THE THINGS THEY DID AND WHAT IT REALLY MEANT TO BE PART OF A COMMUNITY OF SUPPORT. WHEN MY VISTA YEAR WAS OVER AND I WAS LOOKING FOR ANOTHER JOB, I COULDN'T IMAGINE GOING ANYWHERE ELSE. MY OWN COMMUNITY OF SUPPORT WAS AT BRIGHTON CENTER. I AM SO GRATEFUL FOR THE CHANCE TO DIVE DEEPER INTO BRIGHTON CENTER'S WORLD OVER THE LAST FOUR YEARS." - GEORGIA MOOK



## AMERICORPS

VISTA volunteers were among the very first set of volunteers to assist the Center back in the late '60s. AmeriCorps VISTA members commit their time to address critical community needs and have played a direct role in our efforts to address issues related to hunger, homelessness, nutritious eating, housing, early childhood education, and economic stability for families on the path to self-sufficiency. Many of our VISTA volunteers have also gone on to become members of our staff. Their efforts have truly transformed the lives of people in our community.



## SENIOR CORPS

Senior Corps is another valued program under the Corporation for National and Community Service that connects adults 55+ to volunteer opportunities within communities. Brighton Center coordinates this effort across Northern Kentucky and places volunteers not only within our programs, but also in agencies across the region. Senior Corps volunteers are an incredible asset for our region as they provide consistent support in critical areas of need. Senior Corps volunteers are also able to use their years of workforce experience to help in high-capacity roles within organizations.



## INTERNS

Interns play an important role in supporting staff throughout the agency while also learning valuable career skills during their undergraduate or graduate studies. Brighton Center has received generous funding from the Scripps Howard Foundation for a paid Marketing & Communications intern during the summer for four consecutive years. These interns make a huge difference in our ability to reach people who need services, make connections within the community, and raise funds to support programs.

# DUKE ENERGY: EVERYDAY SUPERHEROES

THE ELIZABETH HERALD COMMUNITY SUPPORT AWARD WAS ESTABLISHED TO HONOR THOSE PEOPLE OR ORGANIZATIONS WHO WORK SIDE BY SIDE WITH US TO ACHIEVE OUR MISSION AND IMPACT OUR COMMUNITIES. THE AWARD IS NAMED AFTER LIZ HERALD, WHO WAS A LONG-TIME VOLUNTEER WHO SPENT COUNTLESS HOURS LEADING A QUILTING CLASS FOR THE NEIGHBORHOOD, PLANNING DAY OUTINGS FOR LOCAL SENIORS, AND SERVING ON OUR BOARD OF DIRECTORS. SHE SET AN EXAMPLE OF LEADERSHIP AND BELIEVED IN OUR MISSION WITH ALL HER HEART AND SOUL. THIS AWARD IS THE HIGHEST HONOR WE GIVE A COMMUNITY PARTNER.

THIS YEAR, WE ARE PROUD TO HONOR DUKE ENERGY WITH THE COMMUNITY OF SUPPORT AWARD.



Not only has Duke Energy helped steer the direction of our organization through many years of board member participation, but they've played a strong role in the community along with serving on the Workforce Investment Board, GROW NKY, the Chamber, and many other non-profit Boards. They are truly invested in the NKY community!

Volunteerism and financial support also reflects Duke's commitment to Brighton Center. Most recently, Duke volunteers mentored young adults at our City Futures program, helped clean up Campbell Lodge, and supported the STEM Bicycle Club. Duke volunteers also built a shed at Brighton Recovery Center and painted and cleaned up an apartment on 10th street in Newport for our Transitional Living Program. They are not afraid to roll up their sleeves and put in some sweat equity for our customers.

When we look back at how they have supported our events and programs – we can document over \$150,000! They've helped support the Center for Employment Training, NKY Scholar House, Kentucky Career Center, and Brighton Recovery Center. Our staff also have negotiated countless payment plans between Duke and our customers. They've made available energy audits and the supplies to make homes more energy efficient available to our neighbors, and they've helped us save money on our facilities, too, with special programs to install LED lighting.

Their reach is far and wide, touching many people's lives in a positive way. We are grateful for their partnership and shared vision of creating a strong workforce and community.

# VOLUNTEERS: EVERYDAY SUPERHEROES

Brighton Center is incredibly fortunate to have so many amazing volunteers who give of their time and talents every day. From the very beginning, volunteers have played a critical role in the success of not only the Center, but also the individuals and families who come to create a better life for themselves.

Volunteers are truly superheroes as they work alongside staff and with customers to remove barriers and create a path to self-sufficiency. Our AmeriCorps and SeniorCorps volunteers through The Corporation for National and Community Service, along with interns from local universities, play a particularly large role in providing long-term impactful support.

## VOLUNTEERS PROVIDED IMPORTANT SUPPORT TO PROGRAMS BY:

- Helping to stabilize families who are experiencing a crisis.
- Providing experiences to youth to build leadership and reach their fullest potential.
- Providing necessary supports in our Early Childhood Education programs to help children reach developmental milestones.
- Providing free tax preparation that puts refunds back into the hands of hard working NKY families.
- Providing assistance with resumes and conducting mock interviews to individuals seeking employment.
- Providing vital supports to women on their path to recovery.

**WE SIMPLY COULD NOT DO THIS WITHOUT OUR VOLUNTEERS!**



**2,954**  
volunteers.



**29,363**  
total volunteer hours. This equates to 14 full-time positions.




**\$708,823**  
total value of all volunteer hours.



**356**  
volunteers participated in the Retired & Senior Volunteer Program at 28 volunteer sites throughout Northern Kentucky.



ANNUAL  
DONORS



THANK YOU FOR GIVING BRIGHTON CENTER THE PRIVILEGE AND THE HONOR THROUGH YOUR GENEROUS DONATIONS, TO TOUCH HUNDREDS OF LIVES EACH AND EVERY DAY IN SO MANY MEANINGFUL WAYS.

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# SAVE THE DATES



## 80's Throwback Party

Saturday, February 1, 2020



## Mardi Gras for Homeless Children

Tuesday, February 25, 2020



## Roaring 20's Gala

Saturday, May 16, 2020



## Wine Over Water

Saturday, September 12, 2020



Thoroughbred Hog  
Brian & Tracy Todd  
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AMS Business Equipment  
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Arthur J Gallagher  
Asbury United Methodist Church  
Donald Bahr  
Chelsey Bailey  
Amy Baldrige  
Gerald & Clara Bandy  
John & Charlene Bankemper  
Richard Barnes  
Ellen Bates  
Norbert Baumann  
Raymond & Elizabeth Beck

Anthony Becker & Susan Wheatley  
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# 7 AMAZING THINGS DONORS HAVE MADE POSSIBLE THIS YEAR



Raised \$13,950 for our Family Center at a special auction during our Havana Nights Gala to support emergency assistance for families.



Provided 4,425 individuals with food or gifts during the holidays.



Raised \$10,000 for Northern Kentucky Scholar House in support of single-parents and their children's education success.



Built and provided "beds in a bag" for 100 children across Northern Kentucky through Safety Net Alliance's Build a Dream project.



Mardi Gras for homeless children raised \$50,543 to support homeless teens at Homeward Bound Shelter.



80s Throwback Party hosted by Katie Walters of Q102 raised \$16,000 for Brighton Recovery [45,000 in six years].



Provided funding for an agency-wide database to increase efficiencies and bundling of services for customers.



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Did you know there are ways to support Brighton Center that don't affect your current lifestyle or your family's security? Such giving techniques are called "planned gifts," because with thoughtful planning, you create win-win solutions for you and Brighton Center.



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Germaine & Richard Zimmerman  
Anthony Zorio & Amanda Robinson

Every effort is made to ensure accuracy.  
If you notice an error in our donor  
listing please contact Becky Timberlake,  
Development Director at  
859-491-8303 ext. 2406 or  
btimberlake@brightoncenter.com.

This listing reflects monetary donations  
only received between July 1, 2018 and  
June 30, 2019. Thank You!

**SUPER STAFF**



KATE ARTHUR

**EMPLOYEE OF THE YEAR**

**KATE ARTHUR**  
COMMUNITY & YOUTH SERVICES DIRECTOR

Kate has been with Brighton Center almost 19 years. She started as a Coordinator for the Court Support program, then moved on to Homeward Bound. She currently is our Director of Community and Youth Services overseeing Homeward Bound Shelter, Street Outreach, and Youth Leadership Development. She's managed many other programs while at Brighton, including the Holiday Drive. Her love for the youth and families in our programs is contagious! She has a passion for serving her customers, and she works in a way that holds them accountable but with a genuine caring heart. She advocates for changes in policy both locally and at the state level. Volunteers and donors feel her passion and connection to the work and she makes strong connections in the community constantly nurturing those relationships. She is dependable, trustworthy, detail-oriented, and has high expectations. Kate is a valued member of our leadership team and we're grateful for her many years of dedication to our mission.



ELLEN BATES

**SUPERNOVA**

**ELLEN BATES**  
WORKFORCE INNOVATION DIRECTOR

This award recognizes an employee who has risen through the ranks of the agency by seeking additional responsibility and through self-improvement.

Ellen began her career at Brighton Center six years ago as a Workforce Development Specialist. She went on to be promoted four times over those years to her current position as Workforce Innovation Director. Ellen has consistently demonstrated her commitment to the agency mission and excellence. Her respect for our customers and her drive to constantly learn about the workforce development field and create innovative ways to meet our customer's needs is inspiring. She is a true team player! Ellen's leadership is also well known in the broader workforce community where she was one of 40 leaders of business, industry, and education from across the state to have been named as the first Champions selected to attend Kentucky's Talent Pipeline Management (TPM) Academy. Talent Pipeline Management is an employer-led approach to identifying specific workforce needs as well as training and quality issues and solutions to persistent workforce-related challenges.



JUNE MILLER

WONDA WINKLER

**BOILED FROG**

Katie Ashcraft  
Gabrielle Fletcher  
Brendan Goth  
Katie Luning  
Mindy Puckett  
Georgia Mook  
Bill Roeding  
Elizabeth Specht

**TENURE AWARDS**

**35 Years**  
June Miller

**25 Years**  
Wonda Winkler

**20 Years**  
Judith Brown

**10 Years**  
Mike Gilbert  
Jessica Schierling  
Jamie Coyle  
Jamie Linkugel  
Loretta Walker

**5 Years**  
Ellen Bates  
Randolph Smith  
Deana Sowders  
Lauren Allhands  
Lavar Marshall

**DIRECTOR AWARDS**

Elizabeth Adams  
Sue Breving  
Jill Bundy  
Cheryl Morris  
Tiffany Neri  
Brian Osborne  
Bill Roeding  
Jesse Shelburne  
Martha Sterling



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## Brighton Center Directory of Services

### Administrative Offices

**President & CEO:** Tammy Weidinger  
**Executive Vice President:** Wonda Winkler  
**Chief Financial Officer:** June Miller  
**Senior Director Family Economic Success:** Melissa Hall Sommer  
**Grants & Quality Improvement Administrator:** Jennifer Hansert  
**Director of Development:** Becky Timberlake  
**Director of Facilities & Community Development:** Tony Herms  
**Human Resources Director:** Mary Decker

### Community and Youth Services

**Director:** Kate Arthur  
13 E. 20th Street  
Covington, KY 41014  
Phone: [859] 581-1111

### Kentucky Career Center

**Operator:** Correy Eimer  
**Director:** Ellen Bates  
1324 Madison Avenue  
Covington, KY 41011

### Early Childhood Education

**Director:** Dellisa Ford-Edwards  
Bright Days Child Development Center  
7th & Park Ave.  
Newport, KY 41071  
Northern Kentucky Scholar House  
450 W. 6th Street  
Newport, KY 41071

### Workforce Development

**Director:** Talia Frye  
Center for Employment Training  
601 Washington Avenue, Suite 140  
Newport, KY 41071

### Family Center

**Director:** Helen Hill  
799 Ann Street  
Newport, KY 41071

### Recovery Services

**Director:** Anita Prater  
375 Weaver Road  
Florence, KY 41042  
Phone: [859] 282-9390

### Financial Wellness & Volunteer Engagement

**Director:** Stephanie Stiene  
799 Ann Street  
Newport, KY 41071



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P.O. Box 325  
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Fax: [859] 491-8702  
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*Brighton Center is an equal opportunity employer and service provider offering advancement to all qualified persons regardless of race, color, religion, gender, age, sexual orientation, ethnic or national origin, or disability.*