

PIECING TOGETHER

The Journey
Toward
Self-Sufficiency



BRIGHTON CENTER
A COMMUNITY OF SUPPORT

Annual Report
FY 2016-2017

OPPORTUNITY



PERSISTENCE

COLLABORATION



HOPES & DREAMS



SUCCEED

GIVE BACK



DETERMINATION



COMMUNITY

OUR MISSION

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



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.

PIECING TOGETHER THE JOURNEY TOWARD SELF-SUFFICIENCY

Every day we are inspired by the people we serve. People who have faced incredible odds; whose lives are complicated and stressful; who nothing comes easy for; who open themselves to accept the help from others and go on to rebuild or reroute their lives. We provide an opportunity, but they do the hard work of transforming their lives.

PIECING TOGETHER THE JOURNEY TOWARD SELF-SUFFICIENCY is about supporting individuals and families from all walks of life and across all age groups for however long it takes to reach long-term stability. It is about creating opportunities for individuals to restore their lives through the support, guidance, and commitment of our incredibly dedicated staff.

Everyone who comes to Brighton Center walks a unique path on their journey to achieving self-sufficiency. Together with your support, we help individuals and families piece together that journey

by providing a comprehensive array of services that are bundled together to meet their individual needs.

Through our 39 diverse programs, we provide targeted family support, opportunities for quality education, employment connections, and leadership. Our customers benefit from a holistic, family-centered approach that becomes a partnership in helping them reach their hopes and dreams for the future.

Since 1966, we have grown to become a trusted leader that strengthens the community around us and engages in positive, lasting change. We believe our customers know their situation best and that will always be the guiding light for the work we do. We know it takes hard work and determination to **PIECE TOGETHER THE JOURNEY TOWARD SELF-SUFFICIENCY**, but we could not possibly provide the long-term support we for families without the generosity of others.

A handwritten signature in blue ink that reads "Tammy Weidinger".

Tammy Weidinger
President & CEO

A handwritten signature in blue ink that reads "Jeremy Hayden".

Jeremy Hayden
Board Chair



It would be an understatement to describe Northern Kentucky Scholar House as a great place. It is so much more than that. I can remember walking in and gaining the confidence that this could work. It gave me hope. I can honestly say that without it, I would not be where I am today.

- Sophia Depenbrock



To this day, I am 20 months sober. I owe it all to the love and support at Brighton Recovery Center. I have a job for the first time in a long time that I've kept for five months. I found a new love in drawing when before, my only hobby was using. The Recovery Center gave me the ability to be a friend and care about other people. I thank them every day.

- Shelby Hodge

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.



Building SELF-SUFFICIENCY

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.



BUILDING CONNECTIONS

- 1,812** youth received information about how to access a Safe Place
- 948** individuals accessed USDA Commodities and our Choice Food Pantry
- 3,943** seniors were reached through community education events by the Senior Medicare Patrol

BUILDING SKILLS

- 13,954** individuals received workforce services such as intensive job readiness, training, or placement
- 548** individuals developed skills & increased their knowledge foundational to independent living and home retention
- 636** families made a significant step toward reaching their self-sufficiency goals

BUILDING A FUTURE

- 1,976** customers, residents, and seniors volunteered to strengthen and serve the community that supported them
- 520** individuals were employed a minimum of 90 days
- 974** individuals built financial assets for the future

OUR CORE VALUES

Each individual has inherent worth and dignity.

All families and individuals know their situation better than anyone and are able to examine choices and make decisions that will affect their lives.

Our staff establishes a respectful relationship with families and individuals that builds on and enhances strengths, and fosters involvement in community life.

Our programs are community-based, accessible, appreciative of differences, operate with a minimum of bureaucracy, and have a positive impact on families and individuals.

Our community is strengthened by our partnership with families and individuals to encourage them to serve as resources to each other, and to establish, promote, and build civic, school, and community responsibility.

Our staff is committed to continual growth and change and a willingness to meet community needs.

We offer community-wide leadership in planning and developing effective services.

We encourage collaborative efforts that will result in better services for the families and individuals of our community.

We are accountable to our community, funders, and Board of Directors for the effectiveness of the services we provide.

OUR IMPACT: ON THE NATIONAL STAGE

Brighton Center's commitment to data-driven results for our customers and community has resulted in several opportunities to engage in work on a national level. Here are just a few highlights of national efforts we are engaged in.

Race Forward

Brighton Center was invited to be an advisor to their Workforce Development and Racial Equity Project Report with a focus on the healthcare and technology occupations. Additionally, on June 15, 2017, Race Forward released their report, *Race-Explicit Strategies for Workforce Equity in Healthcare and IT*. Brighton Center was one organization profiled in this report. The report identifies patterns and offers solutions for bolstering racial equity in the workforce development field. The Center was also invited to be one of three to four

One Stop centers and community-based training organizations to conduct a racial equity readiness assessment. This assessment is a deep dive into the operations, programs, and impacts of an organization to determine where racial bias might unknowingly be operating and identify areas for growth.

Institute for Women's Policy Research (IWPR)

Brighton Center was one of eight programs specifically highlighted in a report published by the Institute on January 31, 2017 titled *Programs to Support Job Training Success: Innovations to Address Unmet Needs*. Prior to this, Brighton Center's partnership with Partners for a Competitive Workforce to track domestic violence data for people engaged in our education and training programs was highlighted in a IWPR webinar.

W.K. Kellogg Foundation

Brighton Center is one of seven in the county selected for the STEP's Pilot (Supporting Transitions to Employment for Parents) charged "to increase greater educational, employment, and economic security outcomes for unemployed mothers and their children through advancing formal partnerships between workforce development and early care stakeholders serving children 0-8."



2017 Torch Award
HONOREE
Cincinnati Better Business Bureau

Brighton Center staff execute our mission every day through our Core Values which guides the way we interact with our customers, community, and partners. This effort to deliver the highest level of service possible was recognized by the Better Business Bureau Center for Ethics. On October 20, 2017, Brighton Center was named a 2017 Honoree of the Cincinnati BBB "Torch Award for Marketplace Ethics." The award recognizes an organization's commitment to ethical practice.

"At the Center, our passion is ethics," said Corrie McGlothlin, Program Director of BBB Center for Ethics, "and we really take pride in commending businesses and nonprofits that share our enthusiasm for it. The Torch Awards allow us to highlight the good that comes out of the Cincinnati community and the success that can be found when you center your business around values."



33,102

individuals (or 15,487 families) received help during a crisis, had a basic need met, or received a connection to other services in the community.



4,485

children in our early childhood education programs, and 89% enrolled a minimum of six months demonstrated growth in multiple domain areas.



2,314

homeless and runaway youth received crisis services at Homeward Bound Shelter.

INDIVIDUALS SERVED BY PROGRAM

BRIGHTON RECOVERY CENTER FOR WOMEN

Brighton Recovery Center	300
Sober Living	15
Total	315

COMMUNITY & YOUTH SERVICES

Safe Place	1,812
Homeward Bound Shelter	509
Independent Living Program	8
Neighborhood Based Services	770
Youth Leadership Development	551
Total	3,650

EARLY CHILDHOOD EDUCATION

Bright Days Child Development Center	180
Family Day Care	277
Home Instruction for Parents of Preschool Youngsters (HIPPY)	274
Every Child Succeeds	735
Total	1,466

FAMILY CENTER

Commodities	948
Stable Families	500
Emergency Assistance	6,017
Senior Support	176
Clothing Closet	10,864
Holiday Drive and Used Toy Sale	2,642
Community Events	250
Volunteers	1,567
Retired and Senior Volunteer Program	340
Senior Medicare Patrol	3,943
Community Garden & Mobile Markets	619
Total	27,866

FINANCIAL SERVICES

Financial Education	434
Homeownership	92
Foreclosure Prevention	507
Individual Development Accounts	45
Reverse Mortgage	15
Volunteer Income Tax Assistance (VITA) Sites	778
Credit Smart Loans	16
Total	1,887

NORTHERN KENTUCKY SCHOLAR HOUSE

Northern Kentucky Scholar House	133
Total	133

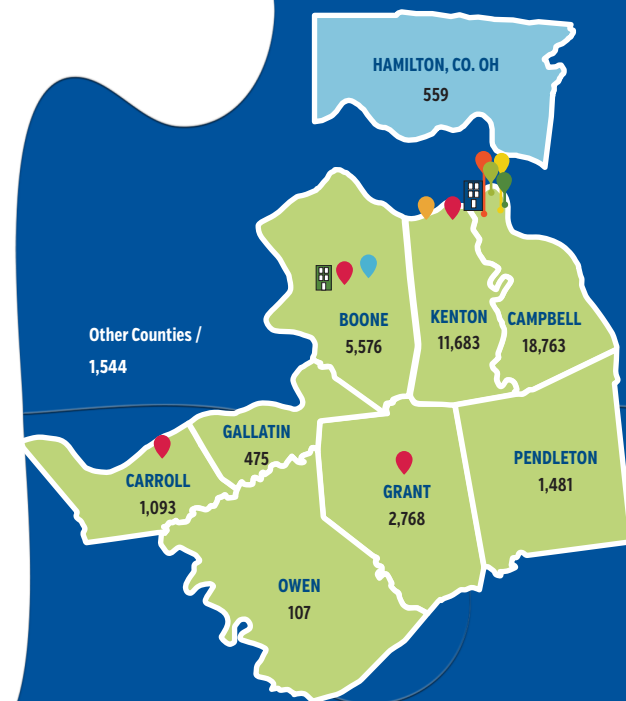
WORKFORCE DEVELOPMENT

Center for Employment Training	311
Career Connections	6,391
Step Up	173
Innovation Center	1,683
Step Forward	174
Total	8,732

**TOTAL
INDIVIDUALS
SERVED**

44,049
through 39 programs

INDIVIDUALS SERVED BY COUNTY



4,110

families served with free
tax preparation resulting in
\$5,667,385 in tax refunds.



70,453

individuals received workforce services
such as job fairs, job readiness, training
or placement.

79% of those placed retained
employment at six months.



1,585

women were served residentially
through Brighton Recovery Center for
Women.

74% reported no relapse six months
after completion.

- 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

A Strategic Look TOWARD THE FUTURE

Since 1967, and every four years since then, Brighton Center has conducted a community assessment to ask our customers their hopes and dreams. We believe families know their situation best and are capable of making decisions that impact their lives. This philosophy, which is reflective of our core values and mission, drives our strategic planning process.

WHO WE SPOKE TO

- 667** Individual Community members
- 78** Employees
- 47** Key Community Stakeholders
- 39** Volunteers

COMMUNITY MEMBERS

- 87%** are living under the income necessary to be self-sufficient.
- 75%** are female and single or divorced.
- 67%** are between the ages of 18-49.
- 67%** of households are working.
- 40%** are not working the amount of hours they want.
- 40%** attended at least some college to having a graduate degree.

WHAT INDIVIDUAL COMMUNITY MEMBERS SAID

64% said their lives are better than four years ago.

Top 3 Worries:



**Money
Finances
Bills**



Health



**Job/
Employment**

Top 3 Personal Hopes & Dreams:



**Job
Career
Employment**



**Own A
Home**



**School &
Graduate**

Top 3 Hopes & Dreams For Children:



**Education
College
Good Grades**



Happy



Successful

What Makes You Most Proud of Your Family?



**Love
Support/Care
Willing to Help**



Child/Children



**Hardworking
Successful
Overcome**



A common thread was apparent as we pulled together all the trends: **individuals understand how critical good education and employment are to their success and that of their children.** Job attainment, education, better finances, response to heroin and other drugs, and supports & services for youth were all prioritized as essential in strengthening families and communities.

THE PLAN

FY 2018-2021

YOUTH

GOAL: Ensure youth (school age to 24) have the supports and services necessary to reach their full potential and are positioned to achieve success in life.



EDUCATION, EMPLOYMENT, & FINANCIAL

GOAL: The education, employment, and financial education needs for our families are met resulting in a career that allows families to achieve their financial goals.



HEROIN EPIDEMIC

GOAL: Our response to the heroin epidemic is clearly communicated and aligned with the community, and active steps are taken to ensure that the needs of our families are addressed.



ORGANIZATION




GOAL: The organization fully integrates services internally and within the community.



BRIGHTON RECOVERY CENTER



Our region has experienced first-hand the shocking effects of addiction but, with long-term support and comprehensive recovery services **PIECING TOGETHER THE JOURNEY TOWARD SELF-SUFFICIENCY** for the women who come to Brighton Recovery Center is possible. Our peer-driven approach to recovery is successful in helping women change the behaviors that led them to addiction and gain the skills to lead sober lives.

-  Brighton Recovery Center
-  Center Table, Catering With A Purpose
-  Sober Living

JENNIFER: I never envisioned recovery. Every fiber in my body was scared of what's next and that's what restricted me from recovering in the past. I couldn't deal with all the pain I caused from this monster called addiction, I just wanted to be numb. But I did it and if I can do it, anyone can do it.

There was a point where all I could think about was my next fix; when it was going to be, where I was going to get it, and how I was going to get it. It lured me to do immoral things. I didn't want to look in the mirror.

My family eventually pushed me out on the streets so they wouldn't enable me to use anymore. My boyfriend and I would jump couch to couch, doing whatever we needed to do to survive. We lived in a trailer; stealing electric, stealing water, and selling drugs to get our next fix.

I tried multiple times to clean up. I called rehabs but they either needed money or insurance. When you are a drug addict, all your money goes to the addiction. You don't have insurance. I tried to go to the hospital to dry out and detox, but every time I got out I would just go back to what I was doing. The hardest part about getting clean wasn't the physical withdrawal, it was actually staying clean. You don't know how to deal with the trauma you have brought into the world so just go back to using. It engulfs you.

I finally got arrested; the neighbors called the cops on me and saved my life. I got busted for possession. They released me on probation and of course, I didn't pass my first drug test. I was then arrested and sent to Grant County Jail for two months, praying to God and scared to death. I knew I needed to go through a recovery center. I prayed for a bed to open. They released me to **Brighton Recovery Center** after two months, and around the same time, my boyfriend got released to a recovery center in Northern Kentucky as well. I knew this was the beginning of recovery. God sent me a sign that this was my chance to get clean and I finally took it.

Brighton Center introduced me to a fellowship of people that are facing the same struggles as me. We built a support system around each other and they wanted to stay sober just as bad as I did. Everything they asked me to do, I did whole heartedly because I never wanted anything more than to live in recovery.

I was in Brighton Recovery Center for a year and a month. Before Brighton Recovery Center, I didn't have a relationship with my family.





They didn't want me around. Now they want to spend time with me. This year we went on vacation together. My brother lets me hang around my nieces and nephews. My kids want to talk to me and support me. Recovery has also brought me and my boyfriend together. We now support each other and we work as a team. We are each other's support in recovery everyday.

When I was at Brighton Recovery Center, we trudged a mile and half every day to our classes. I would see individuals driving to work, taking care of their families, paying bills and that's what I wanted. I dreamed to live a normal life. I didn't know sobriety most of my life. I didn't know how it felt to live normally. As of today, I get to ride in my car to work, all my bills are paid, and if my family needs me, I am there. I get to go to a comfortable home and go to picnics and family vacations. I am living my dream.

Thank you, Brighton Center, for investing in me. If it wasn't for you creating these opportunities, I might have died from my addiction.



 **80**
women completed the
recovery program and
transitioned into aftercare.

 **182**
events were catered by
Center Table Catering.

 **37**
women became
peer mentors.

 **89%**
of women reported not
using illicit drugs at six
month follow-up.

JESSICA: My first involvement with Brighton Center's **Youth Leadership Development (YLD)** was in sixth grade. I needed an opportunity as a pre-teen to keep me busy and out of trouble. At first, it was something other than homework to do after school. As the years rolled on in YLD, I started to notice qualities in myself that I wouldn't have had the resources to discover otherwise.

I was involved in YLD for seven years. YLD gave me support and knowledge through community service opportunities, leadership development, and fun after school and summer activities. Through this program, I learned how to be the great leader I am today. I acquired professional development skills that I can use in college and beyond, and YLD has shown me compassion toward others. By building this compassion, I now know that I want to give back.

The biggest struggle that I have been able to overcome is self-confidence. This has been a difficulty my whole life, but I am proud to say that now I have the confidence that I can get where I need to be. I don't have to be stuck because I come from a low-income family. I also learned how to take care of myself and that it is okay to ask for help when you need it.

YLD not only helped me in middle and high school, but they wanted me to be successful after I graduated. This program opened up possibilities to attend college and the opportunity to stay in college. I can proudly say I am a sophomore at Northern Kentucky University and I am a recipient of Brighton Center's **Jean Brown Memorial Scholarship** that is reoccurring each year. They not only want to see you off to college, they want you to finish.

My family and I have been touched by Brighton Center in more ways than one. When my mom needed clothes for her kids, she went to the **Clothing Closet**. I went into the **Teen Coalition** program following YLD, and even my siblings are attending YLD. Brighton Center supports you through the process.



My hopes and dreams as I grow are to reach stability. Everything that I do, as I reach adulthood, is toward stability. I want to own a house with a pet, have a steady income, and plan vacations. I don't want anything crazy, just comfortable.

I love the community aspect of Brighton Center. There is always someone, in some department that will help me and my family in some way. I love the comfort in walking into a place you've been a part of for seven years and counting. You know the employees genuinely care about others and they care about the betterment of the community.

COMMUNITY & YOUTH SERVICES



Brighton Center, at its very core, is a community-based agency invested in creating a better place for the people 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. The residents and youth of our community are **PIECING TOGETHER THE JOURNEY TOWARD SELF-SUFFICIENCY** as they strive to achieve their fullest potential.

-  Homeward Bound Shelter
-  Independent Living Program
-  Safe Place
-  Neighborhood Based Services
-  Youth Leadership Development



153

Safe Place locations and mobile sites in Northern Kentucky.



405

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



104

youth were served residentially by Homeward Bound Shelter.



95





Youth Leadership Development participants demonstrated social competencies.



EARLY CHILDHOOD EDUCATION



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. **PIECING TOGETHER THE JOURNEY TOWARD SELF-SUFFICIENCY** for a child's future involves creating a supportive environment for them to reach important developmental milestones from birth through the start of kindergarten while also supporting parents in their role as their child's first teacher.

-  Bright Days Child Development Center
-  Family Day Care
-  Home Instruction for Parents of Preschool Youngsters
-  Every Child Succeeds

TARA: I first discovered **Bright Days** when my oldest son was three months old. We had recently lost his father and I needed to return to work. A day care facility was three blocks over from where I was living. It was close and convenient. After touring the facility I decided to give it a trial run. I was a single mom at the time and never left my son with a stranger so it was nerve wrecking. You don't know the people that work there or how well they will treat your child.

It has now been six years. I am still faithfully bringing my three kids and niece to Bright Days. I have felt comfortable taking my kids there from the start knowing they are safe, having fun, and learning to their fullest potential.

Bright Days has helped me get through two college degrees and multiple eight hour work days, especially during the summer when the kids are not in school. I am not sitting at work wondering if my kids are having fun or what they are getting into next. I know they are being taken care of.

Bright Days hasn't only enriched my life, but my children's lives as well. They gain experience and knowledge through different activities every day. My children have received beginner safe cooking classes and awarded a certificate at the end. They have been able to go to the water park, nature center, zoo, and go hiking. Even when they are not leaving the facility on field trips, they are still learning and keeping the kids busy with pajama days, movie days, playing interactive games, and so much more. At the end of the summer program every year, they teach the kids a song. During an evening, the kids take their parents to the park and put on a little show. As a parent, this is priceless to watch.

I have recently been interested in buying a home for my family to grow up in. Through Brighton Center, they have linked me with **Financial Services** to increase my knowledge on homeownership, saving, and the home buying process. I am hoping with this knowledge, I can soon become a homeowner.



I feel confident every day taking my kids to a place where they love to be. The teachers truly care about the kids and my children love all of their teachers in return. I know a lot of parents struggle balancing home life, work life, and making sure their children are properly taken care of, no matter what their situation is. It is a blessing to know your kids are receiving the best child care.

If it wasn't for Bright Days I don't know where I would be. They supported me through college and it gave me the opportunity to keep my job and provide for my kids and family. I know that they are okay while I am away from them eight hours a day. I am thankful every day.



95%

of children attending Bright Days Child Development Center for at least 12 months developed the skills necessary to begin school.



100%

attending Bright Days Child Development Center for at least 12 months demonstrated growth in multiple domain areas.



100%

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



89%

of children enrolled in Every Child Succeeds demonstrated typical development in all areas and **100%** have a medical home.

LISA: I lost my husband in 2012. My income was basically cut in half which made it difficult to make ends meet on a fixed retirement. The bills were still there but the money was not. A couple years after the loss of my husband, I had to have major surgery that pushed me back more. I needed to locate resources that could help me get back on my feet and I turned to Brighton Center.

I first heard of Brighton Center's **Family Center** in 2007 when I was taking care of my grandchildren for my son. Through the Family Center, a family adopted ours for Christmas during the **Holiday Drive**. We received gifts for my grandchildren that they opened up on Christmas morning. We also used the **Clothing Closet** and **Food Pantry** to get commodities for my grandchildren when needed. When my son returned, I decreased my visits to the Family Center, but always knew they were there to help.

During recovery from my surgery, I began visiting the Family Center again for assistance. I first visited during their walk-in hours to locate some resources that would help me catch up on payments and receive commodities. This turned into meetings with the staff once a month.

Working with a Resource Advocate, then a Family Development Specialist, I was connected with **Financial Services** through Brighton Center where I was able to improve my credit score and work on debt consolidation. They also offered assistance on gas and electric payments so that it wouldn't get shut off. As my recovery improved, I needed to find a way to supplement my income. That's where the staff made a referral to Northern Kentucky Community Action Commission's Senior Work Program.

The Senior Work Program allowed me to get a fixed income and would not affect my other assistance. When I first signed up for the program, I started attending skill classes to get myself back into the workforce and find a job I was interested in. Through this program, I started working for a child development center three days a week and I am enjoying being productive again. We go outside with the



kids, help them learn, and feed them.

I now have two part-time jobs and I am able to keep my assistance as well. I am also getting ready to move into a new place. I tell people constantly about Brighton Center and how they have impacted my life in a positive way. I have been introduced to resources that otherwise I would know nothing about and if Brighton Center doesn't offer it, they can lead to somewhere that does.

With the help from the Family Center, I've seen results in every avenue that I've needed. The people are friendly and they won't give up on you. Thank you for encouraging me to hang in there, be positive, and continue to move forward. Life has come full circle.

FAMILY CENTER



For a family struggling to make ends meet, asking for help is often a last resort after exhausting all of their resources. **PIECING TOGETHER THE JOURNEY TOWARD SELF-SUFFICIENCY** for individuals and families starts with providing the long-term support and guidance they need to overcome barriers. Family Center staff work to solve the individual and unique set of challenges that bring each customer through our doors to ensure their goals for a better future are within reach.

-  Clothing Closet
-  Community Events
-  Community Garden
-  Emergency Assistance
-  Holiday Drive & Used Toy Sale
-  Retired & Senior Volunteer Program
-  Senior Medicare Patrol
-  Stable Families
-  USDA Commodities
-  Volunteers



2,861

families received help during a crisis.



948

families received food through USDA Commodity Distribution.



5,177

individuals received clothing vouchers from the Clothing Closet.



230

residents and garden mentors participated in the Newport Community Gardens.



FINANCIAL SERVICES



The path to financial stability often starts with a good education, starting 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. Financial Services focuses on **PIECING TOGETHER THE JOURNEY TOWARD SELF-SUFFICIENCY** through educating, empowering, and supporting families as they take charge of their money by making smart, informed decisions.

-  Cove Step Up Loan
-  Credit Smart Loans
-  Financial Education Program
-  Foreclosure Prevention
-  Homeownership
-  Individual Development Accounts
-  Lending Circles
-  Reverse Mortgage Counseling
-  Volunteer Income Tax Assistance (VITA)
-  Ways to Wealth

La'Keshia: Thank you to everyone at Brighton Center for never giving up on me. Those moments where I believed my case was impossible, the employees of Brighton Center found a way to make it possible. Today, I can proudly say I am a homeowner!

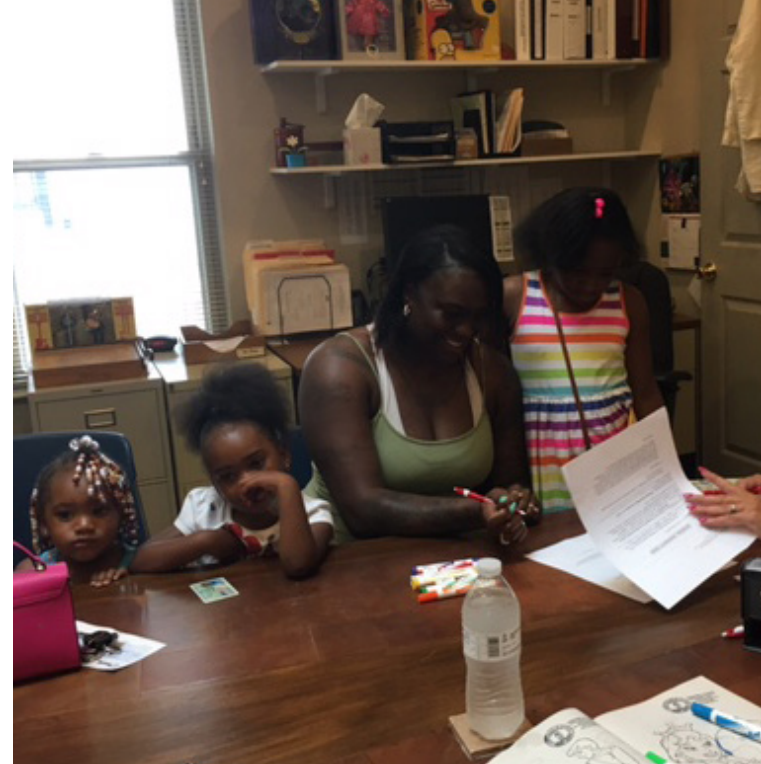
I discovered Brighton Center through a program called Housing Opportunities of Northern Kentucky (HONK). As a parent, I knew I needed a house where I could raise my three girls. I just didn't have the financial skills. HONK provided the opportunity to rent out a house for a year, while I improved my credit and eventually could buy the house.

Through HONK, I was introduced to Brighton Center's **Financial Services** to take the classes that were required to stay in the program. I attended the **Two Cents About Finance** workshop which covered budgeting, banking, how credit works, credit review, and preparing for major purchases, such as a home. I also attended the **Making Cents of Homeownership** workshops that provide the education and tools necessary for home buyers.

After a class one evening, we could sign up to get one-on-one coaching from a Financial Specialist. I signed up with Lisa and she worked with me to raise my credit score and learn to budget a family of four. It wasn't easy, but it was worth it. I was paying off bills I didn't even know existed. I got medical bill payments set up, my student loans payments organized, and I opened up a credit card to start building credit for my future. In just under a year, I took my credit score from the low 500s to the high 600s. I was ecstatic. I could finally buy a house for my girls.

During this process, I qualified for an Assets for Independence matched savings grant called **Bright IDEa** which required me to save a thousand dollars and the bank matched me 4:1. This savings program is strictly toward homeownership and helped enormously during my home buying process.

Shortly after all this success, I was denied a home loan by the bank. I kept my head up and tried again and was denied; again. We tried a third time and I was denied. The rejection was exhausting. I wanted to give up.




The perseverance and drive in the employees of Brighton Center kept me going. They never once gave up on me or told me I couldn't. After wasting time and money at three separate banks, the fourth accepted me and provided me with a loan to buy the house. As of June 30 2017, I can officially say I own a house!

I can now pay my bills on time, manage my credit, and give my girls the house they deserve. I can also proudly say that in the spring of 2017, I graduated with my Associates Degree. Being involved with Brighton Center has not only given me a home to call my own, but gifted me the financial skills that I need to persevere.



 **100%**
of individuals increased their knowledge of financial concepts.

 **93**
individuals that applied for foreclosure prevention avoided foreclosure on their home.

 **778**
individuals received free tax preparation that brought **\$1,105,784** in combined refunds back to hard working Northern Kentucky families.

 **39**
individuals became homeowners.

MIA: I had my daughter at 16. Even though she changed my life for the better, it was a struggle. I lost friends, fought battles, was judged by many, but one thing I knew, I didn't want to become another statistic. I had to break the odds that were against me. I didn't think I could ever make it on my own, but I am here doing it. I am unbreakable right now.

I heard about **Northern Kentucky Scholar House** through my high school's day care. I wanted to go to college and create a life for my daughter, but working, taking care of a toddler, and attending classes just didn't seem reasonable for me to accomplish. I received a full scholarship through Northern Kentucky University my senior year of high school and I didn't think I was even going to be able to use it. After hearing about Northern Kentucky Scholar House I gained hope. I decided to apply; what could it hurt? A few months later, I received an interview and moved in October 2016.

The transition to living alone with my daughter at 18 was hard. I had so many obstacles that I was juggling. Accompanying all that, I was in the middle of my first semester in college. My grades started to plummet. I was determined to make it though, I had to. Eventually, to get back on my feet, I had to sit down and work out a set schedule or I would lose my scholarship.

I am now a sophomore in college and I have been living at Northern Kentucky Scholar House for a year. I wouldn't be where I am today without the support from this program. It really is amazing and they wish nothing but success. I have learned that I can be independent. I have learned to budget and save money, how to pay bills, and take care of my responsibilities. I have structure. And most of all, I have a chance to attend college.

Early Scholars Child Development Center has helped provide stability to my daughter as well. It has helped her grow, learn, change, and be a kid. I have the ability with this on-site day care to take my daughter when I have homework, class, or when I have tutoring and pick her up when I am finished. My parents have their own lives and they can't just drop everything to watch my daughter for me. Brighton Center's Northern Kentucky Scholar House has enabled me to put my best foot forward and provide support along the way.

The self-achievement that I am most proud of is getting my scholarship. I had no idea how I was going to school; I didn't even know I could go to school. My high school teacher persistently stressed the importance of



scholarships and I thank her every day for pushing me to receive this. You just have to have faith in yourself or you will never get anything. If it wasn't for the scholarship, I don't think I would be able to stay in college and I wouldn't have this opportunity at Northern Kentucky Scholar House to build myself up for my daughter and break those barriers.

My hopes and dreams after I graduate are to work as a director in the medical field and move up as executive director. I want to buy a house where my daughter can have stability, attend school in a good school district, and know she has a home to come to after. I want to make sure my child has the stuff that I never had as a kid. None of this would be possible without Northern Kentucky Scholar House.





A message that I would send out to those looking for help is to apply, call, and reach out. They offer numerous ways to help and they are always there no matter what. They want you to succeed, and they have helped me do just that.

NORTHERN KENTUCKY SCHOLAR HOUSE



A partnership with Neighborhood Foundations

Life as a single parent is often complicated by trying to overcome barriers and making tough choices. For participants of Northern Kentucky Scholar House, **PIECING TOGETHER THE JOURNEY TOWARD SELF-SUFFICIENCY** is a two-generational approach that results in children receiving critical early childhood educational experiences that contribute to lifelong success and for parents to achieve a post-secondary education leading to stable employment and long-term self-sufficiency.

-  Early Scholars Child Development Center
-  Affordable Housing
-  Education and Economic Supports
-  Additional Community Supports



133

single parents and their children served at Northern Kentucky Scholar House.



98%

of children enrolled in Early Scholars Child Development Center for at least six months demonstrated growth in multiple domain areas.



74%

of individuals made measureable progress toward a degree.



90%

of individuals showed movement toward self-sufficiency.



WORKFORCE DEVELOPMENT



Gaining employment with a livable wage and benefits is often one of the most challenging issues faced by individuals and families working toward **PIECING TOGETHER THE JOURNEY TOWARD SELF-SUFFICIENCY**. Our Workforce Development services focus on creating opportunities for people to gain the training, skills, and credentials they need to not only obtain a job, but a career that will create a stable foundation to build upon. We work with employers and job seekers to create a region with a thriving workforce.

-  Center for Employment Training
-  Career Connections
-  Step Up
-  Innovation Center
-  Step Forward

JACOB: I would be here for hours if I explained everything Brighton Center has provided me, but to sum it up, life is great.

There is a forward progressing motion in my life that wasn't there before. My teachers and colleagues at **Center for Employment Training** pushed out the situations that were holding me back and provided me with possibilities and potentiality. It led me down a road that encouraged me to do more, so that I can provide more for everyone in my life.

I was introduced to Center for Employment Training through my mom after my worry about money increasingly grew. I wanted to go back to school so that I could give my son a better life and to improve for myself. It took me awhile before I looked into it, but after some research, I decided to go to a Thursday information session just to see what it was all about. The following Monday, I was attending classes.

I think it was the vibe that made me want to start so quickly. I felt like I had somewhere I belonged. I felt comfortable to ask questions and nobody was ever too busy to help you out. There were students that might have known more than me, but I had the drive and I believed in myself. I knew that if I set my mind to it, I could get this accomplished, and I did.

Not only did Brighton Center provide me with this opportunity to become self-sufficient, but they were there to offer commodities along the way. I received food from the **Food Pantry** in the **Family Center** and clothes from the **Clothing Closet**. With this help, I was able to save money for my future.

I now have a steady job with Nexigen and because of this job opportunity, I just bought a house. I will be able to see my son off to school, see him go through it, and solidify my life here.

If I had any advice to give, it would be to reach out and be vocal, because that's where it started for me. All I can say is thank you. It wasn't just about providing the knowledge and resources, it was about me being successful. This really did change my life.



Exciting Announcements!



Center for Employment Training has a new skill division: Health Technology Administration. The curriculum will focus on training in areas such as customer service, data entry, electronic medical records, medical terminology, diagnosis codes, and procedure codes.



The Northern Kentucky Workforce Investment Board selected Brighton Center to serve as the One-Stop Operator and Direct Service Provider for the Kentucky Career Center, the regional affiliate of the American Job Center system, covering the eight counties of Northern KY.



180

individuals received training through the Center for Employment Training (CET); those placed saw an average wage gain of **\$14,893**.



93%

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



90%

of those receiving intensive career advisement through Career Connections entered employment.



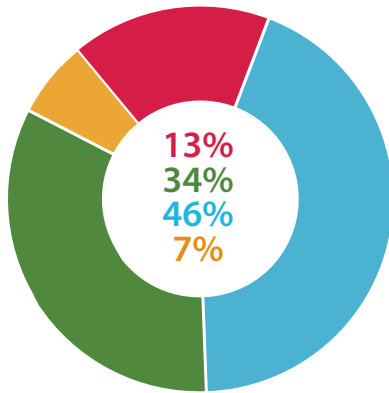
97%

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

STATEMENT OF ACTIVITIES

STATEMENT OF ACTIVITIES AND CHANGES IN NET ASSETS FOR FISCAL YEAR ENDED JUNE 30, 2017*

BRIGHTON CENTER REVENUE \$11,118,939



Contributions, Support, and Revenues:

- Allocations of funds from United Way
- Direct contribution
- Revenues by associated organizations
- Special events, net of related expenses
- Contributions by unassociated organizations
- Fees and grants from governmental agencies
- Program service fees
- Sale of supplies and services
- Other income
- Investment income

Total Contributions, Support, and Revenues

Expenses:

- Personnel (Salary, Taxes, Benefits, Hiring)
- Operating
- Depreciation
- Donated goods

Total Expenses

Expenses by Function:

Program services:

Brighton Recovery Center	\$1,042,733
Early Childhood Education	2,121,302
Community & Youth Services	1,028,572
Family Center	1,382,503
Workforce Development	2,031,546
Financial Services	444,291
Scholar House	679,011

Supporting services:

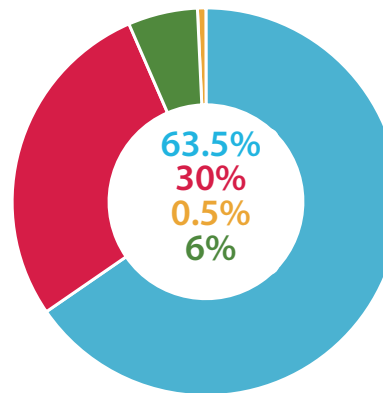
Fundraising and Public Relations	288,753
Indirect costs - management and other	1,417,000

Total Expenses by Function:

Net Assets - Total

Beginning of Year	6,318,596
Change in net assets - total	683,228
End of Year	7,001,824

BRIGHTON CENTER EXPENSES \$10,435,711



\$1,429,325
2,259,711
112,099
118,560
1,258,897
5,120,227
325,088
71,044
19,152
404,836
\$11,118,939

\$6,649,989
3,111,007
49,758
624,957
\$10,435,711

\$1,042,733
2,121,302
1,028,572
1,382,503
2,031,546
444,291
679,011
288,753
1,417,000
\$10,435,711

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 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.

THE ELIZABETH HERALD COMMUNITY OF SUPPORT AWARD

St. Elizabeth Healthcare

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 the example of servant leadership and believed in our mission with all her heart and soul. This award is the highest honor we give a community partner.



**Thank you for what you do every
day and your tremendous support
of our mission.**

- They have donated many volunteer hours serving our customers through the Holiday Drive, Northern Kentucky Scholar House, and Homeward Bound.
- St. Elizabeth staff have provided screenings for our early childhood programs and participated in Career Day for Discovery Camp.
- The St. Elizabeth Mammogram and Cardio Vascular bus make regular trips to the Family Center parking lot to reach our customers.
- St. Elizabeth has sponsored our events in a big way so we will have the unrestricted dollars we need to keep our programs financially solid.
- They are constantly working on how to support their patients and reaching out to us to connect some of our services.
- They were a terrific partner with the Safety Net Alliance Build a Dream project and their bedding drive.
- Provide strong Board leadership through Susan McDonald, Jason Wessel, and Heidi Murley. Their leadership on so many things, as well as their support of our Campbell County Brighton Recovery Center expansion project has been nothing short of amazing.



BRIGHTON EMERGING LEADERS

Brighton Emerging Leaders is a young professionals group designed to support Brighton Center's mission



Leadership



Advocacy



Volunteerism



Fundraising

The Brighton Emerging Leaders originally formed in 2011 to further engage young professional in the work we do.

Since then, this diverse group of professionals has demonstrated a true investment in the lives of those we serve through fundraisers, volunteer activities and advocating for the Center. Two of our original members have even gone on to serve on our Board of Directors.

As we look to further grow and expand this group, we are always looking for new members. As part of this recruitment effort, Brighton Center partnered with Fifth Third Bank's Corporate Strategy

Group to assist in creating a strategic plan for the group.

Brighton Emerging Leaders focus on providing meaningful connections to Brighton Center's array of programs along with opportunities for individuals to volunteer, network, and get involved with work happening at the Center.

If you have a passion for our mission and are looking to grow as a leader in the community, please contact Deana Sowders at 859-491-8303 ext. 2407 or dsowders@brightoncenter.com to learn more about this Junior Board.



VOLUNTEER GROUPS

BB&T
Beckfield College
Big Bone Baptist Church
Capital Investment Group
Catholic Work Group
Celanese
Christmas Tree Ladies
Cincinnati Children's Medical Center
Clark Schaefer Hackett
Crossroads Go Local
Delta Airlines
Delta Tau Delta
Divisions Maintenance Group
Erlanger Christian Church
Ernst & Young
Family Nurturing Center
Fidelity
Fifth Third Bank
Ft. Thomas Ministerial Association
General Electric
Girl Scout's of Kentucky Wilderness Road
Council Troop
Givaudan Flavors

Glen Este High School
Health & Wellness Fair
Highland Hills Church
Humana at Home
Iupat
Kellogg's
Keturah Street Church of God
Kroger
Kroger Mfg.
L'Oreal
LaSalle High School
Macy's
Mondelez
Montessori Center Room
Northern Kentucky University
NKU Social Work Students
Notre Dame Academy
One Hope Christian Church
Paycor
PNC Bank
Proctor & Gamble
Proforma
Runyan Memorial Church

Sisters of Notre Dame
St. Elizabeth Healthcare
State Farm
Stepping Stones
The Health Gap
Toyota
Tracy Davis Bible Study Group
Tuesday Bible Study
University of Akron
University of Cincinnati Kappa Delta
University of Cincinnati Medical Students
University of Kentucky Extension Office
Villa Madonna High School
Vine & Branches Church
Vineyard Christian Church
Walton Verona Jr. Beta Club
Wednesday Morning Church Ladies
Women's Crisis Center
Women's Recovery Center Residents
Youth Build - STEM Bike Club



Brighton Center makes a notable impact in our community every day, and I am happy to say I'll do whatever I can to continue making Brighton Center as successful as possible. I'd like to thank all of the employees of Brighton Center for what they do everyday.

– **JACK ENSOR** (Founding Brighton Emerging Leader)



Brighton Center has been a household name in my family for as long as I remember. My Grandma is involved with the senior volunteer group and my mom always volunteered and donated to Brighton Center. It was natural for me to become a part of an organization that gave so much to the community. I am amazed by the people that have had their heart and soul in this organization and are passionate about what they do everyday! For me, to live the best life is to give back to other people. Brighton Center has given me the avenue to help and support others. They also educate me about how I can be better and how I can help others make things better. – **CHRISTY ALWELL** (Founding Brighton Emerging Leader)

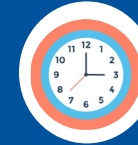
VOLUNTEER IMPACT

Did you know that the national average dollar value per volunteer is **\$21.36 an hour**? That is a huge impact and savings! Because of the

generosity of others who volunteer, we are able to provide programming and services that might not be available otherwise.



1,567
volunteers.



18,869
total volunteer hours. This equates to 9 full-time positions.



\$403,042
total value of all volunteer hours.



340
volunteers participated in the Retired & Senior Volunteer Program for a total of **52,135** hours at **20** 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.

This list reflects monetary donations recieved from July 1, 2016 through June 30, 2017.

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Victor Pastrana
Performance Lexus River Center
Plating Specialist, Inc.
JoAnna Price-Houchins
Remke Markets
Catherine Ridenour

Lyle & Jean Ritze
Charles & Lynne Saddle
Karen Schmidt
Scripps Howard Foundation
Jennie & Brian Searp
Maida Session
Mary Sheer
Debbie Simpson
Shad Sletto
Sofa Burn Records LLC
St. Paul United Church of Christ
St. Pius School
Jeremy Starline
Steinhauser Inc.
Gregory & Marta Stephens
John & Linda Stewart
Thomas & Christy Stoll
Steve Strain
Superfeet Giving Committee
Jeffery & Joan Theiss
Thomas More College
Trailer Marketing, Inc.
Turfway Park LLC
Daman Turner
University of Cincinnati
Cheryl Vandelicht
Viox & Viox
Jerry Warner
Wendling Printing Company
Wonda & John Winkler
Kelli Yont

HOPE \$100 to \$499

Wayne & Judith Adams
Timothy & Cindy Allison
James Amato
Sherry & Steven Andrasik
Anneken, Huey & Moser, PLLC
Apostolic Church of God
Gordon & Sarah Arey
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Kate & George Arthur
Brad Arvin
Asbury United Methodist Women
Hubert Asher
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Ellen Bates
Greg & Donna Baxter

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Beckfield College of Nursing
Wayne & Barbara Beimesch
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Lola Bennett
Nancy Benton
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Peggy Bramble
Ben Brandstetter
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Jo Bresser
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Timothy Brookbank
Mary Brown
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Rosemary Brune
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Buckhead Mountain Grill
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William & Thelma Carpenter
Timothy Cator
Anna Christen
Chris Christensen
Sheila Christie
Circle of Mother Earth Inc.
Citizens Bank of Northern Kentucky
City Barbeque
Claire and Oscar Rummel Family
Cobblestone Cafe
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Comprehensive Community

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Covington Latin School
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Mary Daly
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Daryl & Yonce Daniels
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Frank & Susan Davies
Connie & James Davis
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Susan & Donald Embs
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Executive Transportation
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Tim Stein & Mary Fangman
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George Fee
Rickie & Kathleen Feldhaus
Tammy Ferrara
Patricia Ferris
Jerry & Linda Fields
Laurel Fitzgerald
David & Sheila Fleischer
Florence Lions Club
Betty Forbes

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Suzanne Anderson
Sarah Anderson
Carol Ansari
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Christopher & Susan Arlinghaus
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Mark Arnzen
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Rosemary Bacon
Melissa Baeten
Patricia Baker
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Baptist Life Communities, Inc.
Michael Bardgett
Eugene & Beverly Bare
Mildred Barhorst
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Karen Barth
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Renea Beacom
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Oscar & Connie Blaser
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Barry & Theresa Blevins
Blue Marble Book Store
Sharon Boberg
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Christopher & Christine Bochenek

Jean Bockenstette	Jean Cate	Paul & Sandra Domyan	Kate & Michael Fox	Tami Hall	Kathleen Holzderber	Austin Knight
Henry & Joan Boehmer	Betsy Caudill	Mark Donnelly	Ann Franxmann	Kenneth & Debbie Hall	Theron Hopkins	Anna Knipper
Larry Boelter	William & Betsy Caudill	Roy Dorsey	Mary Jo & Charles Fredrick	Mary & Mike Hall	Cyndy Hopper	Madison Koehl
Judi Boger	Dan & Linda Chism	Mark Dougan	Betty Freemal	Mitch & Angel Hall	Dallas Horn	Barbara & James Korpik
Steve Bogner	Christ In Medford	Tim & Betsy Downard	Shawn Freeman	John & Debra Hall	Bonnie & Carl Hosea	Laura Kovolisky
Terri Bonar-Stewart	Cincinnati Assoc for the Blind & Visually Impaired	Ann & James Doyle	Cecilia Freihofer	Bonnie Kipp & Susan Halsey	Russell Houchins	Troy Kramer
Kevin & Amanda Bonhaus	Erin Clarke	Brenda Durham	Alexis Fretti	Kirby & Sandra Hamilton	Haley Hubbard	Tammy Kramer
Thomas Borchner	Monica Clary	Barry & Mary Dyas	Michelle Frey	Charles & Diane Hammond	Kayla Hudson	Dianne Kraus
Kyle & Emily Boreing	Myra Clary	Joan Eberly	Joyce & Elliott Friedeman	Lisa & Rob Hans	Jessica Hughes	Thomas & Connie Krebs
Bonnie Bostian	Lori Clements	Tracy Ecoff	Christy Frietch	Liam Harbry	Pete Hunt	Tammy Kremer
Ronald Botkin	Terence Coates	Susan Edwards	Marie Froendhoff	Damica Harlan	Indian Hill High School	Mary Kresnak
Rhonda Bowling	Mary Cole	Jody Edwards	Dianne Fugate	Charlie & Louise Harris	Jennifer Infosino	Courtney Kress
James Browning & Darce Boyd	Rina Collins	Elizabeth Edwards	David & Lynn Fuhrmann	Joyce Harris	Sherree Ingram	Ryan Krift
Mary Bradburn	Owen & Janice Collins	James & Joanne Ehlman	Julia Funk	Jessica Hartley	William & Janice Isler	Paul Krimmer
Steve Bradford	Sharon Colvill	Jacquelyn Ellefson	Jennifer Fuson	Diane Hatfield	Julie Jackson	Steve Kroger
Mary Brady	Ronald & Helen Confer	Dana Ellsworth	Dennis & Julie Gallant	Mary Havlin	Shelly James	Christina Kuhnhein
Doretha Branch	Deborah Conley	DeAnn Elmer	Loyce & Dorothy Garmany	MJ Hayman	Phillip James	Claire & Leonard Kupferle
Valerie Braun	Anne Coomes	Lindy Elsner	Al & Lois Garnick	Cathy Hazel	Kathy Janson	Jennifer Lail
Matt & Terrie Brewer	Ken Corbus	Garnet Embs	Denise Garrett	Alison Head	Angela Johnson	Julie Lambers
Paula Brickler	Steve & Lisa Correll	Tiffany Emerson	Moritz Gartman	Mary Heck	Kelly Johnson	Katie Lammers
Chris Brickley	Lynn Cortelezzi	Carol Emmel	Tina & Ricky Gaskins	Angie Heck	Paul Johnson	Geoff Laney
Bridge Club	Betty Cottingham	Stephanie English	Geoffrey & Angela Gates	Dennis Heeb	Joanne Johnson	Brian & Katherine Larcom
Brighton Center Seniors	Gertrude Cox	Jack & Hannah Ensor	Nicholas Gates	Katie Hefner	Sherrie Jones	Leslie Larkin
Steven & Susan Briner	Alta Cox	Jenna Ernstes	Maria Gay	Helen Hegener	James & Sheila Jones	Megan Leasher
Judith & Thomas Broering	Donald & June Crawford	Jan Erschell	Erika Gay	Barbara & William Hehman	Tim & Fern Jones	William Lecher
William & Joan Broering	Pamela Crawford	Louis & Marilyn Esselman	Henry & Mary Jo Germann	Maurice Paul Hehman	Sandra Jones	Rosetta Lee
David Bronner	Roger Black & Carol Crowley	Beverly Estes	Lynda & Martin Gerrety	Mary Kay & Roger Hehman	Adrean Jordan	Cassidy Lekan
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Ken & Lynn Brown	Cory Dailey	Jennifer Fanning	Billie Gilbert	James & Donna Heise	Madeleine Jung	Emily & Mark Leopold
Angie Brown	Dennis Daly	William & Donna Farah	Suzette Glaab	DeeAnne Helm	Tom & Caroline Kaelin	Linda Leslie
Katie & Andy Brown	Beth & Robert Dames	Mark Farley & Jean Solon	Mary Glaser	Aneta Helmer	Eric Kahn	Gail Lewin
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Leonard & Marilyn Burks	Alison Dehan	Denise Fenik	Sara Goodman	David & Carol Hentz	Debra Kelly	Tim Livingston
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Amy Burson	Eva DeNoma	Vickey Fennell	Marshall & Karen Granger	Larry Herfurth	Kathy Kelly	Tammy & Ben Loebker
Erica Busch	Gregory & Cindy Denster	Lillian Ferrante	Scott Grant	Kelly Hergott	Donald Kemper	William & Beverly Longshore
Stephanie Bush	Jerry & Cathy Denuzio	Jamison & Teri Fettes	Nancy Gray	Lisa Herman	Alyshia & Brett Kendon	Holly Losekamp
Wanda Bush	Becky Deppen	Christie Fillhardt	Robert Greenwood	Sarah Herp	Kimberly Kendrick	Christina Louderback
Jack & June Cahill	Mike & Carol Desmond	Kristen Finken	Carolyn Greer	Wilma Herrick	Janice Kennedy	Chico Lucas
Paul & Ann Calico	Desmond Insurance	Thomas & Marge Firestone	Joan Gregory	Michael & Dawn Hills	Russell & Susan Kerdolff	Theresa Ludwig
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Janet Calme	Jerri Dickey	Deborah Fischer	Kathie Grisham	Jamie Hochleutner	Nina Key	Dolores Macke
David Cameron	Eddie Diehl	Sue Flach	Jennifer Groszek	Jerry & Lois Hoffert	Rich & Ann King	Evelyn Macklin
Laura Capannari	Sylvia & Thomas Diehl	M. Constance Flynn	Don Gruber	Michael Hoffman	Aarron & Jennifer King	Patricia Mahabir
David Cardwell	Marivi Dionisio	Jerry & June Flynn	Joe & Shannon Gubser	Lois Hoffman	Angela King	Leah Mahan
Elizabeth Carneal	Rita Dixon	Allie Flynn	Thomas & Jenny Guidugli	Marilyn Hoffman	A. Kinney	Corey Mai
Carrie Carnohan	Darcy & James Doecker	Jenifer Flynn	Glenn Gunning	Eileen Hoffman	Scott & Jennifer Kirk	Kaelee Mains
Andrea Carr	Kendra Doherty	James & Kathleen Forrester	Sylvia Gutowska	Marc Hoffman	David & Janice Klocke	Don & Nancy Mallory
Andrew Carson	Timothy Dollens	Linda & John Forster	Lynnette Guzzino	Mark & Linda Hogle	Kevin Knsel	David & Kathy Manning
Loretta Carswell	Jacqueline Dombek	Keith & Judith Fortner	Sheila & Kevin Haas	Teresa Hogue	Kathy & Ed Knepfle	Barbara & Eugene Manyet
Marcia Carter	Christie Dome	Amanda Foster	Don & Mary Haas	Sharon & Tony Holstein	Jan & Darlene Kneppshield	Joe March
Thomas & Roberta Casey		Patricia & Simon Foster	Dawn Hagedorn	Patricia Holton	Barbara Knight	John & Margaret Marlow

Melissa Marshall
 Maria Martinez
 Abby Masters
 Renee Mattingly
 Mary McAdams
 Tim McCarren
 Mickie McCarter
 Terence & Abby McCarthy
 Rachel & Gary McCormick
 Justin & Sarah McCoy
 Fred & Susan McCoy
 Kelli McFadden
 Lori McGill
 Jenny McGinnis
 Diana McGlade
 Rosemary McGuire
 Mary McHale
 Steven McManis
 Jeff McMurray
 Molly McPhillips
 Ron Meclin
 Medical Solutions
 Janet Meiner
 Jo Meldrum
 Jean Melville
 Amy Mertz
 Debbie Messmer
 Greg Meyers
 Richard & Gail Michalack
 Kelly Middleton
 Mike Albert Fleet Solutions
 Dane Miller
 Nancy Miller
 Barry Miller
 Model Property Development, LLC
 Andrew Modrall
 Courtney Moffitt
 Theresa Mohan
 Robin Mohring
 Barbara Moore
 William & Deborah Moore
 James & Ashley Moore
 Libby & Rob Moore
 Sarah Moore
 Rebecca Moore
 Lauren Moran
 John Morris
 Nancy Morwessel
 Melanie Moser
 Michele Moses-Nolan
 Regine Moulton
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 Marc & Gail Muench
 Selena Murdoch
 Jacob Murphy
 Tammy Murphy

Ramu Murugesan
 Barbara Mustard
 Ljubomir & Adrienne Nacev
 Larry & Carolyn Naiser
 National Fund For
 Workforce Solutions
 Denna & Dorrison Neace
 Wilma Neal
 William & Mandy Neater
 Roger Neff
 Bret Neuspickle
 Jill New
 Jeremy & Katie Newberry
 Ralph & Bonnie Nilles
 Christine Noah
 James & Joan Noll
 Northern Kentucky Home
 Health Care
 Vickie Norton
 Christopher & Robin Novak
 Joshua & Elizabeth Obermeyer
 David & Elizabeth Okum
 Joseph & Dolores Oldendick
 Doug & Julie Ollier
 Carol Onest
 Sandra O'Shea
 Allen & Rhonda Otis
 Stephen O'Toole
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 Katherine Papp
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 Joshua Perkins
 Louise Peterson
 Kim Petro
 Nicholas & Mary Helen Petroze
 Catherine Petruny
 Wayne & Florence Petry
 Sara Pettit
 Steven Wilkinson & Barbara Phillips
 Sandy & Joe Piller
 John & Jennifer Plummer
 Drewid Plyler
 Henry & Nancy Pogue

Heather Poonoosamy
 Mary Price
 Greg & Linda Price
 Kelley Prince
 Pashea Proby-Henderson
 Denise Proffitt
 Donald Quinn
 Frank Quitter
 Jason Raap
 Elizabeth Raleigh
 Dorothy Ralston
 James Ramey
 Patricia & Kenneth Rasor
 Stephanie Rath
 Edward & Cathy Rawe
 Lois Reardon
 Ryan & Tammy Rechtin
 Douglas & Anita Reckley
 David Redden
 Matthew Reddy
 Jason Reed
 Dorothy & Arthur Reel
 Melissa Reese
 Gerald & Mary Reinert
 Matt Reis
 Lindsay & Brian Reisert
 Deborah Reker
 Heather Requardt
 Jane & Elmer Reusch
 Ryan Padgett
 Gregory & Julie Reusch
 Mark Reynolds
 Margaret & Gabe Rice
 Robin Richards
 Sarah Richerson
 Brianna Richey
 Right At Home - Ohio
 Ron Rishforth
 Elinor Ritter
 Paula Ritter
 Dennis Robel
 Kenneth & Lisa Roberts
 John Roderick
 Christie Rogers
 Tina Roland
 Timothy Rolf
 Robert & Annette Rose
 Marcus Roth
 Dave Roth
 Kathleen & John Rudnick
 Jamie Rueger
 Kevin & Madeline Rumker
 Michelle Rummel
 Gail Ruschman
 William & Kathryn Russ
 Diane Russell
 William Russo
 Molly Saks
 John & Patricia Saks
 Victoria & Joseph Sampson

Tiffany Sampson
 Phyllis Sampson
 Dewey Sanders
 Bonnie Sarge
 Bonnie Sarver
 Jim Schadler
 Paulette Schalck
 Daniel & Debbie Scharff
 Lindsey Scheidler
 Regine Scheidt
 Lori Schenk
 Phyllis Schenk
 Barb & Tim Scherrer
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 James Schilling
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 Kara Schneider
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 Lawrence & Carol Schreiber
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 Stefanie Schumacher
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 Bethany Strange
 Barbara Stretch
 M. Anne & R. Stull
 Kevin Sturgill
 Anne Sturm
 Brian Sturm
 Michael & Melinda Sucher
 Suder's Art Store
 Rachel Sullivan
 Kathleen Sullivan
 Pamela & Frank Sutthoff
 Kimberly Sutton
 Martin & Mary Szostak
 Alex & Adrian Tarvin
 Sommer Tate
 Sarah Taylor
 Jennifer Taylor
 Frank Tepe
 Joy & Peter Teremi
 John & Deborah Tewes
 The Cozy Cottage
 Mark Theis
 Walter & Vicki Theiss
 Irmgard Thoma

Leslie Thomas
 James & Georgena Thomas
 Carolyn Thomas
 Jillian Thomason
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 Barb Thomson
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 Kathleen Tieman
 Lawrence & Mary Ann Tiemeier
 Maureen Tierney
 Kimberly Tomlin
 Rafael & Amy Torres
 Nicole Tourikian
 Alain & Susan Tourikian
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 Homemakers Club
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 Daniel Trauth
 Gina Traylor
 Christine Trenholm
 Steve Troendle
 Bradley Turner
 William & Sheridan Turner
 Cynthia Twehues
 Michael Tyler
 United Way Dallas
 Margie & Dick Urlage
 Mary & John Vaal
 Andrew & Andrea Van Velzel
 Justin Vanderglas
 Angela Vann
 Lee Vilardo
 Stephanie Vogel
 James & Paula Volz
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 Keisha Walker
 Jennifer Walker
 Mary Walker
 Steve Walker
 Angela Wallace
 Jodie Walsh
 Philip Walter
 Shirley Walters
 Roger & Janine Walz
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 Christi Warren
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 Derrick & Lauren Washington
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 Kelli Weber
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 Michelle & Gloria Weber
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Phyllis Weeland
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 Beth Welter
 David Wenzel
 Molly Wesley
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 Cole Whalen
 Simone Wheeler
 Carol Whelan
 Doris Whitam
 Theodore & Ruth Wietmarschen
 Tiffany Wilbanks
 Michael Wilger
 JoAnn Wilke
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 Linda Williams
 Michael & Melissa Williams
 Glenn & Elaine Williams
 Rhoda Williams
 Williamstown Woman's Club
 Joseph Willis
 Martin & Rebecca Winchell
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 Corey & Gail Wolfe
 Lisa Woltenberg
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 Patsy & Marion Woosley
 Danni Wu
 X Nails
 Michele Yearwood
 Sharon Yelton
 Wade & Laura Yeoman
 Nicole Young
 William & Patricia Young
 Dave Young
 Mary Zechella
 LaDawn Ziser

EMPLOYEE RECOGNITION

The staff at Brighton Center work tirelessly every day to ensure our customers receive the support and guidance they need to achieve self-sufficiency. Each year we recognize staff who have shown exceptional commitment to our customers and in executing our mission.

TENURE AWARDS



5 Years

Joe Rowe
Kirsten Fletcher
Eric Owsley
Rodney Orr

10 Years

Selena Murdoch
Nina Prysock
Jarrett Spisak
Marie Mockbee

15 Years

Mary Decker
Judy Johnting
Connie Laake

35 Years

Tammy Weidinger

BOILED FROG AWARDS



Thelma Johnson
Kaelee Mains
Taylor McKenzie
Lela Rankins
Jared Reinecke
Joe Rowe
Amy Wiley

DEPARTMENT DIRECTOR AWARDEES



Ellen Bates
Anna Bell
Lea Edmonds
Jake Elkins
Jodi Firth
Keith Jones

Jared Mueller
Ellen Reinhart
Sarah Reynolds
L-A Stopa
Rebecca Taylor
Amy Wiley

EMPLOYEE OF THE YEAR

Jamie Linkugel

Jamie came to the Center over eight years ago as an intern. She quickly moved to a staff position at the Family Center where she spent the next six years doing benefits outreach, family development work, and played a lead

role in the development of Service Link, our central intake line for the Family Center. Her inclination toward data helped the Family Center gain an understanding of the customers served and how we could best align our programs to serve their needs. She moved to the Administrative/Support Services department in 2015 and now is the Executive Administrative Assistant. She wears many hats and deals with all aspects of Support Services - from finance and Board support to making sure the administrative office are running smooth. To do all of that in just eight years describes a person who is very adaptable and very talented. She is hard-working, organized, detail-oriented, and handles complex processes. She shows a lot of initiative, resourcefulness, and creativity, and she's engaged in the life of the Center. Whether it's fundraisers, events, or committee work - Jamie is there ready to pitch in.



EMPLOYEE OF THE YEAR

Tammy Weidinger

Tammy began her career in 1981 fresh out of college. She spent the first 10 years in direct services. After demonstrating such a commitment and passion for the mission, she moved into Administration in 1993 which ultimately led to her being named President

& CEO in 2011. Tammy is accessible and approachable to everyone. Members of the leadership team describe Tammy as modeling the way, leading by example, trustworthy, humble, dependable, ethical, and love for the work. She also inspires a shared vision across the agency and community. She can see a need, foster a vision, and execute on it. One recent example is NKY Scholar House. Tammy has always had a love for children and recognizes that families need stabilization to stay focused on their journey of self-sufficiency. In collaboration with funders and partners, Tammy brought to light this two-generation program in 2015. Tammy has provided significant leadership to the Northern Kentucky community through sitting on various boards and committees.



Super Nova Award Jonika Greene

Jonika has worked at the Center for 10 years. She started her career with us at the Center for Employment Training as a Success Coach in the Medical Assisting Skill Division. She worked with her colleagues to build a highly successful and effective training that resulted in many trainees obtaining their dream job. She wanted to learn more and expand her knowledge

of another department, so she moved to the Family Center and became a supervisor in the Family Support program.

She will tell you that she learned a lot about the other programs at Brighton Center and in the community and she was able to interact with our customers on a completely different level. And now, she's back at the Center for Employment Training as a Skill Instructor for Medical Assisting and is using her creative and innovative ideas to help develop a new skill - Health Technology Administration.

Jonika has so much investment and enthusiasm for her work that it is totally contagious!



The Super Nova Award is designed to recognize an employee who has risen through the ranks of the agency by seeking additional responsibility and demonstrates growth through training and education.



Brighton Center is a proud recipient of the KEMI Destiny Award. The Destiny Awards are presented annually by KEMI to policyholders that best exemplify KEMI's motto, "Control your own destiny." Policyholders who earn the KEMI Destiny Award effectively demonstrate to KEMI their ability to manage a formal safety program, provide on-site training, regular safety meetings for employees, and display an ongoing commitment to safety from all levels throughout their organizations.



P.O. Box 325
Newport, KY 41072

**Annual Report
2016-2017**

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Anne Busse
Thomas More College

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Alan Thomas
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St. Elizabeth Healthcare

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Hillard Lyons

Diana Wright
Community Volunteer

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Seco Electric

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US Bank

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Turner Construction Company

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Law Office of Robert Arnold

Gary Barlow
Huff Realty

Melba S. Bjornson
Retired

Ken Muth
Duke Energy

Stephanie Rehtin
Community Volunteer

Laura Sandmann
KeyBank

Tom Stapleton
Eagle Realty Group

Caroline K. Weltzer
Viox & Viox, Inc.

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: Joe Rowe

Human Resources Director: Diana Greene

**Brighton Recovery Center for
Women**

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

Community and Youth Services

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

Early Childhood Education

Director: Dellisa Ford-Edwards
7th & Park Ave.
P.O. Box 325
Newport, KY 41072-0325
Phone: [859] 491-8303

Family Center

Director: Mary Decker
799 Ann Street
P.O. Box 325
Newport, KY 41072-0325
Phone: [859] 491-8303

Financial Services

Director: Stephanie Stiene
799 Ann Street
Newport, KY 41071
Phone: [859] 491-8303

Northern Kentucky Scholar House

Director: Lauren Copeland
450 W. 6th Street
Newport, KY 41071
Phone: [859] 491-8303

Workforce Development

Director: Talia Frye
Center for Employment Training
601 Washington Avenue, Suite 140
Newport, KY 41071
Phone: [859] 491-8303



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