

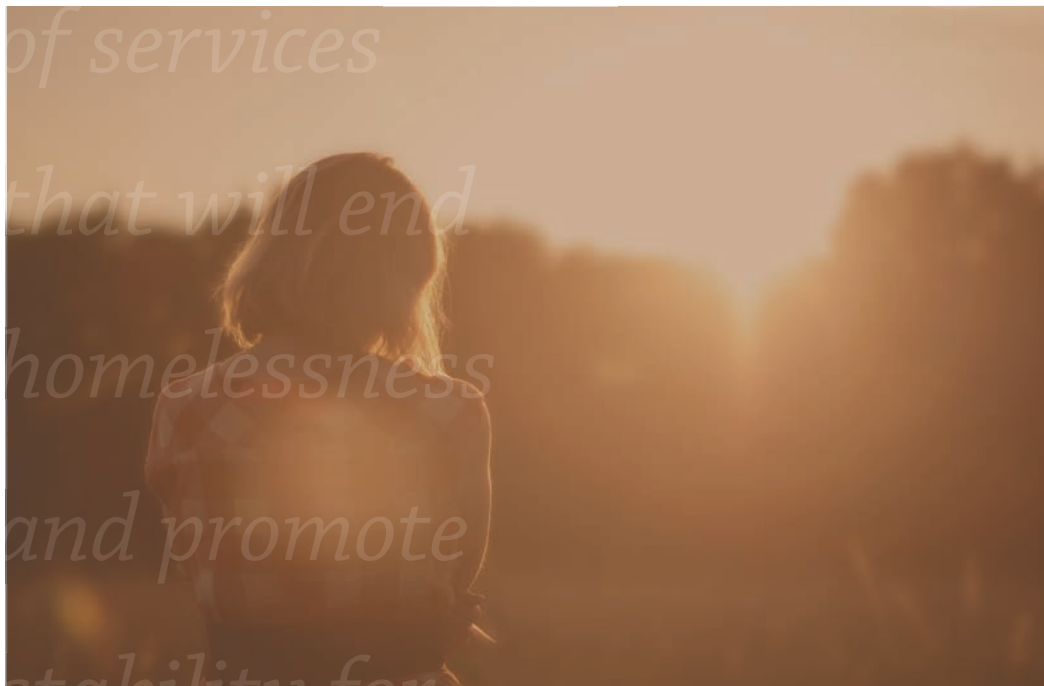


*Ending  
Homelessness*

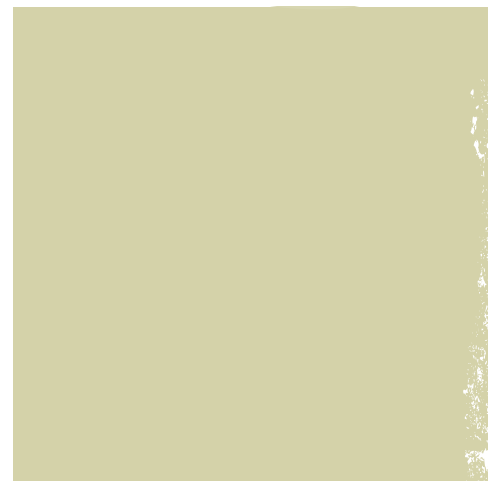
*Our mission  
is to provide  
a continuum*

# ANNUAL REPORT

# 2015

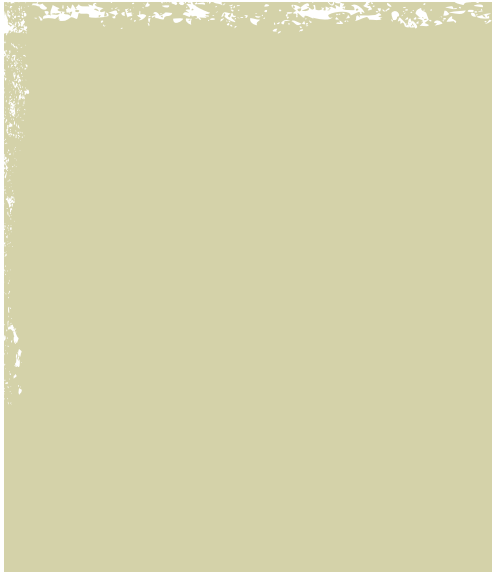


*each person  
we serve*



*Working to* **end**  
**HOMELESSNESS**  
*in* **NORTHERN  
KENTUCKY**  
*by guiding our clients*  
**FROM** *housing*  
*uncertainty*  
**TO HOUSING**  
**STABILITY**





# Letter from Linda Young, Executive Director



## *Looking back, moving forward*

Whatever our income, we all need to find suitable housing based on our budget and our preferences. Most of us have options from which to choose; however, if you have an income that is very low your options are few. In order to afford a two bedroom market rate apartment in NKY, you must earn at least \$14.46/hr. working 40 hours a week for it to be considered affordable (no more than 30% of your income). There are housing subsidies for households with low incomes, but there are long wait lists and barriers to obtain a voucher. During that time a family could lose everything from being evicted and moving around to survive. This instability is especially devastating to children.

The Welcome House strategic plan includes developing affordable housing as a goal. This is an important part of our mission. In 2015, Welcome House acquired 77 rental units in the Mainstrasse and Eastside neighborhoods thanks in part to large a private donation to purchase these properties on the condition that it only be used for affordable housing.

Using Low-Income Housing Tax Credits, Welcome House is working in partnership with the Model Group – a property developer with a successful history of rehabbing historic properties in urban neighborhoods. Rehab plans for these properties will be funded by the tax credits and will entail a complete gutting of the structures, including installing new roofs; new plumbing, electrical wiring, and HVAC systems; new kitchens and baths; and other major capital improvements.

After these dilapidated housing units are rehabbed, we believe structures will greatly improve and promote private investment in the neighborhood while at the same time providing new, affordable housing to those who need it.

For 34 years, Welcome House has worked tirelessly to provide services and housing to those living in poverty or on the verge of homelessness. As we have done with our other residential properties, we will use our experience in providing affordable housing and social service programs to assist our future tenants in these structures to help them feel a sense of belonging and experience stability.

***Welcome House is pleased to be able to make meaningful investments in the community and in the lives of its people.***

We unveiled our revamped brand and website in July 2015. We encourage you to visit [www.welcomehouseky.org](http://www.welcomehouseky.org) to see the changes. The design of these products was done pro bono by Eric Mower + Associates, Cincinnati branch. We thank them for their work on this project. Stay in touch by visiting our website, as we update it frequently, or by following us on social media.

We would be unable to do any of the work of the mission without the kindness and generosity of those who support us. Your support comes in many ways. I am grateful for all.

Many blessings to you,

Linda

A handwritten signature of Linda Young in black ink.

support

CHALLENGES

## SERVICE COORDINATION

The Service Coordination area provides assessment, outreach, case planning, financial and budgeting education, housing counseling, and community referrals services. The Service Coordinators hold walk-in assessment hours two days a week and assessment appointments three days a week to link clients to in-house services as well as community services. Service Coordinators work directly with residents staying at the Welcome House Shelter and other local Shelters, as well as individuals who are homeless or at-risk of becoming homeless.

Staff members work with individuals and families to obtain employment and benefits, locate affordable child care options, foster self-determination and stability, and assist in obtaining and maintaining permanent housing. Service Coordinators establish relationships with local subsidized housing facilities, landlords, and employers that allow for appropriate and timely referrals to be made. Service Coordinators also assist clients in searching for housing, filling out applications, and providing transportation via bus passes or personal vehicles when needed.

Welcome House partners with other organizations to provide a holistic, comprehensive approach for individuals and families who struggle to sustain their basic needs due to mental illness, domestic violence, chemical dependency, or other barriers to stability. Service Coordinators manage a case load of approximately 40 clients and maintain frequent contact with each one. While clients are experiencing homelessness, Service Coordinators meet with clients weekly and sometimes daily, to provide support and direction. After clients obtain stable and affordable housing, they are offered additional Service Coordination via in-home visits to help keep them on their targeted plan of self sufficiency and to provide additional support for up to six months. The Service Coordination area works toward the Welcome House mission by meeting clients where they are in their journey of homelessness and offering a continuum of services to transition them from insecure housing into stable housing.

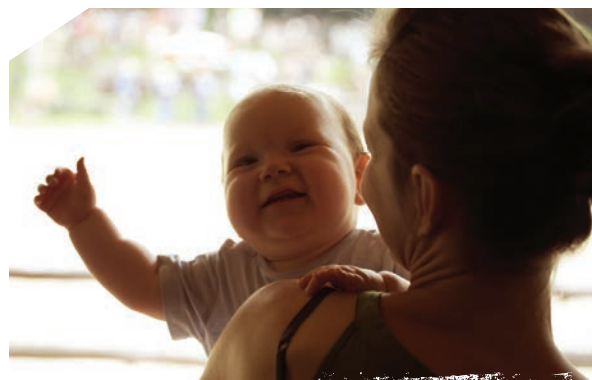
### *Client Story*

When Tom came to Welcome House he was living on the street and suffering from an addiction to alcohol. He was severely depressed, anxious and was estranged from his wife. After coming to Welcome House several times under the influence of alcohol and exhibiting signs of anxiety and depression, Tom's Service Coordinator suggested that he go into a detoxification program. His Service Coordinator was under the impression Tom's alcohol use was his attempt to self-medicate his mental health symptoms. With the help of his Service Coordinator, Tom decided to attack his mental health issues by enrolling in a medication management program and a detoxification program. Throughout the process, Tom was able to learn much about his behavior and what triggers caused him to be anxious. After spending eight days in a detoxification program, Tom emerged a new man with a fresh focus. Immediately we were able to set him up at a local homeless Shelter for his temporary housing.

Tom is now in recovery for mental illness and alcohol abuse. He has found a renewed spiritual connection and has recommitted his time to his wife and family. Tom has reported now being alcohol free for several months and is currently on medications stabilizing his mood so that he can cope with life's obstacles. Tom has recently participated in a video at the homeless Shelter—teaching and sharing his story of success with others.

### ***In 2015...***

- 91% of 450 adults and children exited into permanent housing
  - 53% of 333 adults increased their total income
  - 93% of 425 adults accessed public benefits
  - Of 672 total clients, 362 (54%) had income upon entry.
- Of the 333 adults that exited the program, 208 (62%) had income.



# programs & services

## HOUSING

### *Shelter*

The Welcome House Emergency Shelter provides a safe place to stay for approximately 30 homeless women and children a night. Residents of the Shelter work with Service Coordinators and other Welcome House staff to increase income and access affordable housing, while removing any challenges or barriers to success.

While working toward greater stability, clients are offered a safe place to live, warm meals, any needed hygiene supplies, and extra assistance (such as help with transportation and referrals to area resources). Shelter residents benefit from the caring support of a 24-hour staff, various volunteers, and donors who help meet their needs.

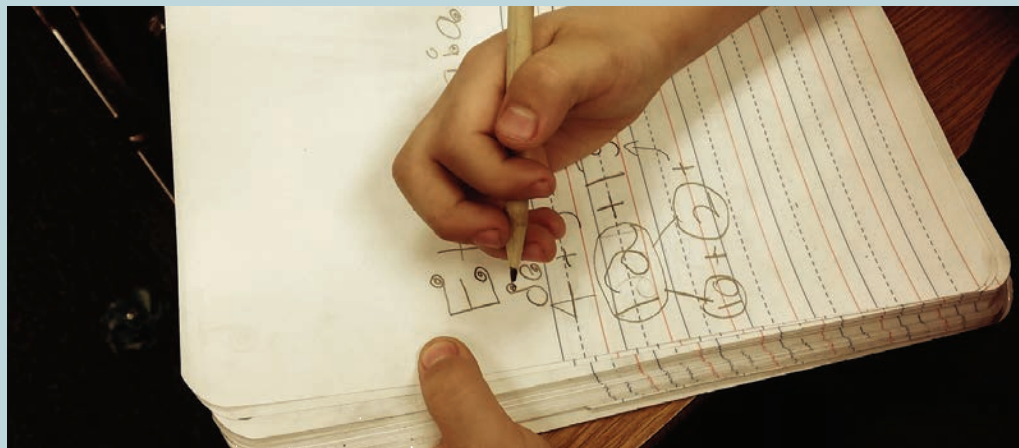
Of the 135 children served in 2015, over half (52%) were under the age of six. Children who stay in the Shelter (as well as those of other families served by the other Welcome House services) have the support of a staff member dedicated to meeting the needs and protecting the rights of homeless children and youth. Mothers are offered assistance in enrolling children into school and daycare, and in meeting the material needs of their children.

### ***In 2015...***

- The average length of stay in Shelter was 35 days*
- 100% of 184 households accessed support services while at Shelter, such as the care of visiting nurses, mental health and substance abuse referrals, and parenting and life skills coaching*
- 73% of 184 households exited Shelter to positive housing outcomes*
- 68% of 185 households had income at exit (and more residents accessed non-cash benefits such as WIC, SNAPs benefits, and health insurance enrollment while in Shelter)*

### ***Client Story***

Julie is a 26-year old mom of 4 boys, ages 2, 4, 6, and 8; she was living with family but the situation became violent, and she had to leave. When Julie came to the Shelter she had no income. Julie was given a room for her family to stay in and the Shelter provided for the family's daily needs, including food, hygiene supplies, laundry facilities and 24-hour staff support. The Lead Shelter Aide assisted Julie with transferring the children to a local school and provided needed school supplies. The 4 year-old was enrolled in preschool, and the youngest son was enrolled in daycare. It was December, and Julie's family was 'adopted' for the holidays and had a very nice Christmas despite celebrating in a Shelter. Julie was able to job seek, and she found a job quickly at a local restaurant. She also reported some depression, and her Service Coordinator referred her for counseling. One of Julie's sons was also referred for counseling to address the trauma he had witnessed. Julie was assisted with Rapid Re-Housing Program funds to move into an apartment and signed her lease just in time to ring in the New Year in their own apartment.



### *Gardens at Greenup Apartments*

Twenty apartments (2, 3, and 4 bedrooms) funded by Federal Section 8 subsidies are located in the Eastside neighborhood of Covington. Tenants must participate in a self-sufficiency program that includes pursuit of additional education to help ensure future housing stability.

### *King's Crossing Apartments*

Eight subsidized apartments (efficiency, 1, and 2 bedrooms) located in the Eastside neighborhood of Covington. Tenants must be homeless at the time of application and a member of the household must have a disability.

### *Scattered Site Affordable Housing*

Fifty-eight apartments (efficiency, 1, 2, 3, and 4 bedrooms) with subsidies are located in the Mainstrasse neighborhood of Covington, and 19 efficiency apartments are located in the Eastside neighborhood of Covington. Welcome House plans to completely renovate these units.

### *Rapid Re-Housing Program*

This program provides funding so that individuals and families can move quickly from a Shelter or living on the streets into an apartment of their own. Welcome House staff work with clients to locate housing. After clients move into their new housing, Service Coordinators continue to meet with them to ensure that they keep or increase their income and understand their responsibilities as tenants in order to maintain their housing. The assistance provided is customized to match the individual needs of each household; some households receive one-time assistance while others may receive assistance over several months until they are stable.

### *In 2015...*

- 96 households were served with rental assistance, shortening their stay in Shelter

### *Client Story*

Sarah and Tim were homeless and living on the streets for two years when their Service Coordinator referred them to King's Crossing for an apartment. Thanks to our Rapid Re-Housing Program, the homeless couple were quickly rescued from the cold and provided with a safe roof over their head. Although having a safe place to live does not instantly solve all the issues that led to their homelessness in the first place, Sarah and Tim can now work on their addiction issues. Welcome House staff continue to work with Sarah and Tim to understand and follow through on their obligations as tenants and to work on the underlying issues that caused their homelessness, something they could not do when struggling to stay alive in a parking garage.



generosity

# programs & services

## INCOME & BENEFITS

### *Representative Payee Program*

This program assists persons with mental and/or physical disabilities by direct management of their disability income because they do not have the capacity to manage their monthly bills themselves. Welcome House acts as a financial agent (called a Payee) for clients without an appropriate adult in their life to fulfill this role. Payees pay rent, utilities, and other monthly bills on the client's behalf. The Social Security Administration and the Veterans Administration both require that persons receiving disability payments have a Payee to represent them. Without a Payee, the client cannot receive disability income or medical coverage. The overall results of the program focus on improved quality of life and stabilization of a vulnerable population. Clients oftentimes transition from living on the streets with debilitating illnesses to having an income, housing, medical coverage, and the support necessary to lead a more independent life.

### *In 2015...*

- 100% of 97 households maintained housing
- 100% of 97 households developed a budget and savings plan
- Of the clients who were in the program for 2 or more years, 99% of 86 households maintained housing stability and 72% had a savings of at least \$900 (above national average)



### *Client Story*

Randy has been a client in the Payee Program at Welcome House for many years. Randy's wife passed away four years ago and he had no other living relatives or many close friends. Randy is of diminished capacity and needs help paying his bills and managing his money. Six months ago Randy was diagnosed with terminal lung cancer. Recently, Randy became friendly with a man and woman who were homeless and invited them to stay at his place for a few days. As the days added up to weeks and they hadn't moved, Randy realized they were using drugs, but could not get them to leave his apartment. Because of Randy's diminished capacity, he did not realize the danger these people were to him. One day Randy came in to pick up a check at Welcome House and his Payee noticed bruises and cuts across the top of his head. He said that he had bumped his head into the door at home. The payee questioned this and a decision was made to move Randy to a motel to get him out of this living situation. He later admitted that the people in his apartment had taken him by the collar and pushed his head into the door intentionally. Because they had been invited in, the police were not able to evict the people staying in his apartment. The landlord had to take Randy to court and evict him in order to get the other people out of his apartment. This eviction caused him to lose his housing. Soon, with Welcome House's help, another apartment was found for him and Welcome House paid the rent for two months through our rental assistance program. Through all this, Randy lost everything he owned but we assisted him with getting a new bed, TV, and all new clothes and personal necessities. Randy is now being treated for his cancer and getting stronger physically.



## Income Support Services

**Employment Services** prepares individuals for the workforce who are considered the most difficult to employ, so they can obtain the earned income necessary to support their household and maintain housing stability. Participants have barriers to employment including: substance abuse, criminal records, little or no work history, limited job skills and/or education, and mental and/or physical health problems. Clients participate in job readiness instruction and vocational activities to remove those barriers and to obtain and maintain employment. In addition, clients who are placed with an employer receive 12 months of retention support to help them maintain their job, obtain additional skills, and access training to improve their future employability and professional development.

### *In 2015...*

– 165 individuals were served through employment services

**The Social Security Outreach Program (SSO)** uses the S.O.A.R. (Social Security Outreach, Access & Recovery) method to complete Supplemental Security Income (SSI) and Social Security Disability Insurance (SSDI) applications for individuals who have mental and/or physical disabilities and who are homeless or at-risk of becoming homeless. Partnering with the Social Security Administration and Disability Determination Services, the program seeks to identify, support, and alleviate individuals from poverty and homelessness by helping to provide stable, permanent income, access to medical insurance programs such as Medicaid and Medicare, and social services coordination.

### *In 2015...*

– 10 applicants were assisted in applying for social security benefits

## Client Story

Natasha came to Welcome House after being homeless and living in the streets. She had been staying at a domestic violence Shelter, due to a previous situation where she was being physically abused by her partner. She left the center to stay with friends, but the situation was not stable and they were unable to let her stay there. She then came to stay at the Welcome House Shelter. Natasha expressed an interest in getting a job but did not think she could get one because she had a limited work history and mental health issues that posed barriers to her obtaining and maintaining a job. However, her Employment Specialist was able to work through those challenges. Her Employment Specialist completed a vocational assessment to determine Natasha's skills and interests, worked on establishing a career plan, developed a resume and cover letter, practiced mock interview experiences, conducted job readiness training, and secured interview clothing from a community partner. After working with Employment Services for two months Natasha obtained a job and within six months earned a raise and was Employee of the Month. As a result of her increased income she was able to maintain a two bedroom apartment for her and her daughter.



hope

# programs & services

## Specialized Housing

**The Gardens at Greenup** opened in 1996 and is a supportive housing program for adults pursuing their post secondary education and their children. It is designed to strengthen families by providing affordable, subsidized housing with on-site support services, which includes case management, house support services, education planning and support, career planning, financial literacy, life skills training, and childcare. The program is unique in setting a holistic standard for self-sufficiency, including personal growth development, family activities, and building a community of support. Clients work on goals in the following areas: education, income, family support, self sufficiency, and budgeting. In addition, residents are supported through the Women's Leadership Council of Greater Cincinnati with monthly events and mentoring opportunities. All residents are expected to sign a one-year lease upon entry. A resident may stay up to six years in the program as long as they are fulfilling their education goals, though the majority has an average stay between 2-3 years. The length of stay is determined by the resident's progress toward goals and compliance with the program requirements.

### In 2015...

- 100% of 27 adult residents enrolled in post-secondary education
- 100% of 27 adult residents were able to access public benefits and work support
- 100% of residents developed an educational plan in pursuing their secondary education

## Client Story

Melissa has been a resident at the Gardens of Greenup Apartments for almost 2 years. During this time she has worked with the Housing Services Coordinator (HSC) to enter the program, establish goals, and complete her education. Melissa lost state assistance in late 2014 after receiving benefits for 5 years, and was in danger of losing her housing for herself and her three children. Melissa applied to the program and began working on a construction degree. The HSC worked with Melissa to obtain a part time job that would allow her to earn the money she needed to support her family and still complete her school requirements. Despite the challenge, she coordinated times to meet with the HSC around her work schedule, and was able to continue her education plan. Melissa graduated in March of 2015 from her vocational training program. She then worked with the HSC and the Employment Specialist to obtain a position at a local manufacturing company. Because of her hard work she was promoted within six months to full time status and obtained a job with benefits and pay that will allow her to support her family and maintain housing. Melissa now plans to move into a new housing development in Covington and continue her education by obtaining a master's degree in the future.



# SUPPORT

# v o l u n t e e r s

9



Volunteers are essential to the success of Welcome House. Without the support and help from numerous individuals and groups, we would not be able to achieve all that we do. Volunteers get involved through various avenues. Volunteers are accepted to help in direct services (housing, employment, income/benefits, Shelter, and service coordination) as well as indirect services (development and administration). Individuals and groups determine their availability and frequency of visits with the Development team upon set-up. From there, staff and volunteers work together to find the right fit for them within our organization. Some examples of ways people are helping Welcome House include: meals for Shelter, mentoring for Garden's at Greenup residents, research and planning, picking up and stocking donations, support at events, and facilities maintenance/repair.

In 2015, Welcome House had 823 total volunteers. Out of these 823 individuals, 122 volunteered in direct services and 701 in indirect services. These individuals contributed a total of 4,124 hours of volunteer work to Welcome House which is the equivalent of \$95,140 in cost-free assistance.

We have many ways you can get involved with Welcome House. Whether you are looking to work with clients, or would like to help organize our pantry, we have the volunteer opportunity for you! To learn more about these opportunities, please visit our website at [www.welcomehouseky.org](http://www.welcomehouseky.org).



## IN-KIND DONATIONS

In 2015, Welcome House launched our Resource Bag initiative. This form of an in-kind donation contains imperative items purchased and bagged by donors for delivery to Welcome House. Bags vary in theme and items, and help Welcome House direct service staff get resources out to clients faster. In the two months the Resource Bag initiative was live in 2015, Welcome House received over 400 resource bags!

Additionally, Welcome House collected over 2,500 items for the holiday season from various individuals and organizations, received over 1,500 diapers, and distributed over 200 sleeping bags that served clients who were in need of these basic necessities. Because of our generous donors, toys were available for our children in Shelter for their birthdays, hats and scarves were provided during the winter months, and every client was able to receive hygiene items when needed. This year's donations helped provide the basic necessities to our clients so that they could focus on housing for them and their family.

For more information on Resource Bags and in-kind donations, please visit our website [www.welcomehouseky.org](http://www.welcomehouseky.org) or call Welcome House Development at 859.431-8717.



## CHANGING LIVES

# Board Members

Neil Blunt	Diane Fritz	Chris Markus	Ginny Tallent
Melissa Bradley	Tom Hausterman	Claire Parsons	Angie Taylor, Secretary
Aaron Broomall	Stephanie Huhn, Treasurer	Deborah Perkins	Jake Terlau
Cindy Carl	Katie Koch, Vice Chair	Ann Schrage	Summer Wei
Lynda Crossan	Michelle Kolb	Joe Schutazman	Mike Yadav
Karen Daugherty, Chair	Neil Leyshock	Elizabeth Stewart-Pirone	
Tony Faeth	Daniel Linneman	Matt Strother	

*\* represents Welcome House Board members as of December 31, 2015*

## WELCOME HOUSE OUTREACH

Welcome House Outreach, also referred to as the WHO, has been an auxiliary fundraising committee for Welcome House since 1990. The WHO organizes and hosts the annual Summer Sunday event held the first Sunday in August and the WHO Shower thrown in April. The committee is comprised of approximately thirty women who donate their time and energy toward making these events and their volunteer work successful. In addition to their event support, the WHO also volunteers monthly by making a meal for the women and children in our Shelter and contributes frequently to our in-kind donation efforts.



## WHO MEMBERS:

*In 2015, the WHO celebrated their 25th anniversary with Welcome House! They have been a strong source of support over the years and we are extremely thankful for their consistent support.*

Allison Arnold	Dana Griffin	Shawn Baker	Karen Smith
Laura Canter	Juanita Griffin	Becky Hood	Tasia Stiegemeyer
Louise Canter	Elizabeth Heist	Allison Kennedy	Gabrielle Summe
Cindy Carl	Ann Hemmer	June Kocsis	Lynn Wurtz
Ellen Creaghead	Pat Hemmer	Melissa Moore	Jean Zeck
Karen Daugherty	Shannon Hill	Betsy Schuler	Jennifer Zimmerman
Valerie Dyas			

*\* represents Welcome House Outreach members as of December 31, 2015*

family

Welcome House will be a leader in guiding



## MARDI GRAS

Mercedes Benz of Fort Mitchell in partnership with Northern Kentucky Restaurant Association (NKRA) presented the 24th Annual Mardi Gras for Homeless Children on Tuesday, February 17, 2015 at the Northern Kentucky Convention Center. Individual tickets cost \$60 with the chance to upgrade to VIP, table seating, or sponsorship levels. Mardi Gras is an annual tradition that dates back more than 20 years. The spectacular event hosted by the NKRA features food and drink vendors and is a very memorable evening that generates revenue for Welcome House and two other agencies. The money raised from the event pays for meals we provide to the children that live in our Shelter. Aside from food and drink booths, there are amazing Mardi Gras beads and auction items available. In 2015, the Welcome House raised over \$24,000.

### Platinum Sponsors

Wealth Advisors of Raymond James  
Kistner/Merrill Family  
Jenny Schneider & Guests

### Gold Sponsors

Custom Design Benefits	Friends of the Welcome House	Welcome House Outreach/
Lynda Crossan & Guests	Burke, Inc./Seed Strategy	Welcome House Employees
Neiheisel Plumbing	Camco Chemicals	Aaron Broomall & Guests
Dan Alexander & Guests		



## ANNUAL SHOWER

Playing off the idea of a bridal shower, this event is hosted by the WHO (Welcome House Outreach) with the purpose of bringing in-kind donations to Welcome House for the clients. In 2015, the Shower speaker was D. Lynn Meyers from The Ensemble Theatre. Meyers discussed her experiences as the Producing Artistic Director at The Ensemble Theatre in Cincinnati and the healing power of art as she recalled her 18-year adventure at The Ensemble Theatre in Over the Rhine where she transformed the theatre into a healing art form to better a community. As a native Cincinnati, proud graduate of Thomas More College, and current member of their Board of Trustees, Lynn was extremely inspiring. Tickets to attend cost \$30 and all attendees brought a brand new item from the invite wish list-- such as comforter sets, bath towels, pack and plays, and much more. These items are impactful gifts for our clients as they transition to stable housing.



## SUMMER SUNDAY

Summer Sunday is a fundraising event hosted by the WHO and held at Grandview Tavern. The fourth annual Summer Sunday event was held on Sunday, August 2, 2015. The event began at 5PM and was a great way for friends and family to gather and enjoy heavy appetizers, drinks, live music, silent auction, and a grand raffle. Summer Sunday is our biggest and highest revenue generating event of the year. In 2015, approximately 200 people were in attendance. Money raised by the event allows for Welcome House to continue operating its Shelter and provide the continuum of services to meet clients where they are at in their journey of homelessness. Tickets cost \$60 to get in and include food and two drink tickets. Tickets to participate in the grand raffle are \$50.

*Those who contributed in support of Welcome House and Summer Sunday in 2015 include:*

### Platinum Sponsor

Direct Express

### Gold Sponsors

Baird Investments  
Macy's  
Kroger  
David J. Joseph Company

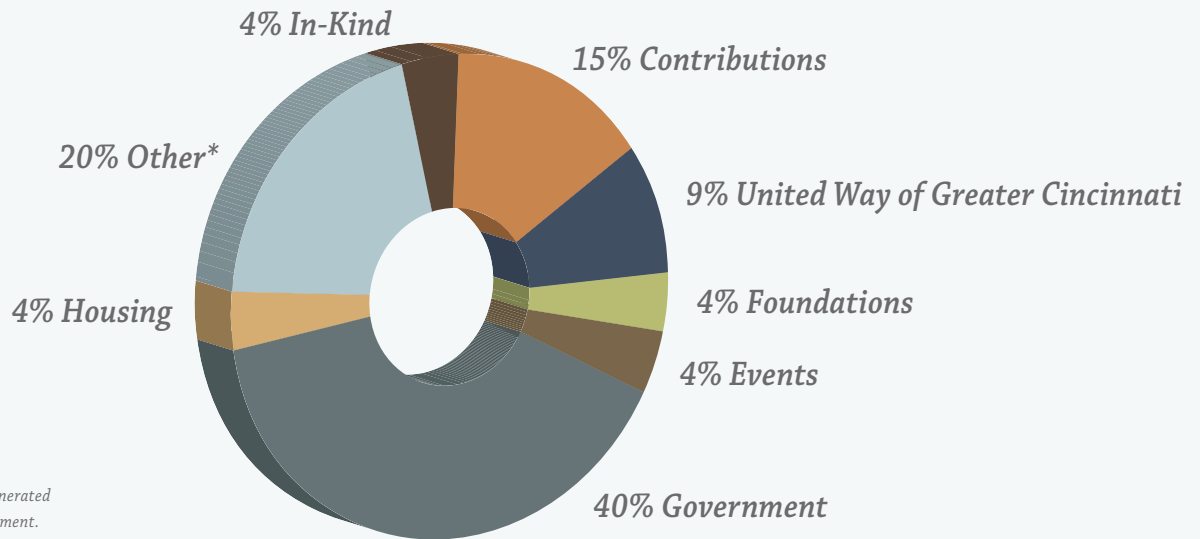
### Silver Sponsors

Home City Ice	KMV Holdings, Inc.
Vince & Cathie Klee	Juanita & John Griffin
Bilz Insurance	Pat & Bill Hemmer,
Bank of Kentucky	Sterling Cut Glass
Carol & Bob Griffin	Thomas More College
Dressman Benzinger LaVelle	Toeppen Companies

# financials

## Revenue

\$1,970,523



\* Other represents proceeds generated from Welcome House's endowment.

## Expenses

\$1,927,690



Revenues and Expenditures are unaudited numbers

# donations

All those who contributed to Welcome House in 2015 are recognized on the following pages. These contributions make it possible for us to continue to work toward our mission of ending homelessness and helping those who are the most vulnerable in our community move from housing uncertainty to housing stability. Thanks for your consistent and ongoing support.

The contributions listed below are funds received above and beyond funds given through government agencies and pass-through dollars. Every attempt was made to include all individuals/groups who made a contribution to Welcome House in 2015. Please forgive any inadvertent misspellings or omissions."

## WE APPRECIATE YOU

### HERITAGE (Gifts above \$25,001)

Elaine and Henry Fischer  
United Way of Greater Cincinnati  
Welcome House Outreach

### LIFE (Gifts of \$10,001 – \$25,000)

Frances Gipson Bequest  
Greater Cincinnati Foundation  
Josh and Vivienne Spoerri  
Kroger Company Employees  
Northern KY Restaurant Assn.  
Robert Krolage  
The Andrew Jergens Foundation

### HOPE (Gifts of \$5,001 – \$10,000)

Apartment Assoc. Outreach, Inc.  
Charles and Betty Schneider  
Cincinnati Women's Society of CPA's  
The Butler Foundation

### SPIRIT (Gifts of \$1,001 – \$5,000)

Anita Connelly  
BB&T  
Blessed Sacrament Church  
Bruce Walters  
Charles and Diane Hammond  
Chris Cusentino  
Church Of The Blessed Sacrament  
Coldwell Banker West Shell  
Crane Fund for Widows and Children  
Custom Design Benefits, Inc.  
Deborah Borchers  
Edward and Mary Lou Vogel  
Elizabeth Stewart-Pirone and Joe Pirone  
Frank Burns  
Gary and Kary Myers  
Gloria Dei Lutheran Church  
Impact 100, Inc.  
Jim and Phyllis Young  
John and Juanita Griffin  
Kathy Kaelin-Symons  
Kenton Heights Womens Club  
Lynda Crossan  
Mark and Elizabeth Anderson  
Mary Renaker  
Mother of God Church  
Northern Kentucky Medical Society  
Foundation  
Richard and Angela Elder  
St. John Church  
St. Joseph Church  
St. Pius X Parish  
St. Timothy Parish  
Steve Meyer  
Susan C. Jones  
Teresa and Michael Brennan  
Terry and Cindy Carl  
The Deaconess Association, Inc. in honor  
of William Zeck  
The Lyon Family Fund  
The Marge & Charles Schott Foundation  
The R.C. Durr Foundation, Inc.  
Tom and Brenda Hausterman  
U.S. Bank Foundation  
Will R. Gregg III  
William P. Anderson Foundation

### ESTEEM (Gifts of \$501 – \$1,000)

Adams, Stepler, Woltermann & Dusing  
Amanda Bennett  
Angie Taylor  
Audrey Merrill  
Barbara and Joseph Haas  
Brian Dickman  
Bullittsville Christian Church  
Burke, Inc.  
Dan Alexander  
Daniel and Annette Theissen  
Darla and Lynn Shewmaker  
David and Laura Custer  
David and Patricia Quast  
David Tretter  
Fidelity Charitable Gift Fund  
GE Foundation  
GE United Way Giving Campaign  
H. Gordon Martin Foundation  
Hannelore and James Harris  
Identity Sportswear  
Joseph and Carol Bauer  
Julee Stroup  
Kathy Dye  
Lakeside Presbyterian Church  
Macy's Corporate Services, Inc.  
Mary and Bernard Paolucci  
Mary Gray  
Raymond James & Associates Inc.  
Richard and Deborah Grover  
Richard and Mary Ann Menke  
Stephanie Huhn  
Stephen and Jennifer Bailey  
United Way of Greater Atlanta  
US Bancorp Foundation  
William and Beverley Frederick  
William and Lynn Hemmer  
William Remke

### STABILITY (Gifts up to \$500)

Aaron and Jodianne Broomall  
Aaron J. and Frances Wolfe-Bertling  
Adam and Helen Tropiejo  
Adam and Loriel Niemann  
Alan and Kathy Vicory  
Alfred White  
Allen and Becky McClung  
Alma and Bill Bonham  
Alvin and Gloria Ludwig  
Alvin Jackson  
Alyse Hoffer  
Amanda Couch  
Amber Reilly  
Amy and Timothy McHugh  
Amy Collis  
Amy Ruttle  
Amy Sutter  
Andrew and Maria Dalton  
Andrew and Michelle Banks  
Andrew Lange  
Aneta M. Helmer  
Ann and Joseph Milburn  
Ann Beck  
Ann Gunkel  
Ann Hemmer  
Ann Silvers

Anne Richter and Carla Manning  
Asbury United Methodist  
Bahram Ziaie  
Barb and Steve Berkemeier  
Barb Devault  
Barbara Ahlbrand  
Barbara and John Toelke  
Barbara Freiermuth  
Barbara Leonard  
Barbara McDaniel  
Barbara Pugne  
Barbara Rettig  
Becky Arnold  
Bernadette Murphy  
Bernice Krebs  
Beth and James Redwine  
Beth Gebka  
Beth Kaiser  
Beth Sewell  
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Beverly Reno  
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Beth Sewell  
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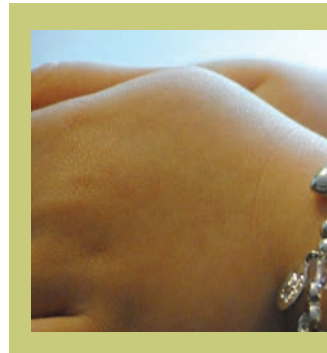
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Bressler and Company  
Brio Tuscan Grille  
Brown Mackie College  
Cathedral Basilica of the Assumption  
Children's Theatre  
Cincinnati Museum Center  
Cincinnati Playhouse in the Park  
Cincinnati Yard House Restaurant  
City of Covington  
Columbus Crew  
Community Family Church  
Coney Island  
Cosi Columbus  
Country Inn Suites  
Covington Independent Public Schools  
Covington Independent Public Schools: Project Home  
Crown Vic Boys & Girls of Cincinnati  
Cummins Filtration  
Delta Airlines  
Delta Kappa Gamma Epsilon Chapter  
Dollywood  
Dorning Supply Company  
Dr. Phil Show  
Dr. Phil Show  
Elk Creek Vineyards  
Ensemble Theatre  
ESCO  
Fa bulous Furs

Faces Without Places  
Feast of Love  
Fidant Wealth Partners  
Fifth Third Bank  
Fifth Third Bank  
First Christian Church  
Fries Brothers, Inc.  
Ft. Mitchell Baptist  
Funny Bone  
Gameworks  
GE Aviation Digital Engineering Solutions  
General Electric  
Gideons  
Girl Scout Troop 409  
Glires Meats Inc.  
Glockner Family Dentistry  
Gloria Dei Lutheran Church  
Gray Middle School  
Greater Cincinnati Apt. Assoc.  
Greater Cincinnati Northern Kentucky Airport Association  
Holtman's Donut Shop  
Holy Cross Elementary School  
Immaculate Heart of Mary  
I-Wireless  
Jeff Ruby Culinary Entertainment  
Keeneland Association, Inc.  
Kenton County Golf Course  
Kentucky Horse Park  
Know Theatre  
Lakeside Presbyterian Church  
Lego Kids Fest Tour  
Life Photography Studio  
Longbranch Elementary  
Mainstrasse Village Pub  
Master's Kitchen-Solid Rock Church  
Mellow Mushroom  
Midwest Waffles  
Mike Castrucci Ford Sales, Inc  
Modesty Relief  
Mother of God Church  
Newport Aquarium  
Newport High School Cheerleaders  
Northern Kentucky Clippers  
Northern Kentucky Montessori  
Northern Kentucky University  
Northern Kentucky University Athletics  
Notre Dame Academy  
Panera Bread  
Papa John's Pizza  
Perfect North Slopes  
Perry Park Ladies Association  
Pet Suites  
Procter & Gamble  
Procter & Gamble Research  
Recreations Outlet  
Republic Bank  
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St. Anthony's Church  
St. Barbara Church  
St. Catherine of Siena Church  
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St. Elizabeth Hospital

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St. Mary's Cathedral  
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St. Patrick Church  
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St. Pius X Parish  
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The Beach Waterpark  
The Carnegie Visual & Performing Arts Center  
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Theta Phi Alpha  
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Triumph Strength & Conditioning  
Turkeyfoot Middle School  
United Way  
UpSpring  
VEGA Americas  
VIP Back Rubs  
Waffle House  
Walton Verona Elementary  
Welcome House Outreach  
Welcome House Outreach Committee  
Wild Flavors Inc.  
Xavier University Athletics



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17

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Kirsten Auch, Accounting & Payroll Specialist  
Elizabeth Gray, Compliance & HR Director  
David Kasanicky, Finance Director  
Jasmine Murdoch, Accounting Clerk  
Michael Schepers, Operations Director  
Kay Roberts, Data & Technology Specialist  
Roseanna Yarnell, Receptionist  
Linda Young, Executive Director

## *Development*

Kristen Baldini, Development and Marketing Director  
Kelly Rose, Development Coordinator

## *Service Coordination*

Candace Aulick, Service Coordination Director  
Justin Beale, Lead Service Coordinator  
Amanda Couch, Assessment & Resource Coordinator  
Alvin Jackson, Service Coordinator  
Christina Koopman, Service Coordinator  
Tiffany Neri, Service Coordinator  
Delores Quevedo, Service Coordinator Assistant  
Shannon Simmons, Service Coordinator  
Carrie Ward, Service Coordinator  
Heather York, Service Coordinator

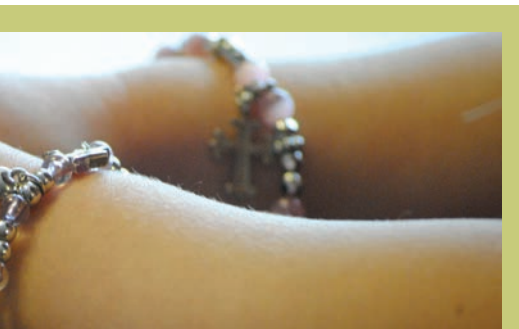
## *Income/Benefits*

Melissa Frances, Payee Service Coordinator  
Alice Marqua, Payee Services Team Lead  
Gina Miller, Employment Specialist  
Nikki Moore, Housing Services Coordinator  
Joy Mullins, Payee Account Manager  
Brian Sergent, Income & Benefits Director

## *Housing*

Sierra Brown, Shelter Aide  
Tia Clark, Shelter Aide-Reserve  
Mary Hutton, Shelter Cook  
Beth Johnson, Shelter Aide  
Yolanda Johnson, Shelter Aide-Reserve  
Misty Lester, Shelter Aide  
Beverly Merrill, Housing Services Director  
Meghan Quevedo, Housing Support Worker  
Julie Walter, Housing Staff & Facilities Supervisor  
Emily Watts, Shelter Aide-Reserve  
Tearmirra Williams Talley, Lead Shelter Aide  
Emma Wilson, Shelter Aide-Reserve  
Carrie Wynn, Shelter Aide

*\* represents Welcome House employees as of December 31, 2015*



*A special thank you to our staff who work tirelessly to make our mission of ending homelessness possible. It is because of you that we are truly able to take our clients from housing uncertainty to housing stability. You are appreciated more than you will ever know.*

Ways to get involved:

volunteer  
**donate**  
ADVOCATE



*Ending*  
Homelessness



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