



HELP FOR ONE MEANS A BETTER PLACE FOR ALL

ANNUAL REPORT 2016

WE ARE THANKFUL FOR THE SUPPORT OF OUR
COMMUNITY THROUGHOUT THE YEAR



CEO & Board Chair



Fiscal Year 2016 continued to be a fight on the war of the opiate epidemic in our community. The need for First Step Home's services for women and women with children has continued to increase. Our goal is to provide wrap around services for each woman that enters our doors. Because of the complex needs of the women we serve, we continue to expand our partnerships with numerous professionals and other agencies within our community.

As you read through our Annual Report, you will find wonderful, life-changing stories from the women we serve and, gratefully, you will find that we are financially stable. In the spring of this year, we held our most successful Gala, due to the support of the friends of First Step Home. In addition, we held our largest client graduation that was attended by family members, professionals and other supporters of our agency.

Safe, affordable housing is a critical barrier for many of the women leaving treatment. Even though First Step Home has made some progress in this area for those women in our program, it continued to be a major issue during this fiscal year. As a result, in order to meet the needs of our women, we purchased a twenty-three unit apartment building that will provide another resource for our women on their return to the community. Over the next several months, the apartment building will provide single bedroom apartments and efficiencies for First Step Home women.

In January of this Fiscal Year, we lost, due to a terminal illness, the First Step Home Vice President, Terry Schoenling. Terry was a dedicated soldier in the care and treatment of women and children. In honor of his outstanding work, one of our buildings will be named the Terry Schoenling Home for Mothers and Infants. He will be missed by many.

As a mission driven agency, First Step Home will continue to assess the needs of women with substance use disorder who present for treatment and provide quality services. It is our goal that they will return to the community drug free, law abiding, tax paying community members.

We thank you for your support.

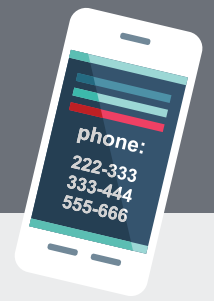
Jeffrey Hendricks, Esq.
First Step Home Board Chair



Margo Spence
First Step Home President & CEO



Management Team



MARGO SPENCE - PRESIDENT & CEO

Margo Spence has served as the President & CEO of First Step Home for 15 years. Prior to that Ms. Spence served as the Director over the Women's Halfway Houses and Jail Treatment Component at Talbert House. Ms. Spence has extensive experience in substance abuse and mental health treatment through numerous leadership positions and her nine years of experience working at Hillcrest School.



NATASHA BUSAM - DIRECTOR OF FINANCE

A native of Pennsylvania, Natasha Busam came to Cincinnati to attend Xavier University. With a Bachelor's Degree in Business Administration, Ms. Busam went to work in public accounting, spending almost 13 years in public accounting. Ms. Busam served as Board Treasurer for 5 years and joined the staff in January of 2016.



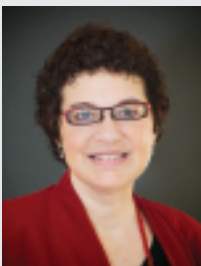
DEEANN CAMP - DIRECTOR OF REGULATORY COMPLIANCE

DeeAnn Camp joined First Step Home in June of 2016. Ms. Camp previously served as Director of Head Start at Cincinnati Union Bethel for 11 years. She was previously House Manager at the Halfway House for Women at Talbert House and has experience in child welfare and other leadership roles in the nonprofit arena.



CINDY FISHER - DIRECTOR OF HUMAN RESOURCES

Cindy Fischer, Director of Human Resources, has served at First Step Home for nearly 10 years. Prior to her tenure at First Step Home, Ms. Fischer served as Human Resources Manager at Continental PET Technologies for 14 years. Ms. Fischer has an extensive background in human resource issues in non-profit organizations.



RACHEL LYON - DIRECTOR OF DEVELOPMENT

Rachel Lyon, Director of Development, has served at Northern Kentucky University and the Jewish Federation of Cincinnati. Ms. Lyon is an Emmy Award winning documentary filmmaker, has served as a professor of communications and has been a development professional for 20 years.



MARYANN O'MALLEY M.ED, LPCC-S, LICDC-CS DIRECTOR OF CLINICAL SERVICES

MaryAnn O'Malley, Director of Clinical Services, has served at First Step Home for over 4 years. She has served as Clinical Director at Mental Health Access Point/Central Clinic, and Clinical Supervisor of the Integrated Dual Disorder Team at Greater Cincinnati Behavioral Health Services. Ms. O'Malley has served in the arena of addiction treatment for the past 30 years.

Clinical Services



The opiate epidemic continues to rage on. As a result, First Step Home is experiencing an increase in pregnant, opiate addicted women who need our help. With the advent of the Terry Schoenling Home for Women and Infants, we will be better able to meet the needs of new mothers. As an agency, we focus our treatment on meeting the individual needs of all our substance-dependent clients. We house recovering women together with their children, up to the age of twelve. Parenting groups for women with children of all ages are provided. We partner with other agencies to ensure our clients' children are receiving the services they need in order to break the cycle of addiction.

In addition to the above, First Step Home offers important supportive services for women. The services include addiction counseling, vocational assistance, access to medication assisted

treatment (MAT), case management and access to medical care that includes pre-natal and in-home outreach assistance through a holistic, integrated approach.

Our team consists of staff with the highest credentials and cutting-edge training on Trauma Informed Care. We have hosted nationally known consultants to help our staff shift from a "What is the problem?" mentality, to a "How can I help?" stance. Staff contribute ideas for better service and help incorporate specialty groups to meet the complex needs of our clients. A Peer Mentor was added to our team, and she brings with her knowledge of "walking the walk." We are not static here. In fact, we are ever evolving to find the best services, best practice models, and specialty groups to help our women clients grow to their full potential.



2016 Fiscal Year Funders



- Anonymous
- Cincinnati Children's Hospital Medical Center
- Cincinnati Woman's Club Foundation
- Community Shares of Greater Cincinnati
- George B. Riley Trust
- Hamilton County Mental Health & Recovery Services Board
- The Heekin Fund
- Individual Contributors
- Ohio Department of Job & Family Services
- Ohio Department of Mental Health & Addiction Services
- Robert H. Reakirt Foundation, PNC Bank, Trustee



STATE REPRESENTATIVE DENISE DRIEHAUS

First Step HomeSpring 2016
Graduation



CINCINNATI CITY COUNCIL MEMBER YVETTE SIMPSON

First Step HomeSpring 2016
Graduation

Financial Report



For the second year in a row, First Step Home finished the fiscal year with revenue in excess of expenses by over \$350,000. These dollars will be used to fund operations and capital projects going forward. For fiscal year 2016, the agency budgeted \$3.3 million dollars for revenue, including fee-for-service, contributions and grants. The agency exceeded these dollars, and total revenue was \$3.8 million dollars. Our success is due in part to the generosity of our friends, contributors and the most successful gala ever.

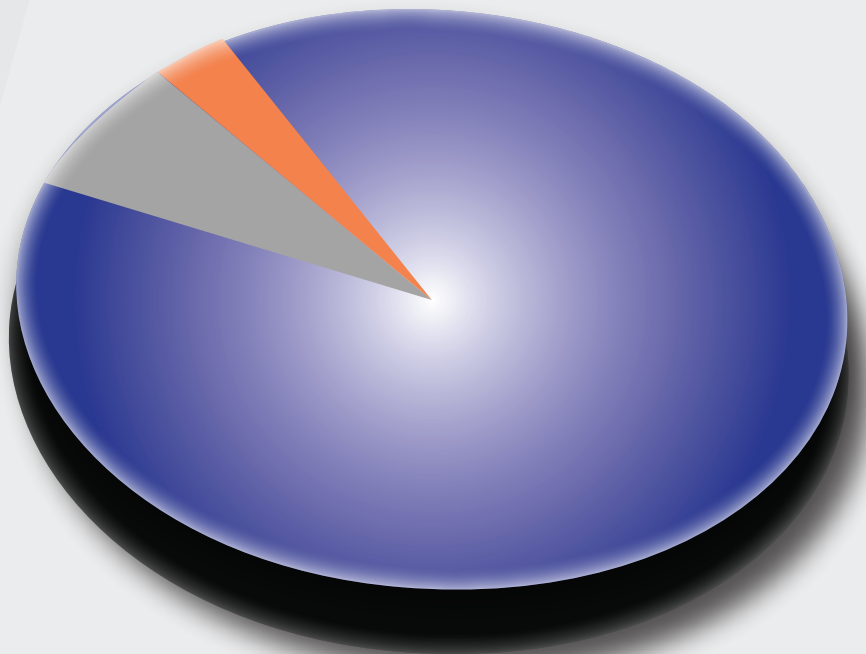
Looking toward the future and fiscal year 2017, there are both challenges and opportunities. The challenge during the upcoming fiscal year is transitioning the business model to align with the State of Ohio changes to

Medicaid billings. For the agency this will mean restructuring the billing and services to align under two defined programs, residential and outpatient. Groups, staffing and all other operating services will need to be transitioned to fit the billing model. The most exciting new opportunity is for the women themselves – Access to Recovery. This program, through the State of Ohio, provides voucher opportunities to the women to pay for housing, medical and other qualified expenses.

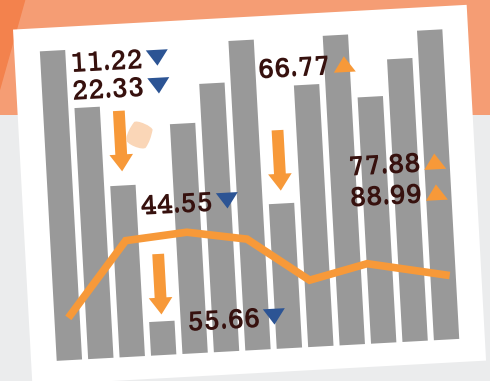
The success of the past fiscal year, combined with the new opportunities presented pave the way for a successful fiscal year 2017.

PUBLIC REVENUE & SUPPORT

- Government Fees & Grants
\$3,332,097
- Contributions, Fundraising & Donations
\$326,537
- Other Operating Income
\$117,619



Development Report



This year First Step Home established a Development Department, re-established a Development Committee within the Board and will hold our first ever Advisory Board meeting in November of 2016. In our inaugural year the department raised over \$100,000 in private foundation, county and state funds and corporate grants from the Cincinnati Children's Hospital Medical Center, Cincinnati Woman's Club Foundation, Community Shares of Greater Cincinnati, George B. Riley Trust, Hamilton County Mental Health & Recovery Services Board, the Heekin Fund, Ohio Department of Job & Family Services, the Ohio Department of Mental Health & Addiction Services and the Robert H. Reakirt Foundation, PNC Bank, Trustee.

In addition there have been key state awards that are helping with the renovation of the Terry Schoenling Home for Mothers and Infants and recovery housing. The State of Ohio awarded two new grants to First Step Home, the first for Recovery Housing and the second for capital improvements. The Recovery Housing grant for \$99,945, reimbursed First Step Home for the salaries, benefits and additional operating costs related to the agency's recovery housing properties. The second grant for a total of \$210,000 for capital improvements is allowing First Step Home to renovate the Terry Schoenling Home for Mothers and Infants.

We held our annual Rose Gala Award Dinner in May 2016, where we raised over \$50,000. Special thanks to all our donors and friends who contributed to the success of this event. This year's award winners were Bloomfield/Schon for corporate service, Mark Schoeny for his individual service, Zeta Phi Beta for their community efforts and a special lifetime achievement award in honor of the late Terry Schoenling. Next year's event will be held at the Cincinnati Woman's Club on April 22nd, 2017.



Housing Report



First Step Home served over 300 women and 160 children this past fiscal year, and the agency continues to have a waiting list. The majority of our population (98%) are opiate addicted women. Our residential house, where the majority of the women reside when they first enter the program, maintained a 98% occupancy rate during this past fiscal year. The women continue to have barriers with finding safe, affordable housing after they have successfully completed the First Step Home program. The Sober Living and Recovery Houses allow these women to maintain their sobriety while they work or attend school, with the main goal of finding safe, affordable, permanent housing. These houses maintained a 98% occupancy rate as well.

In March of 2016 a twenty-three unit apartment building was purchased

which will eventually double the capacity of housing for women we currently serve. Graduates of the First Step Home program who have full-time employment will be eligible to move into this building along with their children.

In October the agency will hold a dedication of 2207 Fulton Avenue, the Terry Schoenling Home for Mothers and Infants. The Home will house eight women who are either close to delivery, or who have just given birth, and will stay in the home for several weeks to bond with their newborns. The goal is to have women and infants in the home by early in 2017.



Our Clients



First Step Home has certainly changed my life today we have 10 months and 11 days clean only by the grace of God. I can truly say I love First Step Home. Staff is amazing and are always here when I need them the most. Because of First Step and me working my recovery I'm in outpatient treatment, have a place, great sober support and great people in my life. I'll be graduating in November and I'm sure gonna miss First Step Home. First Step Home – you have saved my life!

Sincerely,
Marsha

I arrived at First Step Home nearly seven months pregnant, scared and excited at the same time as to what was in store for me. I felt that this was do or die. My last chance at any type of future and to be a mother to this unborn child. I remember walking through the front door and I thought, "Oh my gosh, how am I gonna do this?" After the staff greeted me, as well as some of the other girls who were in the same situation I was, I felt relief and welcome. It's been 16 months and I am a successful mom, former student and on my way to full independence. Coming to First Step Home was the BEST decision I've ever made. They taught me how to arrest my disease, to be a mother and helped rebuild my confidence. I honestly have no idea where I'd be without First Step Home. It was here that I got my life back.

Leisha

First Step Home has helped to change me in ways that I never thought possible. I am responsible today, honest, trustworthy, confident, capable, happy and healthy. I continue every day to become a better mother, daughter, friend, etc. The insecurities that I struggled with before continue to melt away. The staff here at First Step Home is wonderful. There are so many things that I feel about them but the one that sums it up the best is that they truly loved me until I learned to love myself.

Kristin

Spotlight



VOLUNTEER SPOTLIGHT

Cincinnati Church of the Brethren brought 15 youth and adult volunteers, some from as far away as Elizabethtown, PA, to First Step Home's gardens this summer. The volunteers tamed the wilds of our backyards and children's play area. The effort was amazing, as were the results.



baby

FURNISHINGS FOR "TERRY'S HOME"

Our need for more housing is urgent. We hope you can donate to the Terry Schoenling Home for Mothers and Infants. Send a check to 2211 Fulton Ave., Cincinnati, OH 45206. (Make checks payable to: First Step Home Terry's Home) Or 'gift' us furnishings for "Terry's Home" from the First Step Home baby registry at WWW.TARGET.COM.

