



ANNUAL REPORT

The Year 2021 In Review

IKRON Corporation
2347 Vine Street
Cincinnati, OH 45219
(513) 621 - 1117



IKRON Greater Seattle
3805 108th Ave, NE
Bellevue, WA 98004
(452) 242 - 1713

a year's overview

FROM THE DIRECTORS

Cincinnati: During these past two years 2020-2021, IKRON has remained open and steadfast in upholding our mission to serve those less fortunate. We continued to provide vocational, employment, educational, and clinical programming; serving as a lifeline for those with severe mental health, addiction, developmental, and/or physical health issues. The past two years have been challenging times for our community. Individuals that have reached out for help during these “COVID times” have often felt increased anxiety and a hesitancy to attend services face-to-face, understandably so. IKRON and our staff adjusted programming to serve individuals remotely. In addition, with collaboration from the Greater Cincinnati Foundation, we offered emergency meal packs to those with food/nutrition needs. Helping where we were needed the most has always been part of our history.

Other projects we implemented recently to better serve individuals included a culturally competent stigma reduction campaign designed to encourage help-seeking behaviors in communities that have historically been less likely to seek care for issues of mental health or addiction. We also began projects to renovate and improve additional programming space in our Auburn Ave building.

Our outcomes during 2021 highlight additional individuals served and more individuals obtaining and maintaining jobs than ever before. IKRON’s placement rate was high. The satisfaction of individuals served was 97%, with many sharing comments like, “The staff are always encouraging, good listeners, and caring.”

Our success in being able to continue serving members of our community facing significant needs during times when it was a feat for many companies to keep their doors open, goes to our amazing staff and Board of Trustees members. Staff and Board Members truly came together to find creative ways to expand and redesign our best practices services to meet the demand for those seeking help and implement new benefits for our staff. I thank them all and appreciate all that they have endured these past two years in continuing to help IKRON provide quality services to our participants. Thank you for all the support that everyone gives IKRON. You’re the best!

Seattle: IKRON Greater Seattle has continued to expand best-practice services in the area, thanks to a team of dedicated staff. The PACT team has continued to enroll and serve more clients through a contract with King County. IKRON was also invited to participate as a behavioral health provider at the Issaquah/Renton community court. This participation has helped to increase referrals and general knowledge of IKRON in these areas. Additionally, our Imagine Housing contract was extended and increased, which allows IKRON to employ a mental health clinician to provide on-site behavioral health services to low-income housing residents. Navigating the COVID-19 pandemic has come with challenges and changes to service delivery, however we are grateful to still be providing such crucial services to community members. IKRON Greater Seattle transitioned to HIPAA compliant Zoom phones, which have been an easy tool for managing phone users, transfers, and costs less than the old system. Thank you to all IKRON Greater Seattle staff for their patience, grace, and dedication to those we serve amidst such a year!

The mission of IKRON is to assist adults and youth who use IKRON's services to build self-confidence, attain greater self-sufficiency, lead more meaningful and fulfilling lives and to obtain and maintain satisfying employment

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HERE'S HOW WE HELP

Our staff continue to provide high quality services to individuals, which is reflected by our 97% satisfaction rate. Below are some quotes from consumers this past year when asked what they like the most or find most helpful about the service they are participating in.

1450

unique persons served in 2021

30%

more than our goal for # of individuals served

— “

"They take you from where you are and help you from there."

” —

— “

"Being able to talk about things that are hurting me with someone who will actually listen"

” —

— “

"Staff are fully respectful. Good people, kind and helpful."

” —

Through a variety of creative services, IKRON helps individuals achieve greater independence and a better quality of life. These services have their roots in milieu therapy set up by the agency's founders, along with the highly trained and caring staff, to offer a unique environment for quality empowerment of those served. Individuals are referred to IKRON through local agencies, hospitals, therapists, and self-referrals. Initial assessment of the abilities and needs of each person entering the program is conducted. Individual and group services are offered, placing an emphasis on each person's need and ability.

IKRON CINCINNATI STAFF



Management Staff

Executive Director, IKRON Cincinnati
Director of MIS
Director of Program Services
Director of Employment Services
Placement Coordinator
Director of Finance
Clinical Director

Randy Strunk, MEd, MA, LPCC-S
David James, Client Rights Officer
Melissa Harmeling, MA, LPCC-S
Darla Menz, MEd, MA, LPCC-S
Cheryl Krummen, Career Specialist
Theresa Zaffiro
Janie O'Brien, MA, LPCC-S

Programming and Support Staff

Morgan Akers - Career Specialist/Skills Trainer
Debbie Altemuehle - Career Specialist/Skills Trainer
Alexis Armacost - Career Specialist/Skills Trainer
Georgia Bailey - Nurse Practitioner
Mark Bailey - Building Maintenance
Jen Barrett - Employment Group Leader
Ronald Bashara - Career Specialist/Skills Trainer
Courtney Basone - Accounting Assistant
Samantha Bixler - Career Specialist/Skills Trainer
Hannah Bolander - Therapist
Riley Bolin - Career Specialist/Skills Trainer
Lee Bowen - Community Outreach
Jim Brock - Community Outreach
Audrianaha Bundy - Career Specialist/Skills Trainer
Matthew Brown - Mighty Vine Wellness Instructor
Christy Capell - Youth Services/Counselor
Ken Carbonell - Fiscal Assistant
Sarah Coffey - Career Specialist/Skills Trainer
Sherry Clower - Career Specialist
Maya Creighton - Mental Health Specialist
James Crosby - Career Specialist
Ralph Dehner - Mighty Vine Wellness Trainer

Pat Dittmeier - Therapist
Raelyn Duening - Grants/Development Coordinator
Marcus Easterly - Career Specialist/Skills Trainer
Erik Edwards - Mighty Vine Wellness Educator
Rachel Eklund - Therapist
Kathrine Engle - Career Specialist/Skills Trainer
John Ezenagu - Career Specialist
Margaret Genis - Career Specialist
Anna Giordullo - Social Worker
Susan Hand - Career Specialist/Skills Trainer
Lindsey Elder - Career Specialist/Skills Trainer
Viola Harrison - Warmline Program Coordinator
Lindsay Heckman - Career Specialist/Skills Trainer
Chelsea Hermann - Office Staff
Christine Hill - Career Specialist/Skills Trainer
Frances Holzschuh - Career Specialist/Skills Trainer
Darla Huffman - Career Specialist/Skills Trainer
Allison Jackson - Career Specialist/Skills Trainer
Cynthia Keller - Career Specialist/Skills Trainer
Stephanie Kennedy - Career Specialist/Skills Trainer
Kaitlin Kirk - Career Specialist/Skills Trainer
Janet Kohl - Warmline Assistant

IKRON CINCINNATI STAFF

Programming and Support Staff

Audrey Koopman - Career Specialist/Skills Trainer
Austin Kyle - Career Specialist
Cindy Kyle - Career Specialist/Skills Trainer
Kevin Lane - Career Specialist
James Lawson - Mighty Vine Wellness Instructor
Reggie Malebranche - Career Specialist/Skills Trainer
Beth Maltry - Career Specialist/Skills Trainer
Melissa Martin - Career Specialist/Skills Trainer
Kelly Miller - Vocational Instructor/Computer Trainer
Erika Moore - Career Specialist/Skills Trainer
James Morris - Building Maintenance/Instructor
Joey Oakwood - Therapist/Career Specialist
Scarlett Owens - Office/Career Staff
Sarah Pannkuk - Career Specialist/Skills Trainer
Andrew Parlin - Therapist
Jeannie Perry - Career Specialist/Skills Trainer
Brian Peterson - Career Specialist/Skills Trainer
Alyssa Polito - Employment Staff
Pat Prince - Warmline Assistant
Mandy Rector - Career Specialist
Erika Ricks - Mighty Vine Wellness Instructor
Alyson Roeseler - Career Specialist/Skills Trainer
Mary Rowan - Career Specialist
Dan Roundtree - IT Coordinator
Hannah Russell - Substance Abuse Group Leader/Therapist

Julie Schild - Orientation Leader/Therapist
Amy Schmidlin - Human Resources Assistant
Daniel Senser - Mighty Vine Wellness Instructor
Joseph Sheehan - Social Worker
Katherine Specht - Mighty Vine Wellness Instructor
Alexia Strader - Career Services Staff/Skills Trainer
Amy Stullenberger - Pathways Counselor
Melissa Sullivan - Career Services Staff/CWA
Damien Tingle - Career Specialist
Michelle Mary Troutwine - Career Services Staff
Venita Tyler - Computer Assistant/Office Assistant
Bob Wagner - ServSAFE Instructor
Elizabeth Wallace - Career Specialist/Skills Trainer
Cindy Waters - Office/Career Staff
Emily Westermeyer - Therapist
Su Wilcox - Office Assistant/Accounting Assistant
Nick Willis - Career Services Staff/Skills Trainer



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GREATER SEATTLE STAFF

Management Staff

Executive Director, IKRON Greater Seattle
Recovery Services Supervisor
Clinical Director
Mental Health Supervisor
Vocational Director
PACT Team Leader

Jennifer Jeffries, MS, MHP, LMHC
Virginia Agustin, MA, MHP, LMHCA, SUDP
Alyssa Chamberlin, MA, MHP, LMHC, SUDPT
Timothy Primeaux, MA, MHP, LMHC, SUDP
Carly Hall, BS, AAC
Sabrina Walker, MSW, MHP, LSWAIC

IKRON Greater Seattle - Staff Members

Carrie Jambresic, BA, AAC - Career Specialist
Duane Hull, BA, AAC - Career Specialist
Iris Sepe, BAS, CC, AAC, CDP - PACT Specialist
Krista Logue, SUDPT - SUD Clinician
Travis Miner, BS, AAC - MIS / QI Specialist
Warren Barlow - Billing Assistant
Edna Mae Felix, AAC - Vocational Counselor
John DeMott - PACT Psychiatrist
Pamela DeKeyser - Psychiatric ANRP
Sarote Limpanyaloet - Psychiatric ANRP
Karen Belflower, LMHC - PACT Mental Health Counselor
Norman Kelly - IT Support Specialist
Cambie Ferguson - Substance Use Disorder Clinician
Matthew Keeker, AAC - PACT Peer Support Specialist
Michelle Houk, AAC - Outreach Mental Health Clinician
Teresa Holmberg, AAC - DD Career Specialist & Administrative Assistant
Caitlin O'Sullivan, SUDP - Substance Use Disorder Clinician
Sierra Parker, AAC - Career Specialist
Eryn McDowell - PACT Program Coordinator
Brianna Peterson, AAC - Vocational Counselor
Marcola Nixon, AAC - Health Homes Care Coordinator

Michael Martindale, LMHCA - Mental Health Clinician
Susan Pavlansky, LMHCA - Mental Health Clinician
Chelsea Peter, LMHCA - Mental Health Clinician
Cameron Rosellini, AAC - Office Coordinator
Rodney Young, LMHC - PACT Mental Health Counselor
Robert Reagan, AAC - Health Homes Care Coordinator
Persephanee Rodriguez, SUDP - SUD Clinician



IKRON'S BOARD OF TRUSTEES



George Stricker Jr.
Board President



Bruce Pullens
Board Vice President



Jennifer Rulon
Board Treasurer



Joan Murray
Board Member



Neal Shah
Past President



Jeff Dierker
Board Member



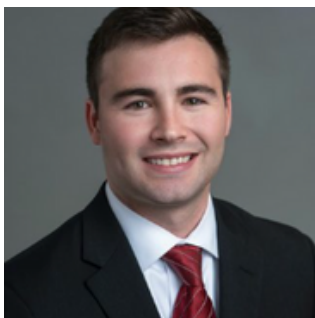
Jake Stricker
Past President



Barry Myers
Board Member



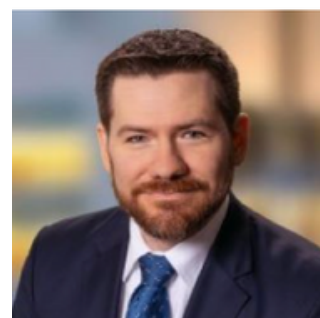
Avery Blair-Wilson
Board Member



Kyle Broderick
Board Member



Barb Smith
Board Member



Tim Balskus
Board Member

COLLABORATIONS WITH PEER-OPERATED SERVICES CONTINUES TO BE SUCCESSFUL:



The mission of the Mighty Vine Wellness club is to improve the lives of people with mental illness through exercise and fitness activities. In 2021, the center had 1,100 visits.

MIGHTYVINE.ORG
513-241-9355



The WARMLINE offers peer support through 24-hour phone services that assist individuals in their recovery from various mental and emotional issues. In 2021, the program had 28,250 calls.

CINCYWARMLINE.ORG
513-931-9276



The Recovery Center of Hamilton County promotes wellness and personal growth designed to empower individuals in recovery. In the past year, over 11,500 individuals participated in services.

RECOVERYCENTERHC.ORG
513-231-1411

We believe that all persons have the potential for living more fulfilling lives. We place strong emphasis on respect and support for persons with challenges in relationships, education, employment or disability. Our services are fashioned to the needs and level of readiness of the individual in a caring, dignified and respectful environment.

WE LOVE TO CELEBRATE

And our clients give us plenty of opportunities to do so. Here are some success stories from the year that we would like to share with you so that you can celebrate with us.

Justin came to us discouraged after trying to get and keep a steady job in his field. He's an FAA certified Aircraft and Powerplant (A&P) mechanic, but his cerebral palsy had led some employers to be skeptical about his ability to meet the demands of the job. As a result, Justin struggled with depression and anxiety.

So Justin and his job developer, Amanda, got to work. They practiced interview skills and tidied up his resume to make his stellar skill set really shine. His interview practice paid off when his first interview led to a job offer—which was derailed by a bout with COVID and a devastating loss in his family.

After taking a bit of time, Justin set out again and was offered a job in the industry, but not specifically working on airplanes. Justin was initially discouraged by this, but Amanda encouraged him to see this job as a stepping stone to what might come next, and use this opportunity to add to his resume and build up some work history. Justin continues to look for the A&P job that will let him use all of the skills he worked so hard to obtain, and in the meantime, this is the longest he's ever held a job in his life.

Lisa came to IKRON with a stellar work history in customer service and as a nurse's assistant. Unfortunately, she also came to us five years after a debilitating stroke. Lisa had worked hard to regain her walking skills, speech, and the use of one arm, and was ready to take her determination and work experience back into the job market.

Lisa and her job developer, Heather, practiced job seeking and interview skills together and polished up Lisa's resume. They searched for the best employment opportunity to fit Lisa's strengths and accommodate her barriers. This process lengthened into months as Lisa never lost hope that the right job for her was waiting right around the corner.

Finally, Lisa and Heather found an employer who could see the valuable hard worker that Lisa is, and she was hired at Cincinnati Sports Club as a Daycare Attendant, where she has now been working for three months. Lisa finds joy in working with children and loves her new job.

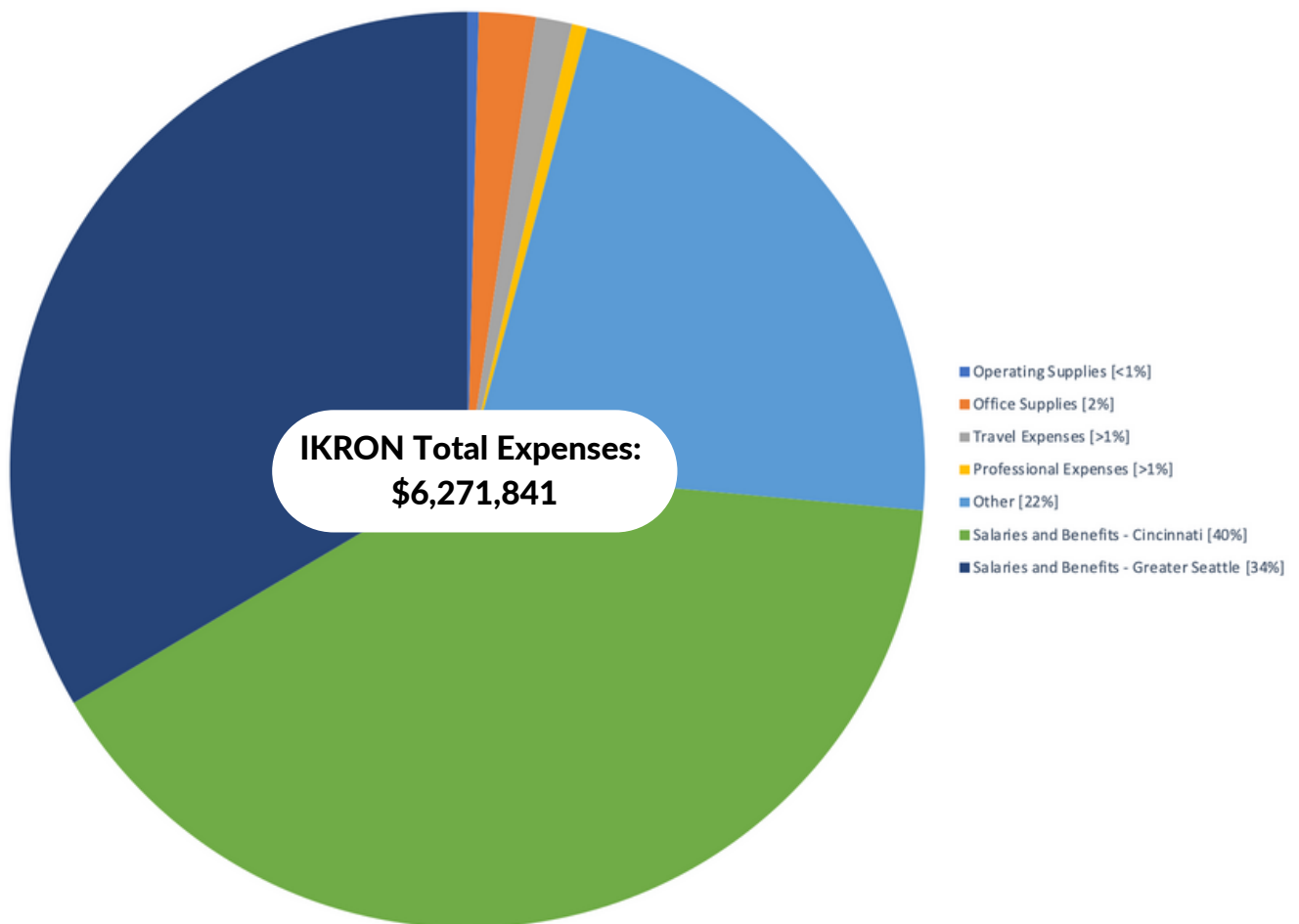
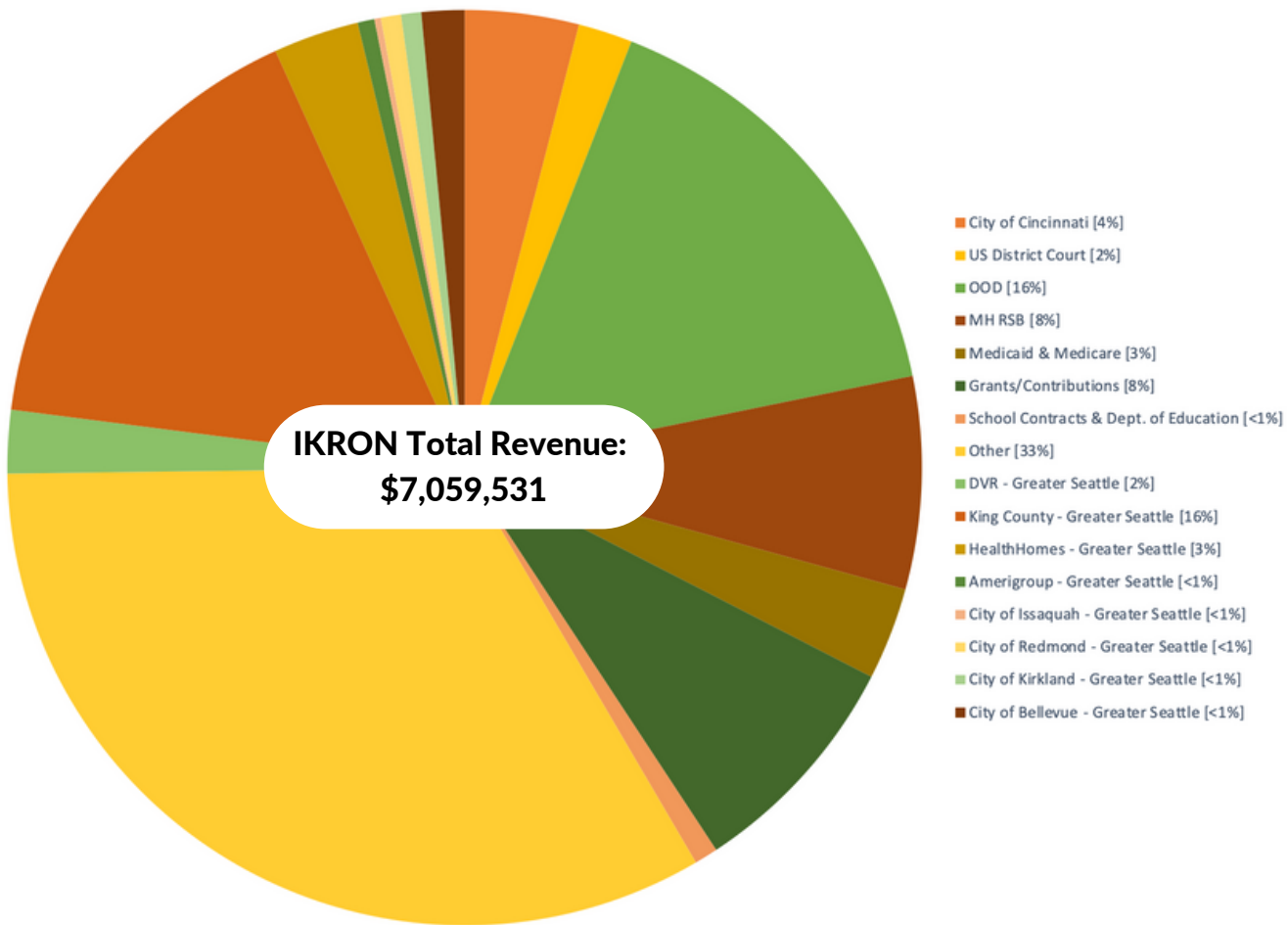
IKRON'S 2021 FINANCIAL OUTCOMES

	2021	2020	2019
REVENUE	\$7,059,531	\$6,665,259	\$4,920,585
EXPENSES	\$6,271,841	\$5,305,256	\$4,820,276
INCREASE IN NET ASSETS	\$787,690	\$1,260,003	\$100,309
TOTAL ASSETS	\$4,395,156	\$4,363,724	\$2,458,391

IKRON offers a variety of services and resources to assist youth and adults to achieve in meeting goals, such as employment, education, or recovery of mental health and/or addiction issues.

These include:

- Career Counseling
- Computer Training
- Community Based Work Experience
- Diagnostic Assessment
- Individual/Group Counseling
- Job Development and Placement
- Psychological Testing
- Remedial Education
- Support for Persons with Past Substance Abuse
- Support of Peer-Operated Businesses
- Supportive Employment
- Vocational Skills Training
- Work Evaluation and Adjustment
- Youth Employment Services
- Mighty Vine Wellness Club Program
- Recovery Center Program
- WARMLINE Program





Opportunities for Ohioans
with Disabilities



HAMILTON COUNTY
Mental Health &
Recovery Services Board



THANKS TO IKRON'S MAJOR FUNDING SOURCES FOR SUPPORTING THE INDIVIDUALS WE SERVED IN 2021



HAMILTON COUNTY
DEVELOPMENTAL DISABILITIES
SERVICES



Warren County Board of
Developmental Disabilities



Selected programs at IKRON have been accredited by CARF, a national facility accrediting programs services in rehabilitation and mental health agency

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YOUTH WORKS

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 KRISTA FAUST
 KSHEMA SUNIL
 LIZ STINSON
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 MARK HARMELING
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 MATT BECHTOL
 MATT FAUST
 MATT HORINE
 MATT LEITER
 MATT MCMANUS
 MATTHEW NOE
 MEAGAN GOSNEY
 MELISSA HARMELING
 MICHELE MEFFORD
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