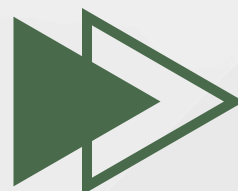




IKRON  
CORPORATION

# OVERCOMING CHALLENGES FOR A BETTER FUTURE



**2024**  
ANNUAL REPORT

# OUR MISSION

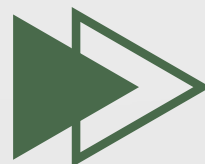
Our mission is to assist youth and adults who use IKRON's services to build self-confidence, attain greater self-sufficiency, lead more meaningful and fulfilling lives and to obtain and maintain satisfying employment.

# OUR PHILOSOPHY

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.

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## *A YEAR'S OVERVIEW....*

# *FROM IKRON CINCINNATI*

Here at IKRON, 2024 has been a year full of new beginnings and exciting change. Our private practice counseling services, now officially known as Auburn Counseling, began operation in our Wellington building. We hope to see continued success and growth in our services to have a greatest impact in our community that we can. Our work with Cincinnati Public Schools (CPS) continues, providing services to youth and families at over 50 schools in four counties and helping them build self-esteem and confidence, resulting in stronger, healthier family units. IKRON and CPS also partnered on their Summer Youth program, with IKRON providing staff members to assist students in their career tryouts, serving over 140 individuals. Additionally, IKRON entered into contracts with both Winton Woods High School and Sycamore High School to provide career training and work readiness curriculum. We will continue this work with them in 2025.

IKRON extends their immense gratitude towards organizations that have awarded us new grants and funding. Through the Ohio Department of Mental Health and Addiction Services (ODMHAS), we were able to hire more Career Specialists, which is necessary for our increased referrals for employment services. ODMHAS grants also went towards our peer-run support services, Warmline and Mighty Vine Wellness Club, increasing staff, training, resources, and updating our peer-run websites. Access to computer training was increased through a grant from United Way, and our food services training program was awarded funding from Fifth Third Bank, which will go towards the Graveson kitchen for expanded youth culinary curriculum.

IKRON has partnered with Evergreen, who provides virtual case management services throughout the state of Ohio, which has led to more individuals achieving personal mental health and vocational goals. Other highlights include once again achieving all outcomes with our Hamilton County Mental Health and Recovery Services Board contract, exceeding the number of individuals achieving gainful employment and expanding resources to enhance our employment services programming. Speaking of exceeding goals, we have seen growth in almost all areas – hiring more staff, reducing waitlist times, increased job placements, improving social connectedness and financial outlook and more. 2024 has been a successful year thanks to our Board of Trustees, staff, participants, and community partners. IKRON can't wait to see what next year brings!



## *A YEAR'S OVERVIEW....*

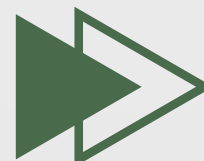
# *FROM IKRON GREATER SEATTLE*

On the other side of the country, IKRON Seattle has had an equally exciting year. IKRON Seattle made major strides in three key areas in fiscal year 2024: meeting performance incentives and growing funding sources, workforce stabilization and upskilling, and expanded community partnerships.

The organization entered fiscal year 2025 in good financial health, better able to serve our clients and their diverse and evolving needs. These including housing, behavioral health, and vocational needs, representing multiple facets of the IKRON mission. IKRON Seattle was granted additional funding for our PACT Team to support two additional full-time positions. Both will help to secure and maintain housing for PACT participants. Through the PACT program, IKRON also received a monthly payment increase and was awarded a bridge funding grant of \$240,000 to continue growing the number of participants on our team.

Outside of the PACT team, IKRON's vocational and behavioral health programs are growing in referrals and revenue across multiple offices. The organization received incentive payments from King County in recognition of improved overall performance, and incentive payments for meeting excellent clinical care standards, as well.

Despite ongoing challenges within the community behavioral health field – burnout and staff turnover remain high and fewer applicants are applying to jobs – IKRON Seattle has achieved a notable level of workforce stability. IKRON Seattle has nearly all positions filled across all teams. Team dynamics are trending positively. Leadership is closely integrated with King County, the largest county in the state, and is working to set up the Relias training platform for the agency, with all costs expected to be covered by the county for the next decade. Staff benefit from this relationship through further trainings fully covered by King County, including an all-staff training for overdose prevention and safe Narcan use.

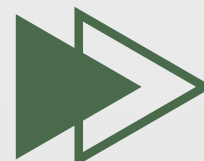




Lastly, IKRON Seattle continues to deepen and expand our relationships which are critical to delivering for the communities we serve. The organization advocated for the creating of a substance use counseling degree program at the local technical college, which has now been approved by the relevant state oversight board. This new program could be offered as soon as fall 2025. Additionally, with a new crisis facility opening in Kirkland, WA, IKRON leadership has developed a partnership for ongoing client referrals and collaboration. This facility, bringing a much-needed approach to treating clients in crisis, will have a 23-hour observation model and inpatient program, and would serve as a sustainable source of client referrals.

In 2024, IKRON formed a partnership with the WA Behavioral Health Workforce Development Initiative and is now on the approved list of community partners as a qualified organization for graduating Master's students. The WA Behavioral Health Workforce Development Initiative is a program to help address persistent behavioral health workforce challenges. The aim is to significantly decrease student debt and increase the number and diversity of exceptionally prepared graduates. IKRON Seattle has also partnered jointly with University of Washington and Eastern Washington University to be the pilot organization to implement a Behavioral Health Support Specialist practicum program for a BHSS student.

IKRON Seattle continues to thrive, thanks to increased and extended funding, continued education and supportive partnerships, and our amazing staff! Thanks for a great year!



## HOW WE SUPPORT OUR COMMUNITY

Our staff provides high quality services, demonstrated by our 97% satisfaction rate. Below are quotes from our participants about what they enjoyed most about IKRON and the services provided.

# 2,267

*unique individuals  
served in 2024*

— “ —

Very welcoming and inclusive. I actually recommend this place to people a lot because it truly is an incredible service.

— ” —

— “ —

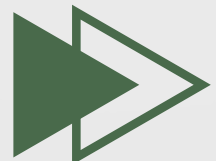
The thing I like most about IKRON is having kind and caring professionals help me get better.

— ” —

— “ —

They treat me with dignity and respect.

— ” —



## PARTICIPANT SPOTLIGHT



Artez is involved in many services at IKRON including SA Group, Men's Group, Individual Counseling, and he also utilizes the Mighty Vine Wellness Center each day. Since participating in IKRON's services, Artez stated that his confidence has skyrocketed, he practices more positive self talk, has more compassion and empathy for others, and has noticed improvement in his overall emotional wellbeing. Artez is now looking to begin volunteering at IKRON's front desk!



# IKRON CINCINNATI STAFF

## Management Staff



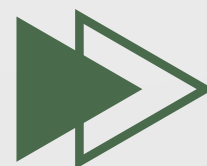
**Chief Executive Officer**  
**MIS Director**  
**Chief Operations Officer**  
**Chief Programs Officer**  
**Director of Placement Services**  
**Director of Finance and Accounting**  
**Director of Clinical Services**

Randy Strunk  
 David James  
 Melissa Harmeling  
 Darla Menz  
 Cheryl Krummen  
 Theresa Zaffiro  
 Janie O'Brien

## Programming and Support Staff

**Hend Aldosari** - Counselor ; Pre-ETS Staff  
**Noor Almaznai** - Quality Improvement and Accreditation Specialist  
**Debbie Altemuehle** - Pre-ETS Specialist  
**Alexis Armacost** - Employment Services Assistant  
**Georgia Bailey** - DNP, APRN, FNP-C  
**Calvin Barfield** - Support / Job Coach  
**Jennifer Barrett** - Vocational Services Coordinator  
**Ronald Bashara** - Career Specialist - Trainer  
**Courtney Basone** - Accounting Specialist  
**Samantha Bixler** - Career Specialist - Trainer  
**Jeffrey Blake** - Career Specialist - Trainer  
**Nancy Bradford** - Placement Coordinator  
**Kelly Broxterman** - Career Specialist - Trainer  
**Cristian Capell** - Youth Group Coordinator/Counselor  
**Brooke Caudill** - Support / Job Coach  
**Sherry Clower** - Career Specialist - Placement  
**Sarah Coffey** - Career Specialist - Trainer  
**Cara Cordell** - Office Specialist  
**James Crosby** - Career Specialist - Placement  
**Hannah Davis** - Development Specialist  
**Patricia Dittmeier** - Intern Coordinator / Counselor  
**Marcus Easterly** - Lead Career Specialist - School  
**Erik Edwards** - Personal Trainer  
**Rachel Eklund** - Federal Probation Coordinator  
**Lindsey Elder** - Career Specialist  
**Lisa Ellerhorst** - Pre-ETS Specialist  
**Diana Enzweiler** - Career Specialist - Placement  
**John Ezenagu** - Career Specialist - Placement  
**Grace Garber** - Professional Counselor  
**Arthur Greenlee IV** - Career Specialist - Trainer

**Susan Hand** - Career Specialist - Trainer  
**Lindsay Heckman** - Career Specialist  
**Chelsea Hermann** - Contract Accreditation Specialist  
**Christine Hill** - Career Specialist - Trainer  
**Stuart Holt** - Career Specialist - Trainer  
**Frances Holzshuh** - Pre-ETS Specialist  
**Cherie Houchin** - Support Services Coordinator  
**Darla Huffman** - Career Specialist - Trainer  
**Cynthia Janson** - Pre-ETS Specialist  
**Erin Jennings** - Community Support Specialist  
**Kelly Jones** - Accountant  
**Stephanie Kennedy** - Career Specialist - Trainer  
**Kaitlin Kirk** - Career Specialist - Trainer  
**Amy Knabe** - Human Resource Assistant  
**Audrey Koopman** - Lead Career Specialist - School  
**Hannah Kuster** - Licensed Clinical Counselor  
**Austin Kyle** - Lead Support / Job Coach  
**Kevin Lane** - Support / Job Coaching Coordinator  
**Lindsey Laube** - Intake Coordinator / Counselor  
**Amanda Lim** - Licensed Counselor  
**Rebecca Luker** - Career Specialist - Placement  
**Beth Maltry** - Career Specialist - Trainer  
**Melissa Martin** - Career Specialist - Trainer  
**Michelle Mason** - Pre-ETS Specialist  
**Jessy McKeever** - Career Specialist - School  
**Addison Meyer** - Substance Abuse Group Leader  
**Kelly Miller** - Vocational Instructor, Computers



## Programming and Support Staff

**James Morris** - Building Maintenance Staff  
**Dr. Mary Moster** - Psychologist  
**Katherine Nickles** - Executive Specialist  
**Joseph Oakwood** - Director of Private Practice Services  
**Scarlett Owens-Wolpert** - Program Intake Specialist  
**Jordan Parker** - Career Specialist - Trainer  
**Andrew Parlin** - Counselor / Therapist  
**Riley Paulus** - Marketing Specialist  
**Jeannie Perry** - Career Specialist - Trainer  
**Jill Rahm** - Accounting Specialist  
**Nicholas Ranz** - Career Specialist - Placement  
**Danielle Rinn** - Career Specialist - Trainer  
**Alyson Roeseler** - Career Specialist - Trainer  
**Kristin Rudy** - Counselor  
**Teresa Rust** - Medical Assistant  
**Melissa Sauer** - Career Specialist - Trainer  
**Julie Schild** - Clinical Director  
**Cailin Schock** - Program and Employment Services  
Lead

**Morgan Shaw** - Career Specialist - Trainer  
**Joseph Sheehan** - Community Support Specialist  
**Melinda Stewart** - Pre-ETS Specialist  
**Alexia Strader** - Career Specialist - Trainer  
**Katherine Straley** - Career Specialist  
**Amy Stullenberger** - VRP3 Counselor  
**Melissa Sullivan** - CBA and Evaluation Specialist  
**Dawson Sweet** - IT/Maintenance Specialist  
**Olivia Tore** - Lead Career Specialist  
**Venita Tyler** - Vocational Instructor, Computer Training Staff  
**Robert Wagner** - Vocational Instructor, Food Services  
**Elizabeth Wallace** - Career Specialist - Trainer  
**Nathaniel Waspe** - Career Specialist - Placement  
**Cindy Waters** - Community Support Specialist  
**Rachel Wegner** - Pre-ETS Specialist  
**Susan Wilcox** - Billing and Development Specialist  
**Nicholas Willis** - Career Specialist - Trainer



# IKRON GREATER SEATTLE STAFF

Management Staff

Executive Director	Jennifer Jeffries
Clinical Director	Alyssa Chamberlain
Mental Health Supervisor	Timothy Primeaux
PACT Team Lead	Sabrina Walker
Vocational Supervisor	Elizabeth Carter

IKRON Greater Seattle Staff

- Warren Barlow – Admin
- Karen Belflower – Mental Health Professional – PACT
- Ashely Berkley – Mental Health Counselor
- Elizabeth Carter – Vocational Supervisor
- Alyssa Chamberlain – Clinical Services
- Gabriel Couette – Mental Health Counselor
- John DeMott – PACT Psychiatrist
- Sean Dumke – Substance Use Disorders Clinician
- Angeli Fantone – Case Manger – PACT
- Edna Mae Felix – Vocational Counselor
- Cambie Ferguson – Substance Use Disorders Clinician
- Dani Madison Gillis-Arroyo – Co-Occuring Disorders Counselor
- Lindy Ginther – Substance Use Disorders Clinician
- Lyza Graham – Mental Health Counselor
- Matthew Hodson – Substance Use Disorders Clinician
- Ai’Jalon Hoston-Pickens – Housing Navigator – PACT
- Yu Ting Hsiao – PACT Program Admin Assistant
- Carrie Jambresic – Vocational

- Norman Kelly – IT Support Specialist
- Sadie Kent – Vocational Specialist
- Mary Kim – Mental Health Counselor
- Sarote Limpanyaloet – Advanced Registered Nurse
- Jeanie Marinella – Vocational Specialist
- Michael Martindale – Mental Health Counselor
- Sydney McShane – Substance Use Disorders
- Travis Miner – Admin
- Sarah Parr – Registered Nurse – PACT
- Chelsea Peter – Mental Health Counselor
- Brianna Peterson – Vocational Counselor
- Timothy Primeaux – Mental Health Supervisor
- Dia Rosales – Vocational Specialist
- Cameron Rosellini – Office Coordinator
- Janine Torres – Advanced Registered Nurse
- Annie Vang-Imoto – Mental Health Counselor
- Sabrina Walker – PACT Team Lead
- Angela Wilburn – Peer Support Specialist

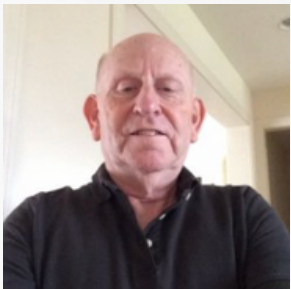




# BOARD OF TRUSTEES



**Bruce Pullens**  
Board President



**George Stricker Jr.**  
Board Vice President



**Eric Tharp**  
Treasurer



**Joan Murray**  
Board Member



**Jeff Dierker**  
Board Member



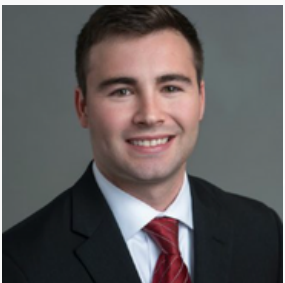
**Neal Shah**  
Board Member



**Jake Stricker**  
Board Member



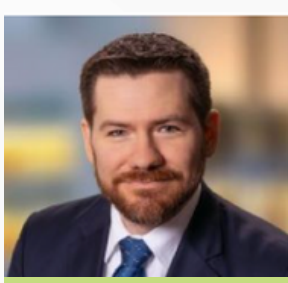
**Barry Myers**  
Board Member



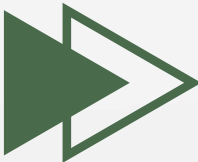
**Kyle Broderick**  
Board Member



**Barb Smith**  
Board Member



**Tim Balskus**  
Board Member



# PEER SUPPORT SERVICES



The mission of Mighty Vine is to improve the lives of people who struggle with mental health through exercise and fitness activities. In 2024, Mighty Vine received 6,902 visits.

MIGHTYVINE.ORG  
513-241-9355



Warmline. offers peer support through 24 hour phone services that help individuals in their recovery from various mental and emotional issues. In 2024, 29,565 calls for support were answered.

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  
513-241-1411



# FINANCIAL OUTCOMES

	<b>2024</b>	<b>2023</b>	<b>2022</b>
<b>Revenue</b>	\$13,366,017	\$9,000,406	\$7,753,267
<b>Expenses</b>	\$12,540,720	\$8,244,930	\$6,882,919
<b>Increase in Net Assets</b>	\$825,297	\$755,476	\$870,348
<b>Total Net Assets</b>	\$7,081,145	\$6,699,028	\$6,230,019

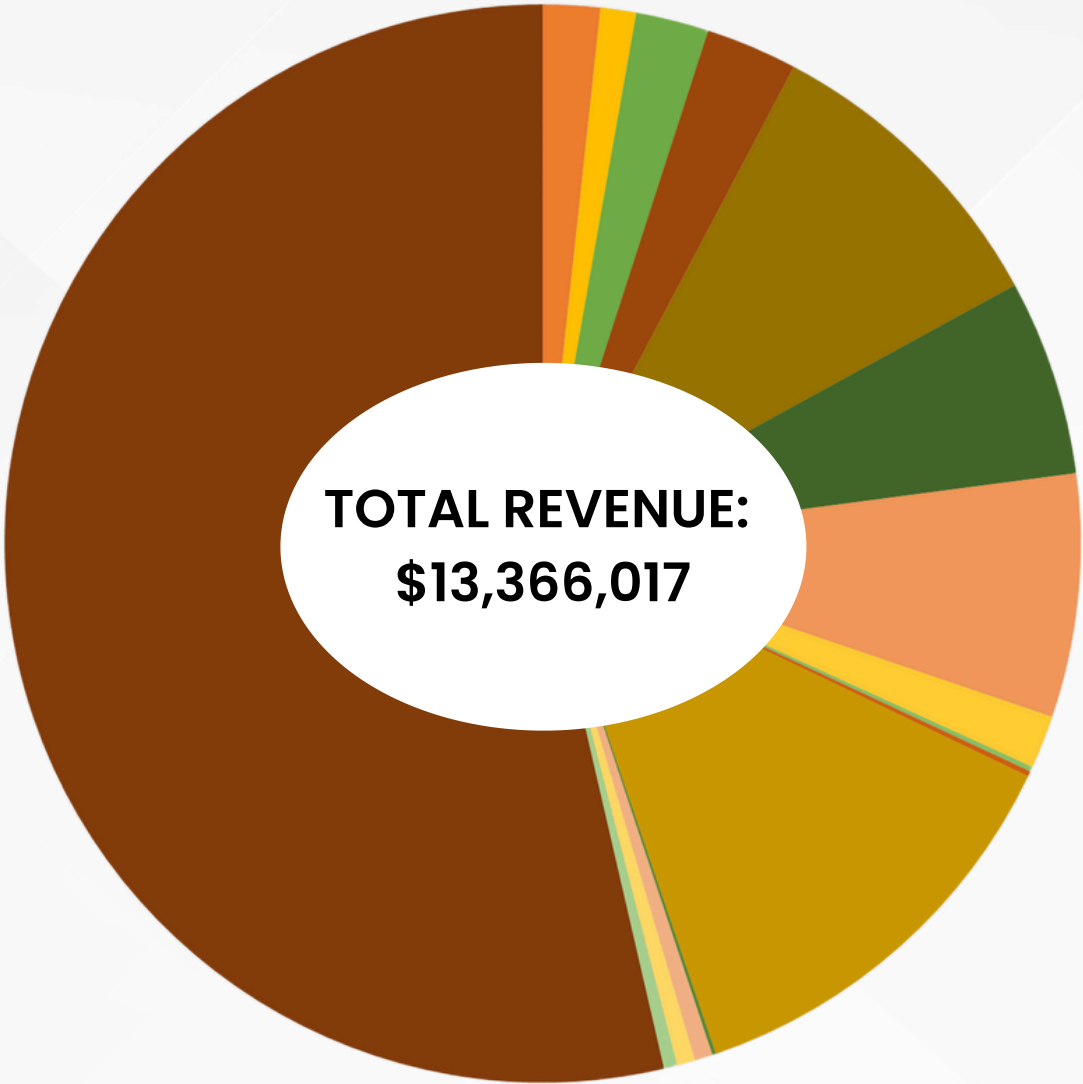
IKRON offers a variety of services and resources to assist youth and adults in achieving their goals, such as employment, education, or recovery of mental health and/or substance use issues.

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



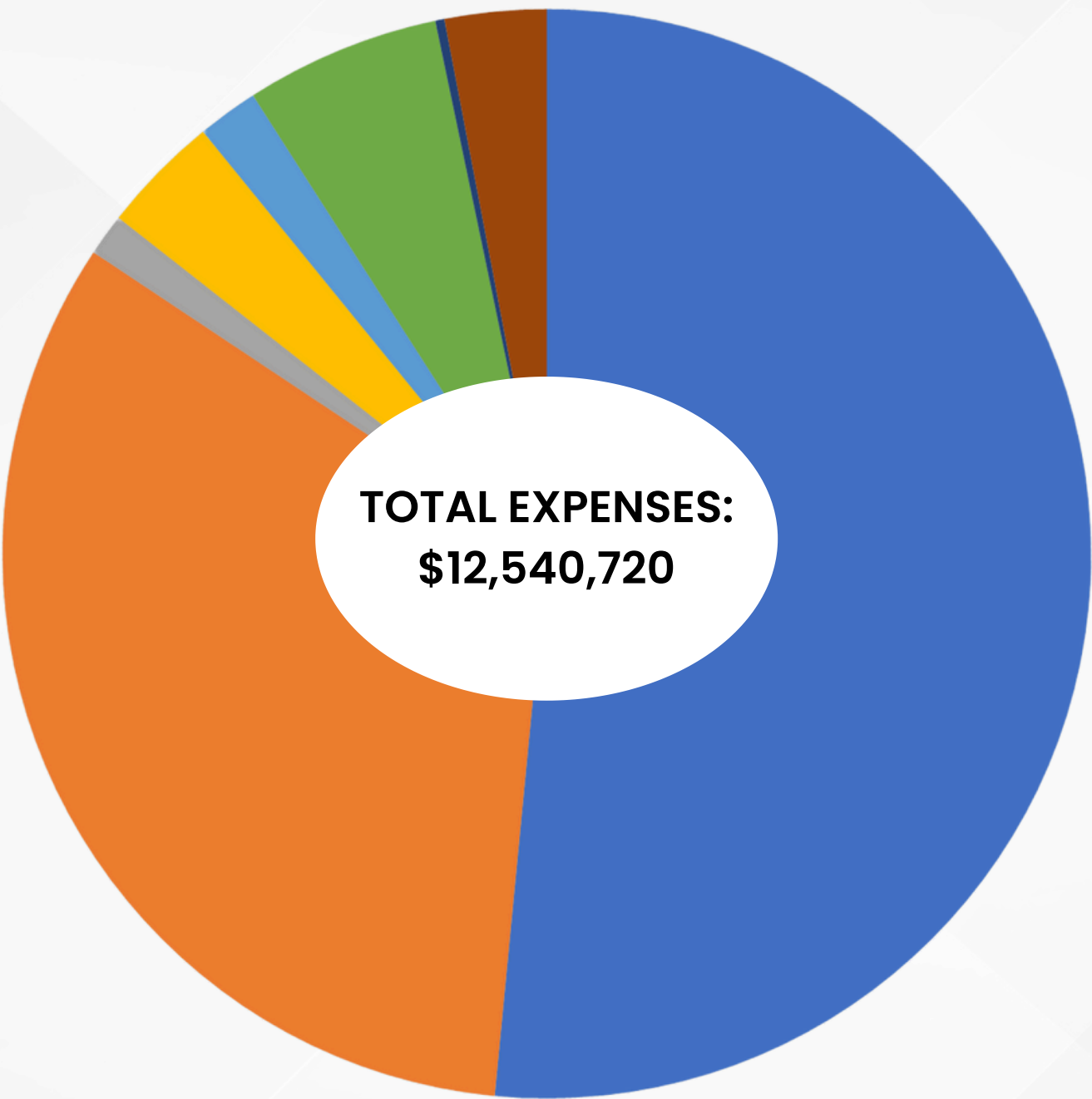
# TOTAL REVENUE



**TOTAL REVENUE:**  
**\$13,366,017**

- City of Cincinnati [2%]
- OOD [3%]
- Grants / Contributions [13%]
- MHRBS [10%]
- HealthHomes [<1%]
- King County [18%]
- City of Redmond [1%]
- City of Bellevue [1%]
- US District Court [1%]
- Medicare and Medicaid [4%]
- School Contracts / Department of Education [8%]
- DVR [2%]
- Amerigroup [<1%]
- City of Issaquah [<1%]
- City of Kirkland
- Other [54%]

# TOTAL EXPENSES



- Salaries, Wages, and Benefits - Cincinnati [51%]
- Salaries, Wages, and Benefits - Seattle [33%]
- Operating Expenses [1%]
- Office Expenses [4%]
- Travel Expenses [2%]
- Building Expenses [6%]
- Professional Expenses [0%]
- Other [3%]



**THANK YOU TO IKRON'S  
MAJOR FUNDING SOURCES  
FOR SUPPORTING THE  
INDIVIDUALS WE SERVED IN  
2024**







# IKRON CORPORATION

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## CINCINNATI

📍 2347 Vine Street, Cincinnati, OH 45219

☎ 513-621-1117

🌐 [cincinnati.ikron.org](http://cincinnati.ikron.org)

## SEATTLE

📍 3805 108th Avenue NE #204, Bellevue, WA 98004

☎ 425-242-1713

🌐 [seattle.ikron.org](http://seattle.ikron.org)