

ANNUAL REPORT



2016



Off the Streets®
HOPE FOR A SECOND CHANCE



CUB Early Learning
Academies
HOPE FOR A BRIGHT FUTURE



Anna Louise Inn
HOPE FOR A NEW BEGINNING

A MESSAGE FROM OUR CEO



A message from the President & CEO

It has been my honor and privilege to serve as the President & CEO of Cincinnati Union Bethel for 17 years. I've watched this organization grow dramatically in that time and throughout this growth, maintain its mission and promise to the City of Cincinnati to provide safe and affordable housing, supportive services and educational programs that assist low-income women, children, families and communities to realize their greatest potential.

Our programs have instilled and inspired hope and given a lifeline to those who need it the most. Our focus as a leading provider of social services is to help those who are facing poverty find a path to self-sufficiency. Poverty is at an all-time high in our city and the stigma that surrounds the most vulnerable in our society is that they can't get better. At CUB, we have seen nothing short of miracles happen in the lives of those we serve. Our Early Learning Academies serve children ages 3-5 in the most economically disadvantaged neighborhoods in Cincinnati. One out of every two children in Cincinnati lives below the poverty-line. We know that in order to create a future for our communities, we must focus on the literacy of our children in their formative years. The impact early care and education has on the future of Cincinnati is immeasurable and the need is immediate.

Hamilton County is facing a Heroin Epidemic. We understand that this is a problem that can't be solved without the participation of the entire community. CUB's Off the Streets program has successfully combined recovery and trauma-informed care to the most marginalized women in Cincinnati. This evidence-based program assists women victims of human trafficking, sexual exploitation, substance abuse and prostitution regain their lives and re-enter society. Ohio is fourth in the nation for cases of human trafficking. Since 2006, Off the Streets has served over 900 women. 83% of these women never re-offend.

Homelessness and the affordable housing crisis have been causes that CUB has been determined to eradicate through our program at the Anna Louise Inn, and through our newest venture, Cincinnati Scholar House. Generational literacy is a primary factor in poor outcomes for families in poverty. The Cincinnati Scholar House project in partnership with the Model Group and Christ Church Cathedral will offer a multi-generational approach to education and safe affordable housing. This model is supported by research that speaks to creating life-long learning environments that support the entire family. At CUB we recognize this as a combined effort in the three areas that we've been historically recognized-Affordable Housing and Early Childhood Education.

The Anna Louise Inn continues to provide housing for 85 disadvantaged women. Our residents receive wrap-around services on-site to help them eliminate barriers that prevent them from maintaining housing. Since 1909, the Anna Louise Inn has been traditionally recognized as a safe place for single women. We are incredibly proud of its legacy.

Our programs have not succeeded without the help and support of the numerous donors and sponsors, corporate and individual givers and corps of volunteers. It goes without saying, "that it takes a village" and this is shown by the generosity and provision of the many people that have invested their time, money and resources to the programs offered by Cincinnati Union Bethel.

With Gratitude

A handwritten signature in dark ink, appearing to read "Stephen T. MacConnell".

Stephen T. MacConnell, President and CEO

A MESSAGE FROM OUR BOARD CHAIR

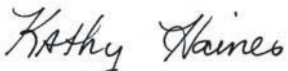
KATHY HAINES

As the President of the Board of Directors, I am committed to work with the CEO, board, staff and community to further Cincinnati Union Bethel's mission. I strongly believe in that mission: to provide affordable housing, supportive services, and education programs that assist urban women, children, families, and communities to realize their greatest potential.

The issues of childhood poverty, the heroin epidemic, literacy and homelessness affects our communities and, therefore, affects all of us. At Cincinnati Union Bethel (CUB), we are proud to give a voice to those we serve; the most vulnerable and disenfranchised in greater Cincinnati. I am grateful that we can serve many women, children, families and communities that we supports through the Anna Louise Inn, CUB Early Learning Academies and the Off the Streets program. Without programs like these, Cincinnati cannot reach its fullest potential.

I believe in the hope that this agency provides our clients who are empowered by the passion and dedication of our wonderful staff. Thank you for your support and continued faith in our service to the community.

Sincerely,



Kathy Haines

Chair of the Board of Directors



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CUB Early Learning Academies

A CINCINNATI UNION BETHEL PROGRAM

Luke enrolled at one of Cincinnati Union Bethel's four Early Learning Academies' as a young three year old. The enrollment process is treated as a time to build a relationship with the family; learn about the family history, their goals, and how we develop a plan to ensure the child's time with CUB is successful. Through this interview process, the Family Service Worker was informed that Luke's mother used drugs through the beginning of her pregnancy, and he was born addicted to Methadone. Luke had been on Methadone from seven months in utero through the first few months of his life. While both mom and Luke were healthy and doing well now, it gave the teachers valuable insight to help Luke get kindergarten ready and provide the support he needed.

The teachers noticed that Luke quickly became frustrated and had a hard time with self-regulating his behaviors. He would often respond to frustrations with tantrums that included hitting, kicking, and sometimes spitting. Luke had not yet developed the skills to enter play groups, making it harder for him to develop relationships with his peers. He had a hard time staying on task, and it was noticed that he would easily become distracted.

Given his health history and these observations, the teachers at CUB began working together to towards his goals. Luke's social-emotional capacity would become the focus on his next two years at CUB, so that he could be successful; not only in kindergarten, but with any social situations through life. Luke was getting individualized instruction from a Speech Language Pathologist, an Intervention Specialist, and his teachers were working collaboratively with his mom so that the same goals were reinforced at home. This combined approach of working on his language while focusing on building his social emotional capacity had a huge impact on his success.

In one year Luke went from showing his protective factor of initiative as an "area of concern" to a "strength" on his social-emotional assessment. Luke also demonstrated growth in every other area, and made remarkable progress in the areas of self-regulation, attachment, and relationships. He always had high cognitive skills, but did not have the initiative or confidence to use those skills in a play group. By the end of his second year the teacher reported that Luke was leading Math games, inviting other children to play, and showing the younger children how to use the die in the dice game. The change in Luke's abilities helped increase his outcomes in every area on his developmental assessments as well. Luke is a true success story, and a testament to what can happen when a team works together with both the parent and child to set goals and get everyone the help and services they need for their individual situation. At CUB's Early Learning Academies, we are proud of the team work and quality early education that we provide and it shows in our outcomes!





CUB Early Learning Academies

A CINCINNATI UNION BETHEL PROGRAM

CUB's preschools, which are "Step Up to Quality" five-star rated by the Ohio Department of Job and Family Services, offer qualified and caring teachers, an engaging curriculum, healthy meals, and a child-centered and safe environment for them to play, learn, socialize, and grow. Our holistic philosophy of education engages parents too, actively involving them in their children's learning and linking them to important community resources to help the entire family move toward greater health, stability, and well being. CUB sets our young students up for success in kindergarten and far beyond.

86%

Kindergarten
ready

1,525

Professional development
training hours

100%

Of our Lead
teachers are
degreed

80/80

Classrooms scored above the
national average in the domain of
emotional support on the CLASS
Observation



FAMILY CENTERED LEARNING

100% of families receive a home visit within the first 30 days of enrollment to set goals



HEALTH

92% of children have completed medical exams. 73% of children have had dental exams.



CHILDREN WITH DISABILITIES

90% of children who are referred by the program for mental health services outside the agency receive mental health services.



EDUCATION

80% of children assessed in literacy are meeting or above the growth range for their age.



For ten years, Off the Streets has helped women involved in prostitution and trafficking make the transition to a normal life. Cincinnati's heroin epidemic has turned the program's efforts into a life or death struggle.

Consider 19-year-old Tammy, a gentle and lanky dyed-red-head who started doing drugs at age 14 and turning tricks shortly thereafter to support her habit; she came to OTS one cold winter morning earlier this year shortly after a man doused her with alcohol and lit her on fire. Or Danielle, who got involved in drugs and prostitution as a young teen by selling prescription drugs for her grandmother.

After several months in Off the Streets, Tammy started working part time and connected for the first time with her father; she's hoping to see more of him after she gets her own place. She also has a young daughter whom she visits frequently. And Danielle has worked closely with Miss Patricia on preparing for a job interview; she accepts hugs and high-fives in the OTS living room when she lands the job. Later, when she struggles with completing her sixth AA step (identifying all of her faults), the other women in the program help her, then turn the tables - adding in tons of positive traits for good measure.

Some women stay in the program for just a few months; others, well over a year. Either way, when they enter and fully commit themselves to Off the Streets, they'll bear witness to incredible things: Revelations. Laughter. Tears. Arguments. Pain and frustration few others can know. And miracles, says Program Director Viann Barnett. Lots and lots of miracles.

OFF THE STREETS® MISSION:

The Mission of Off the Streets® is to assist women who have been victims of human trafficking, sexual exploitation, and prostitution to move toward safety, recovery, empowerment, and community reintegration.

Names have been changed to protect the clients.



Off the Streets®

A CINCINNATI UNION BETHEL PROGRAM

Off the Streets is an award-winning and evidence-based program that works closely with Cincinnati's police, court system, and other city partners to create sustainable pathways toward health and empowerment for women who have been involved in trafficking and prostitution. The program uses a peer-led model that makes it both distinct and highly successful. It offers a desperately needed solution given that Cincinnati is a hot-spot for human trafficking agencies.

84%

Stayed in the program 30 days or longer

84%

Of women who stayed in the program 30 days or longer found sobriety

100%

Had no further arrests or convictions for prostitution for a year after exiting the program

100%

Of program graduates found housing



AGENCY OF THE YEAR

2016 Agency of the Year (large agency category) by National Association of Social Workers



SUCCESS

For every day a woman is in the program, her success increases by 1%



MEDICAL CARE

Receiving medical care increases the odds of sobriety by up to 30%



EDUCATION

Women who fully complete the program are up to 400% more likely to find sobriety.

For Rhonda, the Inn is a home, and she's grateful for "the ability to come into a building with a key and open the door to a place [she] calls home."

If you see someone dancing through the halls of the Anna Louise Inn, that person might be Rhonda.

Rhonda, an Iraq War veteran, is a resident of the Anna Louise Inn in Cincinnati, Ohio. The Inn, managed by Cincinnati Union Bethel, provides safe and affordable housing for single women. Cincinnati Union Bethel was one of the first social service agencies in the area and has served the city for over 185 years. Since 1909, the Inn has been a home for residents that have nowhere else to go, and in 2015, the Anna Louise Inn moved to a new building in Mt. Auburn, a beautiful complex with 85 efficiency apartments, a garden, a library and an exercise room.

The former Anna Louise Inn followed a single-room occupancy model; residents shared bathrooms and kitchens, and the rooms were small. Rhonda lived in the Inn before the new construction, and she says she values the extra space and the ability to stretch and roll-over in her bed every morning. The first night that residents moved into the new Inn, Rhonda and her neighbor made dinner in Rhonda's new kitchen, enjoying each other's company in peace.

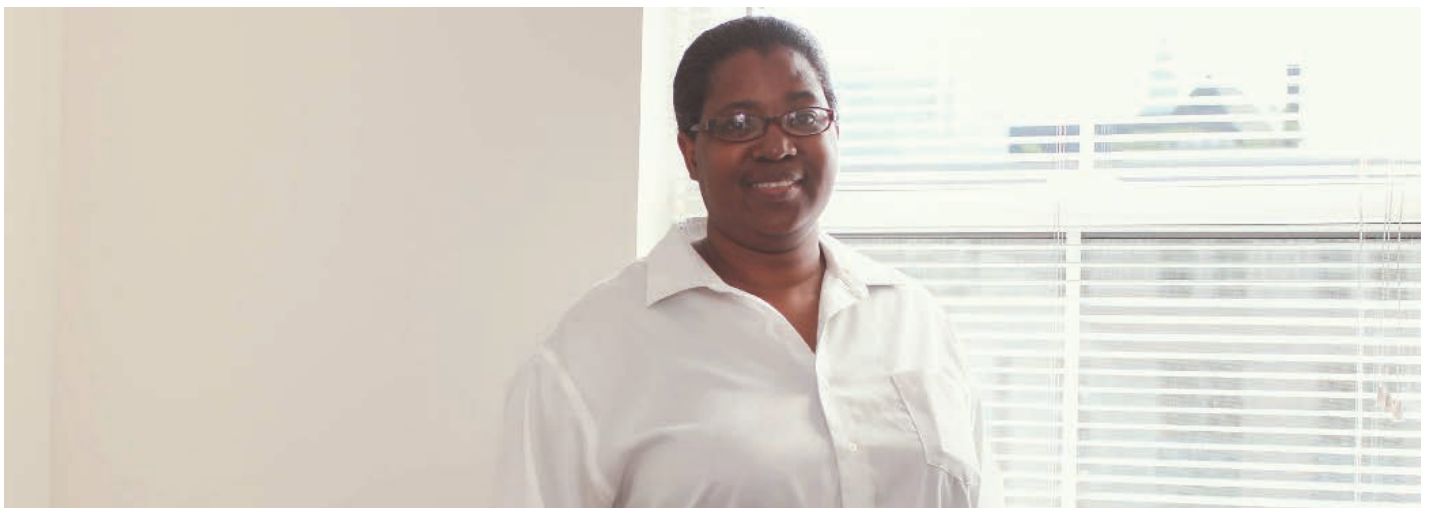
For Rhonda, the best part of the new Inn is the convenience; the metro line is only steps from the building. Rhonda served in the military for eight years, and being able to get to her various medical appointments is critical. During her service, Rhonda suffered a head injury and subsequently developed PTSD (post-traumatic stress disorder).

Before coming to the Anna Louise Inn, Rhonda lived with a friend in Kentucky whom she depended on for care due to her seizures. When she came to the Inn, Rhonda regained her independence and privacy and finally had a home of her own.

The Anna Louise Inn used to be located in downtown Cincinnati. With the help of the Ohio Housing Finance Agency and The Model Group, Cincinnati Union Bethel was able to construct a brand new building in Mt. Auburn. The mission was to remodel the original building, but Cincinnati Union Bethel quickly realized that renovation would not be possible.

The Inn also works with the shelter to provide resources for the women; residents of the Inn only have to walk across the driveway to access medical professionals in the shelter's clinic. By collaborating with other agencies and partners, CUB's Anna Louise Inn serves as an important piece to ending homelessness in Cincinnati.

For Rhonda, the Inn is a home, and she's grateful for "the ability to come into a building with a key and open the door to a place [she] calls home."



Amazon donates \$5000.00 in Kindle Fires to CUB Early Learning Academies!

An Amazon team from our local Hebron, KY locations put smiles on the faces of the 488 children who are served in our Early Childhood Education program. Amazon donated over \$5,000 worth of Kindles and e-learning content to these children. Ryan Walker, CUB Board Secretary and Stylist Manager with Amazon (seen in picture), has made it his personal and professional mission to create a path of giving that directly benefits CUB.



Many thanks to Amazon Corporate Communications, all of our generous volunteers and CUB Board of Directors for making this an amazing day for our kids. Each classroom was provided Kindle Fires, hardbound books and specialized content supporting STEM education. The kids were so excited to be able to read a story on their Kindles with help from the volunteers at Amazon. It was a truly special day!



amazon



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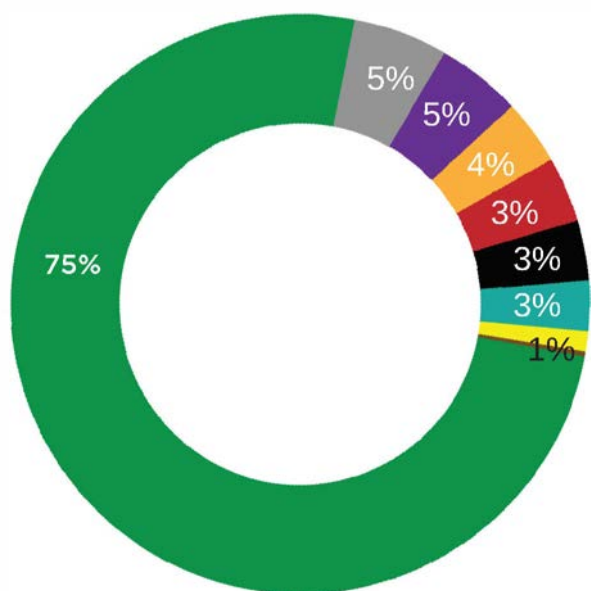
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2016 Financials

2016 Agency Revenue

Government Grants & Fees	75%
Investment Income	5%
Contributions and Bequests	3%
Foundations	5%
Donated Services / In-Kind	4%
United Way	3%
Program Service Fees	1%
Misc	1%
Special Events	3%

Total \$5,966,632



Agency Expenses

Program Services	80%
Administrative Expenses	15%
Fundraising Expenses	5%

Total \$6,225,005

