How quickly a year goes by! Since last fall when I accepted the role of President and CEO of The Fair Housing Center, I have been amazed at how friendly and welcoming the community has been. The Toledo Museum of Art and Toledo Lucas County Public Library have been my favorite discoveries, and I’ve enjoyed all the delicious Lebanese food I’ve eaten since moving here! Most of all, I appreciate living in a place where everyone rallies around fair housing issues and recognizes the value of a diverse community.

This year kicked off with an Open House where I was introduced to many of the people who make the Toledo area such a great place to be. As the year went on, I learned so much about the great work happening here by meeting with many of the stakeholders, leaders, and partners who are striving to make our community a stronger and more equitable place for all.
I’ve been personally committed to issues surrounding homelessness for a long time, and I’m so grateful to have the opportunity to assist local efforts by serving on both the Housing First Core Leadership Team and the Homelessness Board. This work is important because many people become homeless due to landlord-tenant issues, housing discrimination, substance use, or re-entry barriers, all of which significantly impact vulnerable populations. In addition, I’ve worked with both local and statewide advocates to lend fair housing support to improve the availability of affordable housing and ensure better access to recovery housing.

Participating in both the Interdenominational Ministerial Alliance (IMA) and United Pastors for Social Empowerment (UPSE) meetings, I’ve formed connections with our faith-based leaders who are working to address social justice issues like lead poisoning, access to public transportation, and health equity, all of which further illustrate the ways our ZIP Code impacts our opportunities for success.

Recognizing the crucial role that housing professionals play in fair housing, The Fair Housing Center has maintained strong partnerships with the housing industry. This includes providing training for landlords and real estate agents to help them better understand and comply with fair housing regulations and meeting regularly with local financial institutions to develop ways to make homeownership more accessible in underserved neighborhoods.

I look forward to continuing these relationships and building new ones, working together to create a community where everyone feels welcome, and where all neighborhoods are places where people can thrive. I’m proud of the work that has been accomplished by the Board and staff of The Fair Housing Center—truly fair housing “warriors” in the best sense of the word. It’s an honor to lead this remarkable organization into the future and work with our community partners to make the American Dream possible for everyone.

Marie M. Flannery
President and CEO
For the fiscal year ending June 30, 2019, revenue exceeded expenses by $22,967. Building expenses (the cost of maintaining our building plus our mortgage principal and interest payments) are 6% of the total while fundraising activities represent 9%. Other operating expenses (i.e., costs of supplies, staff training, advertising and outreach, and third-party consulting fees) represent 17%, and training fees (7%) and fundraising (15%). Wages and benefits remain the largest share of expenses at 68%. Investment draw and income generated 39% of revenue. The investment account is used for any funding gaps experienced during the fiscal year. Other revenue sources include settlements and training fees.

For the fiscal year ending June 30, 2019, Fair Housing Opportunities of Northwest Ohio, Inc. (FHONO) received approximately 39% of its revenue from federal, state, and local grants. These grants are used to fund the settlement and training activities until the next season. A reduction of 39% of the year's revenue is due to the funding gap of 2018-2019.

Starting in January 2019, the Fair Housing Center faced an unanticipated funding loss of $170,000 due to a delay in HUD grant allocations. Our team immediately took steps to ensure we would be able to continue our mission and serve our community. This included staff furloughs, temporary cessation of retirement benefits, a purchasing freeze, and many other steps. The Fair Housing Center sold its hallmark building resulting in approximately $20,000 a year in savings, and was able to remain in the same location by leasing space from the new owners. The Fair Housing Center staff demonstrated an extraordinary commitment and passion for the mission of fair housing by donating more than $16,000 during the staff campaign, even while experiencing a reduction in hours and salary. As a result of the measures taken, we were able to minimize the effects of the funding gap and its potential impact on the community.
Fair Housing Opportunities of Northwest Ohio, Inc. received approximately 54% of its revenue from federal, state and local grants. These grants are used to fund the enforcement of fair housing laws, educational programs, outreach, various investigation activities and staff development.

Investment Draw and Income generated 35% of revenue. The investment account is used for any funding gaps experienced during the fiscal year. Other revenue sources include Settlements (6%), Fundraising and Training Fees (5%). Wages and Benefits remain the largest share of expenses at 75%.

Other Operating Expenses (i.e. costs of supplies, staff training, advertising and outreach, and third party consulting fees) represent 14%, Building Expenses (the cost of maintaining our building plus our mortgage principal and interest payments)  are 7% of the total while fundraising activities represent 4%.

For the fiscal year ending June 30, 2018, expenses exceeded revenue by $28,450. This deficit was caused by an unbudgeted 3% bonus to staff paid in February of 2018.

**Revenue Breakdown**

- Grant Revenue 54%
- Investment Draw & Income 35%
- Settlements 6%
- Fund Raising 5%

**Expenses Breakdown**

- Wages & Benefits 75%
- Other Operating Expenses 14%
- Building Expenses 7%
- Fund Raising 4%
The Fair Housing Center Board

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Karen Plocek, Director of Enforcement and Compliance
Christina Rodriguez, Esq., Staff Attorney
Linda Skowronek, Executive Assistant/Grants Administrator
Jen Teschner, Senior Manager of Systemic Investigations

A heartfelt thank you to all of our volunteers and interns!

Subrina Bennett-Long
Julia Bryant
Caleb Bryant
Ryan Bunch
Evelyn Cherry
Athena Cocoves
Patricia Fisher
Sophia Fisher
Michael Flannery
Maya Francisco
Austin Hanrehan
Tina Hughes

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Ben Pushka
Joan Rauh
Carmin Reeves
Mytrice Sanders
Susan Scheub
Amanda Simpson
Vonda Williams
WIMBY, or Welcome In My Backyard, is a grassroots movement to create inclusive environments and promote diversity. Simply by taking the WIMBY pledge to respect all members of our community, each and every one of us can play a role in making our neighborhood a place where everyone feels welcome.

WIMBY also encourages people to speak out against intolerance, serving to counteract the “Not In My Backyard” mentality that can often lead to acts of hate, discrimination, or harassment.

Joining the WIMBY movement is free and easy! Visit wimbyohio.org to take the pledge, then contact The Fair Housing Center to pick up window decals or yard signs that you can display at home or work. You can also follow WIMBY Ohio on Facebook and Instagram and use #wimbyohio. With your support, we can make Ohio a WIMBY state!

Take the Pledge at wimbyohio.org
Our Impact
2018-19 Fiscal Year

Our primary goal is to protect the rights of everyone in our community to freely choose where they live. Often our cases result in a change in policies or practices, which means the impact of our work extends far beyond our individual clients, opening the door to opportunity for many more people in our community.

Highlights from this year include overriding an HOA’s ban on swing sets for families with children, preventing a woman from being charged for back rent because of a housing provider’s mistake in calculating her income, and protecting a man who faced harassment and retaliation because of his disability.
People trained on fair housing rights and responsibilities

The Board of The Fair Housing Center would like to recognize that these incredible outcomes were achieved even in the midst of a five-month funding gap that included a significant reduction in staff hours and salaries.

Advertising/outreach impressions

Community partnerships maintained/created

Educational materials distributed

Education is a critical part of The Fair Housing Center’s work, aiming to prevent discriminatory practices by informing consumers of their rights and educating housing professionals on how to comply with the Fair Housing Act.

Highlights from this year include conducting a presentation at the Ohio Realtors Conference to illustrate how our life outcomes are determined by our ZIP Code and share the WIMBY movement, airing video testimonials on television and social media to help raise awareness of fair housing, and archiving The Fair Housing Center’s history alongside other prominent organizations at the Canaday Center at the University of Toledo.
Nearly 350 guests had a wicked good time at our fifth annual happy hour celebration in August! Wearing red shoes in honor of the evening’s theme, attendees enjoyed music provided by DJ Mpress and had the chance to take home a great selection of auction and raffle items. Many guests showed their generous support by making a Gift of the Heart, a direct donation to help further The Fair Housing Center’s mission so more people in our community can live in diverse, vibrant neighborhoods where they have the opportunity to thrive.

Thank You to Our Sponsors!

—— Emerald City Sponsorship ——
YOUR ZIP CODE IS MORE THAN AN ADDRESS, IT’S AN IDENTITY.

The fourth annual Ode to the ZIP Code poetry contest concluded with a live event at Handmade Toledo in April. Phil Kaplan served as this year’s emcee, and judges Sandra Rivers-Gill, Joel Lipman, Jonie McIntire, and Jim Ferris narrowed down the outstanding group of entries to select the top three winners in both youth and adult categories, who were awarded cash prizes.

1st Place Youth Mia Westfere
4 No “darkest hour” comes
3 Where light’s everlasting,
6 An electric city in candlelight glows
1 Brilliantly.
4 Only people grow weary.

2nd Place Youth Amelia Simmons
4 As I get out
3 Of the car
6 I try to close the door
0 (This is where I will not say how frozen shut it is)
6 But I slip on thick ice

3rd Place Youth Scott Lime
4 The houses around mine
3 are looking nicer
6 with every layer of new paint,
1 the
2 non-lead kind
This partnership of The Fair Housing Center, Toledo City Paper, The Arts Commission, and Toledo Lucas County Public Library encourages local residents to write short poems inspired by their ZIP Code, highlighting the ways our lives are shaped by where we live.

1st Place Adult
Terri Draper
4 I vaped with the
3 Dollar Tree boy
6 In his pickup bed in the
1 Empty
5 Parking lot of Family Video

2nd Place Adult
Lydia Horvath
4 In this 1902 house,
3 there’s no AC
6 summer nights hum with five fans’
2 electric lullaby
0 Ssshhhhhhhhhh

3rd Place Adult
Jodi Summers
4 Smoke stacks billowing gas
3 Polluting the Earth
6 Children play just outside the toxins
0
5 Waiting for Mom and Dad.
### Silver
**($5,000 - $9,999)**
- Mike Fehlen
- Lucas County Auditor Anita Lopez
- Toledo Regional Association of Realtors
- WTVG 13abc

### Bronze
**($2,500 - $4,999)**
- Michael & Marie Flannery
- Bruce & Sena Friedman
- Kenton & Laura Kamp

### Copper
**($1,000 - $2,499)**
- The Ability Center
- Annette Cieslukowski
- Chicago Title Insurance Company
- Andria Dorsten Ebert
- Key Realty
- The Pinkerton Foundation
- Sojourner’s Truth
- State Bank
- Toledo Building Services
- Patty Wise

### Fair Housing Advocate
**($100 - $499)**
- JoDee Ahrens
- Denise Alvarado
- Loreen Banks
- Alan Bannister
- Donna Bogan
- Greg Cepek
- The Creative Block
- Deborah Dangelo
- Lisa Deel
- Jonathon Espinosa
- Silma Espinosa
- Catina Harding
- Stephanie Henderly
- Jacki Herrington
- Keith Jordan
- Veronica Lawrence
- Bruce & Marina Lung
- Michael Marsh
- Jeff Martin
- Michael McCarthy
- Scott Noonan
- Dr. Donald Perryman
- Tod L. Phillips
- Karen Plocek
- Property Investor's Network, Inc.
- Kellie Schlachter
- Bill Scott
- Peter Scott
- Sidon Lebanese Grille and Bakery
- Linda Skowronek
- Cheryl Slack
- Darnell Smith
- Patty Sopko
- Cindy Taylor
- Jennifer Teschner & Joe Tafelski
- Warren Tipton
- Mr. Ernest Walker
- Carl Wise
- The Women of the Old West End
- Sam Yoder
### Champion of Fair Housing ($500 - $999)
- Adams Street Publishing
- Advocates For Basic Equality (ABLE)
- The Andersons
- Butler Capital
- Heather Carone
- Citizen’s National Bank
- DiSalle Realty
- Diane Friedman
- Georgio’s International Cafe, Inc.
- William & Susan Horvath
- Sarah Jenkins
- La Prensa
- Legal Aid of Western Ohio, Inc.
- Nemsys
- Re/Max Preferred Associates
- Christina Rodriguez
- Matt Russell
- Alan Sattler
- Cherie Sears
- S & G Management LLC
- Sulphur Springs Realty
- Waterford Bank

### Friends of Fair Housing (Up to $99)
- Debbie Armstrong
- Miranda Batianis
- Anthony Brancatto
- Jennifer Brown - Severyn
- Susan Clappe
- Vincent Clappe
- Nina Corder
- Joe Dawson
- Todd Deindoerfer
- Lisa Dill
- Alma Dortch-Gilbert
- Katy Elskary
- Leslie Erwin
- Chuck Ference
- Walter Gorman
- Rebecca Hamilton
- Richard Horowitz
- Norma King
- Lisa Kohler
- Kelsey Krull
- Tammy Lavalette
- Rochelle Liberios
- Philipp Levering
- Tamara Mabrey
- James Mahon
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- Sue Misiak
- Sandra Osby
- Jim Prager
- Fr. Radecki
- Carmela Roth
- Diana Salem
- Keith Sparrow
- Keri Spencley
- Katie Tafelski
- LeeAnn Tyrell
- Baldemar Velasquez
- Sue Wajert
- Bonnie Weissman
- Kim Welch
- Rhonda Wheeler
- Mary-Thom Williams
- Karen Wood
The Fair Housing Center

Vision
The Fair Housing Center will be a leading visible force in preventing and correcting discriminatory practices.

Mission
The Fair Housing Center is a non-profit civil rights agency dedicated to the elimination of housing discrimination, the promotion of housing choice and the creation of inclusive communities of opportunity. To achieve our mission, the Center engages in education and outreach, housing counseling, advocacy for anti-discriminatory housing policies, research and investigation and enforcement actions.

We Value:
Responsibility  Service  Community
Accountability  Diversity
Integrity  Excellence

The Fair Housing Center
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