



# 2021 ANNUAL REPORT

## THE FAIR HOUSING CENTER

A VISIBLE FORCE IN PREVENTING HOUSING DISCRIMINATION





2021

## VISION

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The Fair Housing Center will be a leading visible force in preventing, correcting, and eliminating discriminatory housing practices. To achieve our vision, the Center works as a trusted community resource, engaging in education and outreach, advocacy for anti-discriminatory housing policies, mediation, research and investigation, and enforcement actions.

## MISSION

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The Fair Housing Center is a nonprofit civil rights agency that promotes housing choice, the creation of inclusive communities of opportunity, and the protection and expansion of fair housing rights to support strong communities free of housing discrimination.

## VALUES

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Responsibility  
Accountability  
Integrity  
Community  
Diversity  
Excellence  
Service

# PRESIDENT'S LETTER TO THE COMMUNITY



Dear Friends of Fair Housing:

In last year's Annual Report, I wrote that we were living through "unprecedented" times. I don't think I can say that this year; what was unprecedented has, in many ways, become normalized. As we head into our second COVID winter, we are certainly in a better place than last year. Vaccines are readily available, and wearing masks is just something we do now. That being said, we still face unprecedented challenges as we work to achieve housing equality and housing equity.

As we all learned in grade school, equality means treating everyone the same. It's a good start, but equity means that we try to help each person achieve the best possible outcome by meeting them where they are and addressing their particular needs. Much of our work this past year has been focused on housing equity. A global pandemic and the resulting economic downturn focused nationwide interest on housing issues. Municipalities across the country worked to stand-up large-scale rental assistance and other programs to assist those hardest hit by the pandemic: low to moderate-income families and neighborhoods that are all too often synonymous with communities of color because of past inequities.

In addition to our fair housing enforcement and education work, we tackled public policy issues to increase housing equity and opportunity. These policies include local protection for those who pay their rent with housing choice vouchers and other nontraditional sources of income, the right to counsel in eviction court, and advocacy for affordable housing projects in our community. We also settled a precedent-setting case that increased housing accessibility by enforcing the design and construction elements of the Fair Housing Act. A partnership with KeyBank and NeighborWorks will result in \$3 million in mortgage loans for low to moderate families living in Toledo's traditionally disinvested neighborhoods. Our Landlord-Tenant Mediation program continued to gain traction. As of this writing, we have opened over 700 cases to help landlords and tenants resolve disputes involving everything from repairs to rights and responsibilities.

We are also especially proud of the award-winning documentary we released, [ZIP CODE MATTERS](#), which takes a hard look at how where you live—your ZIP Code—can have more impact on your life outcomes than your genetic code. The documentary dives into the history of government policies and practices, such as redlining, the effects of which are still felt today as historically redlined neighborhoods continue to struggle with disinvestment and poverty. A big thank you to everyone involved in the making of [ZIP CODE MATTERS](#), especially Sena Mourad Friedman, The Fair Housing Center's Director of Development and Communications, and Will Lucas and his team at Creadio. They all worked incredibly hard to tell a compelling story in the midst of a global pandemic that nobody could have anticipated when the idea was proposed to HUD back in 2018.

The Fair Housing Center is pleased to present our 2021 Annual Report. Thank you to our Board and Staff for their continued dedication to our mission of eliminating housing discrimination and the creation of communities of opportunity for all. Thank you to our community partners, volunteers, donors, and supporters for another meaningful year. Without you, none of this is possible. With you, anything is possible.

A handwritten signature in blue ink that reads "Marie M. Flannery". The signature is fluid and cursive.

Marie M. Flannery  
President and CEO

# ENFORCING FAIR HOUSING RIGHTS

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Our mission is to enforce the Fair Housing Act; it is the bedrock of our advocacy. Our Enforcement team worked with hundreds of residents around Lucas and Wood County to protect and advocate for their fair housing rights. Housing discrimination continues to harm our community and impact individuals. During the pandemic, we witnessed an increase in complaints.



## **\$400K Settlement Improves Accessibility for Senior Housing Community**

A settlement was reached in a lawsuit filed by The Fair Housing Center, The Ability Center, and Brooklynn Park resident Jenny Tillman that requires defendants to complete extensive accessibility modifications for Brooklynn Park and pay \$400,000 in damages to cover fees, litigation costs, and compensation for the nonprofit organizations' diversion of resources and frustration of mission. Remediation for the 55+ housing community will help improve accessibility and ensure residents can benefit from full use and enjoyment of their owner-occupied villas while they continue to age in place.

Plaintiffs filed a joint lawsuit in 2018 accusing Moline Builders, Inc., JLJ Development, LLC, James E. Moline, Lance Fuller, Larry Fast, Oravec & Associates, Inc., Graham Design Group, LLC, and Joel Graham of discriminating against persons with disabilities by failing to comply with federal design and construction regulations for accessible housing. Seniors and people with disabilities, attracted to the community because it was advertised as fully accessible, purchased units with inaccessible kitchens, bathrooms, and for many, inaccessible entrances on a campus with an inaccessible community center and sidewalks that are too steep.

People with disabilities and the aging who cannot find housing that meets their needs are often forced to move out of their own homes into institutional housing such as nursing homes. Because of this, Congress amended the Fair Housing Act to require all new, multi-family housing built after March 13, 1991, with four or more units to meet specific accessible design guidelines.

## Partnership Expands Access to Homeownership

KeyBank, NeighborWorks Toledo Region, and The Fair Housing Center announced a partnership to make financing single-family homes easier and more affordable for low- to moderate-income individuals and families throughout the city of Toledo. The program, funded by a \$3 million investment from KeyBank and administered by NeighborWorks, will provide an estimated 60 first mortgage and refinance loans at below market rates to borrowers in primarily LMI neighborhoods with an annual income not exceeding 80 percent of the area median income. Designed to remove many of the obstacles people face when applying for a traditional loan, this new effort will help to improve access to homeownership by supporting first-time homebuyers in historically underserved neighborhoods.

## Landlords Cannot Sexually Harass Their Tenants

Under The Fair Housing Act, landlords cannot sexually harass tenants. The Fair Housing Center was the first to establish this protection in a landmark case, *Shellhammer v. Lewallen*. The Fair Housing Center continues this work to combat sexual harassment in housing and recently assisted a tenant who faced sexual harassment from her landlord.

Ms. Scott complied with her landlord's demands because she didn't want to face eviction, and she didn't have the financial resources to move. She was also concerned that a loss of housing could jeopardize custody of her son and daughter.

The Fair Housing Center worked closely with Ms. Scott and the U.S. Department of Justice to pursue charges against the landlord, who was accused of sexually harassing other tenants as well. The Fair Housing Center provided support for Ms. Scott and gathered evidence and information relevant to charges under The Fair Housing Act, which prohibits housing providers from requesting sexual favors in exchange for rent or repairs or to avoid eviction. The DOJ settlement requires defendants to pay \$100,000 in damages and prohibits them from managing properties in the future.

Ms. Scott is very thankful for The Fair Housing Center's services and hopes that more people will be educated on their rights under The Fair Housing Act.



## Everyone Should Be Able to Enjoy Their Home

Many persons with disabilities contact The Fair Housing Center for assistance when they need accommodations to make their home accessible. The Fair Housing Center assists with educational information about requesting accommodations from their housing provider. This information is available on our website. The Fair Housing Center also directly helps individuals when they make accommodation requests. Here are just a few examples of recent successes with accommodations.



### Eviction Avoided

Shirley, with mental health disabilities, was given an eviction notice due to her harmless but eccentric behavior around her apartment complex. The Fair Housing Center was able to help her family get a reasonable accommodation for more time to move so that she could find suitable supportive housing and avoid an eviction proceeding in court.

### Allergies Arrested

Tracey, with severe allergies, moved into a new apartment that the property manager had not cleaned before she took it over. She has allergies to cats, and her allergies were flaring up from cat hair and dander in the unit from the previous occupant. Her emails to management requesting a thorough cleaning of the unit went unanswered until The Fair Housing Center wrote a reasonable accommodation request asking for the unit and air ducts to be cleaned. She can now comfortably reside in that apartment.

### Understanding Sleep Patterns

Margie, with mental disabilities, was threatened with eviction from her apartment complex because she sleeps during the day and visits her family at night. She also keeps minimal furniture in her apartment. Management accused her of moving out and abandoning the unit. The Fair Housing Center was able to help management understand that she still resides there and she will be able to continue her daily activities without worrying that management will evict her.

### Validated Verification

Brenda made a reasonable accommodation request to have an assistance animal, a dog. Her request was denied, and she was given a three-day eviction notice because the housing provider suspected her verification letter was purchased on a website and was fraudulent. The Fair Housing Center assisted her, and she provided further verification to show that the letter was, in fact, from her doctor. Her reasonable accommodation request was accepted, and she avoided facing eviction.



## Landlord-Tenant Pre-Litigation Mediation Program Is Making A Difference

Housing is a basic human need. But what if the terms and conditions for your housing are unfair? What if your landlord refuses to provide repairs or wants to end your lease because you complained?

The Fair Housing Center’s Landlord-Tenant Mediation Program provides pre-litigation mediation services to alleviate conflicts between landlords and tenants and prevent housing instability. This mediation program is separate from the Center’s fair housing enforcement programs. All applicants are first screened to identify any fair housing issues and assigned to the enforcement program when applicable. If housing discrimination is not the issue, the case is assigned to the mediation program.

The mediation program is fast-paced and serves a significant number of landlords and tenants. Since its inception in March 2020, the program has opened more than 700 cases. The rate of new cases is steadily increasing every month. It focuses first on providing general education and information about rights and responsibilities for tenants and landlords. Next, it assigns a professional mediator to seek an amicable resolution in each case. Many cases are resolved by providing additional information about rights and responsibilities, and many are quickly resolved with the mediator talking to both sides.

## My Children and I Get to Stay

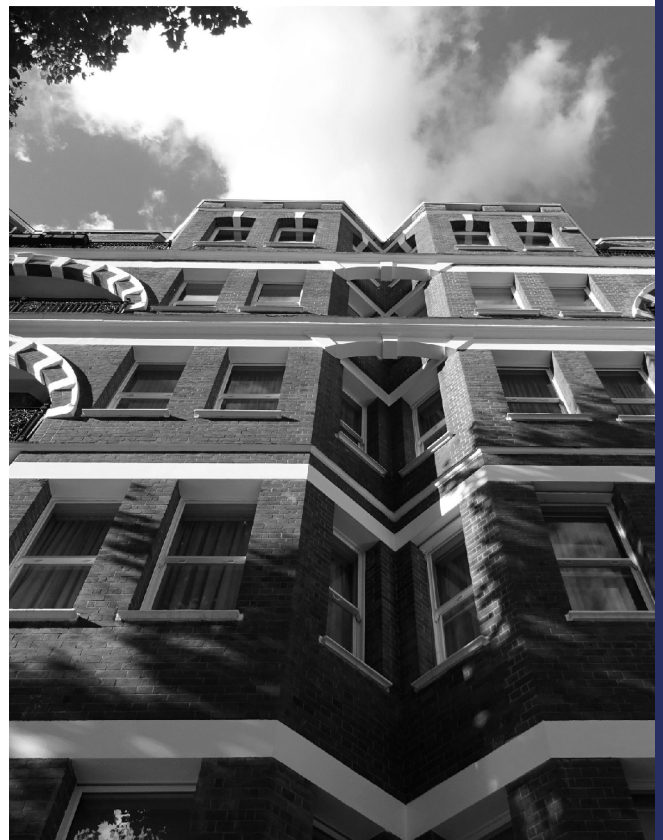
Lucy called The Fair Housing Center very worried after she received a 30-day notice to terminate a month-to-month tenancy due to late rent. If she lost her housing, her children might have to change school districts, and her whole life would be uprooted. According to the landlord, they had a “difficult relationship” with Lucy, always complaining and exaggerating problems. The Fair Housing Center’s mediation program stepped in to help. After assistance with mediation, Lucy will stay on a month-to-month lease with a slight increase in monthly rent after the landlord makes improvements to the rental unit. After six months, if both parties agree, they will enter a more stable one-year lease at the market rate. Lucy was delighted with this outcome. She likes her apartment and states she knew it was renting at under-market rent, so she was completely fine with paying the slight increase in rent. In the end, both sides were happy, an eviction was prevented, and Lucy’s housing is now stable.

## No More Three-Day Notices

Latonya had received numerous three-day notices to vacate for nonpayment of rent, even though she had always paid her rent on time. Latonya had been moved to her current apartment after a fire destroyed her prior apartment. She pays a portion of her rent with a housing choice voucher and thought that her current landlord didn't really want tenants who receive public housing assistance, and maybe that was why they were sending her the three-day notices to vacate.

The mediator called the property manager and learned that the previous management company had made many accounting and ledger mistakes. Some of these errors included posting payments to the wrong accounts, losing money orders, and it took the new company some time to discover and correct all the accounting errors. The three-day eviction notices to vacate had been sent to the tenant mistakenly.

Together, the property manager and the mediator called Latonya and explained the situation. The property manager said the tenant's lease was coming up for renewal and that she is welcome to renew. Latonya was extremely grateful and told the mediator that she and her three kids' belongings had been boxed up in their living room for months because she didn't know if someone would knock on her door and tell her to get out.







## PUBLIC POLICY

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### **Fostering Progress. Moving Forward.**

As a recipient of federal funding, the City of Toledo is required to Affirmatively Further Fair Housing by taking proactive steps to correct historic housing disparities, including residential segregation. The Fair Housing Center helps the City meet this requirement by developing the Analysis of Impediments to Fair Housing Choice and corresponding Fair Housing Action Plan, a comprehensive strategy to identify and address housing barriers.

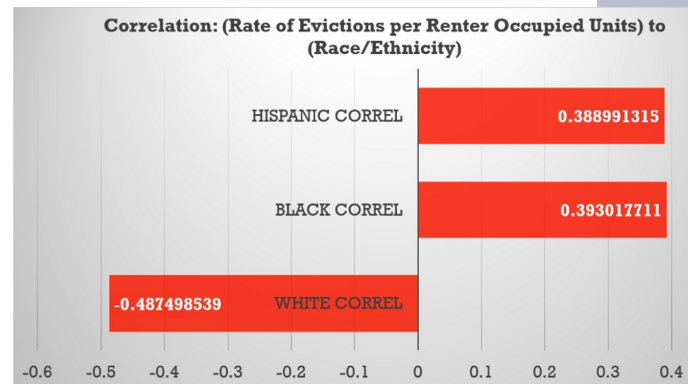
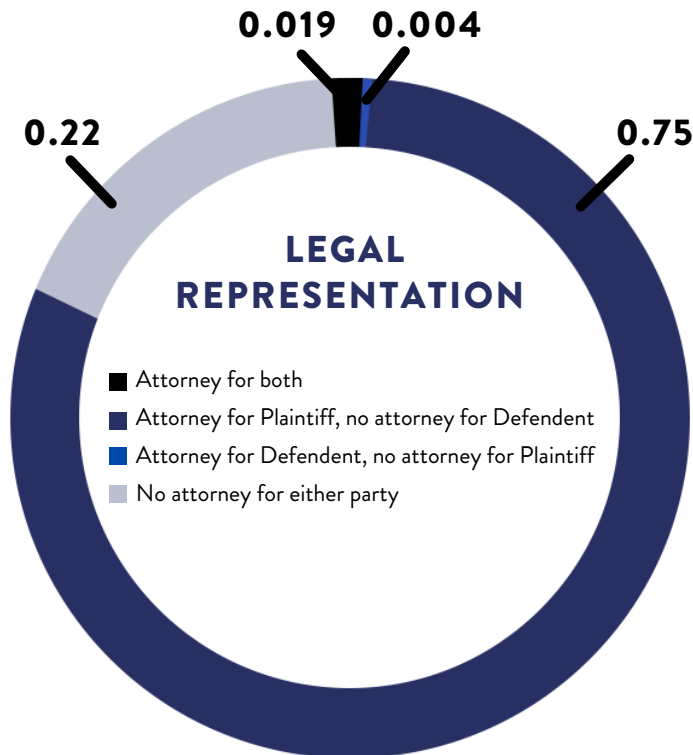
Over the past year, as a result of the work of The Fair Housing Center and support of local advocates, our community has made significant progress on many of the issues outlined in the Analysis of Impediments. Ensuring local government decisions are made through a fair housing lens, public policy can have a far-reaching impact on housing equity by expanding opportunities for communities that have been historically excluded.

### **Improving Mobility**

Toledo City Council passed an ordinance adding source of income to our local protected classes, preventing housing providers from denying housing to someone because they have a housing choice voucher or other nontraditional income. This measure will increase the availability of quality, affordable housing options, and foster housing mobility by improving access to higher opportunity neighborhoods. The Fair Housing Center joined local organizations to advocate for the legislation and engaged in education and outreach activities to inform housing providers about this new protection and encourage compliance.

## Powerful study on the local eviction crisis completed with the University of Toledo.

In 2021, TFHC and the University of Toledo’s Jack Ford Urban Affairs Center completed a study on evictions in Toledo, Ohio, that was funded by and dedicated to a local legal aid organization. This in-depth analysis of eviction trends in Toledo uncovers rates of evictions using data gathered directly from the Toledo Municipal Court, which has jurisdiction over all evictions in the City of Toledo, the Village of Ottawa Hills, and Washington Township. From 2014 through 2018, more than 24,000 eviction actions were filed. If each eviction impacted only two people, this would represent 48,000 persons impacted in only a four-year period, or about 17% of the 276,000 persons living in Toledo, Ohio. This number is a conservative estimate, and the study reveals that these evictions very likely impact larger households with children more than other households. Among other issues, the study specifically uncovered the disparate impact of the eviction crisis on communities of color. The study also uncovered that the overwhelming majority of persons subject to an eviction court action have no access to legal representation (98% of tenants), and they must try to litigate their case themselves. With other area agencies, TFHC used this data and information to advocate for an increase in the number of attorneys to represent tenants in eviction cases.



## Accessibility For All of Us

Disability continues to be the most common basis for fair housing complaints, both locally and nationally, reflecting the growing demand for housing that is accessible. The Fair Housing Center is pursuing public policy efforts to improve housing accessibility so that people with disabilities can live independently and avoid being institutionalized.

The Fair Housing Center is collaborating with community partners and the Plan Commission to amend Toledo's zoning regulations to reduce unnecessary restrictions on group living, including affordable, supportive, and recovery housing.

Along with other housing advocates, The Fair Housing Center provided testimony to support several affordable, supportive housing projects, including Warren Commons, which have faced opposition from local neighbors based on unfounded fears and negative assumptions about potential residents. Our comments reiterated the need for this type of housing as a way to improve access to quality housing for those who would otherwise be vulnerable to unsafe or unstable living conditions.

The Fair Housing Center drafted an ordinance that would increase the number of accessible units required for newly constructed subsidized housing developments and is currently working with community partners to move the legislation forward.

## Water: The Foundation of Life

Water is essential for housing to be habitable, but rising water rates and other recent changes to the local water structure have negatively impacted water affordability. These challenges are further compounded in rental situations because Ohio law requires that water service be set up in the landlord's name, preventing tenants from accessing the account. In an effort to combat the confusing and abusive practices that often arise when water costs are passed onto tenants, The Fair Housing Center drafted a revision to Toledo's water reselling ordinance. Approved by City Council, the legislation restricts landlords from charging tenants separately for water unless they meet specific criteria, including sub-metering, contracting with the City, and setting up landlord-tenant accounts. Clarifying Toledo's regulations regarding water reselling will help to protect tenants from facing unexpected or inflated costs.

The Fair Housing Center also serves on the City of Toledo's Water Affordability and Consumer Protection Committee, a group of neighborhood residents, community partners, and city officials who are working to improve water access and affordability. The efforts of this group have resulted in the completion of a water affordability study to assess community needs and the launch of a debt forgiveness program to prevent water shutoffs caused by past due bills.



## Keeping Tenants Housed

Reducing evictions is critical to preventing homelessness and preserving long-term housing stability. The issue also presents fair housing implications, as evictions disparately impact women, families with children, and people of color. In addition to operating the Landlord-Tenant Mediation Program, The Fair Housing Center has provided advocacy to support local legislation to help tenants remain housed. Pay to Stay legislation was enacted last year in Toledo, which caps late fees and enables tenants to assert an affirmative defense to eviction if they have offered to pay past due rent and fees. Recently, Toledo City Council approved Right to Counsel legislation, ensuring low-income tenants facing eviction will have legal representation. Preventing unnecessary evictions not only helps tenants avoid displacement, it can also decrease reliance on other social supports.

# ODE to the ZIP CODE



## Your ZIP Code is more than an address. It's an identity.

The neighborhood we call home not only affects our health, well-being, and access to opportunities, it shapes our everyday life experiences. We invited the community to share those experiences, in their own words, by penning “zip odes.” For the sixth year in a row, we partnered with The Arts Commission, Toledo City Paper, Toledo Area Parent, and the Toledo Lucas County Public Library to host the Ode to the ZIP Code poetry contest. Area residents submitted short poems where the number of words is determined by the digits in their ZIP Code and a panel of judges selected the top poems to be published and receive prizes. Special thanks to David Bush, Jim Ferris, Dr. Joey Kim, Sandra Rivers-Gill, and Timothy Geiger for serving as judges and to BCAN for creating a special video highlighting this year’s contest.

# 2021 WINNING POEMS

## YOUTH

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### 1st Place

#### ZEKE FREEMAN

- 4 Our neighbor dog Bob
- 3 The birds chirping
- 6 The trees are good for climbing
- 0 (Westmoreland)
- 7 Mott Branch Library is my happy place

### 2nd Place

#### LIAM CHERRY-TIMMONS

- 4 How I love trees
- 3 Squirrels playing, jumping
- 6 From big tree to big tree
- 1 Trees
- 3 Dropping their seeds

### 3rd Place

#### GERA FLETCHER

- 4 YMCA is so enjoyable.
- 3 The sound dribbling.
- 6 The sound of the squeaking shoes.
- 1 The
- 2 chlorine smell

## YOUNG ADULT

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### 1st Place

#### BRIDGET QUINLAN

- 4 Deer prints are muffled
- 3 in soft snow.
- 6 Dear children shout at trees, forever
- 1 echoing
- 4 there in the cul-de-sac.

### 2nd Place

#### LAINÉ BROWN

- 4 ice cream melting fast
- 3 sticky hands grab
- 4 my sleeve smearing chocolate
- 3 ice cream soup
- 0 (for the last time kid I'm not your mother)

### 3rd Place

#### VANESSA HERNANDEZ

- 4 each night the train
- 3 comes rattling, loudly
- 6 sometimes wish it would take me
- 0 (into the refinery)
- 5 touch the fire just once

## ADULT

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### 1st Place

#### ALEXANDRA KANIA

- 4 Rain drenched mattresses forgotten
- 3 In the grass
- 6 Barefoot children unaware of broken glass
- 1 Trodden
- 2 Middle class

### 2nd Place

#### LINA SANDERS

- 4 bike rides down McGregor
- 3 racing the moon
- 6 to the discrete location hidden inside
- 2 the potholes
- 3 collecting forgotten childhoods

### 3rd Place

#### ERICA BLAKE

- 4 Not quite West Toledo,
- 3 not quite North.
- 6 Nearly twenty years, it has been
- 1 home -
- 2 Five Points

# ZIP CODE MATTERS

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## Award-Winning Documentary

[ZIP CODE MATTERS](#) is an insightful documentary commissioned by The Fair Housing Center, shedding light on America's residential segregation and inequitable housing practices. The intention and energy behind this documentary is to tell the true story of how deliberate government policies created the segregated living patterns we still see today. We wanted to accomplish this in a half hour documentary that could be used anywhere in the country to ignite conversations amongst community groups, elected officials, educators, and community leaders. Our neighborhood and community environments are not natural; they are manmade, and it is important to understand that they can be unmade. Our team set out to tell this story clearly, concisely, and honestly with a minimal budget. We were in a precarious position as we went into the making of this documentary. The presidential administration at the time had issued an executive order that no entity receiving federal funds could educate the public about systemic racism or implicit bias. Making this film during a global pandemic allowed us to do this in creative ways. The documentary aired on WTOL-TV last April during Fair Housing Month and premiered on Facebook Live and YouTube featuring a conversation with guest panelists after the show.

The Fair Housing Center submitted the documentary to film festivals upon the encouragement of David Seeger, a former board member who expressed that he thought it should win an Emmy. At the time of this publication, the documentary has won several film festival awards. The creativity of Will Lucas, President of Creadio, and Executive Producer, and the keen eye for detail of Erickson Blakney, Producer, laid the foundation for the story to come alive. We want to express our heartfelt gratitude.

The featured guests in this documentary are extraordinary humans who have made correcting the effects of redlining and segregation their life's work.



## The Documentary Features:

### **RICHARD ROTHSTEIN**

Author, *The Color of Law*

### **SHERROD BROWN**

United States Senator, Ohio

### **SHERRILL FROST-BROWN**

V.P. Member Services & Community Development, National Fair Housing Alliance

### **STELLA ADAMS**

National Civil Rights Specialist

### **JASON RICHARDSON**

Director of Research & Evaluation, National Community Reinvestment Coalition

### **DAVON RUSSELL**

President, Women's Housing & Economic Development Corporation

### **TIFFANY MANUEL**

Social Scientist, President, The Case Made

### **MARIE FLANNERY**

President/CEO, The Fair Housing Center

### **STEVE DANE**

Nationally Recognized Fair Housing Attorney

### **KENDRA SMITH**

V.P., Community Health, Bon Secours Mercy Health

### **KATE SOMMERFELD**

President, Social Determinants of Health Institute, ProMedica

# CONGRATULATIONS TO THE ZIP CODE MATTERS PRODUCTION TEAM



EDUCATION & OUTREACH



# THE FAIR HOUSING CENTER BOARD

## Officers

**ALAN SATTLER**  
Chairperson

**JUANITA GREEN**  
Treasurer

**PATTY WISE**  
Vice-Chairperson

**CHERYL SLACK**  
Secretary

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**ALAN BANNISTER**  
**CARLA NOWAK**  
**KEITH JORDAN**  
**THOMAS E. LUETTKE, ESQ.**

**CHERIE SEARS**  
**ERNEST WALKER, JR.**  
**MARY-THOM WILLIAMS**  
**RAY WOOD**

Welcome to our new Board Members beginning January 2022  
Charmaine Brown, Tony Totty, and Marc Folk

## Staff

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**MARIE M. FLANNERY**  
President and CEO

**TARIQ HARDIMAN**  
Intake Administrator

**GEORGE THOMAS**  
Vice President and General Counsel

**SARAH JENKINS**  
Director of Public Policy  
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**JACQUELINE BANKS**  
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**MEG BOURLAND**  
Senior Mediator

**DEBBIE RILEY-JACKSON**  
Fair Housing Specialist

**ANNIE CIESLUKOWSKI**  
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**CHRISTINA RODRIGUEZ, ESQ.**  
Senior Staff Attorney

**JENNIFER COLLINS**  
Intake Administrator

**JEFF FORTNEY**  
Controller

**LINDA SKOWRONEK**  
Executive Assistant and Grants Administrator

## A Heartfelt Thank You To Our Interns

**PATRICIA FISHER | KEMPER FULLERTON | DAN O'CONNELL | MAGGIE SHELLNBURGER**  
**BREANNE VELIZ | ALYS VOLLMAR | MOLLY WALTON**



## BEING YOUR TRUSTED RESOURCE IS OUR GOAL

I'd like to express my appreciation for the work of The Fair Housing Center. Over the years, this dynamite agency has had a positive influence in my life.

First, there was a time that we were having extreme difficulty obtaining homeowners' insurance. Our policy had been canceled due to an oversight. We had called several insurance companies with no success. I resorted to calling The Fair Housing Center and I was informed that it could possibly be redlining. The staff person talked to me and walked me through strategies on how to talk to and deal with the companies. She even offered that I come to her office, and she would listen in. I tackled it on my own, following her guidelines. I was granted a homeowners policy in no time, thanks to her advice.

Second, I'm grateful to The Fair Housing Center for their involvement in a case against Wells Fargo for their discriminatory practices in the urban core. The proceeds from this settlement were used to provide a roofing program in the affected area. The shingles, underboards, eavestrough, and gutters were replaced on our home and garage at no cost to us.

Most recently, I reached out to The Fair Housing Center for help in a Landlord-Tenant situation that was out of hand. Your mediator worked patiently with us to reach an agreement. I greatly appreciate her time and service as I was not in a logical frame of mind to deal with the situation. I have so much gratitude for this organization for offering all these outstanding services to the community. Throughout the years, they've always been there for me and so many others.

In Unity,

**Joyce A. Stubblefield**

**Thank you Joyce for your kind words and support.**

# THE FAIR HOUSING CENTER 2020-2021 DONORS

Each donation we receive, we become all that much closer to our goal. Thank you for making a difference through your compassion and generosity.

## SAPPHIRE

(\$100,000 - \$99,999,999,999)

CROAK REAL ESTATE

## LEADERSHIP CIRCLE

(\$35,000 - \$49,999)

TOLEDO COMMUNITY FOUNDATION

## GOLD

(\$10,000 - \$19,999)

326 N ERIE LLC  
WESTFIELD INSURANCE FOUNDATION

## SILVER

(\$5,000 - \$9,999)

PROMEDICA

## BRONZE

(\$2,500 - \$4,999)

MIKE FEHLEN

## COPPER

(\$1,000 - \$2,499)

ANNETTE CIESLUKOWSKI  
MR. JOHN COBLE  
MARIE AND MICHAEL FLANNERY  
BRUCE AND SENA FRIEDMAN  
KENTON AND LAURA KAMP  
OFFICE FURNITURE WAREHOUSE  
THE PINKERTON FOUNDATION  
ALAN AND LISA SATTLER  
TEGNA FOUNDATION

## CHAMPION OF FAIR HOUSING

(\$500 - \$999)

ALAN BANNISTER  
BROADWAY EXPRESS  
DAVID GSTALDER  
SARAH JENKINS  
MARCIA KLUNK  
CHRISTINA RODRIGUEZ  
LINDA SKOWRONEK

## Fair Housing Advocate

(\$100 - \$499)

KELLY ALTENBERGER  
DENISE ALVARADO  
BARBARA BEALE  
EDDIE CAMPOS  
EQUITAS HEALTH INC.  
MARK FRASCO  
MICHAELNE GORNEY  
JUANITA GREENE  
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MATT RUSSELL  
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KELLIE SCHLACHTER  
CHERIE SEARS  
CHERYL SLACK  
MS. JENNIFER TESCHNER  
AND JOE TAFELSKI  
GEORGE THOMAS  
JEFF TRAUDT  
ERNEST WALKER  
MARY-THOM WILLIAMS  
PATTY WISE  
RAY WOOD

## Friends of Fair Housing

(Up to \$99)

KRISTEN ANDERSON  
ADAM BAGGS  
TONY BASSETT  
MEG BOURLAND  
JENNIFER COLLINS  
HALINA CZERNIEJEWSKI  
MICK DEMAKOS  
SILMA ESPINOSA  
JEFF FORTNEY  
DAWN GASIOROWSKI  
BECKY HASLINGER  
JOAN KENNEDY  
KHALID KHATTAB  
JOHN LEE  
TRINA LORRAINE  
JOHN MARTINEZ  
MICHAEL MCCARTHY  
LORI LORJEWSKI O'MALLEY  
JOHN REGAN  
JON RICHARDSON  
BARBARA SANDERSON  
MICHAEL SERING  
SARAH SKOW  
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MICHELLE WILLIAM  
MICHAEL ZERNER



2014 Torch Award for Marketplace Ethics Winner  
Northwestern Ohio • Better Business Bureau®

Trust • Performance • Integrity

Excellent Rating: 14 Years

# IMPACT NUMBERS

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Our impact in the community  
July 1, 2020 through June 30, 2021



**298,096**

Number of People Impacted by Services  
and Programs

**610**

Investigations Conducted

**17,950,700**

Advertising and Outreach  
Impressions

**17,497**

Educational Materials Distributed

**73**

Trainings Conducted

**5,283**

People Trained

**102**

Community Partnerships

**215**

People with Disabilities Helped

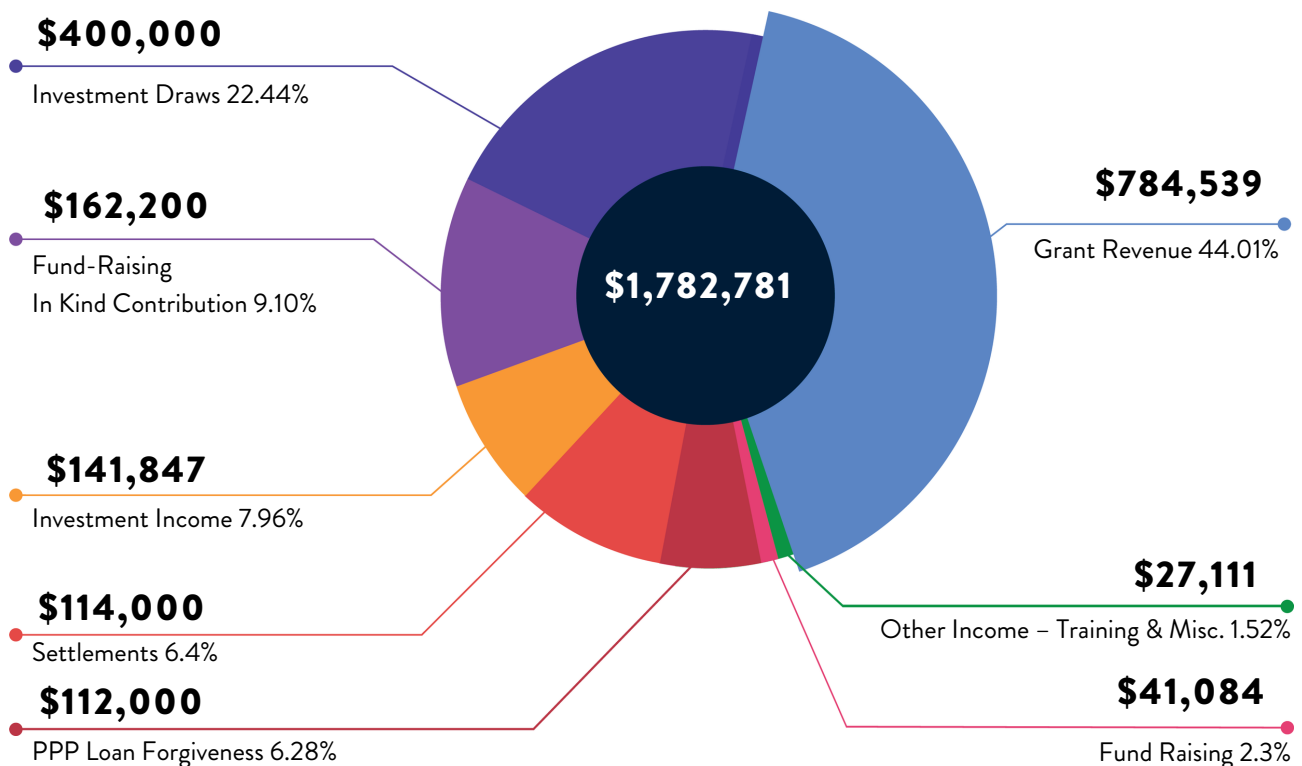
# FINANCIALS

## FY 2020 - 2021

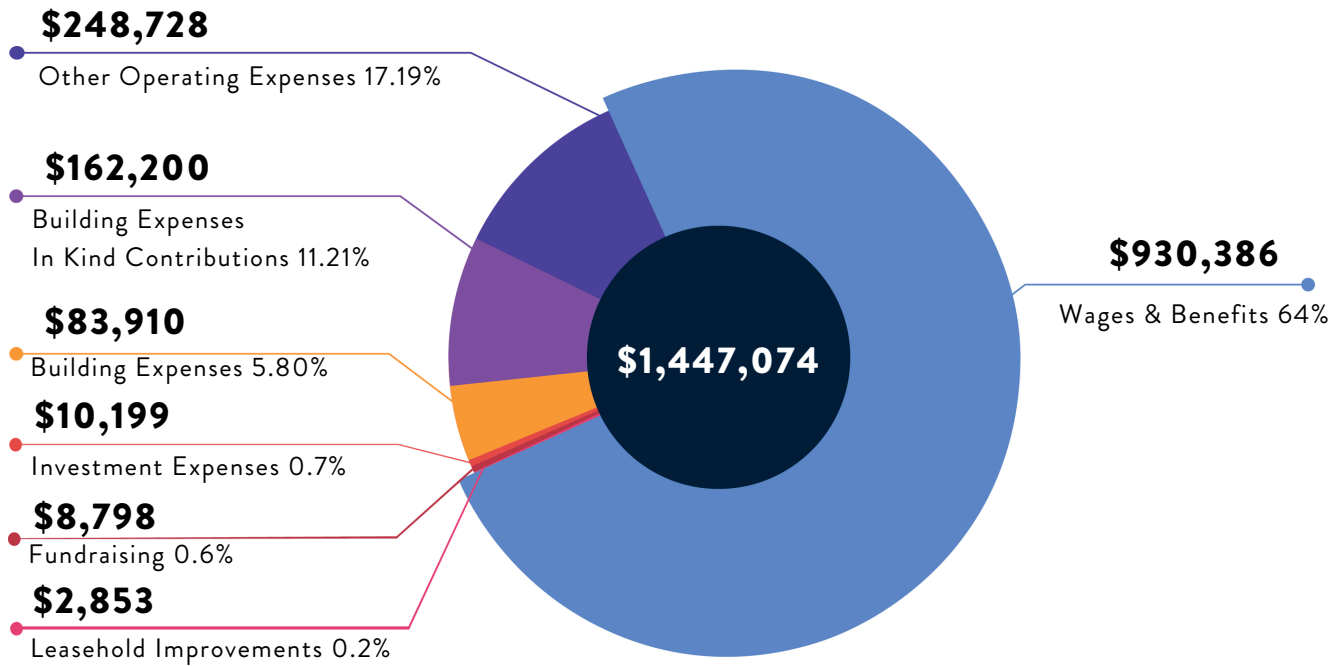
Fair Housing Opportunities of Northwest Ohio, Inc. (FHONO) received 44% of its revenue from federal, state, and local grants. These grants are used to fund the enforcement of fair housing laws, educational programs, outreach, various investigation activities, and staff development. Investment Income/Draw generated 30% of revenue. The investment account is used for any funding gaps experienced during the fiscal year. Other Revenue includes Training Fees (1.5%), Fund Raising (2%), in-kind contributions(9%) and PPP Loan Forgiveness (6%). Wages and Benefits remain the largest share of expenses at 64%. Other Operating Expenses (i.e. costs of, supplies, staff training, advertising and outreach, and third party consulting fees) represent 17%, driven in part by the one-time cost of moving. Building Expenses (rent, utilities, and repairs) are 6% of the total. For the fiscal year ending June 30, 2021, total revenue exceeded the total expense by \$335,707.

## REVENUE

83.5% of every dollar is spent directly on our programs.



## EXPENSES



## RETURNING AUGUST 2022



**The Fair Housing Center is celebrating the 6th Annual There's No Place Like Home**

**August 2022 | 5 - 8 PM | Place: TBD**

Time to put on your red shoes and join the happiest of happy hours! Your red shoes represent the journey we make to find that place we call home! Please join us in creating inclusive communities that enhance opportunities for all.