



Annual Report 2019



Message from the President and CEO

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.

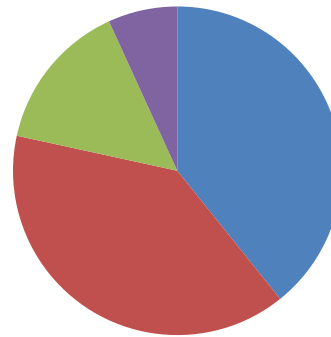
Marie M. Flannery
President and CEO



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.

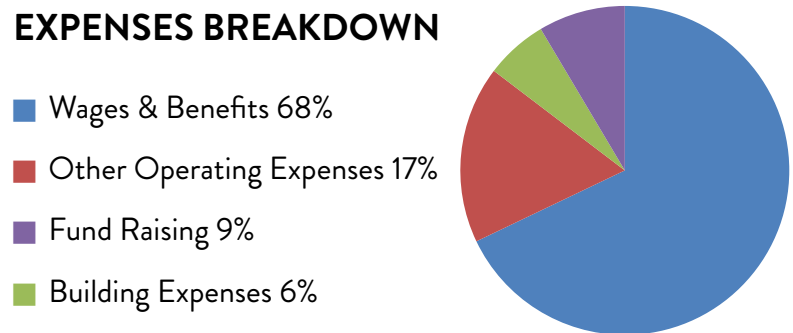
2018-2019

REVENUE BREAKDOWN



- Grant Revenue 39%
- Investment Draw & Income 39%
- Fund Raising 15%
- Settlements & Training Fees 7%

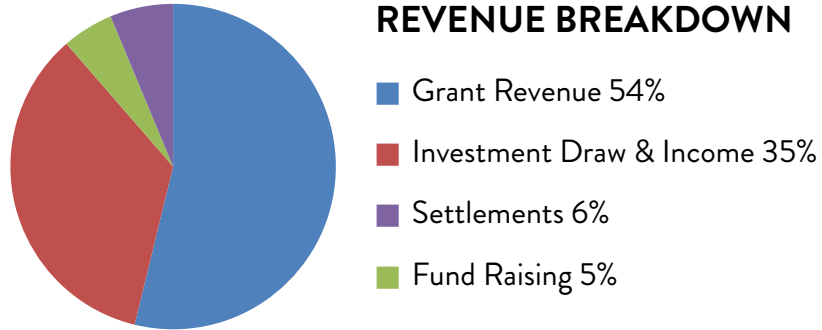
EXPENSES BREAKDOWN



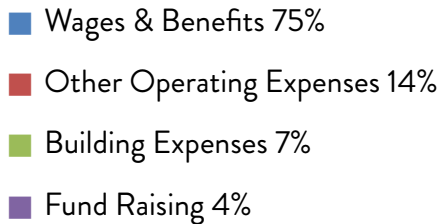
- Wages & Benefits 68%
- Other Operating Expenses 17%
- Fund Raising 9%
- Building Expenses 6%

2017-2018

REVENUE BREAKDOWN



EXPENSES BREAKDOWN



The Fair Housing Center Board

Officers

Alan SattlerChairperson
Patty Wise Vice Chairperson
Kellie SchlachterTreasurer
Cheryl Slack Secretary

Directors

Denise Alvarado
Alan Bannister
Diane Friedman
Keith Jordan

Cherie Sears
Ernest Walker, Jr.
Mary-Thom Williams

Staff

Marie M. Flannery, President and CEO

Annie Cieslukowski, Intake and Client Relations Specialist
Silma Espinosa, Fair Housing Specialist
Mike Fehlen, CPA, Contoller
Ashley Jayne, Research Assistant
Sarah Jenkins, Director of Communications and Outreach
Sena Mourad Friedman, Director of Development
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

Susan Jester
Paulette Johnson
Brenda Kilburn
Lisa Kohler
Suzie Kohli
Tom Kroma
Daina Lindzy-Nix
Edith Lui
Margaret Martin
Max Matson
Michael McCarthy
Lisa Moran

Hana Mourad
Scott Noonan
Carla Nowak
Thomas Page
Ben Pushka
Joan Rauh
Carmin Reeves
Mytrice Sanders
Susan Scheub
Amanda Simpson
Vonda Williams



Everyone should feel accepted
where they live.

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

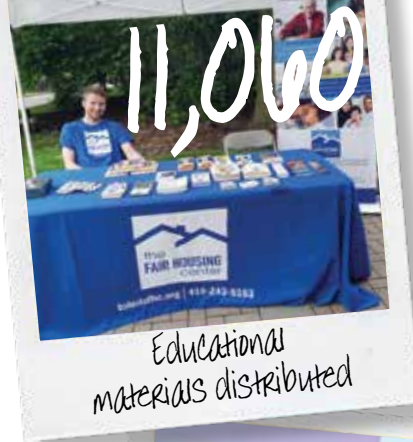
Our primary goal is to protect the rights of everyone in our community to freely choose where they live. Often our cases result in a change in policies or practices, which means the impact of our work extends far beyond our individual clients, opening the door to opportunity for many more people in our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





Community partnerships
maintained/created



Educational
materials distributed



Advertising/
outreach impressions



People trained on fair
housing rights and responsibilities

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.

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.



the
FAIR HOUSING
center

There's
No Place
like
HOME



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 ——





Ruby Slippers Sponsorship



Yellow Brick Road Sponsorship





YOUR ZIP CODE IS MORE THAN AN ADDRESS, IT'S AN IDENTITY.

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

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.



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 Ssshhhhhhhhh

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.



DONORS 2018-2019 Fiscal Year

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 Elaskary
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
John Mangas
Margaret Martin
Guisselle McDonald
Thomas McDonald
Megan Meyer Foos
Michael Miller
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



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



EXCELLENT RATING

12 Years

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
Accountability
Integrity

Service

Community
Diversity
Excellence



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