



2021 ANNUAL REPORT



Annual Report 56

NorthKey at a Glance

Since 1966 we have provided mental health, substance use and developmental disabilities services where they are needed most –right in our community. NorthKey staff delivers services based in research and integrated into the 8-county Northern Kentucky region.

NorthKey employs treatment and service delivery staff with a variety of professional degrees and educational backgrounds. Combined with our multiple and convenient locations throughout the region, this allows us to offer a wide array of mental health, substance use and developmental disabilities services unparalleled in the region. Our staff maintains a working knowledge of current clinical research, and provides care and services in an effective and efficient manner.

Core Values

- Promoting health, hope, and human potential
- Exceeding expectations through excellence
- Removing barriers to growth and development
- Fulfilling individual and organizational potential
- Operating with accountability
- Recognizing opportunities for success
- Managing change with care and competence
- Serving safely, efficiently and effectively

Vision

NorthKey Community Care will be the recognized leader of integrated primary healthcare for individuals and families with behavioral healthcare needs and developmental disabilities

Mission

Transforming lives and communities through excellence in mental health, substance use and developmental disability services

NorthKey Leadership

Regional Board Members



Susan Edelen
Boone County



David Christen
Boone County



Blair Whitaker
Boone County



Stephanie Huhn
Kenton County



Bari Joslyn
Kenton County



Stephen Zimmerman
Kenton County



Cassandra Welch
Kenton County



Gary Goetz
Kenton County



Courtney Bourne
Owen County



Jim Thelen
Boone County

Executive Leadership

Dr. Owen T. Nichols, Chief Executive Officer
Rob Vonckx, JD, Chief of Operations and Talent Management
Sandra George, LPCC-S, Chief of Services and Development
Art Jones, Chief of Business Management and Development

Employee Spotlight

Each year NorthKey holds an annual Employee Appreciation and Recognition event to spotlight all of our great staff achievements from the previous fiscal year. The awards given out each year are: Administrative Achievement, Clinical Achievement, Rookie of the Year, Team Spirit, and Quality Achievement. Our staff nominates their peers for these awards that they believe have helped guide achieving NorthKey's mission of Transforming Lives and Communities Through Excellent Service.

Administrative Achievement:

This award is presented to an outstanding NorthKey employee who has demonstrated excellence in the performance of their duties in any area of the organization, which contributed to the success of NorthKey Community Care.

Winners: (Left to Right Below) Sierra Reeves and Paula Brun



Rookie of the Year:

The Rookie of the Year Award is handed out each year to the staff member that, in the last two years, has joined NorthKey or transitioned to a new role within NorthKey. These staff members show exceptional qualities related to the values of NorthKey, such as compassion, professionalism, sound stewardship, excellence, and dedication to their duties.

Winner: Kennady Rabe



Employee Spotlight

Clinical Achievement:



The Clinical Achievement Award is given to the NorthKey staff member that shows excellence in the delivery of superior clinical services to many of our clients.

Winner: Jean Love

Quality Achievement:



This award is presented to an outstanding NorthKey staff member who has demonstrated excellence in the area of process improvement and quality, which has resulted in advances in the delivery of services, enhanced operational accountability, and increased access to services.

Winner: Steve Schmidtgestling

Team Spirit

This award shall be presented to an outstanding employee who serves as a role model for others by having a positive attitude about the organization, represents the organization well in the community, and goes above and beyond the call of duty to be of assistance to our clients and their co-workers at NorthKey.

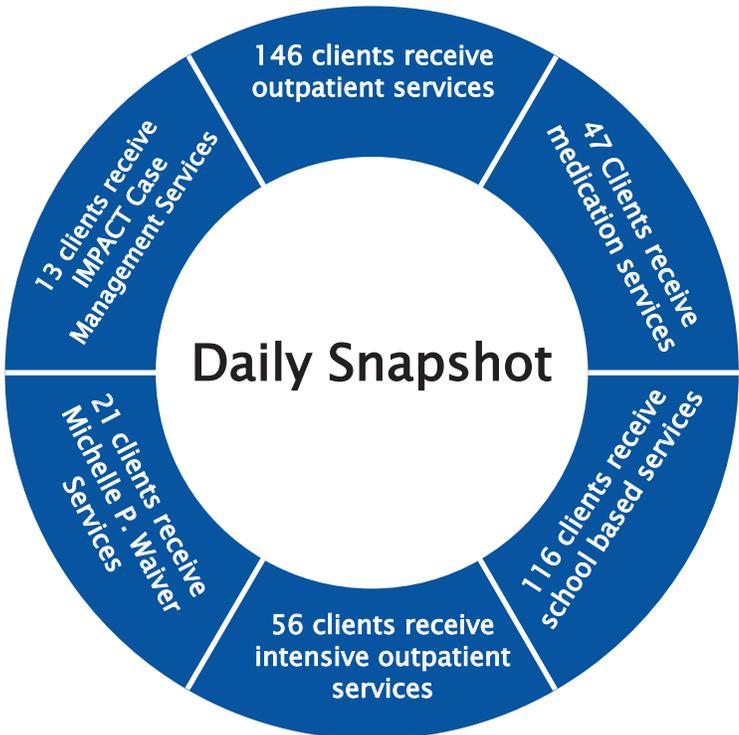
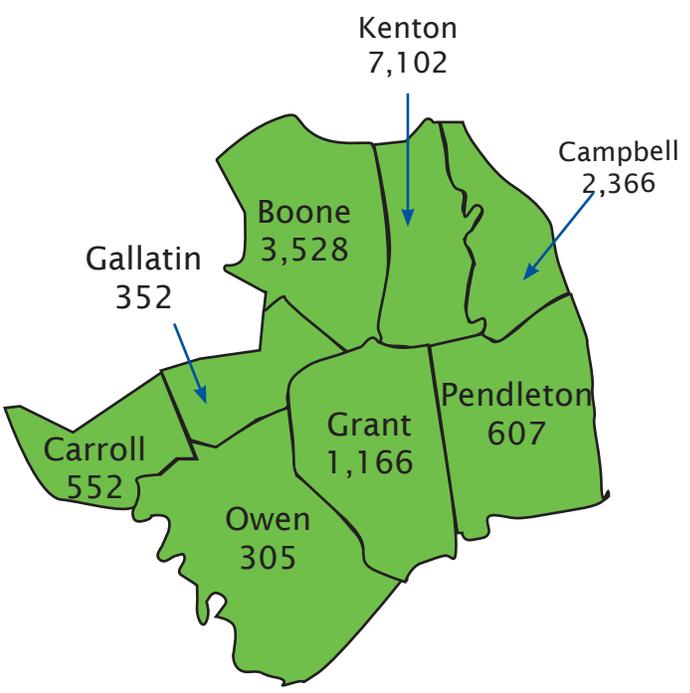
Winner: Amy Jefferies



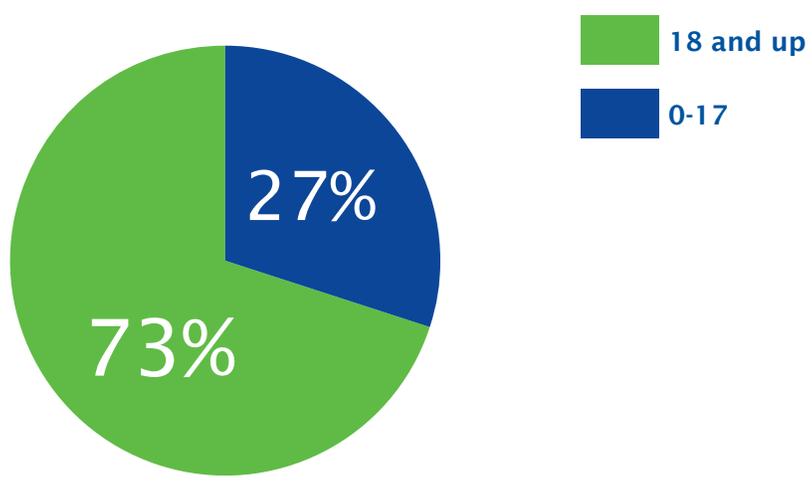
Thank you to each of the award winners for exemplifying NorthKey's mission. We would also like to thank all of our staff for the outstanding work they have done this past year. Without our staff, we would not be able to provide quality care for the Northern Kentucky community. We are looking forward to what the next year has to bring!

Client Report 2021

Clients Served by County



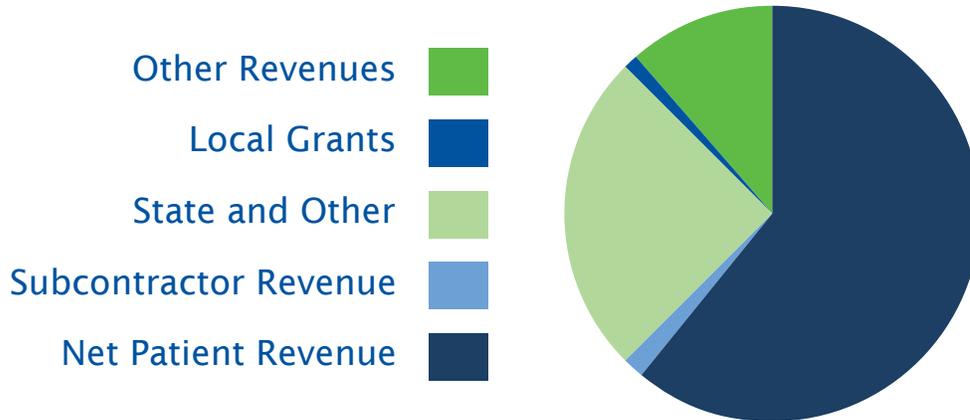
Clients Served By Age



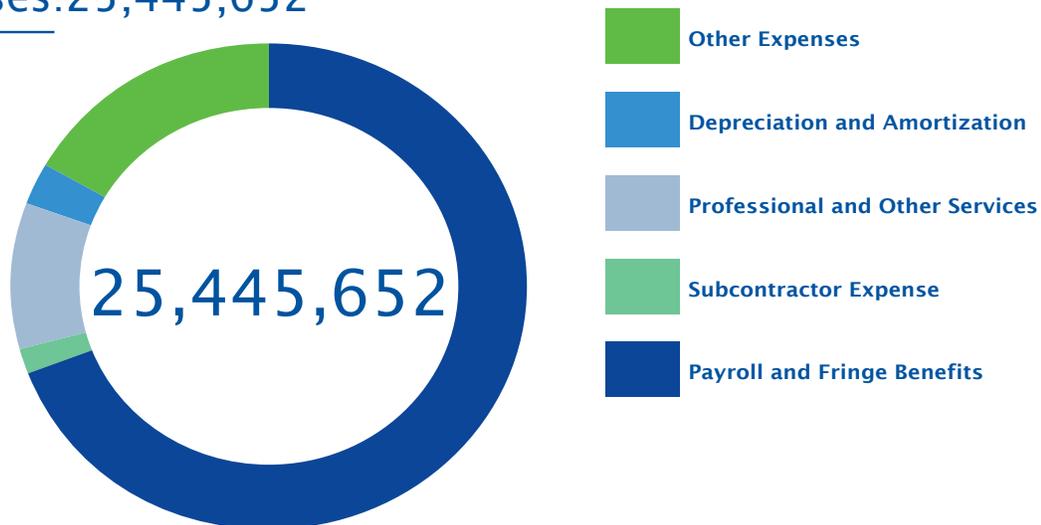
15,978 Clients Served in the 2021 Fiscal Year

Financial Report 2021

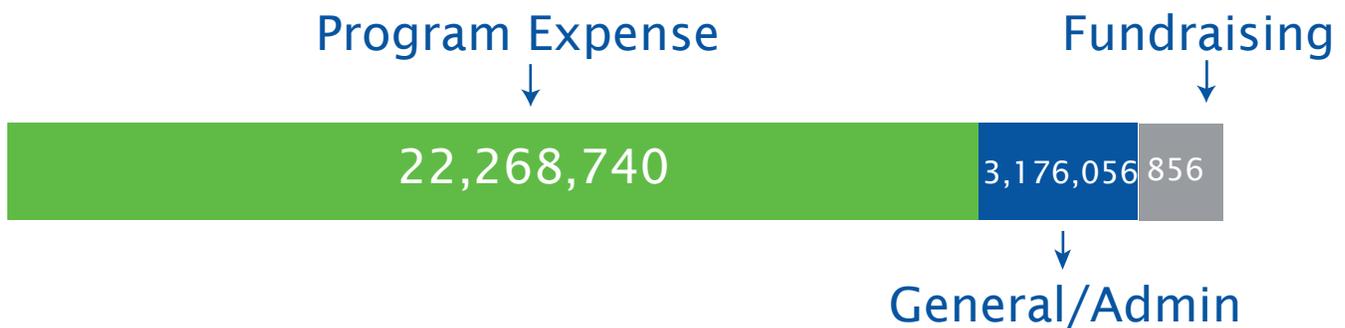
Total Revenue: 31,776,194



Total Expenses: 25,445,652



Total Program Expense: 22,268,740



Change in Net Assets

35,348,730 — 6,330,542 —> 41,679,272