

ACCF Announces Staff Changes; Reep Named as CFO

Effective February 1, Brittaney Reep will be joining the staff at the Ashland County Community Foundation to become its Chief Financial Officer, a newly-created position.

Reep is a Certified Public Accountant, with extensive experience, having worked most recently as a senior accountant for two years at Whitcomb & Hess in Ashland and at Crowe Horwath in Columbus for six years, where she served as audit manager working closely with many non-profit agencies. She is an alumna of Leadership Ashland and has served as a trustee on the United Way of Ashland County board. Brittaney is a graduate of Miami University, and lives in Ashland with her husband, Joe, and two children.

ACCF's board of directors approved the creation of this new position at its October 2016 board meeting, after its executive director, Jim Cutright, mapped out a staff support strategy that included several changes.

"Our growth rate over the past few years has been phenomenal and has given us an opportunity to build a sound administrative support base for the future. ACCF is in its 22nd year, but is quite young in terms of a community foundation. Many of our peers in surrounding counties have been in existence for fifty-plus years, with their examples providing us with models of how a mature organization is structured", said Cutright.

Another primary staff change has long-time employee, Kristin Aspin, moving into the position of Chief Program Officer, where she will have more targeted responsibility for the Foundation's grants programs, fitting well with her training, as she holds a master's degree in social work.

"Apart from Dr. Lucille Ford, our founding president, no one person has been more critical to our success than Kristin. Many of the processes that we have in place have been created by her and she is relishing the opportunity to focus more on programming, while also reducing her hours to enjoy more of a work/life balance", Cutright stated.

ACCF utilizes its staff in a very efficient manner as all, except Jim Cutright, are part-time employees. Other staff shuffling includes Lanie Hartge's role expanding into that of Educational Programs Director, having managerial responsibility for ACCF's significant scholarship program, as well as its Hess (College) Loan Fund. Executive Assistant Mindy Howman's role also has been broadened to include providing assistance with grants administration.

Additionally, highly-skilled, independent part-time contractors are used to fill gaps in administration, as is the case with Ginny Telego, who serves as Diversity Programs Director with oversight of ACCF's IMPACT Youth Council and coordination of its Women's Fund. Local residents Dan Wierbiki and Allan Andersen have long provided, respectively, web content management and website development for ACCF on a part-time subcontracted basis.

"Each of the ladies in our office is a mother with young children and enjoys the flexible work schedule and the opportunity to serve in these important capacities. We feel by building a template, with the establishment of these specific duty assignments, that as ACCF grows, these roles will develop into more full-time positions, as our employees' life situations may allow them to expand into these slots as needed", Cutright stated.

ACCF currently holds assets of approximately \$36 million, providing stewardship for over 375 individual endowment funds and has re-invested more than \$10 million into the Ashland County community from the earnings of these funds.

Dr. Andy Stein, chairman of ACCF's board of trustees, stated, "We are extremely grateful to our donors and agencies to be entrusted with these community assets and couldn't be more excited about having someone as highly-credentialed as Brittaney Reep being added to our administrative team. On top of that, Cutty has certainly been the right person at the right time to guide the organization through this growth period. He has provided leadership in all the key areas, including handling deferred maintenance issues with our building, analyzing fee structures and distribution models, building important relationships with other community foundations, improving upon our agency partnerships and creating a solid staff support system. The board is optimistic that the Foundation is well-positioned for the future."