



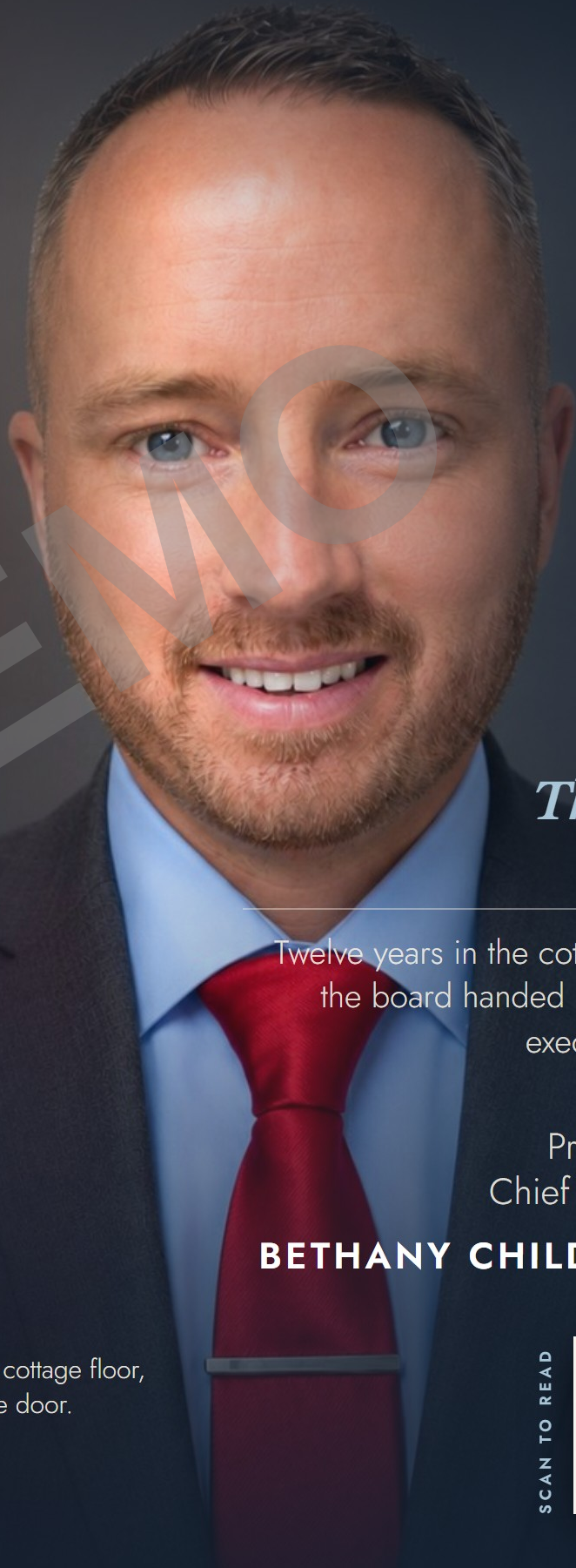
PRIMECREST.

WHERE VISION MEETS VOICE

THE SEPTEMBER
ISSUE

VOL. III · NO. 03
2026

●
Unstoppable
LEADER
making a difference in
2026



*The floor,
first*

Twelve years in the cottages before
the board handed him the chief
executive's chair.

Nick
HILL

The chief executive who learned the house from the cottage floor,
and still measures the job by the young person at the door.

President &
Chief Executive

**BETHANY CHILDREN'S
HOME**

THE SEPTEMBER ISSUE
THEPRIMECREST.COM

SCAN TO READ



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Because your story deserves the record.

CREDITS

THE SEPTEMBER ISSUE · VOL. III · 2026

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ON THE COVER

Nick Hill, photographed for this edition. Portrait supplied by Bethany Children's Home and used with permission. Type set in Fraunces, Baskerville and Oswald on an 840 × 1120 canvas.

THIS EDITION

Leaves	Twelve
Questions	Ten, in the order asked
Years on the floor	Twelve
Counties served	Almost thirty



Printed as answered. Where Hill named a year, we kept it. © 2026 Fortiora Group LLC. All rights reserved.



Nick **Hill**

President and Chief Executive Officer, Bethany Children's Home.
Twelve years on the cottage floor before the board named him to
the chair.

The first line on the file.

Cottage Support Staff, twelve years, one house. Nothing about the chair makes sense without the floor that came before it.

Bethany Children's Home sits on the Philadelphia side of Pennsylvania. It takes young people in when the systems around them run thin: shelter beds for the night a young person has nowhere else to go, residential cottages for the longer road, transitional living for the step toward independence, and community based services that reach families before a crisis becomes a placement. The range is wide on purpose. A young person does not arrive with a tidy problem.

Nick Hill came up inside that house. He started as Cottage Support Staff, on the floor, doing the direct work with youth. Relationships. Consistency. A room that felt safe. Twelve years inside one institution before the board moved him to the chair, and he still talks like a man who worked the cottages, because he did.

THE ORDER OF THE FILE

Direct care is unglamorous and exact. The same shift, the same room, the same young person, held steady until steadiness starts to mean something. He watched how often the difference between giving up and going on was a single adult who refused to leave.

He moved through leadership posts, served as Deputy Chief Executive and Chief Human Resources Officer, and in July 2026 the board named him President and Chief Executive Officer. The title changed. The floor did not.

Ask him what he wants from a leader when the week turns hard and the answer arrives in that order. Listen first. Make the hard call. Take the blame when it lands. Staff should have a voice, work that matters, and room to grow. **Circumstances should never determine potential.** A child's address is not a verdict, and the file is never the whole story.

The work now is to protect the mission, hold the teams, keep programs honest, and make sure each decision lands on a young person. Shelter for the night. Cottages for the longer stay. Transitional living for the step out. Community services that try to reach a family before the door is the last one open. Four rooms, one house.

If he is any good at this, he will tell you, the house is stronger because of the people he has developed. High expectations. Still human. Ask for excellent work and still see that the people doing it need support.

“

A title does not make someone a leader. People do. Accountability does. Purpose does.

NICK HILL · PRESIDENT & CEO

What the door receives.

By the time a young person reaches residential or emergency care, years usually sit behind that night. The night is the visible part.

What is not visible is the slow accumulation that led to it: mental and behavioral health left unaddressed, family instability, poverty, trauma, isolation, barriers at school, and the constant pull of a phone that never stops. Many arrive unable to find a floor that holds.

The systems built to help are thin, and getting thinner. Needs grow more tangled while the offices meant to answer them run short of hands and hours. A single family may sit inside several systems at once, already exhausted, retelling the same story to each of them and watching it fall between the desks.

PUT THE MONEY EARLIER

Hill's argument about this is not complicated, and he makes it often. **Put the money earlier.** Families, schools, mental health, work, the ordinary good days that keep a child out of a crisis bed. By the time the door at Bethany is the last one open, the least expensive help is already years in the past.

He does not pretend the work is clean. A young person tests whether the adults will leave, because leaving is the pattern they have learned to expect. The staff have to be the adults in the room on the worst day, not only the good one. The young person at the door is the whole reason. The adult beside them, backed and steady, is how the reason survives a difficult year.

START AT THE BOTTOM

The counsel he gives anyone who wants the chair is short. Be willing to start at the bottom and learn

the work. The lessons that stuck came from youth and employees, not from an executive office. Keep learning. Keep people near you who will tell you what you do not want to hear. Make the decision. You will not have a perfect brief. Remember the people. Titles move. The way you treat someone can stay.

He wants Bethany known as a national name in youth services and still tied to the community that has kept it for generations. More chances for young people. The same personal relationships that make the days land. Inventive enough to meet a changing load. Grounded enough not to lose the mission. The last test is the one he keeps. Every young person who comes through should leave believing the story is still being written.

An unstoppable leader, in his phrasing, is someone who never gives up on the goals they hold for the people in their care, and for themselves. It does not mean never meeting a hard week. It means refusing to let the hard week write the file. He starts the morning with a single question: what can I do today to make the house stronger, and to give a young person a better next year.

The work is not only a bed. Education, a usable skill, a first job, a therapist who stays, a court that got rebuilt because the town showed up with more than a hundred thousand dollars. He wants youth to understand that a past is not a verdict. The title on the door is not the proof. The next shift is.

If a young person leaves with confidence, a usable skill, a sense of belonging, and a belief they can build a life, the house did the work.

NICK HILL · ON THE MEASURE THAT STILL HOLDS

Dates. Rooms. The file.

What the interview will stand behind. Kept in the order he gave it.

COTTAGE	The first line on the file. Cottage Support Staff, on the floor, doing the direct work with youth.
TWELVE YEARS	One house before the chair, through posts including Deputy Chief Executive and Chief Human Resources Officer.
JULY 2026	The board names him President and Chief Executive Officer. The work waiting at the door does not change.
THIRTY COUNTIES	Youth arrive from across Pennsylvania into shelter, residential, transitional living and community based services.
SPECIALIZED SETTING	Among the first on the East Coast for youth at risk of trafficking. Joint Commission accredited.
\$100,000+	Community money rebuilt the basketball court. A Top 100 Organizations listing recognised the service.
THE SYSTEMS	Leadership structure tightened. Human resources and performance systems rebuilt. Staff, technology, and the ordinary machinery of a house that has to last.
THE MEASURE	If a young person leaves with confidence, a usable skill, a sense of belonging, and a belief they can build a life, the house did the work.

SHELTER Beds for the night a young person has nowhere else to go.	RESIDENTIAL Cottages for the longer road, held by the same adults.
TRANSITIONAL Living that steps toward independence without dropping the name.	COMMUNITY Services that reach a family before a crisis becomes a placement.

The day, planned *before it starts.*

An AI-native productivity suite that plans the day, drafts the update, and clears the busywork. Tasks, docs, calendar and automations on one board, with an assistant that reads the context, writes the first draft, and moves the work forward while the team is still in the meeting. Built on your stack. Measured on hours returned.

01 AI TASK BOARD

Priorities set from goals, deadlines and capacity. The assistant plans the day, then reshuffles it the moment the day changes. Every task carries its context, so the next thing to do is always obvious.

02 DOCS AND MEETINGS

Notes, summaries and action items captured and routed without the admin. Ask in plain language. Get the answer with its source, across every team that touched the work.

03 AUTOMATIONS AND AGENTS

Standups, follow-ups, reports and handoffs run themselves, with approvals and audit trails left where they belong. The agents hand back only the decisions that actually need a person.

04 FOCUS AND INSIGHT

Where time actually goes, where tasks stall, where the week gets won. The analytics layer answers why, not only what, and turns a busy team into one that leaders can plan around.

Built for operators who already have a stack and do not want another login. Fortiora wires the assistant into the work that already exists, then reports what it found. No generic playbook. A system with an owner and a number attached.

SCAN TO START



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BOOK A PILOT



FORTIORA

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Sensible systems. *Actionable advice.*

Custom-built, then measured on the only thing that matters: hours returned to the team and a record that stays true. No generic assistant. A system with an owner and a number attached.

01

Task board

Every task carries its context, so the next thing to do is always obvious and nothing slips off the edge of the week. Priorities reset when the day changes, not when someone remembers to update the board.

PRIORITIES THAT RESHUFFLE THEMSELVES

02

The record

Notes and action items routed without anyone tending them. The file stays current while the meeting is still running. Ask in plain language and get the answer with its source attached.

ASK IN PLAIN LANGUAGE

03

Agents

The agents hand back only the decisions that actually need a person, and nothing runs without a record. Standups, follow-ups and handoffs keep moving after the room empties.

APPROVALS WHERE THEY BELONG

04

Insight

Work becomes legible. Where time actually goes, where tasks stall, where the week gets won. A busy team turns into one that leaders can plan around, week by week.

WHY, NOT ONLY WHAT



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Be Featured

Get featured in the upcoming edition of PrimeCrest

PrimeCrest publishes leaders whose method is worth reading, not only their results. One interview. We print the answers as given. A digital edition, a portfolio, and a permanent link. If that is the kind of record you want on file, for a founder, an operator, or a chief executive whose year deserves more than a press release, the desk is open.

Because your story deserves the record. One conversation, printed as answered.

PRIMECREST · THE SEPTEMBER DESK

01 · NOMINATE

A leader, a method, and one number that changed. Name the work, not the slogan. The desk reads every file.

02 · SIT FOR IT

One interview, in writing if you prefer. Ten questions. The transcript goes to press as answered.

03 · PUBLISHED

Digital edition, portfolio plate, and a permanent link. The September desk is open. Register now.

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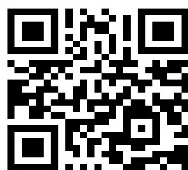
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*A journal of affairs, business and culture,
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people who shape what comes next.*



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