



inspire confidence. create opportunity.

2015

Annual Report

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Our Mission:

Clothes That Work empowers clients to secure and maintain employment by providing interview and workplace appropriate clothing, confidence building education, and coaching services.

Our Vision:

Clothes That Work will be the workplace leader in eliminating internal and external image barriers to employment and career success.

Our Values:

Honesty	Integrity
Fairness	Accountability
Respect for Others	Collaboration
Compassion	Innovation

2015

Board of Trustees

Nancy Robie
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Community Volunteer

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Vice President
Dayton Area
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Thompson Hine LLP

David McNerney
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Linda Nienaber
Community Volunteer

Joseph Smith
CareSource

Clothes That Work Staff

Paula Cosby
Executive Director

Suzy Harris
Director of Boutique Operations &
Volunteer Services

Bill Perry
Marketing & Communications Manager

Libby Webster
Client Services
Coordinator

Jennifer Wilburn
Inventory Merchandising Assistant



A Letter from the Executive Director

Dear Friends and Supporters,

Do you remember what you were doing when you were 17 years old? For many of us, it was a time to decide who we were as individuals and what we wanted to be when we grew up. It was a time when we worked hard to successfully transition from an important foundational phase of our lives to prepare for the next great adventure before us.

We found ourselves in the very same situation at Clothes That Work this past year. 2015 was a banner year for the organization as we celebrated 17 years of service to the community. Support for our mission work came from more than individuals and their donations of selfless hours of labor, quality clothing items, and financial support; the business community recognized and rewarded our important work as well. Thanks to the hard work of a dedicated staff, volunteers, and Board, we won the BBB's Eclipse Integrity Award and the Dayton Business Journal's Business of the Year Awards for Nonprofits, along with numerous other recognitions for the service we provide to Montgomery County and the region.

As we stand firmly on the overwhelming support of the local community over the years, we look toward our future. We successfully completed a master plan in 2015 that charts a course for strategic growth to get to the next level of service over the next three years. We have refined our mission and are expanding our services to empower even more individuals with professional clothing, coaching, and education not only to seek employment, but to maintain it.

As we move into "adulthood," I am honored to lead an organization that is recognized as a collaborative leader in the workforce development arena. I encourage you to continue to partner with us as we work to create a strong, financially stable future for everyone in the Dayton region.

In Service,

Paula C. Cosby
Executive Director

Awards and Amazing Moments

The Dayton area community opened their hearts and showered Clothes That Work with accolades and appreciation in 2015. In April, we were selected as a finalist for the Better Business Bureau Eclipse Integrity Awards, and we were thrilled to be honored as the Nonprofit Integrity Award winner in the 1-5 employee category at the official ceremony in May. Receiving this recognition reflects our core values, is a testament to our commitment of ethical business practices, and that every client who walks through our doors is treated with integrity.

We were just as excited to receive the Dayton Business Journal's Not-for-Profit Organization of the Year Award in November for our impact on the local region.

More than just the business community showed their support. At the end of the year, we received a very special visit from 10-year-old Kennedy Lambert. After her great-grandmother passed away, she collected her earrings, bagged them, and donated them to Clothes That Work in the hopes that they would give an extra boost of confidence to the many women who come to us for professional clothing.



Interview and Workplace Clothing



In 2015, **839 job seekers** received professional clothing and confidence-building coaching through our Interview and Workplace Clothing Program, a **16% increase** over the number of people we served in 2014. **6,724 items of professional clothing** valued at **\$103,684** were distributed to help these individuals create a professional image. The number of men we provided with services continued to grow as well, representing **48%** of the total number of people who benefitted from this program. **97%** of our program beneficiaries reported being more confident and prepared for their interview after receiving services from Clothes That Work. **67 job seekers** returned to us after securing a job, and we provided them with an additional 3 - 4 outfits each to help build their professional image.

Our donors and volunteers are the reason this program continues to be successful. Both individuals and groups regularly give their time to work in our donation room,

sorting through thousands of donated items each month and reserving the very best articles of clothing for our client service areas. Another team of trained volunteer client coaches works one-on-one with those job seekers who visit us, helping them select a winning, professional outfit while providing them with advice and suggestions on how to succeed in an interview and on the job.

"I feel that because I have something presentable to wear, I can do my job more effectively. I had a better experience than visiting a department store!"

~LaJuan, Clothing Program Client

Education and Training Program



In 2015, **328 individuals** enhanced their interview and job readiness skills by participating in one of our educational workshops, a **7% increase** over the number of attendees we served in 2014.

Last year, the staff and volunteers of Clothes That Work made a dedicated effort to enhance its mission by helping job seekers not just obtain a job but also maintain employment. A committee of professional experts donated more than **60 hours** to identify key skills needed in the workplace, and they then built a curriculum to meet those needs and to properly educate our local workforce. Multiple business partners paid to have our workshops presented to their employees and/or members in 2015, and we extended these training opportunities to many of our Referral Partners as a value-added benefit to their professional relationship with Clothes That Work.

Available Workshops in 2016

First Impressions

Dress to Impress

Communicate Like a Professional

Business Etiquette

Finance and Personal Image

Social Media and the Workplace

Professional Networking

The Boutique

“Looking at myself in the mirror made me realize that I can be successful!”

~Chelsea, Clothing Program Client

More than **25%** of Clothes That Work’s operating revenue comes from sales made at the Boutique. This volunteer-run resale shop is open to the public Monday through Friday and on the second Saturday of the month. In order to better serve our customers, we extended our hours in 2015, staying open from 10am to 7pm on Thursdays

and increased the opportunities to earn revenue that fuels our client services.

In 2015, we also launched the Luxe Boutique, a specialty store powered by eBay. When we receive items with high-end designer labels that would be inappropriate for our clients to wear to an interview or work, we sell them in the Luxe Boutique. This online store gives us the ability to increase our brand awareness, reach a global marketplace, and provide our customers with quality, name-brand items at a discounted rate, all while supporting the mission and programs of Clothes That Work.



Our Volunteers



In 2015, **270 individuals** in our community gave their time and talent to Clothes That Work. **156 volunteers** came to us as groups, helping with large projects such as sorting and cleaning inventory. An additional **144 volunteers** helped us carry out our operations, serving on various committees, helping with special events, coaching our clients, running the Boutique, and processing donations. Together, they gave **5,408** hours of service, valued at **\$127,412** (*the Independent Sector*).

Thanks to the support of our volunteers, we are able to extend the impact of a small staff of five people to provide high quality services to our clients. We are fortunate to have the continued support of so many people in our community, and we are proud to share the fact that some of our volunteers have been working with us since we opened our doors in 1998.



Fundraising Events



“You’re not a client at Clothes That Work. You’re family.”

~Juan, 2015 Fashioning Futures Luncheon Keynote Speaker

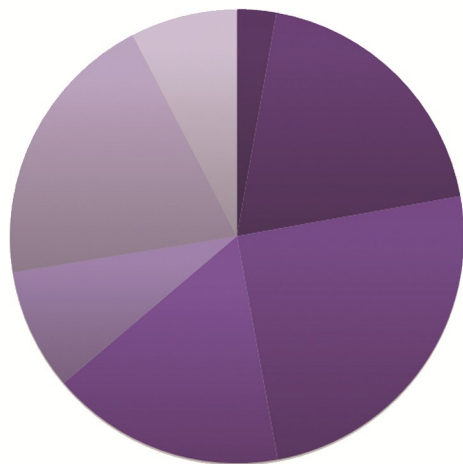
Clothes That Work hosted two annual fundraisers that generated more than **20%** of our annual revenue in 2015. The Fashioning Futures Luncheon continues to be our signature event, attracting more than 500 guests to experience the successes of our clients firsthand. This year, we celebrated the success stories of Jonathan, Nina, Jamil, Casey and others as they proudly walked down the runway.



In 2015, we launched a new fundraiser called Men at Work, an online competition to determine the “Best Dressed Man” in Dayton. 54 men campaigned for the title over a three week period, and the men received more than **2,000 votes** from 48 out of 50 states across the country, generating thousands of dollars to help fund our programs and services.

2015 Financials

Total Income

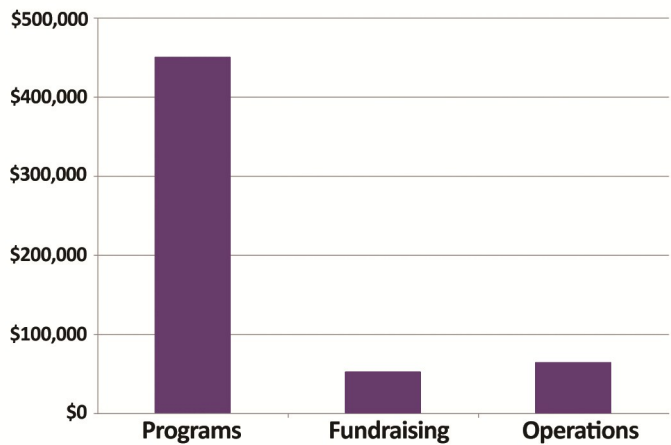


■ Foundations and Corporations ...	\$15,789
■ Fundraising Events	\$109,579
■ Boutique Sales	\$140,966
■ Donated Clothes*	\$103,684
■ Contracts and Fees	\$48,825
■ Grants	\$112,676
■ Individuals	\$43,107

Total: \$574,626

** In Kind Value*

Total Expenses



Programs	\$450,765
Fundraising	\$53,380
Operations*	\$64,669

Total: \$568,815

** Includes non-cash expense of depreciation. Net income before depreciation is \$30,805.*

Corporate and Foundation Donors

A. Moore Consulting	Greater Dayton Area Hospital Association	Reynolds & Reynolds Associate Foundation
Abernathy Charitable Fund	Greater Dayton RTA	Sam Levin Foundation
Acadia Lead Management Services	Heart of Centerville	School of Advertising Art
Ball Aerospace & Technologies	Horan	Sebaly Shillito + Dyer
Bank of America	Houser Asphalt & Concrete	Sinclair Community College
Biel Photographic	Kenny Consulting Group	St. Andrews Lutheran Church
Boys and Girls Club of Dayton	Kettering Health Network	Stahl Vision
Brady Ware & Company	KeyBank	Synchrony Financial
CareSource	Lamar Advertising	Tatar Family Fund
Catapult Creative	The Lasertoma Club of Dayton	Think Patented
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Chase	Leslie C. Mapp Foundation	TW Advisors
Cleaners Inc.	Levin Family Foundation	UES
The Clothesline	Liftoff Entertainment	Uhl Agency
Creative Images Academy	Linked Technologies	US Bank
Dayton Area Chamber of Commerce	Merrill Lynch	Vectren Foundation
Dayton Development Coalition	Miami Valley Chapter of the NCRS	Vella Inc.
The Dayton Foundation	Miami Valley Housing Authority	Victoria Theatre Association
Dayton Progress	Mikesells Snack Food Company	Virginia W. Kettering Foundation
DH Productions	Miller-Valentine Group	William J. and Phyllis L. Kist Fund
DP&L	Montgomery County Commissioners	WilmerHale
Energy Optimizers	Ohio Means Jobs	Women in Business Networking
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Fifth Third Bank	O.M. Strategic Consultants	Wright State University Foundation
First Financial Bank	PNC	Your True Colors
GE Foundation	Premier Health	
Generation Dayton	Public Impressions	
Goddard School	Reformation Lutheran Church of Dayton	
Graphica		

**Two donors have asked to remain anonymous*

Individual Donors

C.E.O. Society

Marna Bosch
Eloise Broner
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David Clear
Marty Ebeling
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Patricia Giering
Christine Hemmelgarn
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Linda Nienaber
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Teresa Smith
Carol Turner

First Impressions

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Cicily Brogan
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Ruth Powers
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Kimberly Robinson
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Michele Simmons
Natasha Spears
Kathryn Stack
Sara Woodhull



Find us in the Job Center!

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Dayton, Ohio 45417

937.222.3778

www.ClothesThatWork.org

