



inspire confidence. create opportunity.

The background of the lower half of the page is a photograph of a city skyline under a purple sky with white clouds. The skyline is in silhouette and matches the color of the skyline in the logo above. The text '2016 Annual Report' is overlaid on the bottom of this image in a large, white, sans-serif font.

2016

Annual Report

Table of Contents

- 3: Mission, Vision, and Values**
- 4: Board of Trustees and Staff Members**
- 5: A Letter from the Executive Director**
- 6: Clothing and Coaching Program**
- 8: Education and Training Program**
- 10: The Boutique**
- 12: Our Volunteers**
- 14: Men at Work**
- 16: Fashioning Futures Luncheon**
- 18: 2016 Financial Snapshot**
- 19: C.E.O. Society**
- 20: Corporate, Foundation, and In-Kind Donors**
- 22: Individual Donors**



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

Board of Trustees and Staff Members

2016 Trustees

Rebecca Cole

Board President

Wright State University Foundation

Lisa Wagner

Board Vice President

Victoria Theatre Association

David Clear

Board Treasurer

Brady Ware & Company

Sierra Kenney

Board Secretary

Fifth Third Bank

David McNerney

Member at Large

Think Patented

Nancy Robie

Immediate Past President

Community Volunteer

Linda Ashworth

Dayton Area Chamber of Commerce

Matthew Bruce

Janik LLP

Jodi Bruner

Marsh & McLennan Agency LLC

Keith Jenkins

Kettering Health Network

Belinda Kenley

Energy Optimizers, USA

Becky Koop

Community Volunteer

Jennifer Maffett-Nickelman

Thompson Hine LLP

Lisa Rich-Milan

CompuNet Clinical Labs

Tim Roesch

TW Advisors

Clothes That Work Staff

Paula Cosby

Executive Director

Deb Gang

Client Services Administrator

Cindy Garner

Associate Director of
Development and Marketing

Suzy Harris

Director of Boutique Operations
& Volunteer Services

Bill Perry

Marketing &
Communications Manager

Patty Rapp

Education Specialist

Jennifer Wilburn

Inventory Merchandising Assistant

Lynn Wood

Director of
Development and Marketing

A Letter from the Executive Director



At Clothes That Work, we are focused on more than just clothes – we are focused on the future. When a client walks through our doors, we do more than make them look good; we prepare them for a new job and a financially brighter future. As more people gain and maintain employment, our community thrives and becomes an even better place for us all to live, work, and play.

We've also been focused on our own future. In 2016, we began implementing our Master Plan to increase our capacity and give us the ability to serve 2,000 clients annually by 2019. We're collecting more clothes, fine-tuning our processes,

and expanding our accessibility to services for the community. We've completed the curriculum for our educational program launching in 2017, and we've expanded our team to meet the growing needs of our organization. By the end of the year, we knew we had the strong foundation in place to continue our success.

Clothes That Work is becoming more than a workforce development partner in the Dayton area. We're becoming a safety net that supports our local talent. For everyone who has lost a job, we provide hope. For everyone who is actively seeking a job, we create opportunity. And we can keep providing these services thanks to the support of our amazing community.

With Gratitude,

A handwritten signature in black ink that reads "Paula Cosby". The signature is fluid and cursive, with the first name "Paula" being more prominent than the last name "Cosby".

Paula C. Cosby
Executive Director

Clothing and Coaching Program

When clients visit Clothes That Work, many of them are actively seeking employment and looking to create a positive first impression. We collaborate with a network of more than 30 referral partners who send their clients to us to help prepare them for an interview or first day on the job. Our clothing and coaching program is designed to give both male and female job seekers the apparel and confidence they need to succeed, not just in the interview, but on the job. They spend an hour with one of our highly trained client coaches selecting an outfit that is appropriate for their chosen industry and learning appropriate behaviors to exhibit during an interview process.

In 2016, **847 clients** were served through this program, a **6% increase** over the number of people we saw in 2015. We are continuing to diversify our inventory to give us the ability to serve men, women, and independent teens in order to meet their current employment needs. More than 95% of our clients report that they felt more confident and prepared for an interview after spending time at Clothes That Work. **71 job seekers** returned to us after securing a job, and we provided them with additional work-appropriate outfits to help them build and curate their professional image.



"This was a fantastic experience. The clothes look great. The staff and volunteers were more helpful than any retail store!"

*~John,
Clothing Program Client*

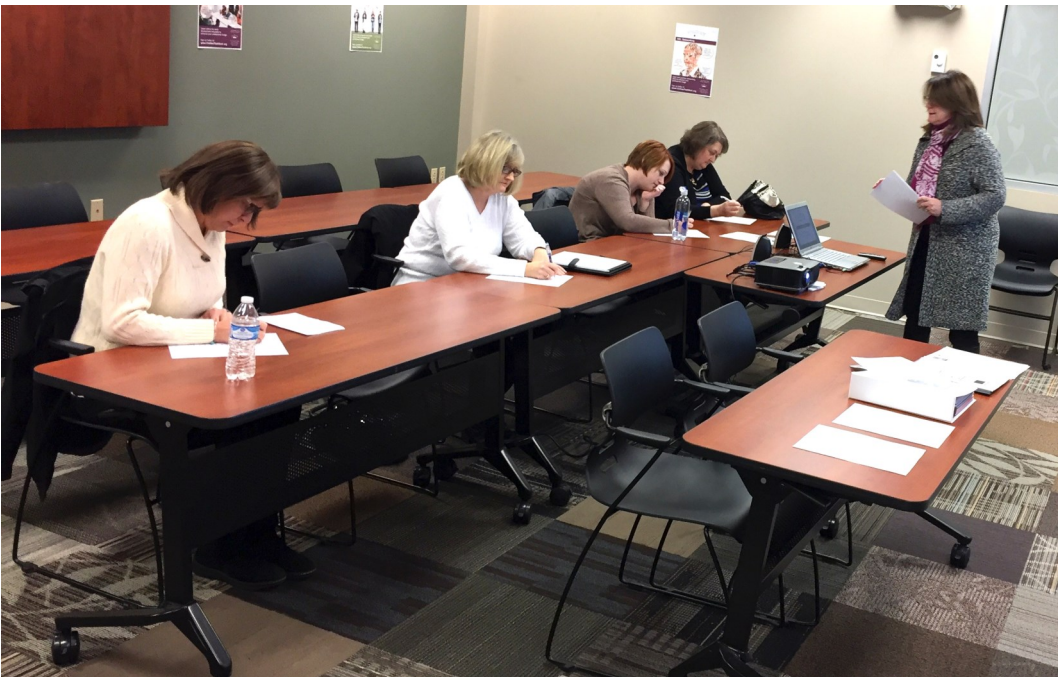


"I am absolutely grateful for this organization. I could not have even come close to pulling this off alone. A huge difference has been made, and a burden lifted from me!"

*~Crystal,
Clothing Program Client*

Education and Training Program

At Clothes That Work, we do more than provide quality clothing to our clients. We provide them with the life skills they need to maintain employment and build a financially stable future for themselves and their families. Our Education and Training Program teaches both newly employed and seasoned individuals professional workplace behaviors, regardless of their chosen field or industry. In 2016, **307 individuals** enhanced their job readiness skills by attending one of our educational workshops.





Coming in 2017:



Classes begin in February.
Visit our website to learn
about our workshops and
find out how you can bring
the Institute to your place
of business.

Over the past two years, a committee of local experts has been fine tuning our Education and Training Program to meet the most current needs of local employers. These experts identified five key areas that employers find many of their new hires to lack a proficiency: Appearance, Communication, Etiquette, Social Media, and Networking. After months of fine tuning and behind the scenes training, they have packaged these workshops into one dedicated program - the **Workplace Image Institute**. In 2017, the program will formally launch, with a goal of serving 400 clients in its first year. Thanks to the generosity of many individuals, corporations, and foundations, classes offered in our Education and Training Center next year will be available at no cost to our participants.

The Boutique

When donors give us clothing that may be inappropriate for an interview but would be easily appropriate for every day or after hours workwear, we sell those items in the Boutique. More than just a thrift store, the Boutique is an upscale resale store run by volunteers. Items are sold at a



fraction of their retail price, and all proceeds fund the programs and services provided by Clothes That Work. In 2016, we extended our store hours from 3pm to 6pm three days a week to more effectively serve our patrons. By the end of the year, more than **\$128,000 of sales** came from items sold by our volunteers, representing approximately 22% of our annual operating revenue.



Shopping Parties and Pop-Up Boutiques

Anyone in the community can book a private shopping party for their friends and colleagues. Recommended for groups of 20 or more, guests can support Clothes That Work while having a fun time eating, drinking, and socializing. We also take our wares on the road, managing pop-up Boutiques at different events in the community throughout the year.



The Luxe Boutique

Occasionally, Clothes That Work will receive donations of designer and luxury merchandise that would normally retail for hundreds, if not thousands of dollars. In order to reach a wider audience who are interested in these products, we launched the Luxe Boutique, an online store hosted on our website and powered by eBay. The Luxe Boutique allows us to extend awareness of our organization across the country and still provide operating dollars for our core programs. Designer handbags, vintage ballgowns, fur coats, and handmade shoes have all entered the Luxe Boutique only to travel throughout the United States to eager buyers who are excited to help us fulfill our mission and vision.



Our Volunteers

At Clothes That Work, we serve more than 1,000 clients annually, and we are growing our capacity to be able to serve 2,000 annually in the next three years. In order to achieve these outcomes, we rely on the generous support of a core group comprising more than 60 operational volunteers. These men and women give their time to help process clothing donations, sort inventory, coach clients, facilitate workshops, and work in our Boutique. Additionally, 20 groups of corporate and business volunteers helped us tackle large projects and rotate inventory for our clients, and we work with a variety of committees to execute our special events and provide expertise to guide our programs and services. In 2016, **315 individuals** provided Clothes That Work with **5,580 hours** of service valued at **\$131,465** by the Independent Sector.





"I'm happy to volunteer at Clothes That Work because it truly helps people and improves their lives."

~Luanne Stahl



"I like giving my time and service to helping people and interacting with the public."

~Judy Johnson



Men at Work

Men at Work is an online competition where businessmen and community leaders campaign for votes to earn the title of “Most Inspirational Man in Dayton.” Each vote costs a \$5 donation, and people are encouraged to vote as many times as they want. The

competing “Role Models” are revealed at a cocktail party, and the competition runs for three weeks until the winner is determined. In 2016, **34 Role Models** helped us generate **more than \$22,000** and attracted donors and created awareness throughout the country and across the world.





Thank You to our 2016 Sponsors:

Presenting Sponsor:

Wright State University Foundation

Empowerment Sponsors:

DP&L

Vectren

Corporate Professional Sponsors:

Sebaly Shillito + Dyer

Stahl Vision

WilmerHale

Finishing Touches Sponsors:

Graphica

Kenny Consulting Group

Miller, Walker and Brush

Peoples Bank

Tom and Beth Whelley

In-Kind Sponsors:

Steve Paul Photography

Victoria Theatre Association

Fashioning Futures Luncheon

Each year in the Fall, Clothes That Work celebrates the many successes achieved by our clients with the Fashioning Futures luncheon. In 2016, the event attracted more than 450 guests and generated approximately 20% of Clothes That Work's annual budget. Guests enjoyed exciting raffle prizes, shopping opportunities at our pop-up Boutique, and an emotional runway show featuring 6 former clients that remind us all that anyone can achieve their employment goals when they have confidence and a professional outfit.





Thank You to our 2016 Sponsors:

Presenting Sponsor:

Lbrands Foundation

First Impressions Sponsors:

CareSource

CompuNet Clinical Labs

Runway Sponsor:

Vectren

Education Sponsor:

Wright State University Foundation

Designing Futures Sponsor:

Premier Health

Modeling Futures Sponsors:

DP&L

Kettering Health Network

WilmerHale

Mentor Sponsors:

ACCO Brands

Fifth Third Bank

Merrill Lynch

Mikesell's

Ohio Means Jobs

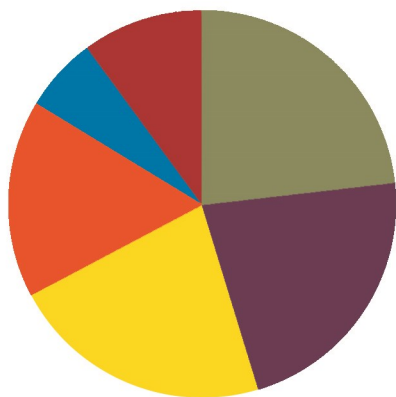
PNC

Sinclair Community College

School of Advertising Art

2016 Financials

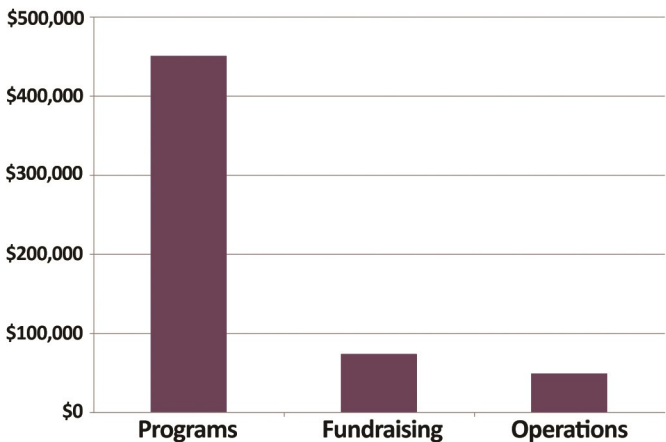
Total Income



Foundations & Corporations	\$134,925
Fundraising Events	\$128,741
Boutique Sales	\$128,064
Donated Clothes*	\$95,929
Contracts and Fees	\$36,234
Individuals	\$58,586

Total: \$582,479

Total Expenses



Programs	\$456,506
Fundraising	\$79,537
Operations	\$52,912

Total: \$588,954

It takes more than donations of clothing to create positive changes in the lives of local job seekers. In order to forge stronger relationships with those generous individuals who give \$1,000 or more on an annual basis, Clothes That Work created the C.E.O. Society. The C.E.O. Society (Clothing, Education, and Opportunity) is a group of exceptional donors to Clothes That Work who provide the stability we can depend on to invest in our growth. These donors understand the importance of a healthy workforce in our community and the positive impact we have on our community's economy.

"I love giving to an organization that assures my donations are used to make a difference locally. By giving to Clothes That Work, I know I am helping provide people with the resources they need to be successful, independent, self-reliant, and confident."

~Patricia Giering

Thank you to our 2016 C.E.O. Society Members:

Linda Ashworth
David and Susan Barcus
Marna Bosch
David Clear
Rebecca Cole
Jeff Froelich
Patricia Giering
Christine Hemmelgarn
Daniel Hood
Teresa Huber
Keith Jenkins
Jennifer Maffett-Nickelman
Louise Mason
J. Thomas Maultsby
Patricia McDonald

Anita Moore
Shaun and Susan Nicholson
Barbara O'Hara
Rick Omlor and Dr. Elizabeth Hardy
Brenda Polestra
David and Doris Ponitz
Nancy Robie
Gayle Rominger
Melanie Rose-Billhardt
Matt Scarr
Donna Smith
Lisa Wagner
Betsy Whitney
Georgie Woessner
Lynn and Roberts Wood

Corporate, Foundation, and In-Kind Donors

A. Moore Consulting	Fifth Third Bank
ACCO Brands USA	First Financial Bank
Ball Aerospace	Friends Office
Better Business Bureau	Cindy Gaboury
Bob Ross Auto Group	Goddard School
Brady Ware & Company	Graphica
CareSource	Greater Dayton Area Hospital Association
Caterpillar	Greater Dayton RTA
CBD Advisors	Greene Direct Sales Association
Centerville Coin & Jewelry	Greene County Community Foundation
Chipotle	Heider Cleaners
Clark Schaefer Hackett & Co.	Houser Asphalt & Concrete
The Closeline	Iddings Foundation
Colbert Family Health	Kenny Consulting Group
Community Foundation of Kettering	Kettering Health Network
CompuNet Clinical Laboratories	KeyBank
Danis	KeyBank Foundation
The Dayton Foundation	Kroger Food Store
Dayton Region Jeans For Charity	L Brands Foundation
Dorothy Lane Market	The LaSertoma Club of Dayton
DH Prdocutions	Leslie Mapp Foundation
DP&L Foundation	Marky's
Sally Dunn	Marsh & McLennan Agency
Dungan & Lefevre	Mathile Family Enterprise
Energy Optimizers USA	

Mathile Family Foundation
Medsker Family Fund
Mike-Sells Potato Chip Co.
Military Order of the Purple Heart
Miller Walker & Brush LLP
Miller-Valentine
Montgomery County
Montgomery County Department
of Job and Family Services
Montgomery County Commissioners
Old Scratch Pizza
One Touch Point
Planning Alternatives
PNC
Premier Health
Price Stores
Reformation Lutheran Church
of Dayton
Reynolds & Reynolds
Nancy Robie
Rominger Family Fund
Sam Levin Foundation
School of Advertising Art
Sephora
Sinclair Community College
Snuggled Up, Inc.
Spurlino Fund
Stahl Vision

Steven Paul Photography
Synchrony Financial
Think Patented
Thompson Hine
TW Advisors
UBS Financial
Vectren Foundation
Victoria Theatre Association
VellaINC
Virginia W. Kettering Foundation
WilmerHale
Dr. Roberts Woods
Wright-Patt Credit Union
Wright State University Foundation

"No matter what your resume says, your image relays far more to a potential employer. That's where Clothes That Work comes in. Not only do they take care of their clients with professional image consulting, they provide invaluable skills training so clients get a job and keep a job. We're proud to support their work."

*~Rachel Goodspeed,
Vectren Foundation*

Individual Donors

V.I.P. Circle

Margaret Atwater
Amy Becker
Jodi Bruner
Paula and Keith Cosby
Suzy Harris
Belinda Kenley
Sierra Kenney
Jamie and
Kendrick Kenny
Rebecca Koop
Jeannine Kring
Vanessa Oliver-Ward
Cynthia Pretekin
Tim Roesch
Belinda Stenson
Larry Trittschuh
Hans and
Sherry Tschudin
Frank von Maluski

Sharp Dressers

Lindsay Ackley
Amy Barker
Eric Beavers
Michael Brush
Kendall D. Cobb
Nathan Croumer

Deborah Feldman
Kristin Finch
Eric Flasher and
Rhonda Baggett
Joanne George
Sharon Howley
Abigail Jenkins
Dianne Judge
Cole Kingseed
Jenny Lewis
Penni Morris
Mary Lou Pence
Cathy Ponitz
Tim and Jeanne Reisinger
Barbara Reno
Marianne Rowe
Alysa Schreck
Kristin Sobolik
Tom and Beth Whelley
Darin Winterbotham

Corporate Casuals

Sterling and
Nancy Abernathy
Renee Abney
John and
Patricia Agenbroad
Janice Balbrach
Cassie Barlow

Tricia Baxter
Mary Clancy
Doug Compton
Melinda Ferguson
Mark Garner
Bryan Gavin
Sarah Hippensteel
Sandra Hoskins
Belinda Kenley
Bonnie Langdon
Carol Levitan
Bonnie Mathies
Jill Moberly
Michael Roediger
Jan Scheid
Winnie Scholl
Michele Simmons
Teresa Smith
Christina Spencer
David Taylor
Ellen Waldron

First Impressions

Anita Adams
Debra Armanini
Hope Arthur
Charles Berry
Ann Blaeser
Sandra Brasington

Linda Brewster	Alice McCollum	Cynthia Scarff
Cicily Brogan	Jane McGee-Rafal	Patricia Schweller
Robin Brun	Sandra McHugh	Brenda Shaw
Diane Brunn	Mary Beth McIntosh	Rachel Shon
Amanda Burks	David McNerney	Celia Shulman
Melissa Clark	Patricia Meadows	Elizabeth Silas
Dennis Corant	Monica Mellinger	Sarah Sillin
Jon Cowell	Michael Moloney	Danielle Skelton
Lois Eberly	Michelle Moore	Linda Skuns
Jason Eckert	Rebecca Morgann	Karen Smith
Debra Fox	Nan-c Lynn Moss	Carol Sparks
Connie Freese	Kathy Moyer	Kathleen Stachowski
Cindy Gaboury	Les and Judith Neff	Kimberly Stanforth
Mary Gardner	Lesley Neufeld	Pamela Stephens
Rochelle Goldstein	Michael Newsom	Karen Stout
Barbara Gorman	Julie Noeth	Sally Struthers
Katherine Gottesman	Jena Pado	Joseph Strychalski
Bob Grant	Bonnie Parish	Carolyn Thaman
Sharon Gratto	Derek Petrey	Diane and Ron Timmons
Elise Hafenbrack	Frank and Amy Petrie	Lisa Trefz
Tarlese Heath	Andy Platt	Katie Ussin
Mary Jean Henry	Ruth Powers	Nancy Viramontes
Sharon Hess	Ashley Price	Art Williams
Mary Katherine Huffman	Harold Prigozen	Tywauna Wilson
Macy P. Janney	April Pulliam	Fredric Young
Andrea Kunk	Carolyn Rathweg	
Karen Lahm	Carolyn Reeves	
Janet Lane	Carolyn Rice	
Keisha Lane	Sara Rich	
Deborah Lieberman	Cynthia Roath	
Stephanie Llacuna	Debbie Robinson	
Latonia Maclin	Colleen Ryan	

**We try our best to properly recognize all of our generous donors. If you feel your name was omitted in error, please contact our office at 937.222.3778.*



inspire confidence. create opportunity.

Find us in the Job Center!

1133 S. Edwin C. Moses Boulevard

Dayton, Ohio 45417

937.222.3778

www.ClothesThatWork.org

