



Accelerate  
Success

**2020 - 2021 ANNUAL REPORT**

# Our Mission

Clothes That Work will **CLOTHE**, **EDUCATE**, and **EMPOWER** individuals to prepare them for employment success.

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## Our Strategic Priorities

**IMPROVE** our capacity to serve more people and operate efficiently

**PROMOTE** to create and grow organizational awareness

**DEVELOP** to increase revenue and resources

**EXPAND** to reach clients and stakeholders beyond the Montgomery County Job Center





# Dear Friends and Supporters,

In 1998 a group of thirteen women business leaders and community volunteers founded Clothes That Work to help women transitioning from public assistance to employment. In 2003 the mission changed, based on the needs of job seekers in Montgomery County, to include women, men, and independent teens. As of December 31, 2021, CTW has helped over 37,000 individuals remove professional image barriers and build confidence for a more successful career search.

We all have experienced the challenges of the COVID19 pandemic, and it is these challenges that have kept our Board of Trustees, and staff pivoting to ensure we meet the clothing and educational needs of our clients during this unprecedented time. It was during a pivotal moment we discovered what happens when CTW goes offsite to provide services to job seekers. Our Workforce Educational Initiative realized 37.5 percent increase in workshop attendees over the number of participants pre-pandemic. This increase was due to the WEI incorporating virtual programs along with in person workshops. Thinking outside of the box opened our eyes to new possibilities!

At our 2021 Fashioning Futures Luncheon we introduced the theme **Accelerate Success**. We are very deliberate about the theme, as Clothes That Work leadership is taking a strategic look ahead to exciting future projects to improve access to our services. These changes will help accelerate the success of job seekers throughout the Dayton region, and beyond.

We feel the founders of Clothes That Work, would be pleased with the accomplishments made over the past twenty-three years. Our mission and vision have not changed; we will continue their work to clothe, educate, and empower individuals to prepare them for employment success. How will we do this? By planning for the future, and with the continued generosity and support of our valued donors, we will **Accelerate Success** of job seekers.

With sincere appreciation,

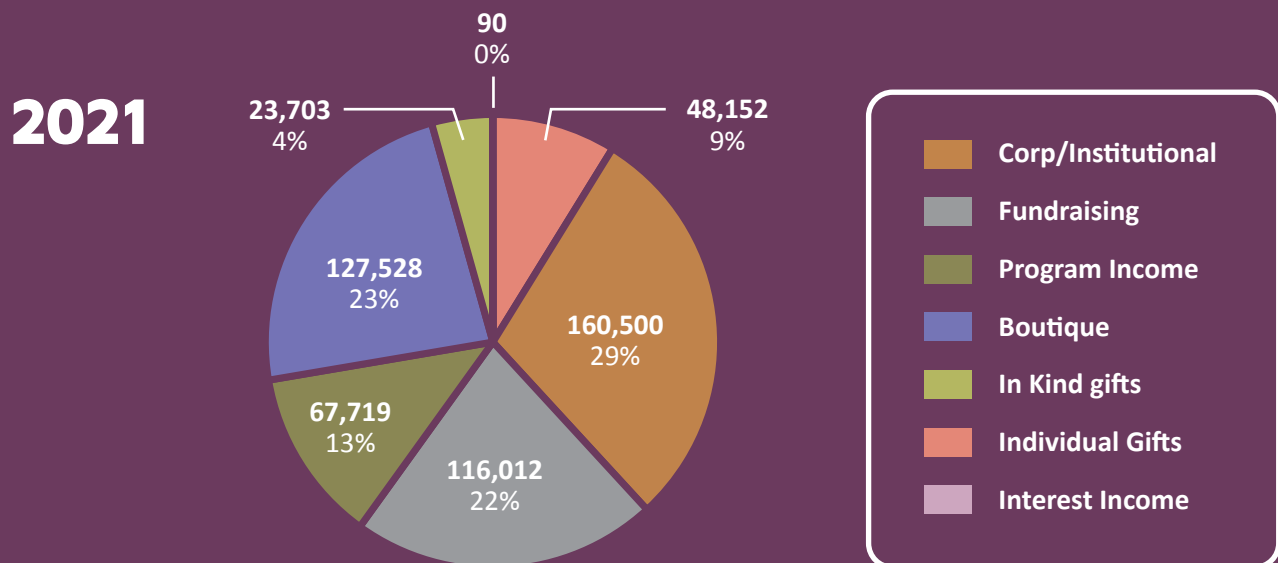
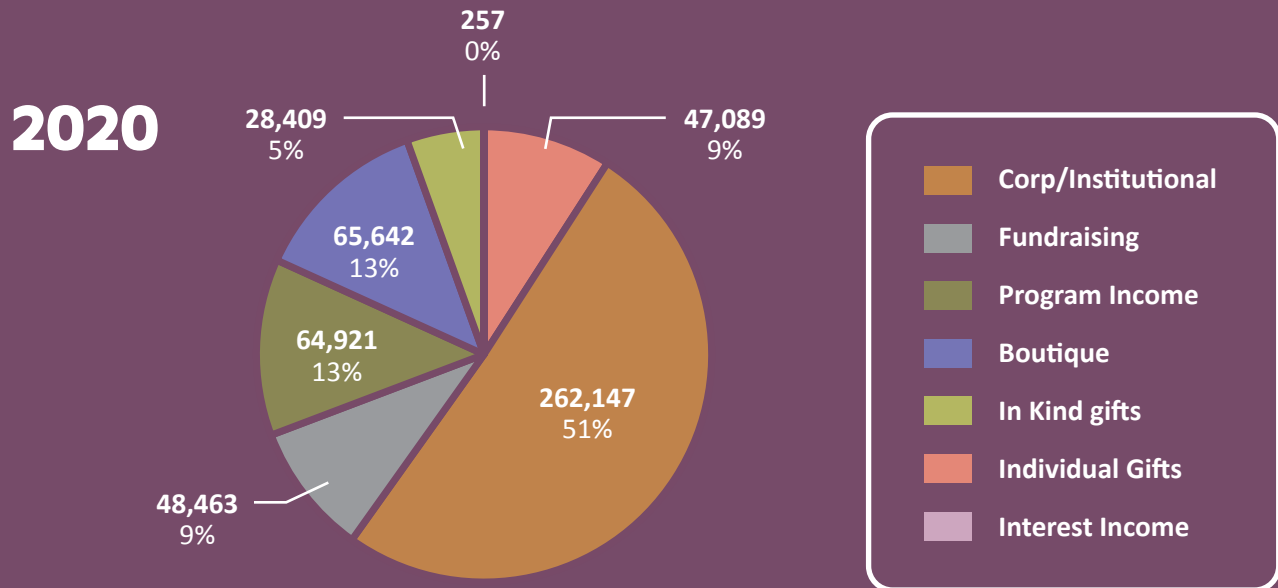


Cindy Garner  
Executive Director



# Financial Snapshot

The Clothes That Work Board of Trustees is committed to be watchful stewards of the funds entrusted to us by our generous donors. Here is an overview of our financials for years 2020 and 2021.





# Services

## Clothing and Coaching Program

Job seekers come to Clothes That Work through a network of community partners to receive one-on-one appointments with a trained volunteer coach. Our coaches help clients select interview appropriate attire and offer guidance on how to make a positive impression.

The challenges of providing one-on-one clothing and coaching services during the COVID-19 pandemic did affect the total number of clients served compared to 2018-2019. We attribute this decrease to the 2020 State and Federal shutdowns, and reduction of public transportation.



From **2020** thru **2021**,  
CTW coaches helped

# 691 clients

select interview appropriate attire and offered guidance  
on how to make a positive first impression.



## Workforce Education Initiative

Our education program includes a series of classes and workshops designed to equip both job seekers and currently employed with the knowledge and skills that lead to personal growth and employment success. The education program seamlessly adapted to the changes brought on by the pandemic and began to offer classes and workshops virtually.

During 2020 and 2021, **86 workshops were held in-person** and **80 workshops were held virtually**. A virtual asynchronous workshop program was created for incoming high school students entering the workforce and was utilized by more than **450 students** in 2020.

From **2020** thru **2021**, the W.E.I. conducted  
**166 workshops**  
(a combination of in person and virtual) with a total of

# 3,533 attendees

# Revenue Sources

## Clothing Donations

Clothes That Work relies on the generous clothing donations of others to provide interview and workplace appropriate attire to our clients. Donations are sorted and used in two areas to support our mission: for our clients, and for resale in the Boutique.



## The Boutique, a resale shop with a purpose

Clothing donated to Clothes That Work which is not appropriate for interview or work situations, is sold in our upscale Boutique. One hundred percent of revenue generated from the Boutique funds the primary mission of our organization.



# Annual Fundraising Events

## Spring Fundraiser, Men At Work

Our annual Men At Work fundraising event was created with the goal to engage the community and local businessmen in the mission of Clothes That Work. For years, CTW served mostly women, but over the past few years male clients make up more than 58% of Clothes That Work clients.

COVID 19 safety and health concerns led the Men At Work fundraising committee to change the format of the event to a virtual fundraiser.

**2020 event raised \$28,262**

*Shawn Lagman, Old Scratch Pizza Voted Ambassador of the Year!*

**2021 event raised \$47,915**

*Tyler Greenwood, The Greentree Group Voted Ambassador of the Year!*



### 2020 Sponsors:

Synchrony  
Fifth Third Bank  
ACCO Brands  
Dayton Daily News  
Montgomery County  
Commissioners  
Huntington National Bank  
Net X Computers  
Ohio Means Jobs  
BonBright Distributors  
LCNB National Bank  
Houser Asphalt & Concrete

### In-kind Sponsor:

Kenny Consulting Group  
Flint & Flux Creative Group  
Laura Vlieg Photography

### 2021 Sponsors:

White Allen  
Fifth Third Bank  
Huntington  
Synchrony  
Dayton Realtors  
Houser Asphalt & Concrete  
LCNB National Bank  
Old Scratch  
Sebaly Shillito + Dyer  
Stahl Vision  
Next X Computers  
Tender Mercy  
The Neon  
The Rubi Girls  
First Financial Bank  
Montgomery County  
Commissioners  
High Concrete Group

### In Kind Sponsors:

VSD Photography  
Flint & Flux Creative Group



# Fall Fundraiser, Fashioning Futures Luncheon

The Fashioning Futures Luncheon accounts for 25% of Clothes That Work annual operating budget. Invited guests, and business sponsors come together to learn about CTW programs and services.

## 2020 generated \$18,000 funds

Due to COVID 19 safety concerns, the Board of Trustees opted to cancel the 2020 Fashioning Futures Luncheon. Sponsors were asked to consider donating their sponsorship dollars as a one-time grant to Clothes That Work programs in lieu of attendance.

## 2021 generated \$48,400 funds

Following state and city guidelines Clothes That Work successfully held the annual Fashion Futures Luncheon at the Sinclair Conference Center.



### Sponsors that made a one-time grant to CTW programs in lieu of attendance in 2020

ACCO Brands	Montgomery County Commissioners
CareSource	Sebaly Shillito + Dyer
CenterPoint Energy	Synchrony
Fifth Third Bank	Wright Patt Credit Union
Huntington	
Houser Asphalt & Concrete	
LCNB National Bank	
Montgomery County DJFS	

### 2021 Sponsors:

#### Runway Sponsor

CareSource

#### Boutique Sponsor

AES Ohio

#### Video Sponsor

ThinkTV

#### Platinum Sponsors

Fifth Third Bank

PNC Bank

Synchrony

#### Gold Sponsors

Dayton Children's

Dayton Realtors

First Financial Bank

High Concrete Group LLC.

Kettering Health

Montgomery County Commissioners

Sinclair Community College

Stahl Vision

#### Silver Sponsors

Abbey Credit Union

Farmers & Merchant Bank

Susan DeLuca

Lori Flannery

Heidelberg Distributing

Houser Asphalt & Concrete

Huntington National Bank

LCNB National Bank

Saxon

Sebaly, Shillito + Dyer

State Farm

Strategic HR inc.

Taft/

White Allen Auto Group

#### In-Kind Sponsors

Dayton Most Metro

Markey's Rental and Staging

Net X Computers

Square One Salon & Spa



Thank  
You!

# Volunteers

It would be impossible to accomplish our mission without the support and expertise of our team of dedicated volunteers. Over the past two years volunteers dedicated 4,725 hours of service to Clothes That Work, a wage value of \$128,193.

*“Volunteers do not necessarily have the time; they just have the heart.”* – Elizabeth Andrew

2020

**2,169**  
hours

value of

**\$25.47 per hour**

**Total value of \$55,244**

2021

**2,556**  
hours

value of

**\$28.54 per hour**

**Total value of \$72,948**

# Board of Trustees

**Melissa Cutcher**, President – Technology First  
**Susan McAllister**, Vice President – Community Volunteer  
**Eric Beavers**, Treasurer – Vandalia Butler City Schools  
**Peggy Sebolt**, Secretary – Community Volunteer  
**Kitty Lensman**, Past President – ThinkTV / CET  
**Mathew Mahonski**, Member at Large- High Concrete Inc.  
**Joshua Schierloh**, Member at Large- Sebaly, Shillito + Dyer  
**David Bowman** – The Ohlmann Group  
**Carrie Brunello** – 11th Hour Staffing  
**Joanie Krein** – Manpower of Dayton  
**Carly Lindstrom** – Assured Partners  
**LaPearl Logan Winfrey** – Wright State University  
**Mark Mazer** – MS Consulting LLC  
**Gail McCreight** – Huntington Bank  
**Marvene Mitchell** – Montgomery County Office of CARES ACT  
**Teresa Parker** – Sinclair Community College  
**Tim Roesch** – TW Advisors  
**Holly Wiggins** – AES Ohio

# Staff

**Cindy Garner**, Executive Director  
**Suzy Harris**, Director of Operations  
**Katie Kerry**, Director of Education and Outreach  
**Megan Connelly**, Marketing and Development Assistant  
**Melanie Troxell**, Interim Marketing and Mobile Outreach Project Manager  
**Tina Mobley**, Client Services and Office Administrator  
**Jennifer Wilburn**, Inventory and Merchandising Specialist  
**Teresa Evergin**, Boutique and Inventory Associate



# Donor Impact and Donor Recognition

## 2020 DONORS

### Corporate and Foundation Donors

ACCO Brands  
Brixy & Meyer Community Outreach Foundation  
CareSource  
Dayton Power & Light Foundation  
Dorothy Lane Market  
Fifth Third Bank  
Garman, Miller & Associates  
High Concrete Group LLC  
Houser Asphalt & Concrete  
Huntington National Bank  
Limited Brands Foundation  
LCNB National Bank  
Miami Valley Human Resources Association  
Miller Valentine Group  
Montgomery County Commissioners  
One Hundred Plus Men Who Care  
Sam Levin Foundation  
St. George's Episcopal Church  
State Farm  
Synchrony Financial  
Taft, Stettinius & Hollister  
The Fred & Alice Wallace Charitable Memorial Foundation  
The Jesse & Caryl Philips Foundation  
Think TV Network  
Vectren-Centerpoint Energy Foundation  
Verso  
Virginia W. Kettering Foundation  
William J. and Phyllis L. Kist Fund  
Wright Patt Credit Union  
Wright State University Foundation  
Wright-Patterson Officers' Spouses' Club

### In-Kind Donors

Angie Ault Ludwig  
Cox Ohio Publishing  
Think Patented  
Buckeye Vodka/Finke Distribution  
Flint & Flux Creative Group  
Get Dressed Boutique  
John Schuermann  
Kenny Consulting  
Laura Vlieg Photography LLC  
Net X Computers  
Stephanie Sutterlin  
West Family Trust  
Dayton Business Journal  
Dayton Most Metro

### C.E.O. Society \$1,000+

Marna Bosch  
Mollie E. Danis  
The Honorable Michael & Mrs. Frances Dewine  
Dion & Lori Flannery  
Jeffrey Froelich & Cindy Shane Pretekin  
Mark & Cindy Garner  
Lisa Grigsby  
Dan & Barbara Hood  
Louise Mason  
Shaw Nickel  
Barbara O'Hara  
Brenda Poelstra  
Frances Repperger  
Tim & Laura Roesch  
Peggy Seboldt  
Holly Wiggins  
Lynn Wood  
Melissa Cutcher

## V.I.P Circle \$500 +

Eric & Deanna Beavers  
LaPearl Logan Winfrey, PhD  
Mark Mazer  
Matt & Meghann Naveau  
Craig & Pat Rider  
Tracey Tomme  
Sharon Tschudin  
Daniel Tryon  
In Memory of Deb Hoeve  
In Memory of John Schuermann

## Sharp Dressers \$250 +

Rhonda Baggett & Eric Flasher  
Amy Barker  
Ben Feldmeyer  
Kendrick & Jamie Kenny  
Kitty Lensman  
Matt Mahonski  
Marvene Mitchell-Cook  
Brenda Newell  
Cathy Ponitz  
James Tillar

## Corporate Casuals \$100 +

Janice Allen  
Wesley Bradley  
Maria Castleman  
Connie Freese  
Jason Gerard  
Kevin Hall  
Michael & Sharon Howley  
Janet Jackson  
Carolyn Johnson  
Wendy Larson  
Philip Martin  
Susan McAllister  
Gail McCreight  
Jena Pado  
Cory Paul  
Ruth Powers  
Carol Prevost  
Steven & Joan Purdon  
Lisa Rich-Milan  
Vernon Shupe  
Harold Snyder  
Spencer Swanson  
Alice Tatum  
Sara Woodhull  
Concord United Methodist Women  
Belinda Kenley  
Joanie Krein

## 2021 DONORS

### Corporate and Foundation Donors

Abbey Credit Union  
Arlt & Company LLC {c}  
Better Business Bureau  
CareSource Foundation  
Community Foundation for Kettering  
Dayton Children's  
Dayton Heidelberg Distributing Co.  
Dayton Power & Light Foundation  
Dayton Realtors  
Farmers & Merchants Bank  
Fifth Third Bank  
First Financial Bank  
High Concrete Group LLC  
Houser Asphalt & Concrete  
Huntington National Bank  
Iddings Foundation  
Kettering Health  
L Brands Foundation  
LCNB National Bank  
Levin Family Foundation  
Lori Suttman Memorial Fund  
Mary Mikesells Foundation  
Mathile Family Foundation  
Miami Valley Human Resource Association  
Miami Valley Unitarian Universalist Fellowship  
Montgomery County Commissioners  
Montgomery County, Ohio Means Jobs  
PNC Charitable Trust  
PNC Foundation  
Sam Levin Foundation  
Saxon  
Sebaly Shillito + Dyer  
Stahl Vision, Inc.  
Strategic HR, Inc.  
Synchrony Financial  
Taft, Stettinius & Hollister LLP

The Clothesline  
The Leslie C. Mapp Foundation  
The Spurlino Family Fund II  
Think TV Network  
Virginia W. Kettering Foundation  
Wesbanco  
White Allen Auto Group  
William J. & Phyllis L. Kist Fund

### In-Kind Donors

ACCO Brands  
bGutsey Designs  
Brent Wagner  
Carly Short Photographer  
Dayton Most Metro  
Flint & Flux Creative Group  
Markey's Rental & Staging  
Net X Computers  
Pieces of Style  
Sinclair College  
Square One Salon & Spa  
Get Dressed Boutique  
Tender Mercy  
The Neon  
Think Patented  
Think TV  
Vicki Diesing Photography



## C.E.O. Society \$1,000+

Lindsay Ackley  
Tom Blalock  
Marna Bosch  
Melissa Cutcher  
Mollie E. Danis  
Susan DeLuca  
Dion & Lori Flannery  
Jeffery Froelich & Cindy Shane Pretekin  
Mark & Cindy Garner  
Travis Greenwood  
Tyler Greenwood  
Lisa Grigsby  
Dan & Barbara Hood  
Louise Mason  
Anita Moore  
Barbara O'Hara  
Brenda Poelstra  
Tim & Laura Roesch  
Peggy Seboldt  
The Smythe Family Fund  
Sharon Tschudin  
Holly Wiggins

## V.I.P Circle \$500 +

Eric & Deanna Beavers  
Kelley Bell  
Carrie Brunello  
Monica Grilliot  
Joanie Krein  
Kitty Lensman  
La Pearl Logan Winfrey, PhD  
Matt Mahonski  
Mary Kaye Manchur  
Mark Mazer  
Patrick McGohan  
Jamie Mhaskar  
Marvene Mitchell-Cook  
Colleen Ryan  
Daniel & Kathryn Stack

## Sharp Dressers \$250 +

Amy Askins & Jon C. Schairbaum  
Karl & Sandy Ayres  
John Capobianco  
John Clark  
Rebecca Cole  
Kris Ehmke  
Valerie Finn-Deluca  
Leigh Ann Fulford  
Janet Jackson  
Debbie Lieberman  
Susan McAllister  
Tara McCafferty  
Brenda Newell  
Jerry & Nancy O'Ryan  
Getaldine Pegues  
Cathy Ponitz  
Walter Reynolds  
Julie Sacket  
Belinda Schuermann  
Jim & Melanie Troxell  
Lee Weidenbach  
Tim White Jr.  
Mark Williams  
Elizabeth Wolfe-Eberly  
Sara Woodhull

## Corporate Casuals \$100 +

Abernathy Charitable Fund  
David Bowman  
Jennifer Brumby  
Teresa Carroll-Parker  
Concord United Methodist Women  
Patricia Crane  
Allyson Danis  
Erin Davis  
Ryan Dolan  
Kim Duncan  
Jacqueline Fisher  
Vicki Fortman

## Corporate Casuals \$100 +

Vicki Giambrone  
Jon Hale  
Trish Hill  
Sharon Howley  
Mary-Ann Huffman  
Carolyn Johnson  
Elaine Johnson  
Laurence R. & Marilyn Klaben  
Paul H. & Carol Lamberger  
Sherry Langhorne  
Lisa Robin Jewelry  
Betty Martin  
Mary Martin  
Philip Martin  
Judy McCormick  
Gail McCreight  
Roddell McCullough  
Kylie Miller  
Scott Murphy & Megan Cooper  
Maria Oria  
Jena Pado  
Frank & Amy Petrie  
Amy Piner  
Lezley Pisone  
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Ruth Powers  
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Bonnie Simpson  
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The Lasertoma Club of Dayton  
Melissa Starkey-Tryon  
Michael & Paula Tucker  
Donna Vella  
Rob & Lisa Wagner  
Thomas & Sharlotte Way  
Gracey Weisbrod  
Juetta West  
Nancy White  
David White III  
Betsy Whitney  
Prichard William  
Cindy Wise  
Jeffrey & Laura Woeste



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