Our Mission

To empower individuals to achieve and maintain self-sufficiency through employment.

Towards Employment is a proven leader in workforce development that connects people to careers, which changes people’s lives, advances businesses, and strengthens community in Northeast Ohio.
We helped 562 people find good jobs.

- 562 people found good jobs; 335 of those had criminal backgrounds.
- Job retention was 94% at 30 days; 78% at 90 days; and 68% at 180 days.
- 265 people increased skills via internships or technical training.
- $10.46 an hour was the average starting wage.
- 134 people advanced on the job with an average wage increase of over $2/hour.
- 300 employers hired TE graduates.
- 1,536 supportive services helped overcome employment barriers like transportation, tools, uniforms, background checks and pre-employment screening.
- 1,245 legal services were offered for credit, housing and other issues.
Towards Employment has always focused on connecting people who need good jobs with companies who need good workers.

We do this using a Career Pathways model with comprehensive support services to help people move out of poverty. In 2017, we enhanced this model based on what we learned in a rigorously evaluated national pilot, WorkAdvance.

This year, we, along with our partners, disseminated a report with the results of WorkAdvance and began to focus on implementing our learnings to grow and scale our model. During the five-year implementation, WorkAdvance proved that by providing the right service at the right time and with the support of a career coach and wraparound services, participants had higher earnings and were more likely to advance in their careers than a control group. Through WorkAdvance we have developed unique capabilities to help those “left behind” to obtain the skills, experience and confidence to respond to our local employer needs. We now have strong evidence that this model works. In response to community awareness of the need to create better on ramps to in-demand jobs, WorkAdvance offers a proven, scaleable model.

2017 was a successful year of expanding our reach deeper and more broadly in the community. Our partnerships with employers such as University Hospitals and the Downtown Hilton grew, hiring graduates like Loretta whose story you will read about in this report. And we strengthened our community partnerships to be able to provide more supports like parenting skills and stronger financial coaching as part of a better aligned and easily navigated career pathway for people.

Bloom Bakery, a Towards Employment social enterprise, completed its first full year of operations in 2017, and expanded its catering and wholesale business while continuing to provide breakfast and lunch service at two downtown locations. We bake to provide jobs and training for our graduates. Since opening in 2016, Bloom has employed over 50 TE graduates and has proven to be a successful first step on a hospitality career pathway. At Bloom we “walk the walk” and hire our own graduates, providing a supportive but real-world experience, as they learn and earn on the job.

With the support of our generous community, funders, employer partners, and volunteers we continue to help adults and young adults returning from incarceration, or cycling in and out of low wage jobs, to gain the behaviors, skills, and experience needed to move forward into family sustaining jobs. Simply put, we cannot do it without your support.

Jack Goldwood  
Board President

Jill Rizika  
Executive Director
LORETTA’S STORY
Meet Loretta: within 2 years of coming to TE, she started a new job, advanced to a better job and has a long term goal to become a nurse.

Loretta, a single mother of three with 9 grandchildren, worked as a State Tested Nursing Assistant for 15 years before taking a position as an office manager for a construction company. After five years, the company downsized and she faced the challenge of finding a job while raising her grandson on her own. She attended Step Up to UH (see insert) and was hired at University Hospitals Cleveland Medical Center as an Environmental Service Worker. In less than a year, Loretta met her goal of returning to direct patient care with an advancement to Patient Care Nursing Assistant after participating in training facilitated by Towards Employment. Loretta now trains new Patient Care Nursing Assistants on her floor and her manager says, “Loretta exceeds expectations - mentioned by both staff and patients as providing exceptional care.” Loretta already has another goal: “I plan to begin the Nursing program at Tri-C this fall semester.”

ABOUT STEP UP TO UH
In 2013, Towards Employment and University Hospitals formalized a partnership for the program Step Up to UH to assist University Circle residents prepare for and obtain entry level positions at University Hospitals. Initially funded through The Cleveland Foundation, Step Up to University Hospitals is in year six of serving as a neighborhood pipeline into entry level jobs at University Hospitals. Towards Employment also partners with Neighborhood Connections to help recruit neighborhood residents interested in careers in University Hospitals. Towards Employment then screens and trains those selected using a customized job readiness curriculum, followed by 6 months of job coaching to help with transition to new job. Step Up has lowered the interview to hire ratio and graduates’ retention at one year is better than the departmental average.
2017 TE Board

PRESIDENT
Brian Lamb, Partner
Thompson Hine LLP

VICE PRESIDENT
Amy Woods, Sr. Director, Human Resources
US & Canada, Global Rewards
Nordson Corporation

TREASURER
Douglas A. Benjamin,
Senior Vice President, Corporate Accounting & Reporting
Forest City Realty Trust

Jeffrey Boardman, Vice President, Sr.
Compliance Manager
PNC Investments

Brent Blouch, Director of Operations,
Fitting Services Group
Swagelok

Dionne G. Broadus, Executive Director,
Office of Community and
Government Relations
Case Western Reserve University

Anita Edwards, Regional
Training Manager
US Bank

Thomas Lang, Executive Director
JPMorgan Chase

Christine Lewis, CEO
The Pet Connect

Brian Lamb, Partner
Thompson Hine LLP

Mark Mazanec, V.P. Environmental,
Health, Safety and Regulatory Affairs
The Sherwin-Williams Company

Lessie Milton Jones, Attorney
Dominion East Ohio

Rory O’Donnell, Senior Vice President,
Controller
Signet Jewelers Limited

Barry Royko, Executive Director,
Organizational Development
Cuyahoga Community College

SECRETARY
Kate Terrell, Chief HR Officer
KeyBank

EXECUTIVE DIRECTOR
Jill Razika
Towards Employment

Sara Shookman, Anchor
WKYC

Kathy Tatman, Partner
The D’Amore Tatman Group LLC

Tracey Turnbull, Partner
Porter, Wright, Morris & Arthur, LLP

Melanie Webber, Partner
Fisher Phillips

Mark Whitham
Retired

Nan Zielinski, President
Zielinski Consulting LLC
2017 TE Associate Board

**PRESIDENT**
Ryan Puente
Burges & Burges Strategists

**VICE PRESIDENT**
Mary Katherine Coyne
CBIZ Retirement Plan Services

**TREASURER**
Shannon Coleman
The Sherwin-Williams Company

Madeline Dennis
Tucker Ellis LLP

Anna Meyer
New Growth Group LLC

Jessica Whale
Global Cleveland

---

2017 Bloom Board

**PRESIDENT**
Mark Whitham
Retired

**TREASURER**
John McMicken, CEO
Evergreen Cooperative Corporation

Jil Rizika, Executive Director
Towards Employment

Thomas Lang, Senior Vice President
JPMorgan Chase

Christine Lewis, CEO
The Pet Connect

---
THOMAS, EVA, AND THERESE’S STORY

Thomas (age 24), Eva (32) and Theresa (54) all attended Towards Employment Reentry Pathways program in July of 2017.

Pursuing TE’s assistance for different reasons, they became friends and found their way on the machining career path and supported each other through CNC training because they were all driven to succeed.

Thomas entered Cleveland Industrial Training Center (CITC) right after TE workshop and graduated in Nov 2017, continuing work to overcome his criminal record. He wanted to learn Swiss Type machining so enrolled in a 2nd course in January 2018. Upon graduation in March, Thomas was hired at Hy-Production making $17.00/hour operating a Swiss Type Machine and is now at Precision Production with better hours. “I didn’t have anyone behind me saying I was halfway decent until I had TE and the teachers at CITC backing me. When I started, I just wanted to survive. TE had an agenda and I am not done yet, not even close.”

Eva was working as a line leader at Areway at minimum wage trying desperately to support her family. She wanted more (a better home and school system for her children) but her criminal background was a barrier to finding a better job. After TE workshop, she enrolled in classes at CITC while maintaining current employment. Eva was worried about math skills required in the CNC position, so she received tutoring and support from her TE career coach. Eva was hired at Press Rite and now makes $17/hr with opportunities for advancement and was recently preapproved to buy a house. “I was ready to change my life when I came to TE. I’ve accomplished everything I wanted. Now, I need a new dream.”

Due to Theresa’s criminal background and child support payments, she could no longer work in the medical field. After graduating from TE, she participated in a paid work experience at a partner employer to learn more about manufacturing careers and decided to become a CNC machinist. With support from her career coach, she applied and attended a training program designed to prepare machinists to work at Swagelok. She finished her paid internship at $13/hr and has a full-time position at Swagelok making 16.50/hr. “TE gets really excited when something happens for you. You need someone who knows how far you have come.”
2017
Staff

Bishara Addison
Anthony C. Adkisson
Pedro M. Anaya
Sam A. Awad
Alisha J. Bagley
Gloria M. Baker
William Basel
Jay Bayhurst
Kimberly L. Bell
Timika Bradley
Linda Briggs
Ronnie J. Cannon
Tracy P. Carr
Karen Carter-Bell
William D. Cline
Smith C. Crafton
Joan M. Crosby
John Cummings
Charles Dickerson
Carol Dove
Donald Dupree
Stephen A. Foglio
Chelsie Froning
Mark S. Gallagher
Haidee Garcia
Edward D. Garven
Robert M. Giebel
Patrick J. Gillen
Elizabeth A. Grace
April Y. Grant
Melanie A. Green
Jessica B. Hardesty
Kathryn Harlow
Grace Heffernan
Yvette Herod
Stephanie Herriott
Anita L. Hill
Betty J. Holnapy
Karen D. Jones
Robert C. King
Nettie King
Janae Kinney
Gary Larkins
Meghan A. Lewis
Deborah J. Lucci
James P. Madden
Josefa Martinez-Cedeno
Chelsea Mills
Faith N. Noble
Tamara A. Peterson
Margaret Rice
Jill Rizika
Nicole Rode
Ruben Rodriguez
Alicia Ross
Adaora Schmiedl
Stella Shepard
Sharon M. Shorts
Robin A. Smalley
Wyanette Smith
Vickie L. Smith
Jeffrey P. Stupiansky
Lynette E. Thomas
Demetrious Tucker
Staci Wampler
Patricia Watkins
Jessica B. Williams
2017 Volunteers

Nan Arian  
Becky Bahas  
James Barron  
Michael Berler  
Camille Bragg  
Cynthia Burks  
Timothy Chai  
Mitch DaDante  
Jean Evans  
Steve Eyerman  
Bill Eyman  
Lisa Franklin  
Ed Francis  
Justine Giannetti  
Don Gorning  
Sheldon Hartman  
Virginia Havens  
Frank Hulewat  
Charlie Lawrence  
Tobias Midcalf  
Brennan Miller  
Ewyn Tsang Mitchell  
Nick Monaco  
Tom Morgan  
Marlene Perez  
Jenny Pistell  
Mocc L. Rodgers  
John Schmidt  
Donna Schneider  
Corey Sparks  
Gail Sparks  
Edward Weintraub  
Gail Weintraub  
Larry Wise

A special thanks to corporate day of service volunteers from Key Bank, Swagelok, and HandsOn Northeast Ohio.
Elisha’s Story

Elisha (23) struggled early. He had a learning disability so school was difficult.

Raised by a single mother, he wanted to be productive and give back to his family and the community. He came to the Youth Resource Center in February 2016 to look for a job. At that point, Elisha had never held a job, and did not have a career plan; but he had relatives working in the culinary industry so he knew he could start there. He completed a 2-week job readiness training and started a 4-month paid work experience at Bloom Bakery (Towards Employment’s social enterprise) working in the bakery side of the business.

This helped him build a resume and provided him with a work experience he could share with future employers. In working with his career coach, he chose to pursue an opportunity with Step Up to University Hospitals and was hired at the main campus. He has been at UH now for 2 years and has received several promotions. He talks to his career coach regularly and is building skills to become a supervisor.
2017 Donors
2017 Donors

$250,000 AND UP
Annie E. Casey Foundation
The Cleveland Foundation
W.K. Kellogg Foundation

$100,000 TO $249,999
Deaconess Community Foundation
Fund for Our Economic Future
Mayor’s Fund to Advance New York
United Way Greater Cleveland
JPMorgan Chase

$50,000 TO $99,999
KeyBank Foundation
St. Luke’s Foundation

$20,000 TO $49,999
Nordson Corporation
Reinberger Foundation
The Higley Fund
The Thomas H. White Foundation
Westfield Insurance Foundation
William J. and Dorothy K. O’Neill Foundation

$10,000 TO $19,999
Anonymous
Abington Foundation
Callahan Foundation
Citizen’s Bank
Cleveland Clinic
Eva L. and Joseph M. Bruening Foundation
Forest City Reality Trust
Michael E. Longway
Ohio State Bar Foundation
The Fred A. Lennon Charitable Trust
The Kelvin & Eleanor Smith Foundation
The Louise H. and David Ingalls Foundation
US Bank
Mark Whitham

$5,000 TO $9,999
Michele L. Connell
Richard Dietrich
DMS Management Services
Dominion Foundation
Susan Dudas
Eaton Corporation Charitable Fund
Frank Hadley Ginn & Cornelia Root Ginn Foundation
MetroHealth
The Murphy Family Foundation
Jill Rizika and Joseph DeStefano
Swagelok Foundation
The Sherwin-Williams Foundation
Third Federal Savings and Loan
2017 Donors

UP TO $500

Michelle Abbey
Vince Adamus
Bishara Addison
John Addison
Ata Adeel
David Adkins
Anthony Adkisson
Jean Allen-Jenkins
Matthew Ammler
Kathy Andrews
Timothy Angbrandt
Nan Arias
Alice Armstrong
Jurgita Ashley
Kathleen Augustine
Sam Awad
Dana Banda
David Banig
Kenya Banks
Marci Barrett
Melissa Baskey
Thomas Bauer
Jay Bayhurst
Jean Becker
Susan Becker
Jan Beeman
Steven Behringer
Cathy Belk
Jim Belk
Kimberly Bell
William Berglund
Daniel Berick
Joseph Berndt
Thomas Bertosa
Debbie Bird
Mary Kay Bittermann
Gilby Blittman
Suzanne Blum
Jeffrey Boardman
Kip Bollin
Cynthia Boncetta
Rebecca Borden
Alex Borsos
Scarlett Boudreau
Kathie Brandt
Anonymous
Rita Braunbeck
Kristy Brickel
Linda Briggs
Robert and Linda Brooks
Eric Brown
Julie Brubaker
David Bruscino
David Buchanan
Barbara Buda
Bethia Burke
Kathleen Burkett
Carole Burns
John Burns
Susan Butter
Dick Caboon
Phil Calabrese
Julie Callisen, Esq.
Carmella Calita
Mark Carden
Ann Caresani
Lou Caresani
Tracy Carr
Janine Carter
Anonymous
Matt Castelli
Claire Castleman
Sammy Cauley
Timothy Chai
Rachel Cheeks
Phyllis Cleveland
William Cline
Nan Cohen
Gina Cole
Shannon Coleman
Ronald Colvin
Kim Cooklin
Claire Conner
David Conway
Kara Copeland
Eleanor Coreno
Flowers Courtney
Al Cowger
Jan Coyle
Bridget Coyne
Dan Coyne
Mary Katherine Coyne
Smith Crafton
Judith Crocker
Marianne Crosley

Daniel Crudele
Jay Cusimano
Michele D'Amore
Rufus Darkortey
Elliot Davidson
Harry Davis
OBA Express Personnel Services
Joanne Dedrick
Emily Delaney
Madeline Dennis
George W Dent
Frank Desantis
Denise Deserio
Nicola Deskovich
Wendy S Deuring
Jason DiLauro
Mary Donley
Stephanie Dorsey
Alicia Dougherty
Carol Dove
Sheri Dozier
Leonard Dreslinski
Nita Earley
Kristi Eberhardt
Marilyn Eble
Anita N Edwards
Stu Eilers
Matthew Elsesser
Hamilton and Lillian Emmons
Ryan English
European Wine Imports, Inc
Debby Evans
Bill Eyman
JoAnn Farwell
F. Drexl Feinger
Thomas L. Feher
Deborah Ferenc
Brian Fiedler
James Finnerty
Annette Fisher
Susan Francilotti
Jeffrey Frericks
Tom Friedl
Joseph Frolik
Austin Georgia
Antoinette Gideon
Marc Giguerre
Jim Gillen
Joan Glenn-Katzakis
W. Evan Goldber
Jon M Goldwood
Greater Cleveland Habitat
for Humanity
Thomas Greene
Burt and Beatrice Griffin
Susan Grody Ruben
Elaine Hadden
Ellen Halfon
Michael Hamburger
Terry Hamovitch
Brian Hamp
Meagan Haoul
Jessica Hardesty
Michael Hardy
Kathy Harlow
Abbas Hasen
Daniel Haymond
Kate Heffernan
Maureen Heffernan
Rebecca F. Heidering
Mindy Herman
Drew Hertz
Karl and Betty Hess
Tim and Anne Hill
Robert Hillow
Sally Hirsh
Scott Holbrook
Emily Holiday
Keith Hoover
Sharon Horgan
Justin Horton
Virginia Houston
Greg Huck
William Jacobs
Aaron Jais
Jessica Jais
Liz Jamieson
Lisa Johnson
Ronald Johnson
Brad Jones
Gayle Jun
Mike Kalista
Linda M. Kane
David Kantor
Denise Kapuainski-Caruso
Diane J. Karpinski
Kim Katzenberger
Lisa Ketchum
Angela Key
Megan Killgallon
Eduardo Kim
Denise Kipfstuhl
Michael Kirsch
Mary A. Klima
Michael Klingensmith
Denise Knight
Terry Koch
Pam Kochman
Laura Koski
Howard Kramer
C.M. Kuchta
Sharon Lamcha
Andrew Latimer
David Leavitt
Todd Lebowitz
Charlene Levkanich
Ken and Mary Ellen Liang
Matthew Liebson
Doniella Ligon
Logohio Print + Promotion
Gilbert and Carol Lowenthal
Robert Lucas
Erin Luke
John Lynch
Crystal Maciek
Jim Madden
Kelly Manderfield
Denise Marchese
Jeffrey B. Marks
Josefa Martinez-Cedeno
Judy Matthews
Melissa Mayewski
Jennifer Mazanec
John Mazanec
Margaret Mazanec
Susan Mazanec
Greg McCarthy
Sara McCarthy
Kelly McGarrigle
Ben McKeelvey
Erika McLaughlin
and
Tom Gill
Lillian McNulty
Julie Megymlori
Christopher Mellis
Noel Menesse
James Menger
Janet Menko
Sheconna Merritt
Donal H. Messinger
Chelsea Mikula
Martha Miles
Joel Miller
Julia Miller
Rich Millisor
Chelsea L. Mills
Leslie Milton Jones
Donna Mitchell
Gary Modney
Victoria Monteiro
Kenneth Moore
Donald W. Morrison
Peter J. Nagysky
Peter and Melanie Nealis
D. Bradford Neary
Kirk and Lori Neiswander
Rich Nesbitt
Martha Newman
John Wesley Nichols
Steven Nibil
Charlotte Noble
Vikki Nowak
Charles D. Obert
Cynthia Olekslak
Leonard Olsavsky
David Olson
Dennis O’Neill
John Otterman
Robert and Mary
Papenetti
Susan M. Paschke
Sharon Patmon
Jodi Penwell
Debbi Perkul
George and Missy Perlci
Mark Pestak
Joynn D. Peters
Flavia Petrescu-Boboc
Elda E. Pincus
Michele Pomerantz
Terri Pontremoli
Power House Christian
Fellowship Church
2017 Donors Continued

UP TO $500

Danielle Price
Tom Ptacek
Ramona Ramos
M. Edith Rasell
Joanne Reynolds
Margaret Rice
Alice Rickel
Kaci Roach
Debbie Robb
Anita Robinson
Paul J. Rodjom
John Rose
Jocelyn Rosnich
William Ross
Steve and Diane Rossa
Bob and Margo Roth
Ilary Royko
Nitra Rucker
Laura Rushton
Jeffrey Sabatine
Christine Santa
Alan Schmiedecher
Alan Schmiedeker
Adaora Schmiedl
Jason Schoch
Rose D. Scholer
Tiffany Sedlacek
Amanda Seewald
Janet Sekerak
Gail Sell
Jason Shady
Karin L. Shaughnessy
Mark and Chris Sheppa
Semali A. Sherise
Sara Shookman
Jeremy C. Short
Brian Siedner
Liane Simonetti
Jeffrey Sindelar
September Slocane
Robin A. Smalley
Gwendolyn L. Smith
Keith Smith
Lindsay Smith
Wyannette Smith
Natalie Snyder
Terry Sobnosky
Deb Solyan
John Soucie
Michael J. Sourek
James Spallino, Jr.
Corey Sparks
Linda Springer
Tricia Steiskal
Michael Stepanski
Joseph Stephan
Rosario Sternik
Diane Stevenson
Patrick Stoneking
Jeffrey Supiansky
Jeffrey Suhanic
Mary Sustar
Brendan Sweeney
Patrick Sweeney
Suzan Sweeney
Kristina Szalai
David Tabor
Arthur Tatman
Rick Taylor
Ed Terrell
The Pre-Check Company
The Sherwin-Williams Women's Club
Delante Thomas
Marvin Thomas
Nathan Thompson
Lynn Tomechko
Richard D. Tomsick
Angela Townsend
Katherine Trausch
Erlin Trowbridge
Demetrious Tucker
Curtis Tuggle
Stephanie Uhl
Terence Valencic
Dona Vancura
Robert VanGuntten
Michelle Vega
Brandon Veverka
Jennifer A. Victor
Carolyn P. Vrtunski
Gabriela Waechter
Edward Wagner
William Wahl
Jack and Arlene Wampler
Staci Wampler
Rob Ware
Vickie Warren
David Watson
Andrew Watterson
Maria Wayne
Antonetta Webb
Richard B. Werner
Jessica Whale
Jody M. Wheaton
Shauna Widman
Chas Withers
Diana Woodbridge
Monica Wright
Catherine Wurts
Christie Yonkers
Chris Zabik
Martha Zalta
Kristen Zawitz
Ashley Zoeller
Thomas F. Zych
IN KIND

Akron RubberDucks
George Brant
Eric Brown
Christine Brauto Higgs
Cain Park
Canal Corners Farm and Market
Channel 3 WKYC
Charles Scott Salon and Spa
Chateau Hough
Cleveland Botanical Gardens
Cleveland Cavaliers
Cleveland Cinema’s
Cleveland Gladiators
Cleveland Heights Library
Cleveland Heights Skating Rink
Cleveland History Center
Cleveland Improv Comedy Club
Cleveland International Film Festival
Cleveland Metroparks
Cleveland Monsters
Cleveland Orchestra
Cleveland Playhouse
Cleveland Public Theatre
Cleveland Whiskey
Eric Coble
Cohen & Company
Dewey’s Pizza

Doubletree by Hilton Downtown
European Wine Imports, Inc
Fairfax Renaissance Development Corporation
Flying Fig
Forest City Reality Trust
Beth Grace
Great Lakes Theatre
Hilton Downtown Cleveland
Jujii
Karamu House
Trish Koodrich
Kosar’s Wood-Fired Grill
Howard Kramer
Ladies and Gentlemen Salon
Lake County Captains
Lake Erie Crushers
L’Occitane
Lolly the Trolley
Magnolia
Maltz Museum of Jewish Heritage
Marengo Luxury Spa
Miller Ferry
Mitchell’s Ice Cream
Moxie
Music Box Supper Club
Noble Beast Brewing Co.

Pat Catan’s
Steve Patterson
Phoenix Coffee
Playhouse Square
Debbie Quigg
Red, the Steakhouse
Renaissance Cleveland
Rock and Roll Hall of Fame
Salt
Eric Schmiedl
Suzy’s Soups
The Jump Yard
The Lantern Theatre
The Studio
Toast
Walden Spa
Stacey Zelezni

A note to our supporters: Donation levels reflected are from January 1, 2017 to December 31, 2017. We appreciate your generous donations to Towards Employment, and we want to recognize everyone accordingly with 100% accuracy. If we have inadvertently made an error, please contact 216.696.7310 with concerns or corrections.
The consolidated financial information presented above includes the operations of Towards Employment, Inc. and its wholly-owned subsidiary Bloom Artisan Bakery & Café, LLC. Towards Employment launched Bloom as a social enterprise in 2018, with a mission to provide training and employment opportunities for individuals in the culinary and hospitality fields. The organization incurred start-up costs and capital expenses related to the social enterprise launch, resulting in annual net losses for 2016 and 2017 which were funded by the organization’s internal financial reserves. Beginning in 2018 Bloom’s operations are intended to be self-sustaining, supported by a combination of Bakery sales (70% of the budget) and philanthropy & grant revenue (20% of the budget).
<table>
<thead>
<tr>
<th>Sources of Revenue</th>
<th>2017</th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Government grants &amp; contracts</td>
<td>$2,404,210</td>
<td>$2,616,024</td>
<td>$1,740,743</td>
</tr>
<tr>
<td>Foundation grants</td>
<td>$2,154,080</td>
<td>$2,375,145</td>
<td>$2,687,717</td>
</tr>
<tr>
<td>Individual contributions &amp; events</td>
<td>$326,611</td>
<td>$314,160</td>
<td>$307,247</td>
</tr>
<tr>
<td>Program service revenue</td>
<td>$756,031</td>
<td>$607,112</td>
<td>$161,003</td>
</tr>
<tr>
<td>Other revenue</td>
<td>$105,481</td>
<td>$106,035</td>
<td>$67,056</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>$5,746,413</strong></td>
<td><strong>$6,018,476</strong></td>
<td><strong>$4,963,766</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Expense</th>
<th>2017</th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Program Services</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Career pathways</td>
<td>$3,904,627</td>
<td>$4,142,960</td>
<td>$3,299,424</td>
</tr>
<tr>
<td>Policy &amp; strategic initiatives</td>
<td>$1,279,512</td>
<td>$1,093,665</td>
<td>$544,240</td>
</tr>
<tr>
<td>Cost of Bakery &amp; Café sales</td>
<td>$476,150</td>
<td>$590,332</td>
<td>-</td>
</tr>
<tr>
<td>Supporting Services</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Administrative &amp; fundraising</td>
<td>$631,319</td>
<td>$869,199</td>
<td>$347,151</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>$6,291,608</strong></td>
<td><strong>$6,696,156</strong></td>
<td><strong>$4,190,815</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Net annual results</th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>($545,195)</td>
<td>($677,680)</td>
<td>$772,951</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Ending Net Assets</th>
<th>2017</th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>$1,916,600</td>
<td>$1,916,600</td>
<td>$2,594,280</td>
<td>$1,821,329</td>
</tr>
</tbody>
</table>