

Towards **Employment**

2021 ANNUAL REPORT





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 401 PEOPLE FIND GOOD JOBS

401 PEOPLE

Placed into employment (240 with a criminal record)

75% RETENTION

75% average job retention at 90 days

* New employees within their first 90 days on the job are most susceptible to job loss

257 PEOPLE

Accessed credentialed training or paid on-the-job training

\$14.48/HR

Average starting wage for TE participants - over \$5.18 above OH minimum wage

137 PEOPLE

Advanced on the job with an average wage increase of over \$2.50/hour.

341 EMPLOYERS

Hired TE Graduates over the course of the last year with a criminal record

779 SUPPORTIVE SERVICES

Helped overcome employment barriers like transportation, tools, uniforms, background checks and pre-employment screening.

935 LEGAL CASES

Opened for 643 people to remove barriers to employment/job retention: credit/debt issues, bankruptcy, foreclosure, or criminal issues. criminal record)

FROM BOARD PRESIDENT & EXECUTIVE DIRECTOR

EVERYONE NEEDS A CHANCE TO ADVANCE.

It has been yet another year of firsts. This year we celebrate our first hybrid benefit after being totally virtual in 2020. This progression is also reflected in the TE classroom. Classes were virtual, then hybrid, and now, we are committed to using technology and in-person touches to be where we are needed most for TE candidates and graduates. The activities of the career pathway model recruitment, orientation, career readiness workshops, career training and coaching - can be virtual, hybrid or in person.

No matter how we deliver services, we will always deliver results. In 2021, despite the ongoing effects of the pandemic, over 1700 people received support and coaching to enter, maintain and/or progress along their career pathway. Over 250 people increased their skills with an internship or technical training; 400 people started their fi rst job; and 137 people advanced on the job with an average increase of over \$2 an hour. Towards Employment provided over 1714 supportive services to overcome employment barriers like lack of transportation, work appropriate clothing, childcare, internet and/or computer access; and legal services to help to clear warrants, prevent evictions and foreclosures, address child support arrears and clear debt.

Recognizing the magnitude of the digital divide in our community - which results in a kind of "digital mismatch" that puts even remote work out of reach for residents digital access, equipment and on-line learning skills are now assessed and supports are built into individual career plans. Career coaches and case managers have become adept in building relationships and career pathways using an everexpanding portfolio of digital and in person options. In December, we released a new report highlighting the long-term impacts of our career pathway model – WorkAdvance. The report outlines how WorkAdvance has had a measurably positive return to individuals, employers, and society. Advanced coaching, wraparound support and long-term (more than a year) engagement with graduates drove outcomes that reflect better placements (in terms of shifts, hours, and sector), higher wages, and higher technical training completion rates. These effects were significant for people who engaged with WorkAdvance following long-term unemployment or sporadic, part-time employment, boding well for interventions for workers left behind and displaced by Covid. Barriers remain in connecting workers to in-demand career pathways, and



the report outlines three key steps in reducing those barriers: build more on-ramps, focus further on equity, and improve coordination across the workforce system.

advancingneo.towardsemployment.org

With this report, we learned our career pathway model is flexible; and can be adapted to build in additional onramps, time to address unexpected turns, and additional support. In the weeks to come, despite ongoing uncertainty, we will continue to provide the right employment services at the right time. Whether it be online, in person, short-term with basic resources to face job or wage loss, or longerterm striving towards a credential and a career, Towards Employment staff will give Clevelanders a chance to advance – even during a pandemic.

Brent

Brent Carson Board President

Jill Rizika Executive Director

"I TELL EVERYONE I USED TO HAVE NIGHTMARES ABOUT MY FUTURE - NOW I HAVE TOO MANY GOOD DREAMS TO COUNT!"

5699

WALKER

WALTER'S STORY

"WALTER IS SUCH A MOTIVATING PERSON. HE WAS DETERMINED TO USE THE SKILLS THAT LIFE HAD HANDED HIM SO FAR AND MAKE THEM PAY OFF IN HIS CAREER. WHEN I THINK OF SOMEONE WHO NEEDED A CHANCE TO EXCEL – I THINK THAT'S 'WALTER!"

-DAN GARVIN, CAREER COACH

When Walter Walker was completing his sentence in Elkton Federal Correctional Institution in the last months of 2020, he was not sure he would make it home. When a close friend, on the verge of going home, died of COVID-19, Walter made a vow to find a chance to go a different way. A fellow inmate had told him that Towards Employment was a chance for people returning to from prison to find work and a future and as soon as he got situated in a halfway home in February 2021, he called TE. He still remembers that when the first person he talked to asked him, "what do you really want from life? and he replied, "I almost cried." He wanted a career, a future, and a chance to be part of his children's lives.

After career readiness workshop, he identified construction as a career – specifically driving large equipment. With scholarship help from Towards Employment, he obtained a commercial driver's license during a 5 week course at Great Lakes

WALTER'S STORY

Trucking. As of July, he began working with a transportation and logistics company and drives trucks currently ferrying asphalt for roadwork. He is making a family sustaining wage and is keeping his vow: his whole family are all so proud to see him working and providing a role model for the community. He says – "call my kids, ask them about me now and they say, 'he goes to work, he is here when we call, he is present and we rely on him.'"

Walter is reaching out to others now and says: "Towards Employment is a tool, you put the work in and you get good results. My results? I don't have nightmares any more – I have a dream coming true." Walter is not done. He worked with the legal team at TE to clear up his credit score and is saving to start his own business. He wants to buy a dump truck and build a commercial cleaning business.



SCAN THE QR TO WATCH WALTER'S STORY ON YOUTUBE





"I THINK OF MYSELF AS A PERSON WHO NEVER GIVES UP. THAT "NEVER GIVE UP" THINKING WILL ALWAYS BE PART OF MY STORY."

RAYSHAWNDA MACLIN

TT. 8. 6332313

RAYSHAWNDA'S STORY

"EVERYTHING THAT RAYSHAWNDA NEEDED WAS ALREADY IN HER BEFORE WALKING THROUGH OUR DOOR. SHE JUST NEEDED PEOPLE LIKE THE STAFF AT TOWARDS EMPLOYMENT TO STAND BY HER SIDE AND SHOW HER THE WAY. RAYSHAWNDA HAS REMINDED ME OF 2 IMPORTANT ASPECTS OF LIFE: 1. A LITTLE PROGRESS EACH DAY ADDS UP TO HUGE RESULTS, AND 2. YOU CAN'T BEAT THE PERSON WHO NEVER GIVES UP!"

-KARLA SEESE, CAREER COACH

When Rayshawnda Maclin came to TE in February, she wanted more than a fast food entry level job, but was starting to think that due to her 2016 involvement with the criminal justice system that was all that was out there for her. She wanted to so much more for herself and for her son. A career pathway is rarely a straight line especially with the pandemic. But Rayshawnda is resilient and found her way. As a young mother with no prior work experience, she took this chance to advance seriously. Her first challenge was navigating child care drop off and the training start time. She negotiated an earlier opening time at her son's daycare center so

RAYSHAWNDA'S STORY

that she could drop off her son, get on the bus, and make it to TE on time for Career Readiness Training. And she made it to class on time, every time.

As she put together her career plan, she identified customer service as an interest, and in March began to build her resume with a paid internship at a local company - she absolutely loved it, and the company loved her. But before she could be offered a full-time permanent position, the company cut back on hiring because of COVID-19. She took on work on a factory assembly line to keep moving forward. She kept in touch regularly with her career coach and as soon as businesses started opening up in the Spring, she was ready to move on. She accepted another paid internship as a receptionist, taking a \$2.00/hour cut in pay, in the hopes that she would prove herself once again as a good fit for permanent hire. Throughout this time, she struggled with transportation and Towards Employment provided bus passes, gas cards and support with car payments as she got back onto her career pathway.

Her persistence paid off. At the end of her internship, she was offered a permanent position with a \$4.50/hour increase in pay. She is looking forward to becoming a team lead and a supervisor, and continues to work with her career coach to build leadership skills. "My children will not face the obstacles I did – they will see that there are so many options in life – a more scenic route than I had!"







PRESIDENT Brent Carson University Hospitals

VICE PRESIDENT

John Allerding Thompson Hine LLP **SECRETARY** Bola G. Majekodunmi US Bank

TREASURER Douglas A. Benjamin Brookfield Properties

DIRECTORS

Brent Blouch Swagelok Company

Josh Crocker PNC Bank

Evan Crows PwC

Marisa Darden Squire Patton Boggs

Andrew Hay HireRight

Shenise Johnson Thomas, PHD Cleveland Public Library

Joanne McHugh Eaton

Lessie Milton Jones Dominion East Ohio Brian Kelly Frantz Ward LLP

Mark Mazanec The Sherwin-Williams Company

John Reynolds Retired

Celeste Ribbins Boys & Girls Club of Northeast Ohio

Carrie Rosenberg Huntington Bank

Omid Sattarian Bank of America

Fatimah Satterwhite United Health Care Group

Kate Terrell KeyBank Melanie L. Webber Fisher Phillips

Stacey Zeleznik Nordson Corporation

Jill Rizika Executive Director Towards Employment

2021 ASSOCIATE BOARD

PRESIDENT

Grace Heffernan Thomas P. Miller & Associates Associate

EXECUTIVE COMMITTEE

Kwame Botchway Village Capital Corporation CNP

Matthew Meyer Merrill Lynch Wealth Mgmt

Ashley Radar Cleveland Clinic

Natalie Scott Swagelok Company

MEMBERS

Ata Adeel City of Cleveland

Miguel Basora Detroit Chassis

Angela Cecys Frontline Service

Tim Chai Lewis, Brisbois, Bisgaard & Smith

Tainne Dallas John Carroll University

Andrew Dudley Cleveland Clinic

Colin Hendrickson Union Home Mortgage

Robert Hillow Avient

Char Hood Sherwin-Williams Megan Killgallon PNC

Anthony Massaro Bridgeway Search Group

Kelly McGarrigle The Sherwin Williams

Frederick Moore Cleveland State University

Krystal Sierra Greater Collinwood Development Corporation

Lindsay Smith MetroHealth

Kevin Smith

Corey Sparks Benesch, Friedlander, Coplan & Aronoff LLP

Delante Spencer Thomas Cuyahoga County

Aleni Torres PwC



TE STAFF 2021

Bishara Addison Dondreya Allen Pedro Anaya Jonathan Anderson Jennifer Angelo Ousama Awad Lanasia Baldwin Adrian Barrett William Basel Joseph Bayhurst Valerie Bell Margeaux Biche Linda Briggs Brenda Brown Gabriel Brunow Sheila Burt Leronza Campbell Ronnie Cannon Joan Crosby Charles Dickerson Renee Ditchburn Carol Dove Stephen Foglio Chelsie Froning Mark Gallagher Haidee Garcia Shaina Garcia Edward Garven

Ebony George Robert Giebel Flizabeth Grace April Grant Melanie Green Erica Hardv Kathryn Harlow Yvette Hernandez Stephanie Herriott Anita Hill Brooke Hodge Betty Holnapy Laketa Jackson-Burts Daniel James Karen Jones Vernetta King Benjamin Krutko Tara Lamont Deborah Lucci James Madden Glenda Mancilla Coleene Mcdevitt Lana Mendis Jill Meyer Chelsea Mills Ashley Minor Robert Moore Roslyn Quarto

Gregory Reaves Melissa Riccio lill Rizika Jonathan Rodriguez Ruben Rodriguez Sandra Rosado Lashon Sawyer Emma Schapp Adaora Schmied Jenna Schroeder Karla Seese Stella Shepard Robin Smalley Cynthia Smith Chireeta Somerville James Stubbins Jeffrey Stupiansky Lynette Thomas Fawntaine Walls Staci Wampler Lagina White Agatha Williams Jessica Williams Colleen Yugulis

TE VOLUNTEERS 2021

Sabina Akhunshikova Dana Altman Okimono Dan Arian Laura Arko Madeline Bahle Jamie Ball Michael Banish Emily Bauer Bryce Bishop Brent Blouch Julie Boland Deborah Bridwell Ciera Brown David Buchanan Jaclyn Budenz Cynthia Burks Carmen Cameratta Essence Canady Caitlin Canton Brent Carson Taylor Compton Steve Convery Tammy Cornell-Leskovec Evan Crows Tainne Dallas Marisa Darden

Latoria Davis Denise Dawson Ebony Drewery Chris Duke Jean Evans Bill Eyman Dana Fickel Madison Fowles Kristin Furniss Christine Gavula Adam George Tom Gittinger Don Gorning Jay Graham Lisa Griffin Liz Grushkin Cory Gwynn Jasmine Hairston Lynnette Henderson **Robert Hillow** Jerry Hirter Corinne Huntley Jennifer Hurd Jason Idoine Brian Innenberg Lawanda Jenkins

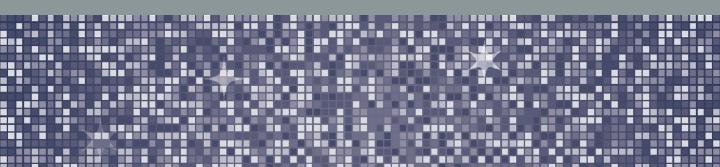
Amy Johns Keshia Johnson Sumit Katyal Eric Kayla Angie Kazi Sarah Knudsen Charlie Lawrence Alexander Maiden Bola Majekodunmi Melissa Majka Joanne McHugh Alexandra McLaughlin King Erin Mercuri Brennan Miller Toby Mooring Laura Morgan Kylia Mosley Derrick Moten Ashley Mueller Rick Mulligan Maggie Murphy Melanie Murray George Nassif Michael Nieset Alexander Norris Regina Oberg

TE VOLUNTEERS CONTINUED

Spencer Offredo Catherine O'Neill Vince Ortenzio Amanda Pacanovsky **Gregory Palichleb** Katlin Potochnik Tia Protopapa Adam Pytlak Ruben Quintero Borjas John Reynolds Christianna Richardson Nancy Robida **Chelsey Rohner** Carrie Rosenfelt Maria Roth Alexandra Ruda Matthew Samuelson **Omid Sattarian** Fatimah Satterwhite Kelly Savastano Lynsey Scheneman John Schmidt Donna Schneider Kristen Schneider Natalie Scott Krystal Sierra Kayleigh Slepko **Kelsey Smith**

Jenna Stahl Teresa Stahlberg Audrey Sterle Norlynn Story Reid Street Ryan Strickland Megan Stuart George Szijarto Kimberly Tate Aaron Thayer Latoya Thomas Jean and Jim Triner Ashley Voornies Lisa Vydra Jennifer Walinsky Terrika Walker Ashley Wasielewski Yvonne Weatherspoon Chloe Wilcher Connor Yant





\$250,000 AND UP Deaconess Foundation

\$50,000 TO \$99,999

St. Luke's Foundation TCF Bank The George Gund Foundation The Reinberger Foundation A.T. Widiger Trust

\$20,000 TO \$49,999

Abington Foundation Acacia Foundation Eaton Corporation Charitable Fund Eva L. and Joseph M. Bruening Foundation Fifth Third Bank Fund for Our Economic Future Nordson Corporation Foundation Margaret and Justin Roberts The Cleveland Browns The Fred A. Lennon Charitable Trust The Higley Fund at The Cleveland Foundation The Huntington Foundation The Kelvin and Eleanor Smith Foundation The Lozick Family Foundation The Nord Family Foundation The Thomas H. White Foundation United Way of Greater Cleveland Cuyahoga County Veterans Service Fund Westfield Insurance Foundation Zoanne Litle Dusenbury Charitable Fund at The Cleveland Foundation

\$100,000 TO \$249,000

Annie E. Casey Foundation Bank of America JPMorgan Chase Truist Foundation Verizon William J. and Dorothy K. O'Neill Foundation

\$10,000 TO \$19,000

Annonomous Cleveland Votes Dominion Energy Charitable Foundation Frank Hadley Ginn & Cornelia Root Ginn Foundation Ohio Transformation Fund John Reynolds Simon Family Foundation Thatcher Family Foundation The Callahan Foundation The Murphy Family Foundation The Swagelok Foundation U.S. Bank Foundation Union Home Mortgage Foundation

\$5,000 TO \$9,999

Mark Biche Cavalier Camera Cities for Financial Empowerment Fund D'Amore Tatman Group LLC Richard and Nancy Dietrich KeyBank Foundation Porter Wright Morris & Arthur LLP RPM The Sherwin-Williams Company Thompson Hine LLP William M. Weiss Foundation

\$2,500 TO \$4,999

Brent Blouch Brent Carson Michael Coxon Cuyahoga Community College Jill Rizika and Joe DeStefano Susan Dudas Frantz Ward LLP Dan Gartland Brian Lamb Mr. and Mrs. Mark Mazanec McKinsey & Company Cleveland Office The Meyer Company Charitable Fund Laura Rushton John Steinbrunner Kate Terrell Melanie Webber

\$1,000 TO \$2,499

Douglas Benjamin Tom Bertosa Jan Biederman Scarlett Bouder **Brookfield Properties** Eileen Burkhart The Cleveland Foundation Cleveland Public Library Joshua Crocker Erika Cunliffe Mark and Krissy Dietrich Dix & Eaton Amy Friedl Walter Ginn Greater Cleveland Partnership Don Gorning Ryan Holznagel Lessie Jones Brian Kelly **KeyBank Foundation** Megan Killgallon Judi and Steve Kovach Todd Lebowitz LISC Soad Mansour Andrew and Marcia Margolius Maureen McDevitt Joanne McHugh Tracey Messer Meyers, Roman, Friedberg & Lewis Peter Nagusky

\$1,000 TO \$2,499 continued

Pricewaterhouse Coopers LLP Kevin Powers Carrie Rosenfelt Fatimah Satterwhite The Sherwin-Williams Foundation The Sherwin-Williams Women's Club Christopher Spence Jean and Jim Triner United Way of Alleghney County Wendy Worthington Stacey Zeleznik

\$500 TO \$999

ADAMHS Board John Allerding Avient Brian and Jenny Annandono Fred Bauer Melanie Biche Nader Boulos **Brown-Forman Cleveland Neighborhood Progress** Michael DeAloia Prof.George and Rebecca Dent Frank Fatsie Christine Gavula **Rodney Harris** Andrew Hav Michael Kirsch Marie Kittredge Rebecca Kusner

Tom Lang Andrew Latimer Neetha Mamoottile Sara McCarthy Coleene McDevitt Erica Moran Andrew Moses Kevin Nash Ann O'Brien Bob O'Brien Barbara and Jim Pearce Shelly Peet Patricia Ramsey Diana Riley Marcia Rizika Grant Roth Memorial Fund of the Jewish Federation of Cleveland **Omid Sattarian** The Shanahan Law Firm **Randy Shelnick Corey Sparks** Stand Together Foundation Jim Streff Jeff Stupiansky Tracey Turnbull United Healthcare Chris Vesy Deborah Vesy Meredith and Michael Weil Jr. Lisa Zimmerman

UNDER \$499.00

Melanie Shakarian Ephraim Abdullah Bishara Addison John Addison Pamela Addison Ruth Addison Ata Adeel Anthony Adkisson Austin Alexander Dvlan Anders Charlie Andes Kathy Andrews Anthony Andricks Barb Angelo Ginny Angelo Jenn Angelo Nicolette Angelo Terry Appell Dan Arian Allishea Asberry Laureen Atkins Sam Awad Emily Bacha Katie Balogh Borbala Banto Eric Baratta Jacki Barnes **Ryan Barnes** Joseph Bashover Jay and Megan Bayhurst Carole Beaty Tom Bechtel Susan Becker

Elya Beer Steve Behringer Cathy Belk David Benson Josh Berman Megan Bernard Michael Bloomfield Brian Blouch Daryl Boehringer Kristina Boisvert **Kip Bollin** Kwame Botchway Sabrina Bowens Sandra Brantlev Ken Brickman Deborah Bridwell Linda Briggs Lewis Brisbois Jonathan Brown Gabriel Brunow David Bruscino David Buchanan Diane Burgin Molly Burke Alicia Burkle Cynthia Burks Ronnie Cannon Becky Carlino Lawrence Carter Angela Cecys Frank Chaiken Diane Citrino Cohen & Company Shannon Coleman Claire Conner Andrew Cooke

Jennifer Corcoran Rachel Costanzo Mary Judith Crocker Joan Crosby Marianne Crosley Cross Country Mortgage Evan Crows Grace Culver Pam Cummings Sherri Cutler Liz Daley Tainne Dallas Tanzalea Daniels Marc Dann Erica Davis Pamela Dawson Chanan Demery Cindy Demsey Dianne DePasquale-Hagerty Gary Desberg Laura Desmond Bryan Deters Robert Dezort Jason DiLauro Erin Donovan Kris Dubois Cheryl Dudek Davis Dudlev Janet Duwelius John Dyer Anita Edwards Marcia Egbert Brandon Endicott Jeff Epstein Wasiu Esaojo **Richard Etienne**

Diane Euchenhofer Tara Evans Gay and Steve Eyerman Bill Eyman Stephanie Fall Creek Jorge Fanjul JoAnn Farwell Federal Reserve Bank of Cleveland Kyle Fee Annette Fetter Brian Fielder Steve Foglio Foote Printing Chann Fowler-Spellman Tom Friedl Joseph Frolik Chelsie Fronina Amy Fulford Amy Nath Gallagher Julia Galletta Haidee Garcia Shaina Garcia Charles Garven Dan Garven Kay Garven Patrick Gaul Heather Gaynor Naomi Gerace Steve Gesis Emily Gessner Melissa Ghrist Dontac Gibbs AlbertGiebel Andy Giebel Gabi Giebel

2021 FUNDERS CONTINUED

Mr. and Mrs. Robert Giebel Mark Giganti Ann Gilbert Patrick Gillen Whittney Gilstrap Susan Glassman Sherman Golden Deborah Golder James Gottschling **Kimberly Green** Thomas Greene Karon Greenfield Alan Greenstein Joie Greenstein Brian Grover Maya Groys Kevin Guerra Bill Gutermuth Joy Gutermuth Pamela Haas Sarah Hall Janine Hallbom Michael Hammarlund Terry Hamovitch Billie Handa Jessica Hardesty Kathryn Harlow Kelly Hatgas Grace Heffernan Amy Held Neal Hellner Jim Henderson Lynnette Henderson Melva Henderson Colin Hendrickson Ann Herman Jerry Herman Anna Herrmann Andrew and Linda Hertz Karl and Betty Hess RobertHillow Bill Hiner

Brooke Hodge Samantha Hoffman Sharon Holbrook J. Holden Gibbons Alyssa Holznagel Fritz Holznagel Brian Hoover Kimberly Horn Susan Horn Michelle Hornik Hazel Horowitz Jane Horowitz Sarah Howell Audrey Hudak Elizabeth Hui Timothy Humbert Matt Husak lason Idoine Tesilimi Iloh Martina Jaegers Amv Johnson Lisa Johnson Michelle Johnson Megan Kacvinsky Matthew Kadish Caroline Kamen Linda Kane Mimi Karon Heather Kazmer Katie Keane Ronke Kehinde Amy Kelly Lucretia Kelly Linda Killgallon Clint King Colleen Kipfstuhl Elizabeth Kirby Deonna Kirkpatrick **Emily Kleeberger** Rebecca Klingensmith Daniela Knapp Chrissy Kolakowski

George Koskovich Howard Kramer Kay Krochta Benjamin Krutko Mark Kurtz Sharon Lamcha Brian Lane Connor Lang Margaret Lann Marissa Lauer Carol Laursen Mike Lawson Julie Lehman Alyssa Lenhoff-briggs Alan Lepene Paul Lepro Angela Lewis Denise Link Literacy Co-Op **Timothy Loftus** Shelly London Debbie Lucci Luna Bakerv Mark Lutwak Nicole Lyn Craig Lyndall Andrea Lyons Jim Madden Judith Maher Jack Maib Bola Majekodunmi Kayode Majekodunmi Melissa Majka Sister Marie Manning Jim Mark Wendy Mark Jeffrev Marks David Marquez Sydney Martin Laura Mason Anthony Massaro Bob Mast

Torv Mateo Lisa Mav Liz Mav Jack Mazanec lennifer Mazanec Matt McCartney Alaina McCourt Sarah Mccov Mary McDevitt Kelly McGarrigle Patrick McGuire Thomas McHugh McKinsey & Company Mid-Atlantic Elaine McMicheal John McMicken Laura McWilliams Medtronic Chris Mellis Lana Mendis Janet Menko Erin Mercuri Donald Messinger Margaret Metzinger Jill Mever Matthew Mever Jessica Miller Chelsea Mills Michele Mills Leslee Miraldi Garv Modnev James Moll Laura Moll Katherine Money Victoria Monteiro Mai Moore Michael Moore Laura Morgan Dan Muller Gregg Muresan Jennifer Murphy

Music Box Supper Club Julie Namy Melanie Nealis Kirk Neiswander Sera Nelson Leslie Newmanlgo Sinh Nguyen Michael Nieset Jennifer Norman Uzoamaka Nzelibe Charles Obert John OBrien Faosat Odemuviwa Rory O'Donnell Grace Offutt Kate O'gorman Louisa Oliver Dennis O'Neil Deidrea Otts Amanda Pacanovsky Emily Pacetti Chervl Palmer Roberta Palmer Tom Palmer Fey Parrill Ketan Patel Brian Paul Judy Payne Naomi Pazol Brian Perko Mr. and Mrs. George Perlic Lenore Pershing Karla Petrucci Mary Helen Petrus Andrea Phillips **Kevin Phillips** Napolian Piccolo Michelle Pieschalski Platform Beers LLC John Podbielski Anne Pombier Matt Portner

Becky Poszywak David Primrose Scott Prince Rosella Puskas Roslyn Quarto Ashley Rader Lori Rattav **Raytheon Technologies** Sherry Reaser Recess Malika Reed Anne Richards Amy Richardson Allison Lisa Richardson Stephen Richey Patrick Riley John Rose Barbara Rosenbaum Cyleigh Rutherford Jeff Ryder Noel Salwan Shervl Sanders Kurt Sardiga Andrew Sargeant Dr.LaShon Sawyer Emma Schapp Michal Scher Marcus Teresa Schleicher John Schmidt Alan Schmiedicker Adaora Schmiedl Kathryn Schuessler Natalie Scott Jason Seifert Heather Selva Meltrice Sharp Krystal Sierra Annie Singer Stephanie Sluzala Robin Smalley Cynthia Smith Gwendolyn Smith

Joseph Smith Kelsey Smith Lindsay Smith Steve Sova Maria Spangler Krissa Spence Joan Spoerl Erica Starrfield Carolyn Steiner Ellen Stephens Bianca Stone Norlynn Story Steve Stransky Anna Stressenger Brent Stubbins James Stubbins Mr. and Mrs. Philip Stupiansky Lynda Szeltner **Caroline Taich** Alison Tanker Caitlin Thomas Marvin Thomas Andrea Thompson Mary Tinkham Julie Tittl Li Tonazhou Aleni Torres-Mastronicolas Sheila Trauernicht Stephanie Uhl Patricia Urmetz Greg Uterhark Joe Vaccaro Larry Vandendriessche Brandon Veverka Dr.Carolyn Vrtunski Ph.D. Carolyn Waddy Jennifer Walinsky Nicki Walters Ben Walton

Staci Wampler Roberta and Michael Waxman-Lenz Andrea Weigand Connie Weil Robert Weil Rebecca West Chervl White **Bradley Whitehead** Peter Whiting Becky Widman Brian Widman Jessica Williams Clara Wilson Marcia Wittenbrook Josh Womack Amy Woods Kristina Wunn Christie Yonkers Sharon Yoo Youth Opportunities Unlimited Colleen Yugulis Nan Zieleniec George Ziga Jenny Zimmerman Jill Zimon Tom Zirbs

IN KIND

Akron Rubber Ducks Angelo's Pizza of Lakewood Valerie Bell **Buckeye Health** Chateau Hough Vineyards Cindy Carleton of Cleveland **Cleveland International Film Festival** Cleveland Museum of Art **Cleveland Play House Cleveland Public Theatre** Copper Moon Dewy's Pizza Dix & Eaton El Pelon Ellie Rial Evan DeWitt **FIT Technologies** Patrick Gillen Zan Halmbacher Heavy Metal Flea Market Heinen's Holden Forest & Gardens Jason and Allie Esposito Karamu House Maltz Museum of Jewish Heritage Masthead Brewing Company Matthew Meyer Melanie Murray Mitchell's Ice Cream Nichole Minst Now That's Class Petiti Garden Centers

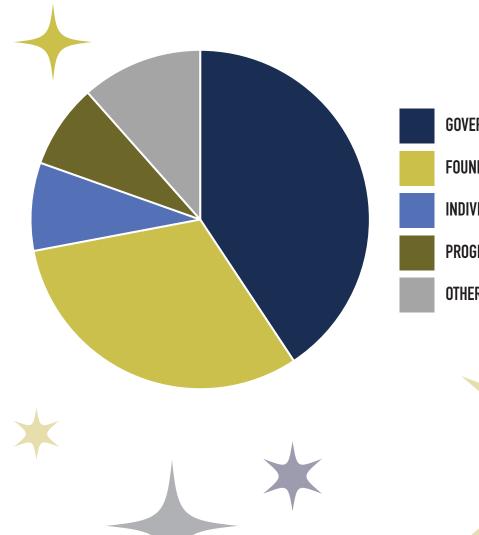
PNC Foundation **R4 Workforce** Jill Rizika See-CLE Tours Shelley and Mark Scher Adaora Schmiedl Lou & Laura Schneeberger Robin Smalley **Kristen Summers** Susy's Soup and Deli **Target Corporation** The Kiln Pottery Studio The Progressive Insurance Foundation The Welcome Table The Winking Lizard Third Federal Foundation **Roxie Watkins**



TECAN'T DOIT WOU.



FINANCIALS 2021



GOVERNMENT GRANTS & CONTRACTS FOUNDATION GRANTS INDIVIDUAL CONTRIBUTIONS & EVENTS PROGRAM SERVICE REVENUE

OTHER REVENUE

FINANCIALS 2021

SOURCES OF REVENUE	2021	2020	2019
Government grants & contracts	\$2,999,713	\$2,786,007	\$2,632,083
Foundation grants	\$2,309,924	\$2,029,050	\$1,680,545
Individual contributions & events	\$619,399	\$342,541	\$405,985
Program service revenue	\$591,900	\$229,555	\$331,538
Other revenue	\$851,035	\$470,321	\$38,604
TOTAL	\$ 7,371,971	\$5,857,474	\$5,088,755
EXPENSE			
Program Services			
Career pathways	\$3,984,187	\$3,548,669	\$3,481,738
Policy & strategic initiatives	\$393,861	\$536,534	\$510,328
Supporting Services			
Administrative & fundraising	\$1,004,697	\$817,112	\$846,275
TOTAL	\$5,382,745	\$4,902,315	\$4,838,341
Net annual result	\$1,989,226	\$955,159	\$250,414
Beginning net assets	\$2,525,373	\$1,570,213	\$1,474,856
ENDING NET ASSETS	\$4,514,599	\$2,525,372	\$1,570,213



1255 Euclid Avenue, Suite 300 | Cleveland, OH 44115 | 216.696.5750 | Info@towardsemployment.org | towardsemployment.org