



2018
ANNUAL
REPORT



Employing Communities. Restoring Lives.

more than...

- a client
- an employer
- a donor
- a coach
- a job-placement agency

A message from the board chair and president & CEO



Dear Friends,

Everyone can use a good coach. Someone to point out opportunities where others see only challenges. To navigate barriers where others might retreat. A confidante, cheerleader, teacher, supervisor.

Our coaches provide a kaleidoscope of services for our Members, beginning soon after they walk through our door and continuing for as long as the Member would like. Those services have evolved in recent years as our community and our economy have evolved, but the foundation of Cincinnati Works has remained the same: Lifelong, one-on-one coaching.

We recognize that a job can open a world of possibilities for someone in poverty, but it does not automatically erase the world of challenges they face. It is evident in census data and in our daily interactions: Poverty is more prevalent in our region today than it was when we opened our doors in 1996, even as the unemployment rate has shrunk to its lowest point in years. More than one-fourth of all working-age adults in Cincinnati live in poverty, and more than half of those adults have at least one job.

If our Members are to truly thrive, they need more than a job-placement agency. They need a partner.

The stories you will read on the ensuing pages highlight the many ways our staff, Members, donors and employers are working together to build productive careers and end poverty in our community. Thank you for supporting our work and allowing us to do more every day.

With deep gratitude,

David Herche,
Chair of the Board

Peggy E. Zink,
President & CEO

Our Vision: We will lead the effort to eliminate poverty in our community.

Our Mission: Cincinnati Works will partner with all willing and capable people living in poverty to assist them in advancing to economic self-sufficiency through employment.



Employing Communities. Restoring Lives.

708 Walnut Street, Floor 2
Cincinnati, Ohio 45202
513.744.WORK (9675)
www.cincinnatiworks.org



Core Workforce Development Programs



EMPLOYMENT

462

UNIQUE MEMBERS WERE EMPLOYED

AT **372** OF THE CITY'S TOP EMPLOYERS

IN **558** JOB PLACEMENTS

EXAMPLES



FINANCIAL WELLNESS

64%

EMPLOYED ABOVE POVERTY LEVEL

INCLUDING

30% EMPLOYED ABOVE SELF-SUFFICIENCY

34% INCREASE OVER 2017

AVERAGE HOURLY WAGE, JOB READINESS MEMBER

\$11.49

15% ARE \$15/HR & ABOVE

AVERAGE HOURLY WAGE, ADVANCEMENT MEMBER

\$14.87

41% ARE \$15/HR & ABOVE

232

MEMBERS ENGAGED IN FINANCIAL COACHING



1,102
TOTAL MEMBERS SERVED

- ✓ Training
- ✓ Retention
- ✓ Job Placement
- ✓ Advancement



wc workforce connection
COACH • TRAIN • RETAIN

7

EMPLOYERS

277

EMPLOYEES SERVED

90%
RETAINED

87%
IMPROVED STABILITY



the **NETWORK**
NATIONAL REPLICATION





Cincinnati Works Member Patrick Smith and social worker Jacquie Edmerson, Cincinnati Works Director of Clinical Services

More Than... a client

Patrick Smith

Cincinnati Works Member and donor

We do not serve clients. We work with Members.

We are partners in their search for meaningful employment and economic independence.

Success looks different for each of them. For some, it is collecting their first paycheck or earning a promotion. For others, it is a home of their own or a beach vacation.

We offer lifelong coaching because we know success is a lifelong pursuit, and a good job opens a world of possibilities. It cannot change someone's past, but it can change their path.

Patrick Smith was 42 years old when he called his mother, crying, from jail. He was divorced, addicted to crack cocaine and facing a felony drug-possession charge. He has always been quick to help others in need, but he did not know how to help himself.

"I didn't know how to live," he said. "I felt like I went to sleep at 28 and woke up 42, like, 'What am I doing?'"

Smith would relapse twice within the next year, because real-life success stories don't follow a script. He went through Narcotics Anonymous, Alcoholics Anonymous and Co-Dependents Anonymous. He participated in the Cincinnati Works job-readiness workshop five years after the jail term and made his first donation to Cincinnati Works five years after that.

He has since donated nine more times. In August, he will mark 20 years drug-free.

Success is surviving another day, holding off the demons long enough

to help another person in need. "I feel like I owe it," Smith said. "Everyone is great here. I really appreciate it."

He has held a job at Technitron Integration Services for 11 years after previously working 18 years for Mechanical Supplies Co. He values the lessons on professionalism that he received years ago, and he still stops by our office to meet with social worker Jacquie Edmerson.

"When they tell you that you can come back here whenever you need it, for however long it takes," Smith said, "that's the deal of a lifetime."

His donations have contributed to thousands of Members finding employment, income, stability and camaraderie, just as other supporters invested in his success.

More Than... an employer

Monti, Inc.

Cincinnati Works Core Employer



Molly Fender, Monti, and Peggy Zink, Cincinnati Works, at our annual Employer Appreciation Event

Monti Inc. is a specialized manufacturer that needs more from its frontline workforce than effort and attendance.

"We need somebody who can think for themselves, who knows how to solve problems," said Molly Fender, Vice President of Human Resources. "This is not just general labor."

Fender got plenty of job candidates from Cincinnati Works and other local organizations in recent years, but too many of them were unqualified for even Monti's entry-level positions, which requires specific math skills and a basic ability to read blueprints. **So Cincinnati Works helped Monti develop a pre-employment training program** in 2018 that has enabled Monti to better vet its candidates and bring them up to speed more quickly.

Candidates receive 10 hours of intense classroom instruction: 9 – 11 AM, Monday through Friday. At the end of the week, Monti interviews the candidates for full-time positions. Those who get hired are compensated for their classroom hours, and they will spend another 10 hours in the classroom during their second week, while also beginning to work on the manufacturing floor.

"It has worked great, because we are able to work one-on-one with them, help them understand some of those basics, and then they have an opportunity to have a real career here," Fender said.

Monti still suffers higher turnover than they would like, but they have a better idea of the skill sets and personality types that work best. And they value the ongoing collaboration with Cincinnati Works. Professional Development Coach Tevis Clark has even stopped by Monti to provide one-on-one coaching and deliver bus passes to Cincinnati Works Members.

"Monti has become the preferred referral for Members seeking training, development and employment opportunities," Clark said.

Members and staff after a recent JumpStart training.



Janeen Marziani and Jennifer Hurd
of Bank of America at the
2015 All-Star Game in Cincinnati,
where BoA was a sponsor



BANK OF AMERICA 

More Than... a donor

The Bank of America Charitable Foundation invested more than \$220 million last year in non-profit organizations in the bank's 92 markets. Their mission is to increase economic mobility within those markets. Their method is to empower the non-profit organizations – more than simply donating money for programs but investing in the infrastructure of the organizations.

Among other things, the BoA Foundation offers leadership training and convenes roundtable discussions where non-profit leaders can share ideas.

“We never want to be just a check,” said Jennifer Hurd, who oversees Bank of America’s philanthropic efforts in Ohio as Senior Vice President of the market. “Everybody needs the money, but we look at capacity: How will it be sustainable?”

Hurd appreciates that Cincinnati Works takes the same approach to workforce development. We do more than place Members in jobs. Cincinnati Works coaches teach lifelong skills and help Members establish stability within a job, so they can pursue a career and the many personal and professional opportunities that come with it.

“When I think of what Cincinnati Works does, it aligns perfectly,” Hurd said. “It is not just a job, but how do you set people up to help their families, to choose a career path, to set them up for the long term? When we talk about economic mobility, there has to be an end goal in sight, and every end goal is different.”

Bank of America has significantly increased its charitable giving in Greater Cincinnati in recent years. The Foundation offered its Neighborhood Builders grant here for the first time in 2018, and it expects to award two such grants in 2019. Bank of America also doubled its contribution to Cincinnati Works in 2018.

“We don’t want to put a Band-Aid on something,” Hurd said. “We want to make sure it can last. Being a good steward for our community is part of our business.”

Bank of America

*Bank of America Charitable
Foundation*

2018 CORPORATE AND FOUNDATION INVESTORS

We are grateful for the investment of corporations and foundations in Cincinnati Works. Support strengthens our community by transforming the lives of our neighbors working to escape poverty.

* Denotes Multi-Year Sustaining Donor (Investors who generously provide dependable, ongoing support.)

BENEFACTOR \$50,000+

Farmer Family Foundation*	L&L Nippert Charitable Foundation
Fidelity Foundation	Charlotte R. Schmidlapp Fund*
Fifth Third Foundation*	TQL Foundation*
James J. & Joan A. Gardner Family Foundation*	United Way of Greater Cincinnati*
JP Morgan Chase Foundation*	

PREMIER \$25,000 – \$49,999

Cornerstone Foundation*	George B. Riley Trust Estate
Difference Maker Legacy Fund	SC Ministry Foundation
Duke Energy Foundation, Inc.	Western & Southern Financial Fund*

PLATINUM \$10,000 – \$24,999

Bank of America Charitable Foundation, Inc.	Herzog-Beckman Foundation
The Butler Foundation*	Macy's Foundation
Christ Church Cathedral	Miller Valentine Group*
Cincinnati International Wine Festival, Inc.	Nehemiah Manufacturing Co.
Charles H. Dater Foundation	Scripps Howard Foundation
Enerfab	Spaulding Foundation
First Financial Bank	WorkLab Innovations
Forker-Smith Foundation	

GOLD \$5,000 – \$9,999

Accenture	The Juilfs Foundation
Ameritas Life Insurance Corp.	Ohio Security Traders Association
William P. Anderson Foundation	PNC Foundation
Business Information Solutions, Inc.*	Turner Construction Company
Cincinnati Bar Foundation	Wohlgemuth Herschede Foundation
Ruth J. and Robert A. Conway Foundation	YOT Full Circle Foundation

SILVER \$1,000 - \$4,999

Amend Consulting	JACK Cincinnati Casino
Amity Partners	Johnson Investment Counsel
Bowling Portfolio Management LLC	Madeira-Silverwood Presbyterian Church
Commercial HVAC	Merrill Lynch
Dinsmore & Shohl LLP	PNC Bank
Thomas J. Dyer Company	Precision Laboratories, Inc.
Ernst & Young LLP	Standard Textile Co., Inc
Ferguson Enterprises	Sure Mechanical
Flynn & Company, Inc.	Timberhill LTD Foundation
GE Foundation	Ver-A-Fast By The Hand Foundation
General Mills Foundation	VonLehman & Company
Government Strategies Group	Worly Plumbing Supply Inc.
Interlink Cloud Advisors, Inc.	

BRONZE \$999 & under

Anonymous (1)	Johnson & Johnson
Commonwealth Cares Fund	LISC of Greater Cincinnati & Northern Kentucky
Controlled Air, Inc.	Microsoft Corporation
Diversified Steel Trading	Raymond James
End Poverty Now, Inc.	Rhinegeist Brewery
EQT Foundation	Samuel's Pub
Gribbins Insulation Company	UBS Financial Services



More Than... a board member

As a career coach, Dana Glasgo has had many frank conversations with young professionals and job-seekers. One recent conversation turned particularly personal.

“She told me things that made me blush,” Glasgo said.

She laughed as she recalled the meeting, because it underscored how her relationship with that professional is different than most. For the past five years, Glasgo has served as a mentor to two Cincinnati Works Members – Aisla Hall and Antonio Allen – as each aged out of the foster-care system and pursued careers.

Glasgo offers them career advice, and she has introduced them to people and places they otherwise might not know. But more than anything, she offers them consistency, meeting with them regularly to discuss whatever is on their minds – including the recent meeting with Hall that got surprisingly candid.

“They know I will be there whenever they need me, and they know I won’t disappoint them by not showing up,” she said.

Becoming a mentor was a natural fit, given Glasgo’s career and interests. She was already a member of the Cincinnati Works board and Development Committee, and as a career coach she is accustomed to offering guidance to eager young professionals. Serving as a mentor is a way to connect more deeply to the Cincinnati Works mission by connecting intimately to two Members.

“It has helped me realize I have been blessed to be raised in a stable, loving household,” Glasgo said. “They haven’t been. That structure was not there in their formative years, and it shows up now in some of the choices they have made.”

Glasgo called it “a privilege and an honor” to work with Hall and Allen. She believes it has made her a better, more understanding board member – and she has a deeper appreciation for the lifelong coaching that Cincinnati Works offers its Members.

“We stick with them. We are a trusted influence in their lives,” she said.

“They know they can count on us, and they can come to us for more than just a job. They come to us for financial advice, mental-health advice, spiritual advice. They know we aren’t going to check them off our list once they get employed.”

Dana Glasgo

Cincinnati Works Board

Cincinnati Works
Member Aisla Hall





Through Workforce Connection, local companies such as Gorilla Glue contract with Cincinnati Works to embed our coaches at their worksite to serve their frontline employees. Our coaches help address issues that might otherwise cause an employee to leave or be fired, and they work with employees to develop long-term personal, professional and financial goals.

Our Workforce Coaches are trained professionals who know how to connect employees to resources across the social services spectrum. Sometimes, that means arranging childcare or transportation. Sometimes, it means researching education and training opportunities. The employees' priorities are our priorities.

More Than... a coach

– By TC Thomason, Workforce Coach

“I want my kids to see the ocean.”

Keturah Kirk’s children range in age from teenager to toddler, and like so many parents, she wants to not only provide for their physical needs but also give them space to dream.

Going on vacation is a norm for many families. Doing so as a single mother with 5 children is a feat of fortitude in itself, but in Keturah’s way also stood mounds of credit card debt and at least a little doubt.

With a promotion, a pay increase and effective use of bonuses and a tax refund, together we crafted a plan to pay off credit cards, build up an emergency fund, and save for trips. Last May, she took her children to visit family in Alabama and surprised them with their first trip to the beach.

Now that they’ve seen the ocean, she’s planning another family trip – to the library to get passports.



TC Thomason

Workforce Coach

Keturah Kirk, Gorilla Glue



Cincinnati Works, Inc. Financial Statements

December 31, 2018

INDEPENDENT AUDITORS' REPORT

Board of Trustees,
Cincinnati Works, Inc.

Report on the financial statements

We have audited the accompanying financial statements of Cincinnati Works, Inc. (a not-for-profit organization), which comprise the statement of financial position as of December 31, 2018, and the related statements of activities, functional expenses and cash flows for the year then ended, and the related notes to the financial statements.

Management's responsibility for the financial statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of Cincinnati Works, Inc. as of December 31, 2018, and the changes in its net assets and its cash flows for the year then ended in accordance with accounting principles generally accepted in the United States of America.

Clark, Schaefer, Hackett & Co.

Cincinnati, Ohio
March 5, 2019

STATEMENT OF FINANCIAL POSITION

December 31, 2018

ASSETS

Assets:

Cash and cash equivalents	\$ 1,104,438
Investments	957,067
Accounts receivable	38,263
Contributions receivable, net	1,906,840
Furniture and equipment, net	36,573
Restricted investments	<u>156,628</u>
Total assets	<u>\$ 4,199,809</u>

LIABILITIES AND NET ASSETS

Liabilities:

Accounts payable	\$ 16,715
Accrued expenses	<u>55,244</u>
Total liabilities	<u>71,959</u>

Net Assets:

Without donor restrictions	1,705,282
With donor restrictions	<u>2,422,568</u>
Total net assets	<u>4,127,850</u>
Total liabilities and net assets	<u>\$ 4,199,809</u>

STATEMENT OF ACTIVITIES

Year Ended December 31, 2018

CHANGES IN NET ASSETS WITHOUT DONOR RESTRICTIONS

Revenues, gains and other support:	2018
Contributions and grants	\$ 726,892
Investment return	(62,254)
Contributed goods and services	102,894
Workforce Connection	78,678
Other income	125,152
Net assets released from donor restrictions	<u>2,458,084</u>
Total revenues and other support	<u>3,429,446</u>

Expenses:

Workforce development	1,850,718
Workforce Connection	421,254
The Network	<u>201,852</u>
Total program services	<u>2,473,824</u>
Management and general	614,674
Fundraising	<u>340,749</u>
Total support services	<u>955,153</u>
Total expenses	<u>3,428,977</u>
Change in net assets without donor restrictions	<u>469</u>

CHANGES IN NET ASSETS WITH DONOR RESTRICTIONS

Revenues and other support:	
Contributions & grants – National Replication	200,000
Other contributions and grants	2,031,022
Net assets release from restrictions	<u>(2,458,084)</u>
Change in net assets without donor restrictions	<u>(227,062)</u>

Change in net assets	(226,593)
Net assets, beginning of year	<u>4,354,443</u>
Net assets, end of year	<u>\$ 4,127,850</u>

STATEMENT OF FUNCTIONAL EXPENSES

Year Ended December 31, 2018	Program						Total Expenses
	Workforce Development	Workforce Connection	The Network	Total	Management and General	Fundraising	
Salaries, wages and benefits	\$ 1,554,132	365,796	157,421	2,077,349	457,968	217,713	\$ 2,753,030
Occupancy and utilities	137,806	14,002	12,196	164,004	69,320	17,682	251,006
Equipment and supplies	28,247	7,026	5,058	40,331	8,423	4,666	53,420
Professional services	42,783	7,122	14,874	64,779	47,806	39,694	152,279
Direct job seeker and advancement expenses	59,006	13,061	—	72,067	—	—	72,067
Marketing	10,342	5,510	3,145	18,997	1,393	55,671	76,061
Other	18,402	8,737	9,158	36,297	29,764	5,053	71,114
	<u>\$ 1,850,718</u>	<u>421,254</u>	<u>201,852</u>	<u>2,473,824</u>	<u>614,674</u>	<u>340,479</u>	<u>\$ 3,428,977</u>

STATEMENT OF CASH FLOWS

Year Ended December 31, 2018

CASH FLOWS FROM OPERATING ACTIVITIES:

Change in net assets	\$	(226,593)
Adjustments to reconcile change in net assets to net cash provided by operating activities:		
Discount on contributions receivable		414
Depreciation		32,766
Net realized and unrealized (gain) loss on investments		53,089
Changes in assets and liabilities:		
Accounts receivable		(38,263)
Contributions receivable		448,626
Prepaid expenses and other assets		15,988
Accounts payable		5,404
Accrued expenses		(113)
Net cash provided by operating activities		<u>291,318</u>

CASH FLOWS FROM INVESTING ACTIVITIES:

Purchases of furniture and equipment	(146,237)
Purchases of investments	(767,742)
Sales and maturities of investments	577,020
Net cash used by investing activities	<u>(336,959)</u>
Net change in cash and cash equivalents	(45,641)
Cash and cash equivalents at beginning of year	1,150,079
Cash and cash equivalents at end of year	<u><u>\$ 1,104,438</u></u>

See accompanying notes to the financial statements, following page.

BOARD OF TRUSTEES

David Herche, <i>Chairman</i> <i>Chairman, Enerfab</i>	Robert Loftus <i>Consultant & Retired CPA</i>
Thomas Gilman, <i>Lead Director</i> <i>Managing Partner & CEO, Gilman Partners</i>	Gerron McKnight <i>Labor & Employment Counsel Chair, Diversity & Inclusion Council</i>
Teresa Haught, <i>Treasurer</i> <i>Director of Finance, The Jewish Foundation of Cincinnati</i>	Matthew Mooney <i>The Christ Hospital Health Network</i>
John Hutchinson, <i>Secretary</i> <i>Owner, Hand & Stone Spa</i>	Matthew Mooney <i>Global Corporate Citizenship Manager, Accenture</i>
Frank Albi <i>President & CEO, Business Information Solutions, Inc.</i>	Liane Phillips <i>Co-Founder, Cincinnati Works</i>
Linnea Bonacci <i>Founder/Owner, CFO Resource Group, LLC</i>	Greg Purdon <i>President, Grote Enterprises, LLC</i>
Donald Calvin <i>Partner, Ernst & Young LLP</i>	Kevin Rice <i>Senior Vice President, Merrill Lynch</i>
Brian Carley <i>SVP & CFO, Clubessential LLC</i>	Thomas Rowe <i>Principal & Co-Founder, Terrex Development & Construction</i>
Alex Derkson <i>VP, Global Philanthropy, JP Morgan Chase</i>	Kim Satzger <i>Principal, Gibraltar</i>
Daniel Fleming <i>President & Managing Director, River Cities Capital Funds</i>	Norma Skoog <i>Adjunct Professor of Legal Studies, Xavier University</i>
Dana Glasgo <i>Owner & Coach, Cincinnati Career Coach</i>	Lee Stautberg <i>Partner, Dinsmore & Shohl LLP</i>
Tom Hardy <i>Board Chairman & CEO, Unity Financial Life Insurance Co.</i>	James Strayhorn <i>Pastor, Bright Star Community Church</i>
Arlene Koth <i>VP, Administration & HR, TriVersity</i>	Mark Wilson <i>Corporate Head of HR, United Dairy Farmers</i>
Eric Lanter <i>Executive Director, Chase</i>	Peggy Zink <i>CEO, Cincinnati Works</i>

BOARD COMMITTEE COMMUNITY PARTICIPANTS

Alan Eichner, <i>Eichner Investment Planning</i>	Mark Jordan, <i>BHMK</i>
Kent Friel, <i>KnowledgeWorks Foundation</i>	Kara Sanders, <i>Messer</i>
Tom Hayes, <i>Xavier University</i>	Becky Scheeler, <i>Centennial, Inc.</i>

CINCINNATI WORKS YP BOARD

Kelley Bagayoko, <i>Cincinnati Public Schools</i>	Dino Lucarelli, <i>Fifth Third Bank</i>
Caitlin Bodzenski, <i>Apprisen</i>	Gerron McKnight, <i>The Christ Hospital Health Network</i>
Jesse Brooks, <i>Talbert House</i>	Matt Mooney, <i>Accenture</i>
Cory Bultema, <i>Procter & Gamble</i>	Paul Robinson, <i>USI Insurance Services</i>
Chris Cook, <i>McCarley & Cook</i>	Brandon Roell, <i>St. Elizabeth Physicians</i>
Kaitly Dunn, <i>Northcreek Mezzanine</i>	Brett Santoferraro, <i>Amend Consulting</i>
Anna-Marie Frantz, <i>The Christ Hospital Health Network</i>	Eric Spencer, <i>Ernst & Young</i>
Kate Hamerly, <i>Procter & Gamble</i>	Maurice Stewart, <i>Interact for Health</i>
Ellie Johns, <i>Sibcy Cline</i>	Janet Westrich, <i>Episcopal Retirement Services</i>
Kyle Johns, <i>G & W Products</i>	



NOTES TO FINANCIAL STATEMENTS

1. NATURE OF OPERATIONS:

Cincinnati Works, Inc. (the "Organization") is a not-for-profit corporation serving the Greater Cincinnati community, whose mission is to partner with all willing and capable people living in poverty to assist them in advancing to economic self-sufficiency through employment. The Organization's revenue and other support are derived principally from contributions and grants. The Organization serves the Greater Cincinnati community through its Workforce Development programs that provide job seekers with soft skills, access to employers, and lifetime coaching to be successful, promotable employees.

Workforce Connection is a fee-based service that assists local employers and their employees to improve employee retention through the use of on-site employment coaches that facilitate job retention services, work supports, education and training.

The Network provides consulting, training, and a forum for other communities working on eliminating poverty throughout the United States.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES:

Basis of Presentation

The financial statements of the Organization are presented on the accrual basis of accounting. Net assets, revenues, gains and losses are classified based on the existence or absence of donor-imposed restrictions. Accordingly, net assets and changes therein are classified as follows:

Without donor restrictions – Net assets that are not subject to donor-imposed stipulations.

With donor restrictions – Net assets subject to donor-imposed stipulations that will be met either by actions of the Organization, or the passage of time. Certain net assets are subject to donor-imposed stipulations that must be maintained permanently by the Organization. Generally, the donors of these assets permit the Organization to use all or part of the income earned on related investments for general purposes.

Contributions, including certain grants from foundations, corporations, and government agencies, are recorded in the appropriate net asset class when the promise to give is received. For grants where the receipt of payment is conditional, revenue is recognized as contractual services are performed and the eligible expenses are incurred. When a donor stipulated time or purpose restriction ends, net assets with donor restrictions are reclassified to net assets without donor restrictions and reported in the statement of activities as net assets released from restrictions. Gifts and investment income with donor-imposed restrictions for which the restriction is met in the same period are recorded as with donor restricted and then released from restriction.

Contributions to be received after one year are discounted at a rate commensurate with the risk involved. Amortization of the discount is recorded as additional contribution revenue. Allowance is made for uncollectible contributions based upon management's judgment and the creditworthiness of the donor. No allowance was recorded in 2018.

Contributions of services are recognized as revenue at their estimated fair value only when the services received require specialized skills possessed by the individuals providing the service and their service would typically need to be purchased if not donated. Recorded contributed services are primarily related to counseling services and are recorded in salaries and wages.

Use of Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues, expenses, gains, losses and other changes in net assets during the reporting period. Actual results could differ from those estimates.

Adoption of new accounting standards

During 2018, the Organization adopted Accounting Standards Update (ASU) 2016-14, *Presentation of Financial Statements of Not-for-Profit Entities*. The standard addresses the complexity and understandability of net asset classifications, deficiencies in information about liquidity and availability of resources, and the lack of consistency in the type of information provided about investment return and functional expenses, including allocation methodologies and presentation of a statement of functional expenses as part of the basic financial statements. The Organization has adjusted the presentation of these financial statements accordingly.

Cash and cash equivalents

The Organization considers all liquid investments with original maturities of three months or less to be cash equivalents. The Organization maintains cash in deposit accounts, which, at times, may exceed federally insured limits. The Organization has not experienced any losses in such accounts and believes it is not exposed to any significant credit risk on cash. Cash in excess of federally insured limits is approximately \$590,000 on December 31, 2018.

Accounts receivable

Accounts receivable are stated at the original invoiced amount less an allowance for doubtful accounts. On a periodic basis, the Organization evaluates its receivables and establishes an allowance for doubtful accounts, based on a history of past write-offs and collections and current credit conditions. The Organization believes all receivables are fully collectible at December 31, 2018.

Investments

Investments in marketable and debt securities with readily determinable fair values are valued at their fair values in the statement of financial position. Dividends, interest income, realized gains and losses on security transactions, unrealized holding gains or losses on investments and investment expenses are included as investment return on the statement of activities.

Furniture and equipment

The Organization's policy is to capitalize furniture and equipment purchased or donated having a cost in excess of \$1,000. All items are recorded at cost less accumulated depreciation. Computer equipment, software and licenses are depreciated on a straight-line basis over a three-year period. Furniture is depreciated on a straight-line basis over a five-year period.

Income taxes

The Organization is exempt from federal income tax under Internal Revenue Code (the "Code") section 501(c)(3), though it is subject to tax on income unrelated to its exempt purpose, unless that income is otherwise excluded by the Code. The Organization has processes presently in place to ensure the maintenance of its tax-exempt status; to identify and report unrelated income; to determine its filing and tax obligations in jurisdictions for which it has nexus; and to identify and evaluate other matters that may be considered tax positions. The Organization has determined that there are no material uncertain tax positions that require recognition or disclosure in the financial statements. The Organization has accrued a tax liability of approximately \$7,000 for unrelated business income taxes as of December 31, 2018.

Functional allocation of expenses

The costs of providing the various programs and other activities have been summarized on a functional basis in the statements of activities. Certain costs have been allocated among the benefited programs and supporting services based on direct identification, time studies and other methods. The following functional expense categories are allocated based on monthly time studies: salaries, wages and benefits, occupancy and utilities, equipment and supplies, marketing and other expenses.

Concentration of credit risk

Concentrations within revenue and receivables exist when an individual donor equals or exceeds 10% of total revenue and receivables, respectively. During 2018, two donors accounted for 31% of total contribution revenue while four donors accounted for 71% of total contributions receivable.

Subsequent events

The Organization evaluates events and transactions occurring subsequent to the date of the financial statements for matters requiring recognition or disclosure in the financial statements. The accompanying financial statements consider events through March 5, 2019, the date on which the financial statements were available to be issued.

3. CONTRIBUTIONS RECEIVABLE, NET:

Contributions receivable at December 31, consisted of the following:

Due within one year	\$ 1,464,677
Due in one to five years	456,841
	<u>1,921,518</u>
Less unamortized discount, 2.46%	14,678
	<u>\$ 1,906,840</u>

4. FURNITURE AND EQUIPMENT:

Furniture and equipment consist of the following at December 31, 2018:

Furniture	\$ 42,933
Software	139,148
Equipment	96,936
	<u>279,017</u>
Less accumulated depreciation	122,389
Furniture and equipment, net	<u>\$ 156,628</u>

5. NET ASSETS WITH DONOR RESTRICTIONS:

Net assets with donor restrictions exist for the following purposes as of December 31, 2018:

Subject to the passage of time	\$ 739,700
Subject to expenditures for specific purpose:	
Workforce Development	973,961
Workforce Connection	225,000
The Network	416,786
Other	37,746
	<u>1,653,493</u>
Investment held in perpetuity	<u>29,375</u>
Total net assets with donor restrictions	<u>\$ 2,422,568</u>

Net assets were released from donor restrictions by incurring expenses satisfying the restricted purpose or by the passage of time. A summary of restrictions satisfied is as follows for the year ending December 31, 2018:

Time restriction expired	\$ 561,825
Satisfaction of purpose restrictions:	
Workforce Development	1,294,755
Workforce Connection	276,098
The Network	208,259
Other	117,146
	<u>1,896,259</u>
Total net assets released from donor restrictions	<u>\$ 2,458,084</u>

6. FAIR VALUE MEASUREMENTS:

Generally accepted accounting principles establish a framework for measuring fair value. That framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 measurements) and the lowest priority to unobservable inputs (Level 3 measurements). The three levels of the fair value hierarchy are described as follows:

Level 1: Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Organization has the ability to access.

Level 2: Inputs for the valuation methodology include: quoted prices for similar assets or liabilities in active markets; quoted prices for identical or similar assets or liabilities in inactive markets; inputs other than quoted prices that are observable for the asset or liability; inputs that are derived principally from or corroborated by observable market data by correlation or other means. If the asset or liability has a specified (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.

Level 3: Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

Fair value methods and assumptions on investments consisting of cash and cash equivalents, fixed income, equities, alternative strategies and real assets are valued on Level 1 inputs.

The preceding methods described may provide a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, although the Organization believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

The following table presents the Organization's assets at December 31, 2018 that are measured at fair value on a recurring basis and are categorized using the fair value hierarchy:

	Total	Quoted prices in active markets for identical assets (Level 1)	Significant other observable inputs (Level 2)	Significant unobservable inputs (Level 3)
Investments:				
Cash and cash equivalents	\$ 52,860	52,860	—	—
Fixed income	187,225	187,225	—	—
Equities:				
Large cap global and domestic	300,359	300,359	—	—
Small and mid-cap domestic	69,817	69,817	—	—
Developing international	109,376	109,376	—	—
Emerging markets	56,837	56,837	—	—
Alternative strategies funds	113,526	113,526	—	—
Real estate funds	67,067	67,067	—	—
	<u>\$ 957,067</u>	<u>957,067</u>	<u>—</u>	<u>—</u>

7. OFFICE LEASE:

The Organization leases office space under various noncancelable operating leases which are subject to terms of renewal and escalation clauses. As of December 31, 2018, the Organization has a liability totaling \$18,168 related to the escalating lease payments. Rent expense for 2018 totaled \$161,783. Future minimum lease payments due in 2019 total \$120,873.

During 2018, a board member subleased certain office space and reimbursed the Organization

for this and certain other office expenses totaling \$8,303.

8. RETIREMENT PLAN:

The Organization has a defined contribution plan (the "Plan") covering substantially all employees. Under the terms of the Plan, the Organization has the discretion to make contributions to the Plan. In addition, employees may elect to participate in the salary deferral portion of the Plan. Participants vest in employer contributions at a rate of 33.3% each year and are fully vested after three years. During 2018, employer contributions totaled \$183,115.

9. LIQUIDITY:

The goal of the Organization is generally to maintain financial assets to meet at least 90 days of operating expenses. The Organization is substantially supported by contributions and grants, and invests excess cash in short-term investment accounts to earn interest.

The following table presents the financial assets available to meet cash needs for general expenditures within one year at December 31, 2018:

Financial assets:	
Cash and cash equivalents	\$ 1,104,438
Investments	957,067
Accounts receivable	38,263
Contributions receivable	<u>1,464,677</u>
Financial assets available at year-end	<u>3,564,445</u>
Less those unavailable for general expenditures within one year due to:	
Contributions receivable with purpose restrictions	332,500
Restricted investments unavailable for operations	29,375
Cash with donor restrictions	523,604
	<u>885,479</u>
Financial assets available to meet cash needs for general expenditures within one year	<u>\$ 2,678,966</u>

10. UPCOMING PRONOUNCEMENTS:

In May 2014, the Financial Accounting Standards Board (FASB) issued ASU No. 2014-09, *Revenue from Contracts with Customers*. The standard's core principle is that an organization will recognize revenue when it transfers promised goods or services to customers in an amount that reflects the consideration to which the organization expects to be entitled in exchange for those goods or services. This standard also includes expanded disclosure requirements that result in an entity providing users of financial statements with comprehensive information about the nature, amount, timing and uncertainty of revenue and cash flows arising from the entity's contract with customers. This standard will be effective for the Organization's fiscal year ending December 31, 2019.

In June 2018, FASB issued, ASU 2018-08, *Clarifying the Scope and Accounting Guidance for Contributions Received and Contributions Made*. The standard will assist entities in determining whether transactions should be recorded as a contribution (nonreciprocal transaction) or as an exchange (reciprocal transaction). The standard also provides expanded guidance on determining whether or not a contribution is conditional. This standard will be effective for the Organization's year ending December 31, 2019.

In February 2016, the FASB issued ASU 2016-02, *Leases*. The standard requires all leases with lease terms over 12 months to be capitalized as a right-of-use asset and lease liability on the statement of financial position at the date of the lease commencement. Leases will be classified as either financing or operating. This distinction will be relevant for the pattern of expense recognition in the statement of activities. This standard will be effective for the Organization's year ending December 31, 2020.

The Organization is currently in the process of evaluating the impact of adoption of these ASU's on the financial statements.

2018 INDIVIDUAL DONORS

We are grateful for your investment in Cincinnati Works. Your support strengthens our community by transforming the lives of our neighbors working to escape poverty. Every effort has been made to list donors and respect anonymous contributions as requested. Please forgive any unintended errors and notify Cincinnati Works with changes by calling 513.744.5613.

* Denotes Multi-Year Sustaining Donor (Investors who generously provide dependable, ongoing support.) ^ Denotes Member

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*Our amazing YP Board raised over \$25k
 for Cincinnati Works in 2018!*

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More Than... a job-placement agency

Many of our Members come to us with a short-term need: **Help me find a job.**

They find much more along the way. A career. A home. A friend. A family.

We shared three success stories on our website in 2018, and the three Members continue to engage with Cincinnati Works in different ways, for different reasons. They have always been more than a client to us, and we are more than a job-placement agency for them.

Rayshun Holt

Re-Entering Society

Rayshun came to us as he was re-entering society following a 21-year prison term. With the help of Cincinnati Works coaches and board members, he got a job at Nehemiah Manufacturing and quickly rose to a supervisor position. He regularly volunteers through the Cincinnati Works Phoenix Program by speaking to at-risk youth and other groups who are trying to curb gun violence throughout the city.

Read more of Rayshun's story at cincinnatiworks.org/rayshun-holt

Ebony Marshall

Rebuilding Her Career

Ebony is rebuilding her career, working her way up to a supervisor position at a healthcare company and taking the necessary steps to regain her nursing license. She has utilized financial coaching through Cincinnati Works to rebuild her savings, and she has found the self-confidence to tell her story in public on multiple occasions, through Cincinnati Works and through her church.

Read more of Ebony's story at cincinnatiworks.org/ebony-marshall

Yolanda Gray

Reuniting Her Family

Yolanda is rebuilding her family, establishing a foundation that she and her kids have never known while working diligently to regain custody of them. She recently traveled to Minnesota on the coldest day of the year for a court hearing. Yolanda has leaned on her Cincinnati Works coach for support throughout the custody process, and they worked together to complete the necessary paperwork, find an attorney, and find parenting classes.

Read more of Yolanda's story at cincinnatiworks.org/Yolanda-gray

Ebony Marshall
and Rayshun Holt



CINCINNATI WORKS TEAM

Jennifer Bennett-Phillips, *Workforce Connection Coach*
Christina Black, *Employer Relations Specialist*
Derrell Black, *Professional Development Coach*
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Vickie Mertz, *Trainer and Volunteer Coordinator*
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Nina Vogt, *Financial Coach*
Edna Williams, *CSR and Administrative Coordinator*
Ken Wilson, *Community Engagement Specialist*
Terri Wilson, *Director of Education and Intake*
Dominique Wilson, *Financial Coach*
Jessica Wright, *Director of Member and Employer Services*
Peggy Zink, *Chief Executive Officer*

* Thank you, Glenna, for your 20 years of service to Cincinnati Works



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