



# ANNUAL REPORT 2023

**We help people overcome barriers to gainful employment.**

Since 1990, Working Wardrobes has transformed the lives of over **125,000** individuals in overcoming barriers to gainful employment.



**Core Values: Integrity, Thoughtful Relator, Humble Achiever, Grit**

**WORKINGWARDROBES.ORG**

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# A Letter from the CEO

Ahead of you is our 2023 Annual Report, and I am most proud to share that the **number of clients reached this year exceeded our pre-pandemic and pre-fire** levels of service. This means that Working Wardrobes is **out of the recovery zone and in the growth zone**. Your support helps people overcome all sorts of barriers to gainful employment.

Thank you for taking part in creating sustainable transformations in people's lives. Check out what you were able to help achieve in 2023!



*Bonni Pomush*

**Bonni Pomush**  
Working Wardrobes CEO

## 2023 Board of Directors



**Cyndi Karapogolian**  
**Chair**  
Robert Half



**Janelle Metzger**  
**Vice Chair**  
Optum



**Carolyn Beaver**  
**Treasurer**  
Community Leader



**Chris Porsena**  
**Secretary**  
Accenture

**Jim Bourne**  
Edwards Lifesciences

**Matt Clark**  
PIMCO

**Chris Collie**  
Invesco

**Scott De Long**  
Lead 2 Goals

**Brant Gresham**  
Blue Owl Capital

**Laurie Grijalva**  
Boot Barn

**Lynn Herrick**  
Blucrest

**Erik Hiller**  
KPMG, LLC

**Paul Hoffman**  
Windsor Fashions, LLC

**Greg Little**  
Pacific Life

**Lynette McKinnon**  
Boeing

**Kathryn Morrison**  
38Alpha

**Wendy Nicoson**  
Edwards Lifesciences

**Christine Ragos**  
U.S. Bank

**Tricia Sanchez**  
C3 Tech

**Sherrie Simmons**  
SIMMS Solutions

**Michelle Sullivan**  
Capital Group

**Marissa Waldman**  
Leaderology

# 2023 Annual Outcomes



**We reached  
5,579 clients!**

Working Wardrobes develops **individualized** plans for each of our clients. Our clients are unemployed, underemployed, young adults, Veterans, justice-impacted, seniors, survivors of domestic violence, etc.



**3 Multi-Year  
Partnerships**

We formed multi-year partnerships with **U.S. Bank** and **Optum** and received **Bank of America's \$200,000** Neighborhood Builders grant. These multi-year partnerships significantly bolster our capacity to serve.

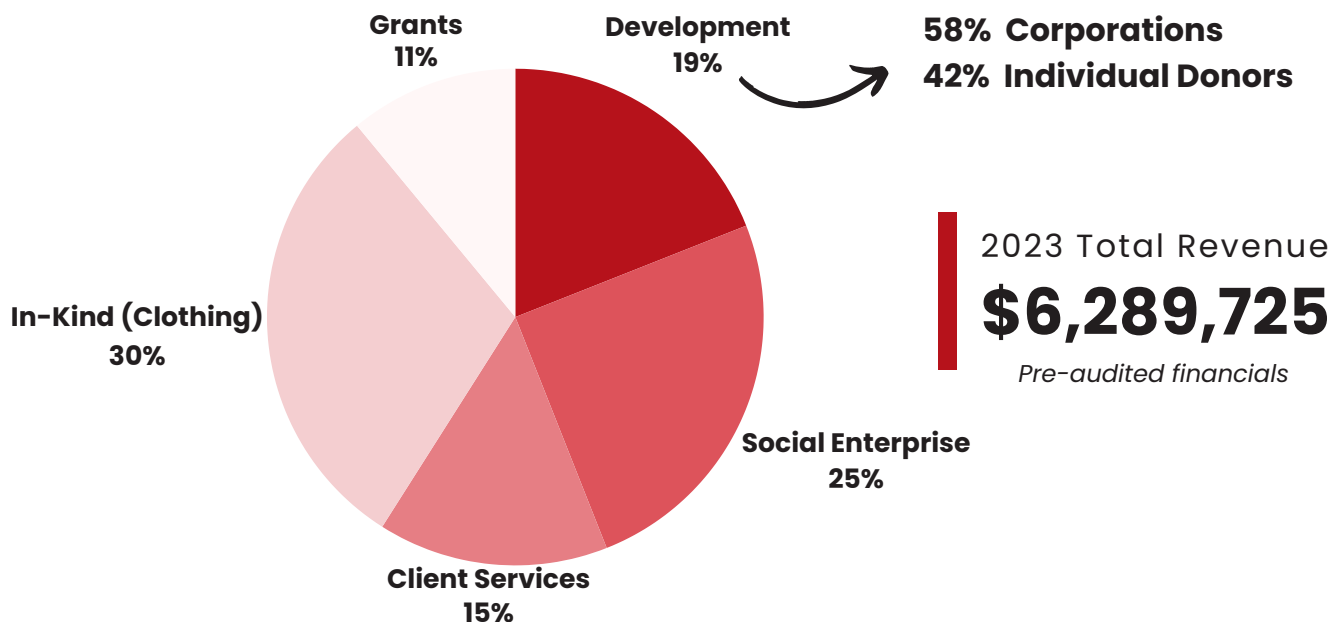


**2 Awards  
Received**

Working Wardrobes was named **Top Rated Workplaces** in Southern California by L.A. Times and **Best Charitable Organization** by The Orange County Register.



## Financial Highlights





# Rebuilding Careers Program

Working Wardrobes' **Rebuilding Careers Program** provides **no-cost services** for people facing self-described barriers to gainful employment. **We serve anyone** looking to develop workforce readiness skills including people who are Veterans, active-duty Servicemembers, justice-impacted, seniors, and working-age youth. We strive to get you workforce ready!

## Free, Personalized Support

We utilize subject-matter experts in the Human Resources field who volunteer as **Career Coaches** to assist with job search skills, mock interviews, career coaching, navigating ATS, creating LinkedIn profiles, and services like:

- Career assessments
- Resume updates
- Soft, and hard skills training
- Certification programs
- Virtual and in-person workshops

## Success Suits

Clients who are **enrolled, actively engaged** in services, and have an **upcoming job interview** are eligible to receive an outfit that empowers them to take on their job interview with confidence!



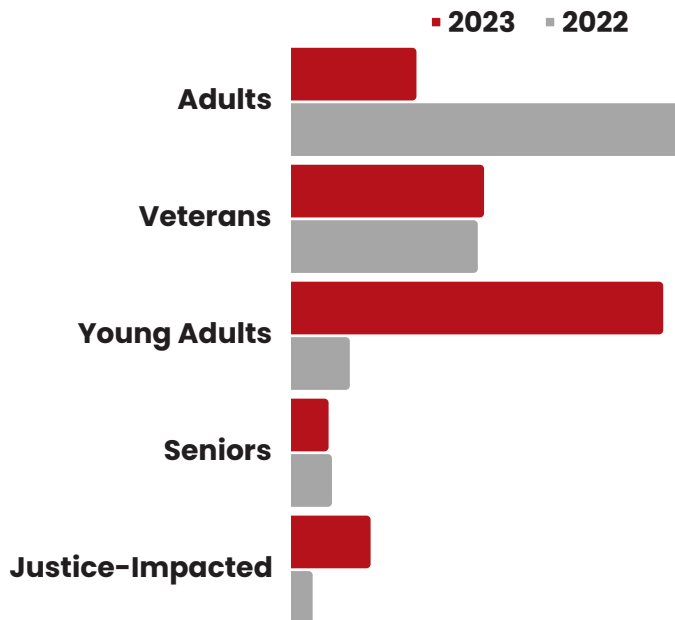
## Mission in Action: Paul

I had the most amazing experience at Working Wardrobes, starting with my Career Coach. He is helping me with my resume, interview coaching, and my future career goals. I can tell you that **the people here are some of the most kind, caring, and honest people I've ever met.** They helped me choose the perfect jacket, tie, and pocket square for my interviews. Thank you all for your friendly faces and support!



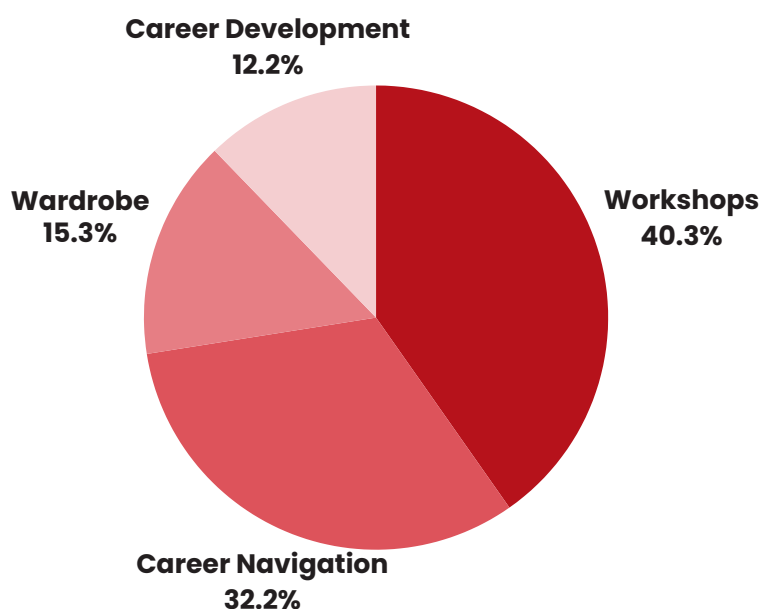
## Populations Served

This year, we helped more people who are **Veterans, young adults & justice-impacted!**



## Services Provided

We launched a new series of workshops for youth: **The Skills to Pay the Bills.**

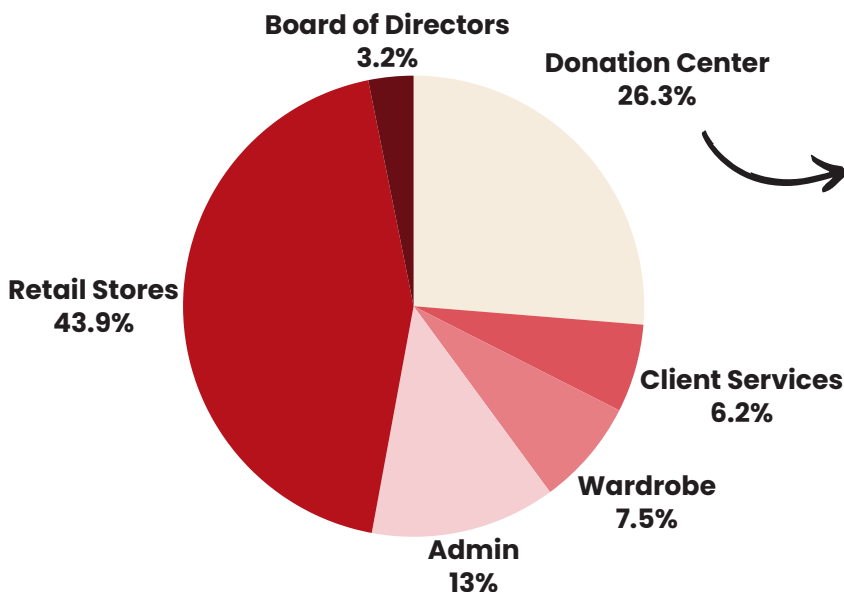


# Volunteer Program

Volunteers at Working Wardrobes make a difference in our community, ultimately **empowering thousands of people** by helping at the Donation Center, with Personal Styling and shopping at The Hanger, providing Career Coaching, and more!

## Who Volunteers?

- Individuals wanting to make a difference!
- Community Partners
- Corporate Partners
- Return-to-Work Program Participants
- Transitional Age Youth Programs
- Community Service



**2,249 volunteers**  
shared their valuable skills  
over a total of  
**27,017 hours**

totaling a value of  
**\$1.1 million**

## Corporate Social Responsibility (CSR)

**Corporate Social Responsibility (CSR)** Days **promote volunteerism** within corporate organizations and strengthen mission efforts by establishing partnerships in the community.

Over **10,000 clothing items** are processed monthly thanks to Corporate Social Responsibility (CSR) days at the Donation Center.

# Rebuilding Careers Coalition (RCC)

The **Rebuilding Careers Coalition (RCC)** is a giving collective of individuals and corporations dedicated to empowering people in our community. Through monthly and annual donations, the Coalition helps jobseekers overcome barriers to employment.

**62 RCC members** raised over **\$60,000** to fund wrap-around workforce readiness services for **25 clients**.



## Why Working Wardrobes?



“

Working Wardrobes has **consistently demonstrated its commitment to transform lives** and **empower individuals** on their journey to gainful employment. I am honored to assist this amazing organization as they help people at any stage in their lives hoping to enter the workforce.

**Greg Little**  
Pacific Life,  
Working Wardrobes Board Member



“

Being a former Board Member and now a Staff member, I've seen firsthand the incredible impact Working Wardrobes has on our community. Including Working Wardrobes in my legacy plans is my way of ensuring its future success. I've witnessed the positive change it brings, and I'm honored to **play a part in making sure these impacts stick around for generations**.

**Derek Benson**  
Working Wardrobes Chief People & Operations Officer



# 2023 Annual Gala: The Power of the Ripple Effect

On Saturday, September 9th, we celebrated **The Power of the Ripple Effect** at our **2023 Annual Gala**. Motivated by a desire to transform the lives of unemployed and underemployed Southern Californians, sponsors, guests, donors, and auction participants set off hundreds of life-changing ripple effects. The result was a tidal wave of positive impact!



Over **\$430,000** was raised to help people overcome barriers to gainful employment. These funds sponsor **170 clients** receiving full service career readiness.



## Mission in Action: Josie

Working Wardrobes saw the positive in me, and the result is that **I am now powerfully positioned to leverage my own experience to help others.**

Each of YOU is powerfully positioned to pay something forward, too. I urge you to do so. For someone – maybe someone like me – the ripple effect will be life-changing.

Josie, a U.S. Army Veteran with 15 years of military service, faced challenges transitioning to civilian employment despite having a business degree. Enrolling in Working Wardrobes' Rebuilding Careers Program, she received personalized support, including housing assistance for her and her son. With guidance from Career Navigators, Josie crafted a compelling resume, honed her job search strategies, and attended job fairs.

# Power Up For Success

**Power Up For Success** is a signature event providing a variety of **career preparedness services** to active duty **Marines/Sailors** preparing to transition out of the military.

Over **\$110,000** was donated to ease their upcoming transitions into the civilian workforce. **139 clients** were provided with full wrap-around workforce readiness services at these events.



Attendees heard about successful transitions into the workforce from a panel of Veterans, learned about potential careers that utilize their military skills and experiences, networked at an onsite job fair, and received a professional wardrobe and headshot – all culminating in a celebratory fashion show.



## Mission in Action: Abdul

As female Marines, we don't often get opportunities like this (Power Up for Success) where we can not only learn more about ways to enhance ourselves for the future but also be appreciated for being us.

# Working Wardrobes Donation Center

Over **600,000** new and gently used clothing and accessories were donated and given a second life in 2023.

We pride ourselves on being good stewards of our community and the environment through upcycling, re-donating, and recycling efforts.

**Upcycle** – After undergoing a comprehensive quality-control check, business clothing, shoes, and accessories are provided to the Wardrobe Center to outfit clients in their perfect Success Suit. Clothing is also sent to The Hanger retail store locations where shoppers can purchase these gently-loved garments to provide them with a new life and help fund the mission.

**Re-donate** – Due to the generosity of our amazing donors, we can support other local nonprofits with excess merchandise.

**Recycle** – Clothing that is too damaged to wear is provided to a textile recycler. Nothing goes to waste/landfills.



## How do The Hanger stores help people find jobs?

Sales at **The Hanger** (our retail stores) **generate revenue** so that services are provided at no fee to clients. They also **provide employment training and job placements!**

Shopping at The Hanger creates impact by funding:

- Career coaching
- Resume workshop sessions
- Certification programs
- Essential needs like food and transportation
- An interview-ready work outfit







## Visit the Donation Center!

17392 Daimler Street, Suite 150  
Irvine, CA 92614  
off MacArthur/55  
Open Tues–Sat: 9am– 3pm  
(Closed Holiday Weekends)

## Shop for a Cause at The Hanger

Thrift new treasures for your closet at a location near you! We have a variety of casual, business, and luxury items.



**LAGUNA NIGUEL**  
28051 Greenfield Dr.



**COSTA MESA**  
803 W. 19th Street

**GARDEN GROVE**  
12761 Harbor Blvd.



## It's not goodbye, it's see you later.

In 2023, we closed our flagship store, The Hanger Boutique, in Tustin, and we're looking for a new location in 2024. Change is hard when it's something you know and love, and we are in awe of your continued support –whether you've been shopping or volunteering at this location or it was a recent gem you discovered. By supporting The Hanger, you contribute to our larger mission of helping people overcome barriers to gainful employment, and for that, we are **eternally grateful**.

# What's New in 2024?



**In 2024, we aim to reach 6,000 clients.**



## Spring Festival

We will introduce **a new fundraising event** tailored to a younger demographic with family-oriented activities and at a lower ticket price than our Annual Gala.



## 3x Power Up for Success Events

In addition to two events held on military bases, we will host an **additional** Power Up For Success event at the Career Success Center in Santa Ana.



**Scan to subscribe to our newsletter!**

Stay up-to-date on the latest news from  
Working Wardrobes in the community.



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