



DRESS FOR SUCCESS®



*2023 Annual Report*

Supporting  
Women Around the  
World to Achieve  
Financial  
Self-Independence

# Message from Dress for Success® Worldwide's CEO and the Chair of the Board of Directors

2023 marked another pivotal year for Dress for Success as we continued to support women on their journey to economic independence, building on the legacy we began 26 years ago.

Founded in 1997 by Nancy Lublin, then a second-year law student, Dress for Success started with a \$5,000 inheritance and a vision to help women transitioning from welfare to work. Partnering with three nuns in a church basement, Nancy recognized the need for professional attire for job interviews and thus began our mission to provide not just clothing, but career support for women in need.

Since those humble beginnings, Dress for Success has grown into a global movement, with 139 affiliates across 20 countries and counting. What started as a professional attire program has evolved into a comprehensive employment resource offering mentorship, job readiness training, and professional networking to support women on their journeys to long-term economic independence around the globe.

Over the past 26 years, we have touched the lives of over 1.3 million women, especially those facing the greatest challenges, from surviving human trafficking to domestic abuse, homelessness, and more. They are well represented by our Global Ambassadors, a group of outstanding women whose stories of resilience and courage are an inspiration for all of us, and for women of all walks of life worldwide. For all of them, Dress for Success has not only provided vital programs, but a community of women helping women that was pivotal to get them back on their feet. We are excited to continue to highlight this group of inspiring women.

Looking ahead, the challenges women face in the workforce continue to evolve. Women remain significantly underrepresented in the global labor market, with the International Labour Organization reporting that women's labor force participation is 27% lower than men's worldwide (International Labour Organization, 2022). While women are still underpaid and overburdened with unpaid care responsibilities, we remain focused on our mission. Our new strategic plan will ensure that we continue to support our affiliates and expand our reach to those who need us most.

None of this would be possible without the incredible support of our donors, sponsors, affiliates, volunteers, and staff. Together, we are making a real difference in the lives of women globally, and we look forward to continuing this important work together.

Thank you for your ongoing partnership.



**Michele C. Meyer Shipp, Esq.**  
Chief Executive Officer,  
Dress for Success® Worldwide

*M. Curie*



**Elana Han Kiam**  
Board Chair,  
Dress for Success® Worldwide

*Jen*

We Are  
Dress for Success®



DRESS FOR SUCCESS®



Dress for Success is the leading nonprofit employment resource for women. With over 1.3 million women served across 139 affiliates in more than 20 countries, we're dedicated to helping women thrive in the workforce, regardless of their backgrounds or circumstances. The women we serve come from diverse and often challenging experiences—ranging from overcoming incarceration or abuse to recovering from homelessness.

We offer a range of no-cost programs designed to meet the evolving needs of women in today's changing job market. Our services address cultural, geographical, and economic differences while adapting to industry shifts and workplace trends, ensuring women have the tools they need to succeed, no matter what obstacles they face.



**DRESS FOR SUCCESS®**

Watch our video [Road to Resilience](#), featuring our Global Brand Ambassador Scarlett Johansson, and some of the amazing women we serve.

# 139

Affiliates

# 31

Worldwide  
Employees

# 1.3M

Women Served  
Globally in 26  
years

# 23

Worldwide  
Board Directors



**DRESS FOR SUCCESS®**



## Career Coaching and Readiness

We support a woman as she navigates through the initial steps of the employment process, such as job search support, resume review, and mock interviews.

## Networks and Community

We offer group learning experiences and networking opportunities that allow women to learn from experts in diverse industries and expand their professional network.



## **Skill Readiness, Upskilling, and Reskilling**

We help women advance in their careers and as leaders through critical thinking, soft skill building, and technology upskilling.



## **Styling and Professional Attire**

We provide the clothing and accessories necessary to help our clients look and feel their best for interviews and as they start a new job.



**DRESS FOR SUCCESS®**

# Partnership and Fundraising Opportunities

Dress for Success is the leading global nonprofit employment resource for women. We're on a mission to support them to achieve economic independence and to find success on their own terms.

Whether it's career coaching and job-skill readiness, upskilling and reskilling, providing networks and community, or styling and professional attire, we ensure women gain the tools they need to succeed in life and work.

Our services are free, so we're fully dependent on our partners, sponsors, and donors like you to achieve our goals. We believe wholeheartedly in a "win/win" situation.

Partners who sponsor us benefit from their acts of generosity: Co-branded programs contribute to their social impact goals, and reap financial returns, raising brand awareness and reputation. We also go to great pains to broadcast those who support us and, in turn, the women we serve.





We express our gratitude to  
our corporate partners.

**Platinum:**

The Adecco Group US Foundation  
ARM & HAMMER™ Laundry  
Capital One  
The Coca-Cola Foundation  
Constellation Brands  
Danone North America  
FedEx  
GEICO  
Google  
JPMorgan Chase  
Lane Bryant  
Physicians Formula  
Robert Half  
Salesforce  
Sono Bello  
Talbots  
TJ Maxx  
Ulta Beauty  
Verizon

**Gold:**

Adam R. Scripps Foundation  
AGEbeautiful  
Ameriprise Financial  
Experian  
KISS  
Macy's  
Takeda Pharmaceuticals

**Silver:**

AllianceBernstein  
ANINE BING  
Arch Capital Group Ltd.  
Arthur J. Gallagher & Co.  
AshBrit Foundation  
Cushman & Wakefield  
Dallas Mavericks  
Hearst  
JCPenney  
Keds  
PLUS1 x Spotify  
Prudential  
Publicis Groupe US  
Scotiabank  
SIMI®  
TIAA  
Torrid  
Trivium Packaging  
Ulla Johnson  
Vanguard Charitable

## Bronze:

Adrianna Papell  
Allstate Foundation  
Alpha Sigma Tau Sorority  
Alteryx, Inc.  
Baggallini  
Black Halo  
Burns & Wilcox  
Chevron  
Cintas  
Citigroup  
Columbia Bank  
Commercial Law League of America  
Dignity Memorial  
Foundation Consumer Healthcare  
GUESS Watches  
Horizon - BCBSNJ  
Kirkland & Ellis LLP  
L'agence  
Life Storage, Inc.

Lincoln Financial  
MetLife  
Millerknoll Foundation  
National Football League Foundation  
Olivela  
Patterson Belknap Webb Tyler, LLP  
Perricone MD®  
PwC  
Promote Leaders, LLC  
Quadient  
Riveron Consulting  
The Rona Jaffe Foundation  
ServiceNow  
Sisters of Reparation Charitable Trust  
Southern Glazer's Wine & Spirits  
State Street  
TD Securities  
TPG Global, LLC  
VICI Properties  
Weyerhaeuser  
Zurich North America

## **Copper:**

AAR  
Co:collective  
Abraham & Beverly Sommer Foundation  
AXIS Capital  
Benefit Cosmetics  
Chart Industries  
ClearEdge Marketing  
co. collective  
Daiwa Capital Markets America Inc.  
Dana Rebecca Design  
Dentons US LLP  
Dr. Scholls Foundation  
Fox Restaurant  
Groupe Dynamite  
Honeywell  
Kipling  
Lenovo Foundation

Lowe's  
Major League Soccer  
McKinstry Charitable Foundation  
Nomura  
PPG Public Consulting Group  
Reed Smith  
Savings.com  
Synchrony Financial  
The Children's Place  
The Morrison & Foerster Foundation  
VICI  
Wente Vineyards  
Xena

# 2023 Financial Snapshot

	<b>ASSETS</b>	
		<b>2023</b>
<b>CURRENT ASSETS</b>		
Cash and cash equivalents		\$ 1,278,432
Investments		6,635,585
Contributed nonfinancial asset receivable		315,132
Prepaid expenses and other current assets		<u>39,076</u>
 Total current assets		 <u>8,268.225</u>
<b>FIXED ASSETS</b>		
Office and computer equipment		298,605
Leasehold improvements		157,575
Website		95,000
Furniture and fixtures		<u>58,604</u>
 Less: Accumulated depreciation and amortization		 <u>609,784</u>
 Net fixed assets		 <u>(595,651)</u>  <u>14,133</u>
<b>NONCURRENT ASSETS</b>		
Certificates of deposit		1,021,503
Security deposits		162,023
Contributed nonfinancial asset receivable, net		1,184,953
Right-of-use assets, net		<u>2,486,454</u>
 Total noncurrent assets		 <u>4,854.933</u>
<b>TOTAL ASSETS</b>		 <b><u>\$ 13,137.291</u></b>

	2023		
	Without Donor Restrictions	With Donor Restrictions	Total
<b>SUPPORT AND REVENUE</b>			
Corporate, foundation and government grants	\$ 3,587,867	\$ 3,021,663	\$ 6,609,530
Contributed nonfinancial assets - Product	7,250,717	1,599,837	8,850,554
Contributed nonfinancial assets - Services	839,463	-	839,463
Contributions	741,260	-	741,260
Events revenue	664,874	-	664,874
Investment return, net	699,017	-	699,017
Net assets released from donor restrictions	<u>2,895,435</u>	<u>(2,895,435)</u>	<u>-</u>
<b>Total support and revenue</b>	<b><u>16,678,633</u></b>	<b><u>1,726,065</u></b>	<b><u>18,404,698</u></b>
<b>EXPENSES</b>			
Program Services:			
Global Employment Programs	1,071,252	-	1,071,252
Affiliate	10,420,755	-	10,420,755
Local Workforce Development	<u>1,405,084</u>	<u>-</u>	<u>1,405,084</u>
<b>Total program services</b>	<b><u>12,897,091</u></b>	<b><u>-</u></b>	<b><u>12,897,091</u></b>
Supporting Services:			
Management and General	2,363,206	-	2,363,206
Fundraising	<u>1,390,727</u>	<u>-</u>	<u>1,390,727</u>
<b>Total supporting services</b>	<b><u>3,753,933</u></b>	<b><u>-</u></b>	<b><u>3,753,933</u></b>
<b>Total expenses</b>	<b><u>16,651,024</u></b>	<b><u>-</u></b>	<b><u>16,651,024</u></b>
Change in net assets before other item	27,609	1,726,065	1,753,674
<b>OTHER ITEM</b>			
Extinguishment of debt	<u>-</u>	<u>-</u>	<u>-</u>
Change in net assets	27,609	1,726,065	1,753,674
Net assets at beginning of year	<u>7,316,357</u>	<u>674,019</u>	<u>7,990,376</u>
<b>NET ASSETS AT END OF YEAR</b>	<b><u>\$ 7,343,966</u></b>	<b><u>\$ 2,400,084</u></b>	<b><u>\$ 9,744,050</u></b>



DRESS FOR SUCCESS®

A professional woman with dark hair tied back, wearing a dark blue blazer and matching trousers, walks towards the right. She is carrying a dark leather briefcase with two gold-toned buckles. She is smiling and looking towards the camera. The background shows a modern building with large windows and a metal railing.

Thank You.



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