Please indicate your total annual donation to the organization(s) of your choice on the lines below:

**COMPASSIONATE CARE FOR ANIMALS**
- League for Animal Welfare: reduces the number of homeless cats and dogs in Greater Cincinnati by providing a compassionate no-kill animal shelter and programs that promote responsible pet care.
- UCAN (United Coalition for Animals): operates a veterinary clinic which provides quality, affordable spay/neuter and other services to prevent the overpopulation of dogs and cats in shelters.

**CRIMINAL JUSTICE**
- Ohio Justice and Policy Center: creates fair, intelligent, redemptive criminal justice systems through zealous client-centered advocacy, innovative policy reform, and cross-sector community education.

**ECONOMIC OPPORTUNITY AND JOBS**
- Co-Op Cincy: strives to create a Cincinnati economy with family supporting jobs, providing opportunity for marginalized people to build wealth through worker ownership.

**EMPOWERING WOMEN**
- First Step Home: provides holistic, gender-specific addiction and mental health services in a home-like environment.
- MUSE, Cincinnati Women’s Choir: is an inclusive and feminist choral community advocating for peace and social justice. Our Vision is to create a more peaceful and just world through song.

**ENVIRONMENT AND NATURE**
- Green Umbrella: leads collaboration, catalyzes solutions and incubates ideas that create a resilient, sustainable region for all.

**EXPANDING EDUCATIONAL OPPORTUNITY**
- Friends of Harriet Beecher Stowe House: operates a historic site where visitors and program participants learn about this 19th century anti-slavery advocate and the House’s continued legacy of civil rights.
  - Queen City Foundation: introduces, informs, and supports minority students who possess academic talent, desire, and motivation.
- Sandlapper Foundation: believes education is key to elevating people from poverty to prosperity and we specifically do this through needs-based scholarships for nursing students.
- Youth at the Center: challenges the old adage ‘children should be seen and not heard’. We advance opportunities for young people to be seen, heard, and valued as the next generation of leaders.

**FOSTERING CIVIC ENGAGEMENT**
- Invest in Neighborhoods: believes community councils are best positioned to involve residents in grassroots activities. The healthier our councils, the more inclusive, equitable, and democratic our neighborhoods become.
- League of Women Voters Cincinnati Area Education Fund: provides information to the public about elections and public policy issues in a balanced way. It encourages voting and citizen participation to make democracy work.

**HEALTH AND WELLNESS**
- Health Resource Center of Cincinnati: a certified and accredited Nurse Managed Psychiatric and Medical Clinic treating the indigent in Cincinnati who cannot access services at other agencies.
- Planned Parenthood Southwest Ohio: provides access to high quality health care and education that empower people to make informed private decisions about their reproductive lives and sexual health.

**LGBTQ+ ADVOCACY**
- Equality Ohio: advocates and educates on behalf of Lesbian, Gay, Bisexual, Transgender, Queer, and Questioning Ohioans to achieve legal and lived equality.
- GLSEN Greater Cincinnati: strives to assure that each member of every school community is valued and respected regardless of sexual orientation, gender identity, and gender expression.

**SAFE AND AFFORDABLE HOUSING**
- Greater Cincinnati Coalition for the Homeless: is a unified social action agency committed to the eradication of homelessness. We achieve this by coordinating services, education, and grassroots organizing and advocacy.

**STRENGTHENING FAMILIES**
- Parents for Public Schools of Greater Cincinnati: is a community-based chapter of a national organization working with public school parents and community supporters to improve and strengthen local public schools.
- Transformations CDC: provides direct services to immigrant adults, children and families; collaborates on education, physical and mental health programs; works with regional allies on immigration policy issues.
- UpSpring: empowers children experiencing homelessness by providing opportunities for education and enrichment.
- Winton Place Youth Center: provides after-school tutoring, membership and character development workshops, enabling youth to make positive contributions to the community.
It’s hard to believe today when we go from Zoom meeting to Zoom meeting that we used to actually gather together in groups of hundreds to eat, drink, and be merry as we raised money for our favorite causes. COVID-19 has certainly negatively impacted Community Shares and all of our member charities with lost revenue due to fundraising event cancellations, making other donations even more important. Our 2020 and 2021 For the Love of the Community galas were canceled, as was 2020’s Gourmet Grub for Good, leaving 2019’s GGG as our most recent fundraising event.

More than 150 hungry supporters filled the Undercroft at Christ Church Cathedral for the annual GGG event. About 30 “chefs” representing Community Shares’ local member organizations participated in preparing various dishes for those attending to enjoy. Remarks were shared by event honorary co-chairs Yvette Simpson and Joe Hoffecker, Community Shares’ Board President Suzanne Bertuleit, and our CEO T. Duane Gordon.

Winners, voted on by attendees, were Sean Guilfoile of Over The Rhine Community Housing for Best Locally Sourced Dish (five-cheese baked mac cheese), Marie Kocoshis of Environmental Community Organization (ECO) for Best Side or Soup (Greek Orso), Mona Jenkins from the Greater Cincinnati Coalition for the Homeless for Best Entree (Kickin’ Chicken Enchilada: Casserole), Mat Grant from the League for Animal Welfare for Best Appetizer or Salad and Best Junior Chef (vegetable quesadilla and guacamole), and Nicole O’Connell from the United Coalition for Animals (UCAN) for Best Dessert and Best Overall Dish (cream puffs), shown accepting her trophy at right from Duane. Thanks to all participants and especially Keep Cincinnati Beautiful for making it a zero-waste event.
2019-2020 WORKPLACE CAMPAIGNS

TERRIFIC TEN
(largest workplace campaigns based on dollars raised)
1. City of Cincinnati
2. University of Cincinnati
3. Cincinnati Public Schools
4. Planned Parenthood Southwest Ohio
5. Miami University
6. Cincinnati State Technical & Community College
7. Interact for Health
8. Northern Kentucky University
9. Hamilton County
10. Ohio Justice and Policy Center

TREMENDOUS TEN
(largest percentage increase in dollars raised)
1. Over-the-Rhine Community Housing, 492%
2. Cincinnati State Technical & Community College, 256%
3. Northern Kentucky University, 127%
4. Ohio Justice and Policy Center, 120%
5. Community Shares of Greater Cincinnati, 120%
6. City of Cincinnati, 56%
7. United Coalition for Animals (UCAN), 56%
8. Metro SORPA, 50%
9. Interact for Health, 41%
10. Contemporary Arts Center, 35%

TOP TEN
(charities receiving the largest designations for donations)
1. Community Shares of Greater Cincinnati
2. Planned Parenthood Southwest Ohio
3. Ohio Justice and Policy Center
4. Greater Cincinnati Coalition for the Homeless
5. League for Animal Welfare
6. United Coalition for Animals (UCAN)
7. GLSEN Greater Cincinnati
8. Over the Rhine Community Housing
9. Health Resource Center
10. Green Umbrella

OTHER WORKPLACE CAMPAIGNS
(campaigns not listed in our Terrific Ten or Tremendous Ten)
Cincinnati & Hamilton County Public Library
MUSE, Cincinnati Women’s Choir
Health Resource Center
GLSEN Greater Cincinnati
Transformations CDC
Youth at the Center
League of Women Voters Cincinnati Area Education Fund League for Animal Welfare
EGO - Environmental Community Organization

MY INFORMATION
Please ensure your gift is processed properly by printing legibly.

First Name _______________________________ Last Name _______________________________

Employer _______________________________ Employer ID _______________________________

Home Address _______________________________________________________________________
City _____________________________________ State ___ Zip ________

E-mail _______________________________ Phone _______________________________

SIGN AND DATE
__________________________________________ Date __________

I authorize my employer to deduct the amounts for the pay periods listed above, unless the periods are otherwise set by my employer. I understand if I have listed an organization that is NOT a Community Shares member group it must be a 501(c)(3) or otherwise qualified under Section 170(c) and the minimum qualifying gift to non-member organizations is $100. I authorize Community Shares to distribute my gift to the lawful organization(s) I have designated herein on this Pledge Form in compliance with Community Shares policies and procedures. I agree if in the rare instance an organization designated fails to continue as a qualified nonprofit, my gift will be retained by Community Shares in support of its mission.

STEP ONE: CHOOSE YOUR INVESTMENT
☐ Community Shares General Fund: I choose to support the fight for social, economic, and environmental justice in our communities. $___________
☐ Undesignated Gift: I choose to have my donation divided among all Community Shares member organizations. $___________
☐ Specific Member Organization(s): I choose to support the work of a specific Community Shares member organization(s) as designated on the reverse of this form. $___________
☐ Non-Member Organization(s): I choose to support the following organization(s) not associated with Community Shares (please list charity name and address; donation must be a minimum of $100 and organization must be designated 501(c)(3) or otherwise qualified under Section 170(c)): $___________

Organization ___________________________________________ Address _______________________________

STEP TWO: PAYMENT OPTIONS
☐ PAYROLL DEDUCTION
I authorize my employer to deduct the amount of $_____ each pay period until _______ or for ______ pay period(s) until my pledge of $_____ is paid in full.

☐ PERSONAL CHECK/CASH (Please make checks payable to Community Shares of Greater Cincinnati) I am enclosing my one-time donation of $_____ in check or cash.

☐ CREDIT/DEBIT CARD (Please fill out the box to the right with credit card information)
I authorize my credit card to be billed for a total donation of $____ as:
- a one-time contribution
- a monthly contribution for one year
- a quarterly contribution for one year to start on ______ month ______ year

Payroll Annual Gift $____
Twice Monthly Payroll Annual Gift $____
Monthly Payroll Deduction $____
Twice Monthly Payroll Annual Gift $____

Payroll Deduction $____
Monthly Payroll Annual Gift $____
Twice Monthly Payroll Annual Gift $____

☐ I choose to support the following organization(s) not associated with Community Shares (please list charity name and address; donation must be a minimum of $100 and organization must be designated 501(c)(3): $___________

☐ I choose to have my donation divided among all Community Shares member organizations.$___________

☐ I choose to support the work of a specific Community Shares member organization(s) as designated on the reverse of this form. $___________

☐ Please keep my gift(s) anonymous
☐ I do not wish to receive a thank you note
☐ My employer will match my gift

A GIVING GUIDE
Community Shares of Greater Cincinnati is a public charity recognized as tax-exempt by the IRS under Section 501(c)(3), and the IRS requires us to state that no goods or services are received in exchange for your contribution. Therefore, your gift is tax-deductible to the maximum extent allowed by law.

Payroll Deduction $____
Monthly Payroll Annual Gift $____
Twice Monthly Payroll Annual Gift $____

Twice Monthly Payroll Annual Gift $____

Payroll Deduction $____
Monthly Payroll Annual Gift $____
Twice Monthly Payroll Annual Gift $____

Payroll Deduction $____
Monthly Payroll Annual Gift $____
Twice Monthly Payroll Annual Gift $____

First Name _______________________________ Last Name _______________________________

Employer _______________________________ Employer ID _______________________________

Home Address _______________________________________________________________________
City _____________________________________ State ___ Zip ________

E-mail _______________________________ Phone _______________________________

SIGN AND DATE
__________________________________________ Date __________

I authorize my employer to deduct these amounts for the pay periods listed above, unless the periods are otherwise set by my employer. I understand if I have listed an organization that is NOT a Community Shares member group it must be a 501(c)(3) or otherwise qualified under Section 170(c) and the minimum qualifying gift to non-member organizations is $100. I authorize Community Shares to distribute my gift to the lawful organization(s) I have designated herein on this Pledge Form in compliance with Community Shares policies and procedures. I agree if in the rare instance an organization designated fails to continue as a qualified nonprofit, my gift will be retained by Community Shares in support of its mission.
WHY HOST WORKPLACE CAMPAIGNS?

Provide your employees with a new benefit that connects your company and staff to local nonprofit organizations and community needs. Enable your employees to support the charities closest to their hearts while improving workplace morale and understanding about the communities where they live. Add Community Shares of Greater Cincinnati’s total choice campaign to your annual charitable giving options!

Why add Community Shares to your charitable benefits package?
Community Shares is the local federation of charities working to advance social justice, environmental sustainability and animal welfare in the greater Cincinnati-Dayton region. Community Shares is the only charitable federation that allows social justice, environmental sustainability and animal welfare organizations to be members. Collectively, Community Shares’ member organizations directly impact the lives of more than 385,000 residents every year.

We expand charity from the grassroots up
Community Shares serves as an incubator and provides mentoring for small start-up charities with few or no paid staff members. These grassroots, on-the-ground organizations often are doing the hardest work in the community with the smallest amount of resources. They, and our more established members, benefit from the training, networking, and advocacy we provide.

Your employees want us
Today, workplaces are more diverse than ever. Whether it’s LGBTQ issues, women’s equality, fair housing, racial discrimination, environmental justice, compassionate care for pets, or one of the other social issues we champion, some of your employees likely already support our member charities on their own. These staff would certainly appreciate the option of giving through payroll deduction, which spreads out their donation over the course of a year to allow for smaller, more manageable amounts to be taken out of their paychecks, providing a larger overall gift (on average, 40 percent bigger, according to research) to support their favorite causes.

We provide total choice in giving
Many employees — especially younger employees — want more control over how their charitable dollars are handled. Our total choice campaign empowers each employee to choose to make tax-deductible contributions as:

1) an undesignated gift that is shared by all of our member charities,
2) a general donation in support of Community Shares’ overall social justice mission,
3) a designated gift to benefit specific Community Shares member charities,
4) a write-in charitable beneficiary which can be any 501(c)3 nonprofit organization, church, or school within the United States.
We play well with others
Our campaign may be offered consecutively to or concurrent with any existing charitable federation campaigns at your workplace. Research shows that if you already operate another federated giving campaign, addition of a second or even third campaign usually increases giving to your existing ones by breathing new life into the process.

A turnkey offering, for you and your employees
We provide a safe and secure online giving portal for your campaign and can provide printed pledge cards if requested. Additional support materials are available at no cost to the employer, and our staff are happy to come to your locations and educate staff on their giving options. We will work with your appointed contact persons to ensure your campaign is vibrant, inclusive, and successful.

All the cool kids are doing it
Community Shares partners with many workplaces throughout the area of all shapes and sizes, from small staffs like the Contemporary Art Center to medium-sized places of business such as Planned Parenthood Southwest Ohio to our region’s single largest employer, the University of Cincinnati system. We participate in the State of Ohio and U.S. federal government campaigns for state and federal employees in our area and have met their rigorous charitable federation vetting processes. We are happy to customize your campaign to your specific workplace needs and practices.

Now, more than ever:
In these times of coronavirus, our workplace campaigns are even more important. Nearly all of our member organizations have had fundraising events cancelled this year due to social distancing requirements, resulting in significant budgetary shortfalls, just when they have more demand for their services. Every penny they collect matters now more than ever.

Give your employees real choice: launch a Community Shares campaign now!

What our member organizations say:

- **League for Animal Welfare**
  We are so proud to be part of such an amazing membership of progressive organizations working to protect and empower the most vulnerable and marginalized among us. Community Shares has given us a sense of camaraderie, greater visibility in the community, an opportunity to engage our own staff in philanthropic giving, and, of course Community Shares has helped us raise thousands of dollars each year to support our mission.

- **Planned Parenthood Southwest Ohio**
  We’ve been a Community Shares member for over 10 years because we appreciate a funding organization that puts social justice initiatives at the forefront of their work.

- **Winton Place Youth Center**
  Community Shares has been a fantastic partner, helping us raise community awareness and support for the underserved pets in our community. We believe everyone deserves a pet because they provide much needed love, companionship and numerous health benefits.

- **United Coalition for Animals (UCAN)**
  As a Community Shares member, we have access to and build meaningful relationships with those who can enhance our work and give to them in return. The result is greater impact in the lives of those who need us most.

- **Equality Ohio**
  Community Shares has been a great partner with the LWVCA on sharing our message, reaching more people and providing opportunities both to provide informative speakers for others but also to get training for our staff and volunteers.

- **League of Women Voters Cincinnati Area Education Fund**
  The collaborative community we have at Community Shares is a plus for us at HRC. We appreciate the passion every organization has for helping others and making a difference.

- **Health Resource Center**
We have a mission: that we build social and economic equity and a healthy environment in Greater Cincinnati.

We have a vision: that Community Shares be widely recognized and respected as the leading catalyst in achieving social and economic equity and a healthy environment throughout the region.

A year of staff transition
As calendar year 2019 began, longtime Operations Manager Linda Graviss, MBA, CPA (inactive), announced she had decided to retire by year-end after an outstanding career of more than four decades in higher education and nonprofits. A few months later, CEO Michelle Dillingham, who had led Community Shares for four years, announced she had decided to pursue other opportunities, and Communications Officer Carla Walker also stepped down from her role.

A new leader takes the helm
After an extensive search, the Board of Directors selected T. Duane Gordon as CEO to replace Michelle just as the new fiscal year began in July.

“We are thrilled to bring Duane’s fundraising and coalition-building expertise to Cincinnati,” said Suzanne Bertuleit, Board President. “In past work in other communities, Duane convened nonprofits, business leaders, educational institutions and funders to solve the community’s most pressing problems. His successes align with Community Shares’ recently created strategic plan, which focuses on impact, capacity-building and increasing fundraising to our member organizations. With Duane’s leadership, we look forward to expanding Community Shares’ impact on environmental, economic and social justice in Greater Cincinnati.”

His career spans nearly two decades in non-profit leadership. He spent 10 years as CEO of Middletown Community Foundation and eight years prior at the Community Foundation for Mississippi. While in Middletown, Duane led a multi-year community-wide collaboration that created Ready!, a $5 million initiative to improve local student performance.

Upon accepting the post, Duane noted, “I am ecstatic at the opportunity to partner with so many area charities and causes I believe in with such a passion.”

He has been recognized as Cincinnati State Technical and Community College’s Middletown Outstanding Community Leader, the Middletown Family YMCA Celebration of Character Awards’ Champion of Youth Development and Chamber of Commerce Serving Middletown, Monroe, and Trenton’s Entrepreneurial Community Spirit Award recipient. He has served on the United Way of Greater Cincinnati’s Success by 6 Regional Leadership Council. He was a founding board member for the Middletown Community Building Institute at Miami University, Middletown Campus Advisory Committee for Cincinnati State, and Butler County National Philanthropy Day Committee. Duane is past president of the Middletown Kiwanis Club, a Rotarian, and hosted “Foundation Matters” on TV Middletown for seven seasons. He is a member of the Kiwanis Club of Cincinnati and serves on the Delegates Council of the Metropolitan Area Religious Coalition of Cincinnati (MARCC).

Early in his career, Duane worked as a newspaper news editor. He is a graduate of Mississippi State University and is married to Matthew Dixon, a Butler County public defender. They are parents to elementary student Tommy and toddler Dolly.

New support staff joins us as well
Staff restructuring consolidated our two part-time support roles into a full-time Business Manager in November.

Kristen Mulligan filled that role. She grew up in Cincinnati and earned dual degrees in accounting and finance from Miami University. She worked as an auditor for Kroger before taking time off to raise her three now-adult children. She re-entered the workforce as executive director of a local historical society before becoming full-time accountant for a small manufacturing company and starting her own boutique retail shop. She then worked several years as Finance Officer and Scholarship Director at an area community foundation. She is married to banking executive Lawrence Mulligan Jr.
OUR BOARD OF DIRECTORS

OFFICERS
Suzanne Bertuleit*, President (Planned Parenthood SWO)
Tony Saldanha, Vice-President (P&G, retired)
Mélissa English, Secretary (Ohio Citizen Action)
Jim Flick, Treasurer (Deerfield Township Econ. Dev.)

BOARD
Claire Daugherty* (Over-the-Rhine Community Housing)
Larry Falkin (City of Cincinnati)
Eleonora Fusco
Shenda Larry (First Financial Bank)
Michelle Murray (Fifth Third Bank)
Jen Scott* (Equality Ohio)
Susan Sparr (Certified Financial Planner)
Tristan Vaught* (Transform Cincy)
David White (City of Cincinnati)

* = member organization representative, which our bylaws require comprise 30 percent of our Board

OUR STAFF & VOLUNTEER CO-CHAIRS

CEO T. Duane Gordon, left, with Community Shares’ 2019-2020 Fall Campaign Co-Chairs Yvette Simpson and Joe Hoffecker, who also served as honorary co-chairs of our 2019 Gourmet Grub for Good fundraising event.

Business Manager Kristen Mulligan
We have a voice: and we use that voice to amplify issues of concern impacting the marginalized in our community and causes of importance to our member charities.

Our Board speaks out: but we note that the opinions expressed by our Board of Directors are those solely of the Board and not necessarily representative of the opinions of our individual member charities.

Taking a stand

Our Board this year greatly expanded our advocacy role on behalf of issues important to many of our member organizations. Several position statements were approved by the Board, issued publicly, and sent to legislators and Council members. An Op-Ed from our CEO on a dangerous anti-trans youth bill was published by The Cincinnati Enquirer prior to that bill’s defeat, we testified at city committees and City Council on issues related to our support of the Black Lives Matter movement and reforms to law enforcement to address concerns of that movement, and our staff marched in protests.

A statement on the Ohio Legislature’s Anti-Trans Youth Bill

FEBRUARY 12, 2020 – As the tri-state region’s federation of social justice charities, Community Shares of Greater Cincinnati has an obligation to advocate for the rights of the marginalized in our communities. In the spirit of this commitment to justice, we oppose in the strongest terms possible any legislation that targets the rights of transgender youths.

A bill announced yesterday for introduction in the current Ohio Legislative Session aims to restrict the ability of medical professionals to provide medically-necessary care to transgender children who have yet to reach the age of 18 by imposing criminal penalties on medical staff who provide such vital care to their patients.

Bills such as these, part of a nationwide effort and written by anti-LGBTQ activists, not members of the medical community, contradict the established standard of care affirmed by the American Academy of Pediatrics, American Medical Association, and the American Academy of Family Medicine that confirm the medical community’s consensus that access to gender-affirming medical care is critical to improving the health outcomes of transgender individuals including improved overall health, reduced anxiety and depression, increased ability to function, lower rates of substance abuse, and reduction in suicidal thoughts and attempts. It also reduces the likelihood of seeking unlicensed care from someone other than a medical professional or unregulated self-medication. Bills such as this are a direct attack on the rights and freedoms of transgender children and the ability of medical professionals to do their jobs and adhere to their commitment to ethical treatment of their patients.

Simply put, this medical care saves the lives of children here in Cincinnati, all over Ohio, and all over the nation, and grants those children the opportunity to thrive as their authentic selves. Community Shares of Greater Cincinnati supports the world-class care for trans youth provided locally by the Transgender Health Clinic at Cincinnati Children’s Hospital and support services and advocacy provided by our member organizations Living With Change, GLSEN Greater Cincinnati, Equality Ohio, and Transform.

A statement on the murder of George Floyd and subsequent protests

JUNE 2, 2020 – The events of the past week have reminded us all of the fragile line between peace and chaos that has been thinning for years in our country. We have watched residents of our city and others across the nation cry out, incensed at the senseless murder of George Floyd, an African-American
man, at the hands of police who were enforcing the systemic racism that permeates nearly every single institution in our society.

We urge those in power in the communities we serve to listen to the voices of anguish around you. We implore you to examine the systems in our communities that perpetuate racism and actively work to dismantle those institutional conveyors of inequality and oppression: eliminate racial profiling in policing, reverse the militarization of our civilian police forces, cease harsher penalties for African-American defendants, end misuse of bail to keep poor people in jail, stop zero-tolerance school policies which feed a school-to-prison pipeline, repair inequities in health care access, remove discrimination in safe and affordable housing, equalize education opportunities, expand job opportunities, and repair environmental damage concentrated in minority neighborhoods, among other inequities.

As the greater Cincinnati area’s federation of social justice charities, we hold in utmost regard the lives of all marginalized individuals in our communities. We and our member charities work daily to empower and amplify those finding their voices in oppressed and discriminated populations: people of color, trans folx, women, immigrants, queer people, the poor, the addicted, the homeless, but as the past week has shown, the community at greatest risk with the most ingrained institutional prejudice held against them remains our African-American brothers and sisters. We must listen to them. Their stories matter. Their experiences matter. Their anguish matters. Their pain matters. Their fear matters. Their abuse matters. Their deaths matter. Their lives matter. Our solidarity matters, but actions to foster equity and justice matter more.

Community Shares of Greater Cincinnati Board President Suzanne Bertuleit adds: “Community shares exists to serve our whole community and to especially advocate for organizations who are often disenfranchised that include race relations, environment, animal rights, LGBTQA rights, women and all people. We are saddened by the force taken against our citizens throughout the course of their lives and during peaceful protests. We believe in first amendment rights and that all voices are heard. Black lives matter.”

Community Shares encourages city to shift some police funding to social services

JUNE 22, 2020 - Community Shares of Greater Cincinnati is a federation of 28 charities as diverse as the Ohio Justice and Policy Center, the Winton Place Youth Center and MUSE, the Cincinnati Women’s Choir. What all our member groups share is a desire to serve the needs of individuals and our community. Among other support, we offer these groups funds, which really matter, as most of them address needs far greater than their budgets.

Recently, we went on the record to express sadness at the death of George Floyd at the hands of Minneapolis police and solidarity with people of color who demand change, justice and equity under the law. We called upon leaders like Cincinnati City Council to heed the voices of anguish, examine the systems of institutional racial oppression and dismantle them. What happened in Minneapolis could have just as easily happened here.

Like Cincinnati, Minneapolis reacted to public outrage over the death of a black man by police five years ago with a slew of reforms, including implicit bias training, mindfulness, de-escalation, and crisis intervention. They diversified the department’s leadership, created tighter use-of-force standards, adopted body cameras, initiated a series of police-community dialogues; and enhanced early-warning systems to identify problem officers. Just like we did. All these reforms were in place the day George Floyd lost his life and ignited a global movement whose birth pangs we now observe.

Minneapolis’ city council has now recognized that reform falls far short of the measures needed to improve outcomes for people of color and others among the policed population. This includes people with mental illness, people with addictions, people suffering domestic violence or homelessness and people left behind by our educational and economic systems. Police are not trained to help and support this population, they’re trained to control it, often with military style tactics and equipment. Yet police around the nation are deployed to manage situations involving these people. Just as one should not send a social worker into armed combat, one should not send militarized police to solve social problems. Minneapolis is looking to find another way. We at Community Shares urge Cincinnati City Council to follow suit.

What we propose is an alternate approach to public safety. Practically speaking, that means shrinking both the scope and budget of the police department and reallocating resources to the underfunded social service agencies that can more appropriately and effectively prevent crime, public disturbance and individual tragedy without the collateral damage we are seeing right now. At this time, we would like to specifically amplify certain demands of Mass Action for Black Liberation (formerly Black Lives Matter Cincinnati) who call for:
• Immediate demilitarization of the Cincinnati Police Department.
• Replacing police response to wellness checks and domestic violence calls with a wraparound social work response.
• Full funding of five (non-active or retired police) investigators at the Citizen’s Complaint Authority
• Application of laws and policies fairly to ALL people. Eliminating racial disparity in the criminal-legal system including in arrests, convictions, and sentencing.
• Reallocation of police divestment monies into social programs including the affordable housing trust fund; with a commitment to housing ALL Cincinnatians.
• Reparations to families of victims of police violence.
• Initiating or reopening criminal cases of police brutality/police killings, including but not limited to: Melvin Murray, Dontez O’Neal, Paul Gaston, Jawari Porter and Quandavier Hicks.
• Investment in cooperatively-owned, black-led economic initiatives.
• Protecting and expanding current City of Cincinnati investment in community-led health, education, and safety strategies.
• Immediately removing all Cincinnati police officers from our schools.
• Immediately ceasing all contracts between CPS and the Cincinnati Police Department.

We know that investing in the community works. We know that people of color are the experts on what their communities need to be successful, healthy and productive. We urge you as city leaders to listen to them and take this bold step to find a better way.

Community Shares endorses Ohio Justice and Policy Center and Cincinnati Black United Front recommendations

After member organization Ohio Justice & Policy Center and Cincinnati Black United Front released recommendations for local government to respond to threats to the livelihood of Black citizens: police brutality and the current pandemic, Community Shares joined as a signatory (OJPC has more information on each recommendation):

• Apply laws and policies fairly to all people. Eliminate racial disparity in the criminal-legal system – including in arrests, convictions, and sentencing.
• Offer warnings first and problem-solve for constructive, creative solutions while policing. Commit to understanding why reducing arrests and citations produces better outcomes for the community.
• When charging people with a crime, cite-and-release rather than arrest, wherever possible.
• Address the pandemic as an issue of public health not of criminality.
• Ensure that City of Cincinnati and Hamilton County prosecutors drop charges for violations of R.C. 3701.352.
• Revive the Citizen Complaint Authority (CCA) and the City Managers Advisory Group (MAG), and empower these groups to fulfill their work.
• Review use-of-force policies, conduct/repeat trainings for officers about responding in ways that protect the safety and health of officers and community members, and hold officers accountable for policy violations.
• Improve policing data collection, analysis, and evaluation capabilities—including tracking by race. Create data-driven policies collaboratively with police and the community to ensure accountability in law-enforcement activities.

Other advocacy activities

Our staff participated in the 2020 Cincinnati Women’s March in January, which is hosted by Community Shares fiscal agency partner United We Stand Cincinnati and featured a performance from member organization MUSE, Cincinnati Women’s Choir (photos from the march and rally courtesy UWSC). We also were represented in Black Lives Matters protests and were proud of another fiscal agency partnership, the Young Activists Coalition, for helping organize several of the BLM protests in Cincinnati.

Our Board and staff had looked forward to marching in the Cincinnati Pride parade in June and then October and hosting an informational booth during the festival, but the celebration was canceled due to coronavirus precautions.
WE ARE ENVIRONMENTALISTS

For 25 years, Community Shares has served as our region’s sole charitable federation for nonprofit organizations tackling our community’s complex environmental issues from litter to climate change impacts. Today, we host three environmental charities among our current member organizations.

Green Umbrella
Green Umbrella leads collaboration, catalyzes solutions and incubates ideas that create a resilient, sustainable region for all. Its regional sustainability alliance has brought together more than 200 entities from across 10 counties to work on the environmental problems facing our communities. Its efforts have led to the Cincinnati metro twice being named the nation’s top metropolitan area for sustainability, 118,000 acres of greenspace protected, local food consumption points quadrupled, reduction in residential energy consumption, installation of renewable energy sources, rideshare commuting increases, new regional trails, reduced landfill use, improved watersheds, and reduction of building space carbon footprint.

Keep Cincinnati Beautiful
Cincinnati is beautiful, and Keep Cincinnati Beautiful is committed to keeping it that way by empowering people to build community and create a positive future through neighborhood revitalization, education, and mobilization. It recognizes that people make Cincinnati beautiful. Each unique neighborhood, block, or resident contributes in their own way to make our city special. From its start in litter removal four decades ago to work in environmental services and greenspace, KCP has seen reductions in quality of life crimes, lower blight, and more economic development in the neighborhoods where it is active. Last year, the organization’s 11,000 volunteers contributed 36,500 hours, painting 81 buildings, completing two murals, reaching 29,000 students, collecting 463,000 pounds of litter, planting nearly 5,000 landscaping plants and helping with more than 100 greenspaces.

Western Wildlife Corridor
Our most recent addition to our environmental and nature service area is Western Wildlife Corridor, which preserves and restores the greenway corridor of wooded hillsides along the Ohio River from the Mill Creek near downtown Cincinnati to the Great Miami River bordering Indiana. Its efforts focus on: Increasing public awareness of land trusts and the importance of preserving land and restoring native habitat; protecting land through conservation easements, donations or purchase; providing protected green space for endangered plants and wildlife; advocating ecologically-friendly development that preserves the environmental integrity of the area; working with local government to preserve land; and safeguarding the special places that people value.

Since 1992, WWC has collected 13 preserves and conservation easements, seven of which are open to the public. Collectively, it manages more than 300 acres of protected land, having removed invasive species from half of the property. Nearly 100 activities are held per year including educational sessions, volunteer habitat restoration events and weekly hikes open to the public.

In late 2014, Western Wildlife Corridor was gifted 30 acres in Addyston from the family of Grant Kirby including a house and barn. Over the course of six years, the organization’s premiere nature preserve was established on this land as the Kirby Nature Center and Preserve.

Invasive alien plants have been removed and replaced with native species, including a nut grove with walnuts, hickories and fruit-bearing trees near the house. The property’s ecological zones were developed for education and recreation as well as to protect important natural resources. Its mature forest, transitional second growth forest, prairie and riparian area play a major role along with other WWC nature preserves to protect the scenic beauty and natural resources of the Ohio River Valley. An assembly area with buildings and parking lot were developed in the renovated house to serve as a home for WWC’s offices with educational and recreational facilities. A trail system was built, and a large lawn for picnicking and play was developed next to the house.
WE ARE ANIMAL LOVERS

In addition, Community Shares has served for the past quarter-century as the only local charitable federation supporting animal welfare charities serving our community. Currently, we have two member organizations within that category.

UCAN (United Coalition for Animals)
We recognize that traditional animal shelters regularly euthanize healthy, adoptable pets in order to make room for newly-surrendered animals and that the most effective way to reduce the number of animals euthanized is through spaying and neutering to prevent unwanted litters. Our member charity United Coalition for Animals (UCAN) operates a veterinary clinic which provides quality, affordable spay/neuter and other services to prevent unwanted euthanization.

Each year, UCAN performs more than 10,000 spay/neuter surgeries, more than 135,000 since opening in 2007, all supplemented partially by funds raised during the annual Community Shares of Greater Cincinnati workplace campaign, preventing literally millions of unwanted puppies and kittens from being born and surrendered to shelters in the tri-state area. They also provide low-cost wellness services to keep pets healthy and in their loving homes.

League of Animal Welfare
By pulling animals from these traditional shelters, our member charity The League of Animal Welfare saves them from the lives they were dealt by providing the lives they deserve. Their mission is to reduce the number of homeless cats and dogs in Greater Cincinnati by providing a compassionate no-kill animal shelter and programs that promote responsible pet care.

Covered in part by funding raised through the annual Community Shares of Greater Cincinnati workplace campaigns, the League adopts out 1,000 fur-babies into greater Cincinnati area forever homes each year.

For Hannah Marshall, pictured with Daffy, volunteering at the League has long been a family affair. "For my 12th birthday, instead of a present, I begged my parents to take me to cat orientation," she says. "They did, and very quickly we fell in love with the League."

But it would be a few more years before Daffy would officially find her home. In spite of the dedicated efforts of staff and volunteers, life can be tough for older cats in shelters. Statistically, they are less likely to be adopted, and during springtime — when shelters swell with litters of kittens — it can be even tougher for seniors to catch the eye of prospective adopters.

Rescued from a life on the streets, Daffy was found wandering near some apartments. She was quite independent and adjusting to shelter life was stressful. She preferred to set the limits of her interaction with others, and loud noises and kids overwhelmed her. It seemed finding the right home for her might be difficult.

Not that Daffy didn’t have her own special charm. A petite nine-year-old shorthair mix with alert green eyes, Daffy was affectionate and playful, and had become a favorite among League staff and volunteers alike. But with her time at two years and counting, Daffy had been at the League longer than most.

"I had always wanted to adopt Daffy, because she was my favorite cat in the shelter, and she had been there so long," Hannah added. "I got lucky that she was still there when I was ready to adopt."

Moving into her own apartment during college at University of Cincinnati, roommates were settled, her lease was finalized, and Daffy could finally come to her forever home with Hannah.
One of the key functions of our mission as the region's federation of social justice charities is our function as a fiscal agent for emerging social justice concerns in the community. This role allows us to incubate and mentor new efforts at addressing social justice issues as they form and grow until they are strong enough to stand on their own.

Current fiscal agency relationships exist for:
- **Young Activists Coalition**, a group of local youth leaders fighting for peace, justice, and human rights.
- **United We Stand Cincinnati**, organizers of the Cincinnati Women's March
- **Willows Community Center**, a small community center at the Willows Apartments, a property inhabited almost exclusively by recent immigrant families from Central America
- **Inclusive Golf Manor**, a grassroots effort which successfully fought an attempt to repeal a recently-passed LGBT-inclusive nondiscrimination ordinance in the village of Golf Manor
- **Transform Cincy**

Our most successful fiscal agency effort this past year was the launch of Transform Cincy. The project was the brainchild of Nancy Dawson, a local make-up artist who had the experience of seeing her trans daughter transition. Many trans folks early in their transition have negative experiences trying to find clothing in public stores that match their authentic selves.

When Nancy's friend, Tristan Vaught, shared a social media meme about why can't trans youth have gender reveal parties like parents do for upcoming births, the idea to provide a positive, private, curated wardrobe experience for local trans youths was born. Nancy, another daughter Ella Dastillung, and Tristan set out to create this new entity.

Unfortunately, Nancy knew she didn't have much time. She was in the end stages of terminal breast cancer, but establishing this new charity and leaving it on solid footing as her legacy to the community breathed new life into her, and she lived several months longer than doctors said she was "supposed to."

Her husband, Matt Zoller Seitz, a nationally-known television critic, had chronicled her cancer diagnosis on Twitter, which led to numerous celebrity endorsements of this new endeavor from names such as Seth Meyers, Lin-Manuel Miranda, M.J. Rodriguez, Alex Winter, Pamela Adlon, and Ava DuVernay, who filmed a video here encouraging contributions. The attention that their endorsements gave brought national media coverage and donations that allowed Transform to move into its own space and to cover its expenses for the immediate future, although they want to do so much more to help trans youth in the community and will need to raise additional funds to do that.

We lost Nancy in April 2020 -- about four months longer than doctors said she would live -- after which her co-founder, Tristan, recalled: 'She set up a foundation of love, courage, and passion that has set us on a path of brilliance, like the light that she was. A brilliant light that continues on through her children, friends, and through her non-profit, Transform... I believe Nancy wanted to make sure it thrived, that trans kids were protected, and that we all had a space that we felt was home.'

Her husband explained: 'She hated it when people said that a person 'lost their battle with cancer.' 'It's not a war,' she said. 'You either get cancer or you don't, and you either survive it or you don't, and if you die of cancer, when people say you 'lost' it makes it sound like you didn’t fight hard enough. When I die, I want you to just say 'she died of cancer.' But I'll be damned if I don't think of her as a warrior, engaged in a ferocious battle with an treacherous, elusive and ultimately invincible opponent. She cropped her hair very short near the end, a touch that brought a smile to my face because I already thought of her as Joan of Arc, scarred by battles with a dragon... but still she kept going.'
**OTHER MEMBER ORGANIZATIONS**

**HEALTH AND WELLNESS**
Health Resource Center of Cincinnati is a certified and accredited Nurse Managed Psychiatric and Medical Clinic treating the indigent in Cincinnati who cannot access services at other agencies.

Planned Parenthood Southwest Ohio provides access to high quality health care and education that empower people to make informed private decisions about their reproductive lives and sexual health.

**LGBTQ+ ADVOCACY**
Equality Ohio advocates and educates on behalf of Lesbian, Gay, Bisexual, Transgender, Queer, and Questioning Ohioans to achieve legal and lived equality.

GLSEN Greater Cincinnati strives to assure that each member of every school community is valued and respected regardless of sexual orientation, gender identity, and gender expression.

Living With Change works to educate, inspire, and empower communities to advocate and support trans LGBTQ+ youth and young adults.

**SAFE AND AFFORDABLE HOUSING**
Greater Cincinnati Coalition for the Homeless is a unified social action agency committed to the eradication of homelessness. We achieve this by coordinating services, education, and grassroots organizing and advocacy.

Over-The-Rhine Community Housing is a non-profit community development organization providing a wide spectrum of affordable and supportive housing options with life-changing programs to help low-income residents succeed.

Parents for Public Schools of Greater Cincinnati is a community-based chapter of a national organization working with public school parents and community supporters to improve and strengthen local public schools.

Transformations CDC provides direct services to immigrant adults, children and families; collaborates on education, physical and mental health programs; works with regional allies on immigration policy issues.

UpSpring empowers children experiencing homelessness by providing opportunities for education and enrichment.

Winton Place Youth Center provides after-school tutoring, mentorship and character development workshops, enabling youth to make positive contributions to the community.

**FINANCIALS**

**CSGC Revenue Ending June 30, 2020:**
$251,562

- Contributions, events, investment income, $194,406
- Workplace Campaigns, $89,057
- Member dues, other, $14,650
- Workplace Campaign fees, $30,947

**CSGC Expenses Ending June 30, 2020:**
$260,701

- Program Services and Grants, $109,585
- Management & General, $52,386
- Fundraising, $30,240

Sources: June 30, 2020 audit and 990 filing.
In 2018-2019, the Board of Directors of Community Shares of Greater Cincinnati underwent a strategic planning process, approving the plan in June 2019. After the change in leadership, a "refreshing" process was undertaken and the revised strategic plan adopted in 2020. Each strategy has specific approved metrics and goals and has been assigned to a committee for oversight.

**Grow Revenue Streams**
- 1a. Develop plans and manage the Workplace prospecting funnel.
- 1b. Increase workplace revenue and participation from existing partners through workplace ambassadors, steward donors and CEO/HR.
- 1c. Run virtual events in 2020 and assess event strategy starting 2021
- 1d. Maintain board with fundraising goals.
- 1e. Set up ongoing Fiscal Agency new revenue stream
- 1f. Sustain and grow major donor plan (peer-to-peer) for gen ops.

**Continuous Improvement of Operations**
- 2a. Increase support to Development Committee to increase revenue
- 2b. Expand use of volunteers
- 2c. Effective personnel management
- 2d. Leverage toolkits: board, member org, workplace binders
- 2e. Upgrade DonationTracker use

**Grow Impact of Community Shares**
- 3a. Continue to build on segmentation work
- 3b. Create tangible/intangible value to member orgs
- 3c. Start a bold marketing & communications strategy
- 3d. Explore modest study to collect metrics data
OUR 2020 MEMBERS

ANIMAL WELFARE
League for Animal Welfare
United Coalition for Animals

CIVIC ENGAGEMENT
Invest in Neighborhoods
League of Women Voters Cincinnati Education Fund

CRIMINAL JUSTICE
Ohio Justice and Policy Center

ECONOMIC OPPORTUNITY
Co-Op Cincy

EDUCATIONAL OPPORTUNITY
Harriet Beecher Stowe House
Sandangel Foundation
Queen City Foundation
Youth at the Center

EMPOWERING WOMEN
MUSE Cincinnati Women’s Choir
First Step Home
Woman’s City Club of Greater Cincinnati

ENVIRONMENT AND NATURE
Green Umbrella
Keep Cincinnati Beautiful
Western Wildlife Corridor

HEALTH AND WELLNESS
Health Resource Center
Planned Parenthood Southwest Ohio

LGBTQ+ ADVOCACY
Equality Ohio
GLSEN
Living with Change
Transform

SAFE AND AFFORDABLE HOUSING
Over-the-Rhine Community Housing
Greater Cincinnati Homeless Coalition

STRENGTHENING FAMILIES
Parents for Public Schools
UpSpring
Transformations CDC
Winton Place Youth Center

385,000 area residents per year directly benefit from the work of our 28 member charities.