



GOODWILL INDUSTRIES INTERNATIONAL

# **2018 ANNUAL REPORT**



## ABOUT GOODWILL INDUSTRIES INTERNATIONAL

### Mission

Goodwill® works to enhance the dignity and quality of life of individuals and families by strengthening communities, eliminating barriers to opportunity, and helping people in need reach their full potential through learning and the power of work.

### Vision

We at Goodwill Industries® believe that every person has the opportunity to achieve his or her fullest potential and participate in and contribute to all aspects of life.

### Values

Respect      Stewardship      Ethics      Learning      Innovation

### Structure

Goodwill was established in 1902 to improve the quality of life of people with disabilities and other disadvantages, such as unemployment, illiteracy or lack of work experience. Each local Goodwill organization is a separate 501(c)(3) corporation. In the United States and Canada, 158 organizations comprise the Goodwill network. Goodwill also has a presence in 12 other countries.

All Goodwill members are independent, community-based nonprofit organizations that provide job placement, job training, and career and supportive services for people of all walks of life.

Goodwill Industries International (GII) provides Goodwill members with various services, including consulting for workforce development, retail, and commercial operations; financial and management information; education and training; public relations and marketing; and government relations support information.



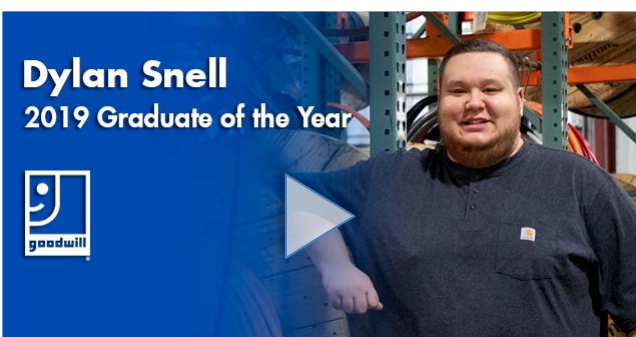
# EXPERIENCE SUCCESS THROUGH THE POWER OF WORK

---

For nearly 120 years, community-based Goodwill organizations have helped people find jobs, support their families and feel the satisfaction that comes from experiencing the power of work. People use Goodwill services to build skills, connect with jobs, advance their careers and support their families.

## 2019 NATIONAL AWARD WINNERS

The Kenneth Shaw Graduate of the Year and the Achiever of the Year are two shining examples of the millions of people who look to Goodwill organizations for career services and related support.



### **Watch: 2019 GII Graduate of the Year: Dylan Snell**

The Graduate of the Year Award honors a person who has shown great progress and accomplishment in overcoming challenges to finding employment, and who still benefits from the Goodwill work environment or receives services to support employment at a community site.



### **Watch: 2019 GII Achiever of the Year Robert Frank**

The Kenneth Shaw Graduate of the Year Award honors an outstanding person for completing a Goodwill Industries® career program and becoming competitively employed by a non-Goodwill employer in the community.

Visit our [My Story](#) blog to access more incredible stories about people who have achieved success with help from Goodwill.

# GOODWILL'S IMPACT

---

**Every 30 seconds of every business day, a person served by Goodwill earns a good job.**



[Watch “Why Goodwill?”](#)

Ten years ago, many of today’s top jobs — mobile developer, data scientist, site reliability engineer — did not exist. Ten years from now, yet-to-be in-demand jobs will take center stage.

These new positions will require a workforce skilled in technology and social intelligence that is ready to work and collaborate both in-person and virtually. Industries such as information technology, health care, online and brick-and-mortar retail, hospitality, manufacturing, construction and automotive services are expected to boom — with more positions opening in the coming decade.

As work changes, Goodwill organizations and our partners are building the resources, training and connections to prepare individuals for the careers of today and tomorrow.

**Goodwill helps people of all backgrounds to improve their quality of life and reach their potential through learning and the power of work.**

- Nearly 34 million people used mobile and online services to build skills and connect with jobs in their communities.
- More than 1.5 million people engaged in face-to-face services with local Goodwill organizations to advance their careers and build financial assets.
- More than 242,000 people used Goodwill services to earn jobs. One out of every 275 people who went to work in the United States did so with the help of Goodwill.
- Goodwill organizations diverted nearly 4 billion pounds of usable goods from landfills.

## Goodwill was involved in one out of every 275 U.S. hires.

More than 242,000 people used Goodwill services to connect with employment, which is equivalent to one out of every 275 job placements in the United States (based on data from the U.S. Bureau of Labor Statistics). The estimated total annualized earnings of these individuals placed in employment are more than \$5 billion.

---

## Nearly 34 million people strengthened their skills through Goodwill's online and mobile services.

Across North America and around the world, people are using virtual tools to strengthen skills and advance their careers. Owned by the Goodwill Community Foundation and operated by Goodwill Industries of Eastern North Carolina (Durham), [GCFGlobal's web-based programs](#) provide online learning opportunities in [English](#), [Portuguese](#) and [Spanish](#). The content produced by GCFGlobal is leveraged by 34 local Goodwill organizations as well as nearly 4,000 other entities, including libraries, schools, employer portals, faith organizations, senior centers and correctional facilities. The platforms feature 251 topics that attracted more than 33 million users in 2018.

Through virtual career fairs and online learning tools, Goodwill organizations are able to help even more individuals and families around the world build skills for in-demand careers and financial strengthening.

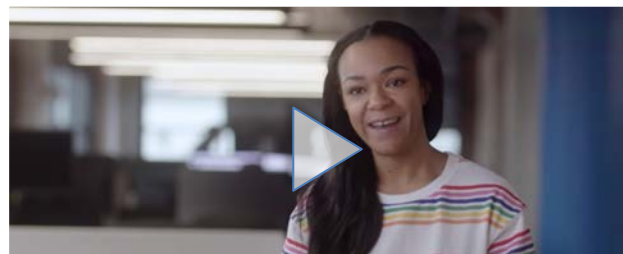
## The Goodwill Digital Career Accelerator® is fueling economic mobility.

The job market is changing dramatically, and the future of work requires digital skills in almost every sector, from entry-level to advanced positions. That is why, in partnership with Google.org and the Grow with Google initiative, Goodwill launched the Goodwill Digital Career Accelerator to help people learn the skills that will increase their wages and allow them to advance in their careers.

Google.org funded this initiative with a \$10.3 million grant and the support of 1,000 Google volunteers as part of Google's broader \$1 billion and 1 million service-hour commitment over five years. Local Goodwill organizations are working together to equip more than a million people who want to work with digital skills. The collaboration won a Silver Halo award for Best Employee Engagement: Skilled Volunteering at the 2019 Engage for Good Conference.

In 2018, 93 local Goodwill organizations operated the Goodwill Digital Career Accelerator across 34 states to help underserved populations gain the digital skills they need to thrive in the workforce. In its first year, the Goodwill Digital Career Accelerator helped more than 252,000 obtain digital awareness training, and more than 27,000 job seekers earned employment as a result.

Learn more about Goodwill's work with Google.org through their [Impact Report](#).



### **Watch: Chelsea Rucker, Data Center Technician**

The Goodwill Digital Career Accelerator helped Chelsea go from living in a shelter to having her own home and thriving in the IT field.

## Adults are gaining education through The Excel Center®.

Thirty million adults in the United States lack a high school diploma, and an estimated 3 million more drop out each year. The Excel Center is a free public high school for adults established by Goodwill of Central and Southern Indiana (Indianapolis) that uniquely addresses the challenging social problem of improving the educational attainment of adults who dropped out of high school and therefore face limited options for career advancement. In 2018, The Excel Center served thousands of students through 26 locations nationwide, including schools operated by Goodwill organizations in Arkansas, Indiana, Missouri, Tennessee, Texas and Washington, DC. Since 2010, more than 4,600 adults have earned their high school diplomas at no cost to them, along with college credits and a variety of industry-recognized certifications.



2019 GII Graduate of the Year Dylan Snell is a graduate of the The Excel Center.

## Goodwill is serving veterans and military families to advance careers and financial wellness.

In 2018, local Goodwill organizations provided services to more than 67,000 military veterans and their families. Of these, 5,118 were enrolled in Goodwill's Operation: GoodJobs, a program supported by a Walmart Foundation investment dedicated to skills attainment, financial wellness and employment for veterans and military families, with a special emphasis on women veterans. The program is operated by ten Goodwill organizations across California, North Carolina, South Carolina, Texas and Washington.

USAA is enhancing services with Operation: GoodJobs Plus, funding services to equip veterans and military families to address needs like work clothing and equipment, child care and transportation.

Today, these Goodwill organizations are helping close the wage gap for veterans, supporting long-term job retention for veterans and military families, and catalyzing better results by collaborating with community partners.

---

## Goodwill is retaining and advancing retail employees with GoodPaths career navigation and coaching.

Goodwill joined forces with the Hope Street Group to create GoodPaths, a career navigation approach to help prepare retail employees to advance into leadership roles. The Walmart Foundation invested in this evidence-based career navigation program for the retail industry that advances Goodwill's commitment to addressing the talent development and

retention challenges of the retail sector. GoodPaths was piloted at three local Goodwill organizations in Texas, South Carolina and Montana, and expanded to 29 local Goodwill organizations in Arizona, California, Delaware, Florida, Georgia, Illinois, Indiana, Iowa, Kentucky, Maryland, Minnesota, Missouri, New York, North Carolina, Ohio, Oklahoma, Pennsylvania, Tennessee, Virginia and Washington.

For the more than 1,100 Goodwill front-line retail employees enrolled in GoodPaths, 80 percent remained Goodwill employees six months later, with 20 percent advancing in their careers inside or outside Goodwill. Local Goodwill human resources and workforce development professionals trained via the GoodPaths model qualify for a career coaching credential through Skilling America, an e-learning platform that provides the latest tools, technology, data and methods to coach low- and medium-skilled workers. Lessons learned in GoodPaths are informing Skilling America design, a career coaching model that is flexible and applicable across diverse industries.



**For the more than 1,100 Goodwill front-line retail employees enrolled in GoodPaths, 80 percent remained Goodwill employees six months later, with 20 percent advancing in their careers inside or outside Goodwill.**

## **Goodwill provides holistic services to help second-chance individuals reenter society.**

In 2018, local Goodwill organizations provided services to more than 80,000 second-chance individuals and their families. Of these, 1,103 enrolled in one of three reentry programs: Young Adult LifeLaunch, Adult LifeLaunch and Goodwill Reentry Opportunities for Work (GROW).

Goodwill's reentry programs are supported by \$13.5 million in funding from the U.S. Department of Labor, and they are dedicated to occupational skills training with a special emphasis on helping people earn industry-recognized credentials and gain placement into employment, apprenticeships or post-secondary education. Services are operated by 13 Goodwill organizations across Texas, Michigan, Indiana, Arkansas, Kentucky, Louisiana, Pennsylvania, Arizona, Minnesota, Maryland and Virginia.

By collaborating with the criminal justice system and community partners, these local Goodwill organizations are providing support and stabilization services to address needs related to housing, legal services, mental health, substance abuse, pro-social activities, healthcare, financial literacy and family reunification.

By way of three current U.S. Department of Labor re-entry grants via Goodwill Industries International, local Goodwill organizations are achieving less than 5 percent recidivism after one year; the national average is 44 percent.<sup>1</sup>

<sup>1</sup> The Goodwill LifeLaunch Young Adult Reentry Program is made possible with a \$4.5 million grant award, covering 87 percent of operating costs, from the U.S. Department of Labor Employment and Training Administration. Goodwill is contributing leveraged funding valued at \$668,179 to cover the remaining 13 percent of operational costs.

The Goodwill Adult LifeLaunch Reintegration Program is made possible with a grant award of \$4.5 million, covering 74 percent of costs, from the U.S. Department of Labor Employment and Training Administration. Twenty-six percent of the Goodwill Adult LifeLaunch Reintegration Program activities and services will be supported with \$1.6 million in leveraged resources.

The Goodwill Reentry Opportunities to Work (GROW) Program is made possible with a grant award of \$4.5 million, covering 92 percent of costs, from the U.S. Department of Labor Employment and Training Administration. Eight percent of GROW Program activities and services will be supported with \$373,275 in leveraged resources.



## Goodwill is an entrepreneurial leader, environmental pioneer and social innovator.

Goodwill is founded on the triple bottom line principles of people, planet and performance and demonstrates sustainability leadership and innovation, creating thousands of jobs and contributing to the economic health of communities while preserving resources and the environment.

Through the collection and sale of donated goods, Goodwill organizations help communities extend the life of usable items, lessen the amount of material sent to landfills or incinerators, and decrease reliance on the extraction and production of virgin materials. In 2018, these organizations collectively diverted nearly 4 billion pounds of clothing and textiles by recovering the value in people's unwanted material goods.

Local Goodwill organizations also partner with college campuses in their communities to hold campus move-out donation drives, empowering students to donate items versus throwing them away before returning home. Through these drives, each year, tens of thousands of pounds of donations are collected supporting Goodwill's mission and creating a more circular economy.

Goodwill will continue to embrace a business model that creates value consistent with the long-term preservation and enhancement of its social, environmental and financial capital for the continued stewardship of the planet and the people and communities who receive Goodwill services.

---



## Goodwill operates in the United States, Canada and 12 other countries.

Goodwill Industries of Korea continued to grow operations by opening a new store in Seoul. It continues to be Goodwill's largest international partner, operating a total of 19 stores throughout the country and employing nearly 300 people with developmental disabilities.

In addition to increasing operational efficiencies in its five retail stores, Goodwill Suomi (Finland) launched Arvo by Goodwill, a new brand of recycled and re-manufactured goods to further its mission of providing job training and placement services through sustainable strategies.

In 2018, Goodwill Industries International also added a new international partner. *Obras Sociais Jerônimo Candinho* (OSJC), based in Brasília, Brazil, is a social services organization that operates a school and provides training programs for youth and families. OSJC is currently operating a pop-up store in a classroom at its school and plans to open its first full store in 2019.

Meanwhile, Goodwill Venezuela placed 31 individuals in employment and provided training to more than 110 people despite the country's current economic crisis. Goodwill Venezuela also provided its employees and program participants with resources they need to survive, such as transportation and food.



# GOODWILL'S FINANCIALS

## GOODWILL INDUSTRIES INTERNATIONAL, INC. AND RELATED ENTITIES CONSOLIDATING STATEMENT OF FINANCIAL POSITION

December 31, 2018, with 2017 Totals

	2018				2017
	GII/LLC	GMJCS	Eliminations	Total	Total
<b>ASSETS</b>					
Cash and cash equivalents	\$2,501,367	\$1,016,009	–	<b>\$3,517,376</b>	\$3,509,136
Investments	14,868,284	–	–	<b>14,868,284</b>	16,337,069
Accounts receivable	695,995	–	(15,876)	<b>680,119</b>	940,509
Pledges receivable	156,500	–	–	<b>156,500</b>	803,137
Grants receivable	4,656,810	–	–	<b>4,656,810</b>	4,768,306
Prepaid expenses and other assets	568,099	2,791	–	<b>570,890</b>	754,105
Notes receivable	–	1,004,320	–	<b>1,004,320</b>	2,958,963
Property and equipment	8,383,116	–	–	<b>8,383,116</b>	8,208,022
<b>Total assets</b>	<b>31,830,171</b>	<b>2,023,120</b>	<b>(15,876)</b>	<b>33,837,415</b>	<b>38,279,247</b>
<b>LIABILITIES AND NET ASSETS</b>					
Liabilities					
Accounts payable	6,533,987	15,876	(15,876)	<b>6,533,987</b>	6,725,874
Accrued expense	2,230,328	6,496	–	<b>2,236,824</b>	2,405,757
Deferred revenue	452,247	–	–	<b>452,247</b>	374,970
Rebates payable	–	–	–	–	77,228
Notes payable	–	1,010,189	–	<b>1,010,189</b>	2,974,643
<b>Total liabilities</b>	<b>9,216,562</b>	<b>1,032,561</b>	<b>(15,876)</b>	<b>10,233,247</b>	<b>12,558,472</b>
Net assets					
Without donor restrictions	13,549,144	990,559	–	<b>14,539,703</b>	16,550,336
With donor restrictions	9,064,465	–	–	<b>9,064,465</b>	9,170,439
<b>Total net assets</b>	<b>22,613,609</b>	<b>990,559</b>	<b>–</b>	<b>23,604,168</b>	<b>25,720,775</b>
<b>TOTAL LIABILITIES AND NET ASSETS</b>	<b>\$31,830,171</b>	<b>\$2,023,120</b>	<b>\$(15,876)</b>	<b>\$33,837,415</b>	<b>\$38,279,247</b>

**GOODWILL INDUSTRIES INTERNATIONAL, INC. AND RELATED ENTITIES**  
**CONSOLIDATING STATEMENT OF ACTIVITIES**

Year Ended December 31, 2018, with 2017 Totals

	2018				2017
	GII/LLC	GMJCS	Eliminations	Total	Total
<b>ACTIVITIES WITHOUT DONOR RESTRICTION</b>					
Revenue and support					
Federal awards	\$26,579,428	–	\$ –	<b>\$26,579,428</b>	\$25,241,764
Membership dues	20,866,228	–	–	<b>20,866,228</b>	20,716,618
In-kind contributions	21,550,345	–	–	<b>21,550,345</b>	17,346,116
Program service fees	2,353,103	–	–	<b>2,353,103</b>	2,475,800
Legacies and bequests	297,171	–	–	<b>297,171</b>	474,669
Rental	292,541	–	–	<b>292,541</b>	286,892
Contributions	140,892	–	–	<b>140,892</b>	200,125
Other income	43,429	69,131	(29,628)	<b>82,932</b>	162,881
Net Investment return – operations	123,099	–	–	<b>123,099</b>	100,145
Subtotal	72,246,236	69,131	(29,628)	<b>72,285,739</b>	67,005,010
Net assets released from restriction	7,411,584	–	–	<b>7,411,584</b>	5,286,270
<i>Total revenue and support</i>	<i>79,657,820</i>	<i>69,131</i>	<i>(29,628)</i>	<b><i>79,697,323</i></b>	<i>72,291,280</i>
Expense					
Program services					
Direct services to membership	42,797,220	59,440	(29,628)	<b>42,827,032</b>	37,297,476
Sponsored programs and grants	33,047,399	–	–	<b>33,047,399</b>	29,926,856
Support services to membership	1,048,502	–	–	<b>1,048,502</b>	1,091,101
<i>Total program services</i>	<i>76,893,121</i>	<i>59,440</i>	<i>(29,628)</i>	<b><i>76,922,933</i></b>	<i>68,315,433</i>
Management and general services					
General and administrative	4,212,203	–	–	<b>4,212,203</b>	3,658,998
Resource development	423,475	–	–	<b>423,475</b>	460,234
<i>Total management and general services</i>	<i>4,635,678</i>	<i>–</i>	<i>–</i>	<b><i>4,635,678</i></b>	<i>4,119,232</i>
<i>Total expense</i>	<i>81,528,799</i>	<i>59,440</i>	<i>(29,628)</i>	<b><i>81,558,611</i></b>	<i>72,434,665</i>
Change in net assets without donor restrictions from operations	(1,870,979)	9,691	–	<b>(1,861,288)</b>	(143,385)
Net investment return – non-operating	(246,055)	–	–	<b>(246,055)</b>	492,316
Gain on interest rate swap	–	–	–	<b>–</b>	5,946
Loss on disposal of equipment	–	–	–	<b>–</b>	(361)
Bad debt recoveries (expense)	96,710	–	–	<b>96,710</b>	(66,254)
<b>Change in net assets without donor restrictions</b>	<b>(2,020,324)</b>	<b>9,691</b>	<b>–</b>	<b>(2,010,633)</b>	<b>288,262</b>
<b>ACTIVITIES WITH DONOR RESTRICTIONS</b>					
Contributions	7,373,964	–	–	<b>7,373,964</b>	8,657,053
Net investments return – donor restricted	(68,354)	–	–	<b>(68,354)</b>	146,464
Net assets released from restriction	(7,411,584)	–	–	<b>(7,411,584)</b>	(5,286,270)
<b>Change in net assets with donor restrictions</b>	<b>(105,974)</b>	<b>–</b>	<b>–</b>	<b>(105,974)</b>	<b>3,517,247</b>
<b>CHANGE IN NET ASSETS</b>	<b>(2,126,298)</b>	<b>9,691</b>	<b>–</b>	<b>(2,116,607)</b>	<b>3,805,509</b>
Net assets, beginning of year	24,739,907	980,868	–	<b>25,720,775</b>	21,915,266
<b>Net assets, end of year</b>	<b>\$22,613,609</b>	<b>\$990,559</b>	<b>\$ –</b>	<b>\$23,604,168</b>	<b>\$25,720,775</b>

# GOODWILL'S FINANCIAL SUPPORTERS

---

## 2018 INSTITUTIONAL FUNDERS

**Goodwill Industries International wishes to thank national corporate, foundation and institutional funders whose investments advanced the mission and impact of the Goodwill network in 2018:**

Accenture

The Annie E. Casey Foundation

Bank of America Charitable Foundation

The Dulin Foundation

General Motors

Google.org

Google.org Charitable Giving Fund of Tides Foundation

Microsoft Philanthropies

U.S. Department of Justice: Office of Juvenile Justice Delinquency Prevention

U.S. Department of Labor: Employment and Training Administration

USAA

Walmart Foundation

**Goodwill Industries International appreciates the pioneer investors who make possible the Goodwill Mission and Job Creation Services loan fund to support the expansion of Goodwill's social enterprise and associated mission:**

The Annie E. Casey Foundation

The Ford Foundation

The Kresge Foundation



## 2018 FINANCIAL DONORS

Gordon and Debra Aberbach	Theresa Cannady	Timothy Farris	Maureen Haughney
Kenneth B. Ackerman	David Carney	Robert Fechter	Matthew Heikes
George Adams	Lindsey Carroll	William and Mary Ellen Feldbaumer	Ross Heller
Sheryl Adams	John and Patty Carroll	Jason Feng	Louis Herbert
Alex Adrian	Karen Challberg	Gloria Figueroa	Judy Honig
Solomon Akinyele	Randal Chance	John Filosa	Martha Gardner Horning
Sami Alabbad	Richard Cheatham	Henry Fogler	Andrea Howard
Marian Alperstein	Edward Chung	Roger Foreman	Paula Hsu
Anthony Anandappa	Amber Clancy-Jundt	Shantel Fraser	Kenneth Hughes
Katie Anderson	Ryan Clarke	Gregrick Frey	Ann and Tom G. Humphrey
Cheryl Anderson	Marcus Cole	Lynn J. Friedman	Kathy Igo
Steven Anderson	Ralph Cole	Ryan Friedman	Bhaji Illuminati
Samuel Antill	Kevin Coleman	Kyra Fry	Brian Itzkowitz
Khalid Arain	Christopher Coyne	David Garber	Shaun Jacobson
Kyle Arain	Lori Crutchfield	Humberto Garcia	Teresa Jennings
Rhona Arbit	Louise Cunningham	William Gardner	Nicole Jewell
Benny Ard	Ralph D'Ambrosio	Marat Gitman	Stephen Jimenez
Jennifer Bartlett	Jane Davis	Ryan Gleason	Hannah Jo
Victoria Bayne	David B. Deal	Abby Gohde	Jerrell Johnson
Glynn Behmen	Marcus DeLeon	John Goldsmith	LaVirgo Johnson
Janan Berstler	Phillip and Barbara DeLeon	Meredith T. Gordon	Georgeann Johnson
Marta Bieber	Matthew Denny	Frank Grobman	Robert Johnson
Beverly Bohemier	Ryan Desantiago	Charles Gross	Karen Johnson
Joshua Bonneson	Naga Devarapalli	Therese Guadagno	George and Mary Johnston
Michael Bradley	Robert Diffley	Tracy Gullledge	James Jones
Courtney Branson	Sarah DiPasquale	Anne Guthrie	Kathie Jorgensen
Gilbert Brodsky	Christopher Donahue	Russell Handzus	Maxine Joseph
William Buchser	Paul Donohoe	Otto Hanneman	Susan Kaufman
John Burton	Edward Durkee	Guy Harley	Stephen and Susan Kay
Diarra Butler	Maureen Dyvig	Margaret Harlow	John Keller
Billie Calloway	Patrick Egan	Mark Harris	Erica Kiefer
Susan Camaione	Sam Emery	Terrance Harter	Judith Kinsey
Glenn Campbell	Mark Farrell	T. Alan Hatton	

Diane and Steven Knapp	Clyde Moore	Randle Rose	Douglas Stewart
Karen Knowles	Debra Morris	Michael Rudd	Adam Stiska
V. Wensley Koch	Rick Moser	James Russ	Gordon Stransky
Ken and Lynn Kofoed	Laraine Muller	Travis Rutledge	Richard Succa
Mari Kuhnley	Richard Mulville	Carolyn Ryan	Sandra C. Susbauer
Ron Kustowski	Angela Murray	Jason Samikkannu	Joshua Tauber
C. Lance	Robert P. Musgrave	Diana Sanchez	Stephen Taylor
Stinson Lenz	Olusola and Nicola Mustapha	Langdon Sanders	Ameilia Terry
Deborah Lenz	Robert Nelson	Kathryn Smart Sawyer	D. Taura Thomas
Jonathan Lesinski	Steven Newman	David Schaer	Andrew Tinklepaugh
Arthur Licygiewicz	Adam Noll	David and Judith Scharfenberger	Arturo Trejo
Joshua Lipman	Jenny Nordeen	Philip Schlak	Emily Trent
Gregory Lipper	Anna Ntenta	Kathryn Schumacher	Melodie Turk
Matthew Lloyd	Renee ONeil	Paulomi Shah	Grant Turkki
Richard Loewe	Richard C. Otterbein	Nader Shawki	Mary Turner
Eric Lucking	Richard Ottinger	Eric Sheaffer	Justin Usery
Susan Luczak	Gamanlal Patel	Eric Sheaffer	Derrick VanKampen
Linda Luther	Michelle Pearce	Norman and Tania Shedlo	Brian Vick
Lois Lutz	Lily Pham	Susan Shepard	Peeranut Visetsuth
Marisol Macias	Kenneth Phillips	Brett Shepherd	Thomas Vojir
Gary Macioce	Debbie Pitchford	Terry Shirey	Dennis Wade
Susanne MacTavish	Morris Pritzker	David Simpson	Bryant Walton
Mary Margolis	Samuel Rabin	Erna Sims	Fred and Wanda Warren
Mauricio Marin	Ian Joseph Racho	Shri Singh	Leah Wasburn-Moses
Karlotta Mathews	Shirley Raps	Albert R. Sloan	Mary Weast
Care McCray-Lengel	Daphna Raskas	Dorsey Smith	Aaron Wheeler
Rick McCue	Palanisamy Rathinasamy	Kathy Sons	Jeffrey Whiting
Shanada McFadden	Jeremia Raygan	Gelmore Wong Spooner	Corbin and Andrea Wilkes
Shepard Mckenney	Frances B. Reed	Rachel Stalcup	Syvilla Williams
Laurence McMillan	Jane Reilly	Stephan Stankewich	Susanna Wong
Yelena Melnichenko	Alex Resnik	Peter Starr	Donald Wright
Roshawn Mikell	Mahmud Riffat	Kathryn StClair	Joan Wuerthner
Bradley Allen Miller	Chris Roliardi	Jeff Stehouwer	Yuan Yao
Eric Miller	Robert Roman	Vonderrick Stephens	
David Miller		Romer Stevenson	

## 2018 BEQUESTS

Alfred Baechlin, Jr.

Butler Marital Trust

Celia N. Hamilton Estate

Charles Hawk

Christine Van Norman

Hal Holden Trust

Isabelle Pence Estate

James Survivors Trust

Margaret Riggs Trust

Marion B. Herrschaft Trust

Mary Jean Yealdhall Estate

Ralph B. Shiner Trust

Ruby A. Pashby Trust





**CHAIR**  
**S. Dale Jenkins**  
*Covington, LA*



**PRESIDENT AND CEO**  
**Steven C. Preston**  
Goodwill Industries International  
*Rockville, MD*

### VICE CHAIR

**Amy Luttrell, CE**  
Goodwill Industries of Kentucky  
*Louisville, KY*

### TREASURER

**Joan Y. McCabe**  
Lipotriad, LLC  
*Palm Beach Gardens, FL*

### SECRETARY

**Clark Brekke, CE**  
Goodwill Industries of the  
Inland Northwest  
*Spokane, WA*

### BOARD MEMBERS

**Tony Bell**  
County of Spartanburg, SC  
*Spartanburg, SC*

**Debie Coble, CE**  
Goodwill Industries of Michiana  
*South Bend, IN*

**Ed Durkee, CE**  
Goodwill Central Coast  
*Salinas, CA*

**Karla Grazier, CA**  
Discover Goodwill of Southern and  
Western Colorado  
*Colorado Springs, CO*

**Joe Guith**  
McAlister's Deli  
*Atlanta, GA*

**Brenda Gumbs**  
Centennial, Inc.  
*Cincinnati, OH*

**Jackie Hallberg, CE**  
Goodwill Industries of Southeastern  
Wisconsin  
*Greendale, WI*

**Ned Helms**  
*Concord, NH*

**Shae Johns, CE**  
Southern Oregon Goodwill Industries  
*Medford, OR*

**Ronald Johnson**  
Georgia Institute of  
Technology  
*Atlanta, GA*

**Steven P. Lufburrow, CE**  
Goodwill Industries of Houston  
*Houston, TX*

**Robbin "Rob" Morton**  
Morton Resources Inc.  
*Macon, GA*

**Anne Myong**  
*Redwood City, CA*

**Akhil Nigam**  
Fidelity Investments  
*Lexington, MA*

**Ed Oxford**  
Fidelity Investments  
*Rio Verde, AZ*

**Etienne Patout**  
Theo Chocolate  
*Agoura Hills, CA*

**Bruce Phipps, CE**  
Goodwill Industries of the Valleys  
*Roanoke, VA*

**Steve Roden**  
Conduent  
*Tallahassee, FL*

**Bob Rosinsky, CE**  
Goodwill Industries–Manasota  
*Bradenton, FL*

**Lisa Rusyniak, CE**  
Goodwill Industries of the Chesapeake  
*Baltimore, MD*

**Michael Sekits**  
Strandview Capital  
*El Segundo, CA*

**Fred Shelfer Jr., CE**  
Goodwill Industries–Big Bend  
*Tallahassee, FL*

**Laura Smith, CE**  
Goodwill Industries of Hawaii  
*Honolulu, HI*

**Deb Testa**  
Lockton Companies  
*Farmington, CT*

**Richmond Vincent, CE**  
Goodwill Industries of South  
Mississippi  
*Gulfport, MS*

**Vickie Volpano, CE**  
Goodwill of Western and Northern  
Connecticut  
*Bridgeport, CT*

**Matthew J. Wadiak**  
Cooks Venture  
*New York, NY*

**Michael Winckler, CE**  
Goodwill Industries of Southeast  
Georgia  
*Savannah, GA*

### EMERITUS DIRECTORS

**Will A. Courtney**  
Courtney & Courtney Properties  
*Fort Worth, TX*

**Bill Kacal**  
*Houston, TX*