



COMMON THREADS THE 2009 ANNUAL REPORT









Hi, I'm Hiran here's a thread that binds all of us together. Pull one end of the thread, the strain is felt all down the line." — Rosamund Marshall

William Glaeser

President & CEO

Chairman, Board of Directors

Nancy Ellis McClenaghan

Can you remember the pride and empowerment of your first paycheck? Attainment of self-sufficiency has been interfaced into Goodwill's service for over a century!

Only think of Goodwill as a place to take your gently used clothing? Thank you for your generous donations that connect individuals to opportunities to work!

Maybe in need of some high quality home goods at a cost effective price? Goodwill shoppers find new bargains each day in diverse community work experience sites!

Managing a local business? Looking for a cost effective partner to meet the deadline? Goodwill's Contract Services is ISO 9001:2008 certified and is so (and sew) ready to help!

Out of work and unsure of your next steps? Workforce Development professionals can help you create a pattern for your future!

Need to hire staff quickly? Employer Services Representatives can help you weave together a cost effective plan!

Think your work skills are outdated for today's job market? Helping you match your skills to the local labor market's need is a Goodwill forte!

Have no place to take that outdated computer or printer? Link up with Dell's Reconnect program - free - at any Goodwill donation site!

Reading is your passion and you're looking for a way to connect with others? Radio Reading volunteers invite you to help bridge the gap for those who cannot see!

Every week it seems the kids have outgrown another set of clothing? Goodwill's Retail Shops can help keep them in style and your check book in the black!

Auto not being used but you know it can help someone else? A gift of your vehicle to Goodwill's Auto Outlet makes a material difference in someone's life!

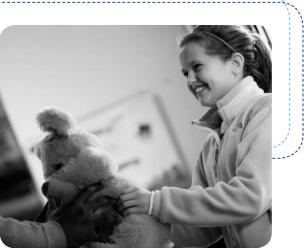
Did you know Goodwill served almost 8,700 individuals in 2009? Commitment to offering participants a hand up to a better life is stitched into Goodwill's culture!

Surprised that Goodwill is so much more than a store?

Schedule a tour for Goodwill's Service Center to learn how we turn jeans into jobs every day!

It all begins with a donation...





"I tell everyone about Goodwill!" – Karen Lewis, avid Goodwill shopper



t all started with a purse. "I had been using the same purse for years, and my friends started taunting me about my old purse. So, I went to a thrift store looking for a bargain. That's how I found Goodwill," said Karen Lewis.

Karen just kept coming back to the stores, finding treasures to wear and to furnish her home. A wool cape, martini glasses, a leather jacket, a pig-shaped lamp, a bracelet. She started giving away her Goodwill finds as gifts. "It's really good stuff." In 2009, a total of 865,016 retail shoppers like Karen supported Goodwill's mission while at the same time discovering the value of our stores.

The merchandise is not the only reason Karen shops at Goodwill. Once, while in the check-out line, she was digging through her purse trying to find her Goodwill coupon. Another shopper walked up to the register and put down a \$10 bill. "This should cover your coupon," he said. Ever since, Karen makes a point to share her coupons with other customers and "convert" friends into Goodwill shoppers. "I'm paying it forward."

Through the collaborative efforts of 11 retail stores, six attended donation sites, an outlet store, auto lot and Shopgoodwill.com, Goodwill is able to further its mission of helping individuals prepare for, find and retain employment. Program participants also work in Goodwill stores and Contract Services Division to learn new skills. "I appreciate seeing them working in the store. I can see that they are working really hard. I'm a fan of Goodwill because of what I find and because they are putting people to work."





"I'm learning a lot of different jobs to get more experience." - Tony Petak, Goodwill program participant working in the Contract Services Division



harles Williamson began practicing his work skills in the Goodwill Contract Services Division in November 2009. "I'm learning to get along with my co-workers and how to clock in and clock out." Tony Petak, who also works in the division, will tell you about a similar experience. "People are friendly here. I am trying new things and learning people skills." Both Charles and Tony have ambitions to find competitive work in the community. Charles would like to be employed as a janitor, and Tony is working toward a position where he could work with animals.

In 2009, Goodwill program participants practiced their work skills on projects within the Contract Services Division, totaling over 27,800 hours. With a commitment to customer service, guality products, cost savings and timely production, the division maintains contracts with many locally based businesses like GOJO Industries. Inc.

GOJO is the leading global producer and marketer of skin health and hygiene solutions for away-from-home settings. Based in Akron, Ohio with facilities in North America, South America, Europe and Asia, the company's portfolio includes hand cleaning, hand washing, hand sanitizing and skin care formulas under the GOJO®, PURELL® and PROVON® brand names. Since 2005, GOJO has been a loyal Goodwill customer, providing program participants with packaging and assembly projects to help them learn new work skills. Participants like Charles and Tony count out 24 retractables for each package and seal them for shipping. As a result, the GOJO products are finished on-time and on-budget, and the revenue earned is used to support Goodwill's mission of helping individuals prepare for, find and retain employment.

"It's not just Goodwill. It's good business." Goodwill Contracts Services provides a local outsourcing solution paired with a skilled and efficient workforce to complete projects in assembling, packaging, collation and mailing, die-cutting, de-manufacturing, sorting, inspection, re-work, and industrial sewing. The Goodwill Retail Stores and these business-to-business services are just a couple of the ways Goodwill funds its employment and training programs.

"I got 'Associate of the Month' twice." – Hiram Parks, placed by Goodwill Vocational Services in 2009



iram Parks came to Goodwill because he needed assistance finding a job. For six years, he had been employed at a department store that was soon closing. Hiram immediately sought out assistance with finding a new job where he could thrive.

The economy was tough, and employers were tightening their belts. But with the assistance of a Goodwill Job Developer, Hiram was able to locate a new job in April 2009 at the Home Depot working part-time. His first hurdle to overcome was the training process, as The Home Depot requires all employees to take web-based computer courses and instructor-led courses before they can start working. Hiram had never used a computer before, so a Goodwill Job Coach worked with him to learn basic computer skills and to understand the testing material. Finally, after passing all of his tests on the first try, Hiram was able to go to work as a cart attendant.

It was evident that Hiram was good at his job right from the beginning. Although the Goodwill Job Coach provided some moral support and ensured that he had the basic knowledge of what his job entailed, Hiram hit the ground running. Toward the end of coaching, he had already earned a merit badge, which is a task that is not easy to do. By his 90th day of employment in June, he had been named "Associate of the Month" and again earned that title in December. Several managers reported that Hiram is a wonderful employee and that The Home Depot is pleased to have him. Most important, Hiram is happy to have found another job in which he can succeed.

Goodwill's Vocational Services division assists individuals with disabilities in identifying job goals, learning work skills, trying out different kinds of jobs and getting a job in the community. Through services such as testing, assessment, adjustment, placement and coaching, individuals are becoming successful and productive members of society.

In addition to serving people in employment endeavors, Goodwill utilizes the Contract Services Division, Retail Stores and administrative offices as work sites for individuals who are learning. Goodwill also works with companies in the community to allow individuals to try out jobs with the hope of future placement.





"Don't be afraid to try something new – no matter what your age." – Barbara Short, placed by Goodwill in 2007 and still on the job



fter 31 years driving a forklift and loading trailers in a factory, Barbara Short lost her job as part of a mass layoff. "It was my comfort zone. My husband always said, 'You're never going to leave that place unless they shut the doors.' Funny, I never thought it would happen," said Barb.

Her employer referred her to the Employment Resource Center (ERC), located at The Job Center* in Akron, which provides free services – including vocational assessment/career counseling, job readiness, and job search workshops – for anyone seeking a new or better job. Barb completed an assessment and decided it was time for a new career as a Medical Assistant. She applied for and obtained funding for her training at Portage Lakes Career Center, where she attended courses and tested for certification in Phlebotomy and Medical Assisting.

The next step was to find a job. Working through her Goodwill case manager, she learned about a position with Radiant Research, a clinical research and development company that conducts drug development studies. After just her first interview, she was hired part-time to work one-on-one with participants in the research studies, taking blood and testing samples. Since beginning her position in June 2007, Barb is now working more hours and has found a new home with Radiant Research, doing what she loves.

Barb would tell anyone who faced a situation like hers, "Don't let fear consume you, and don't be afraid to try something new - no matter what your age. I went for it, and I couldn't be in a better place."

*The Employment Resource Center provides a link to training, education and employment opportunities in one customer-friendly system which brings potential job seekers and potential employers together. A variety of services are available to individuals and local employers. All ERC services are funded by the Summit County Department of Job and Family Services or the Medina County Office of Workforce Development.

"I volunteer at Goodwill because I get job experience and have fun doing it."

- Rachel Koudelka, volunteer at the Brunswick Goodwill Store since April 2009



Rachel Koudelka was looking for something fun and educational that would get her out of the house while she looks for a better job. Two days every week, she hangs clothes on the sale floor and helps customers with questions, gaining the retail experience she needs plus extra exercise walking throughout the store. The management and staff truly appreciate her help at the Brunswick Store.

Rachel is just one of the many committed and involved volunteers that have contributed to the agency's many successes in 2009. Each volunteer – whether a student, a Scout, or a Board member – plays an important role as an ambassador helping to "spread Goodwill."

The members of Goodwill's Board of Directors willingly gave their time and talent in support of the agency's management team, and helped to raise awareness and increase financial support for Goodwill programs and services. Including special projects like the United Way Day of Action and annual Good Turn Day with local Boy Scouts and Girl Scouts, Goodwill volunteers donated 10,917 hours of their time in 2009 to help Goodwill fulfill its mission. More than 50 additional volunteers joined the Goodwill family beginning in September 2009 as Goodwill's WEYE Seeing Eye Radio commenced services.

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huck Cucuzza and his wife Anna used to spend many hours at Goodwill finding treasures on their date nights. He even cleaned and repaired furniture for fellow Goodwill shoppers. Chuck was also an accomplished, self-taught musician, playing the guitar and the accordion. But then an unfortunate series of mishaps with corrective eye surgery left him completely blind.

It's hard to fathom a world you cannot connect with until you are unable to connect with it. Though his life had changed dramatically, Chuck was committed to continuing doing many of the things he loved – including playing music. For 48 years, he taught classes in guitar and woodworking at the Akron Blind Center. Another class he instructed was aptly named "Hodgepodge," which featured a variety of topics and speakers from local organizations, including at one time, Goodwill.

Every evening, Chuck listens to the old-time radio shows on WEYE, which he claims are "the theatre of the mind." In 2009, the assets of the Written Communications Radio Service (WCRS) were sold to Goodwill, and WEYE Seeing Eye Radio of Goodwill Industries of Akron was created. The radio station offers a means for delivery of vital information to individuals with visual and other physical impairments.

Ask Chuck how he feels about the radio reading service, and he will charm you with stories of how it has enriched his and others' lives. "That's my eyesight." When Chuck heard that WCRS would be transferring its assets to Goodwill Industries, his first thought was that "two beautiful organizations were coming together." "It seems as though it was meant to be."



"It was great to support a charity that supported me. Through college, I shopped for affordable clothing at Goodwill. This was my way of giving back." - Lauri Molnar, Taste of Vintage model



In its fourth year, Taste of Vintage, Goodwill's signature fundraiser, included a sampling of gourmet specialties from local restaurants, varied live and silent auction items from area businesses, and a runway vintage fashion show featuring over 30 influential women of the community.

Participating Restaurants and Caterers in 2009:

Akron Woman's City Club Catering by Mark DiFeo Great Harvest Bread Co. Hattie's Café House of Hunan Mavis Winkle's Mustard Seed Market & Café Pearl Coffee Company Robert J. Events & Catering The Tangier University Dining Services at The University of Akron West Point Market

Participants Charles Dawes Nancy Eisenhart Kristina Gorsuch Scott Hoovler Lora McPherson Hiram Parks Angel Seamon David Welflev 2 youth participants



Goodwill's 2009 events promoted awareness of the agency's mission of helping individuals prepare for, find and retain employment. Each May, during Goodwill Industries Week, the agency celebrates program participants, employers and community partners who are true "champions" helping to make Goodwill's mission a reality. Celebration of Champions in 2010 will honor the following individuals and companies for their dedication in 2009:

Employers AVI Foodsystems, Inc. **Country Pointe & Subacute Center** Giant Eagle, Barberton Marc's PlusOne Communications Proto Machine & Manufacturing Southwest General. Brunswick

Community Partners Ashland Evening Lions Club GOJO Industries. Inc. Senior Employment Center, a Division of Mature Services



September is Workforce Services Month, and to celebrate, Goodwill helps honor stellar individuals who have been nominated by local employers at the Employee of Distinction Luncheon. The event is designed to make it easy and cost effective for employers to honor someone who makes a difference in their company and is an employee of distinction among their co-workers.

2010 EVENTS

Goodwill Week & Celebration of Champions May 2-8, 2010

Employee of Distinction Luncheon Wednesday, September 8, 2010

5th Annual Taste of Vintage Thursday, November 18, 2010

Through these events, Goodwill raises awareness of mission services and shares success stories of program participants who achieved their employment goals.

DONORS

John Ackerman Thomas Adams Raj Aggarwal AirTran Akron Aeros Akron Area Society for Human **Resource Management** Akron Art Museum Akron Racers Akron Summit County Federation of Womens Clubs Akron Symphony Akron Women's City Club Akron Zoo Alan Jackson Fan Club Asuama Yeboah-Amakwah Amber AMER Insurance American Red Cross Anonymous Apple American Group ASW Global Ault Bros.-Summit Moving & Storage The Tom and Mary Babcox Family Foundation Becky Babcox Pedro Barnes Larry and Donna Barton Brenda & Larry Baum BCG & Company **Beasley Charitable Trust** Andrew and Margie Becker Clarence Belknap Susan & Robert C. Berk Best Buy - Chapel Hill

Beverly's Invitations & Stationerv **BGS** Associates Kara Bhakuni Tim Binkley & Michelle Grimm BJ's Wholesale Club Bober, Markey, Fedorovich Glenn R. and Alice V. Boggess Memorial Foundation Grace E. Boldt Mark Bonchu Borders Books - Howe Rd. Jim Bouplon Brian Bovkin John F. Brainerd II Braun & Steidl Architects Michael & Chris Brauning Bridgestone Americas Trust Fund **Richard Bromlev** Jennifer L. Buchanan Lisle M. Buckingham Endowment Fund Pamela Lyn Buehrle Heather Bujorian Bunker Hill Golf Course Edward Burns Richard S. Burutsa Kelley Bush Ernest L. Calhoun Cambridge Home Health Care Canton Ballet Company Cargill Corporation Clarence F. Carlson Marian J. Carpenter Catering by Mark DiFeo Central Graphics Ron Cerosky CF Bank Pleas Ray Chambers

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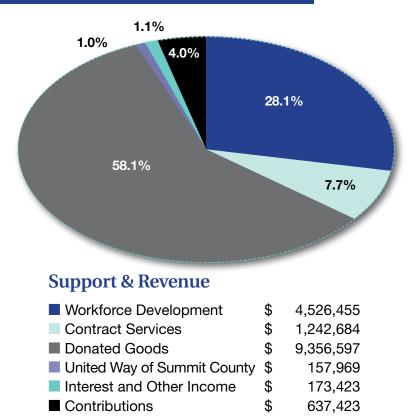
MEMORIAL GIFTS

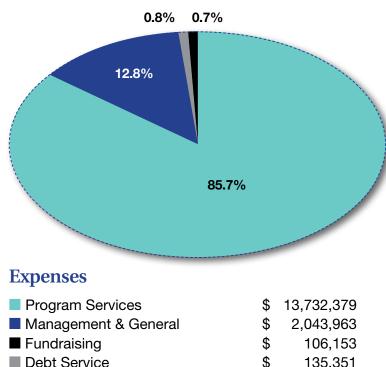
In Memory of David Kluge and Carol Maior Mary Beth Kluge

In Memory of George Kovalycsik Anna R. Kovalycsik

In Memory of Michael Tilden Dale and Rose Curry Chester E. Danforth Thomas and Diane Debord Earl and Donna Hatfield Sean and Terese Joyce JoAnn and Joel Mowrev Joseph and Lisa Rotunda Mr. and Mrs. David P. Walker Michael Walker Pat and Jeanette Walker

2009 FINANCIALS (UN-AUDITED)





Program Services	\$	13,732,379
Management & General	\$	2,043,963
Fundraising	\$	106,153
Debt Service	\$	135,351
Total Expenses	\$	16,017,846
Iotal Expenses	Ψ	10,017,040
Change in Investments	₽ \$	824,199
Change in Investments Change in Net Assets		
Change in Investments	\$	824,199 900,904 7,580,793
Change in Investments Change in Net Assets	\$ \$	824,199 900,904

100%

90%

80%

70%

60%

50%

40%

30%

20%

10%

٥%

90-Day Retention Rate

2006

2005

2007

83 job seekers.

8.689

83%

870



94%

Numbers Served 10.000 9,000 8,000 7.000 6,000 5,000 5 373 4,000 3,000 2,000 1.000

2005 2006 2007 2008 2009

Total Support & Revenue

Placement Rate

\$ 16,094,551

100%	_					
90%						
80%		86%	86%	-	_	83%
70%		00/0	0070	81.6%	80%	03%
60%				_	_	
50%			_	_	_	
40%				_	_	
30%			_	_	_	
20%			_	_	_	
10%						
0%						
		2005	2006	2007	2008	2009



GOODWILL BY THE NUMBERS 2009

Years that Goodwill has been in the business of meeting the needs of

Individuals given a hand-up.

Placement rate, meaning that Goodwill placed 83 out of every 100 people looking for work into jobs.

Individuals Goodwill placed into jobs.

Retention rate, meaning that 78 out of every 100 individuals Goodwill placed into jobs were still on the job after 90 days

\$16 Million

Value of the first year's wages of individuals Goodwill placed into jobs.

Satisfaction rate for participants receiving services from Goodwill.

Program participants worked within Goodwill's Retail Operations and Contract Services business lines.

116,472

Hours worked by participants in Goodwill's business lines, gaining valuable skills and an enhanced feeling of confidence and self-worth.

440.000

Pounds of computer equipment recycled through the Dell Reconnect program.

6,700,000

Pounds of material Goodwill recycled through its salvage programs.

867 Voucher cards distributed through the Elizabeth Clark Emergency Fund to individuals and families in crisis.

\$50,564

Dollars distributed through the Elizabeth Clark Emergency Fund to individuals and families in crisis.

55

Local businesses worked with Goodwill's Contract Services Division for assembly, packaging, sewing and other needs.

394,270

Generous donors gave their gently used clothing and household goods to Goodwill.

865,016

Shoppers supported Goodwill's mission by making purchases at Goodwill Stores.

8.378

Tons of clothing and household items donated to Goodwill.

10,917

Hours donated by generous volunteers.

Cents from every dollar spent at Goodwill Stores funds employment and training services for people in Summit, Portage, Medina, Ashland and Richland Counties.



570 E. Waterloo Road, Akron, OH 44319 Tel: 330.724.6995 Fax: 330.786.2504 www.goodwillakron.org Nonprofit Org. US. Postage **Paid** Akron, OH Permit No. 130

🔊 **shop**goodwill.com

Goodwill's online auction site allows shoppers to search for unusual and valuable Goodwill merchandise from home.

Shopgoodwill.com features unique items from Goodwill locations all over the nation. All revenue generated from Goodwill Akron items sold is used to support the agency's mission.



Retail Stores/ Donation Center Locations

Akron/Outlet 570 E. Waterloo Road

Ashland 1611 Claremont Avenue

Brunswick 1733 Pearl Road

Cuyahoga Falls 1725 State Road

Kent/Ravenna 2528 St. Route 59

Lakemore 1500 Canton Road

Medina 3500 Medina Road

Mansfield 2154 W. Fourth Street

Northfield 10211 Northfield Road

Streetsboro 9278 Market Square Drive

Tallmadge 15 Midway Plaza

Store Hours: Monday–Saturday 9 a.m.– 9 p.m. and Sunday 10 p.m.– 6 .p.m.

Auto Outlet – Donations/Sales

Akron Auto Outlet 2381 Manchester Road

Auto Outlet Hours Monday–Saturday 9 a.m.– 5 p.m. and Sunday 12 p.m.– 5 .p.m.

Donation Center Only Locations

Ellet 2420 Wedgewood Drive (Acme Parking Lot)

Hudson 5381 Darrow Road (Jo-Ann Stores, Inc.)

Coventry Township 3235 Manchester Road (Acme Parking Lot)

Fairlawn 565 S. Cleveland-Massillon Road (St. Luke's Anglican Church)

Green 1800 Raber Road (The Chapel, Green Campus)

Mansfield 1280 Lexington Avenue

About the Auto Outlet

The Auto Outlet accepts donations of cars, trucks, motorcycles, campers, trailers, recreational vehicles, and boats. All vehicles donated are resold at the Auto Outlet and the revenue generated by the sale of donated vehicles helps support Goodwill's mission of helping individuals prepare for, find and retain employment in Summit, Portage, Medina, Ashland and Richland Counties.



Goodwill Auto Outlet 2381 Manchester Road, Akron, Ohio 44314 330-786-0284 www.goodwillakronauto.com