



To all of our Friends, Partners, Clients, and Supporters,

Thank you! Thank you for helping our Goodwill during this most challenging year. ...Because of you, we have continued to serve our community with the utmost focus on health and safety.

...Because of you, we have built new virtual access to our free education, job training, and career pathway services, reaching more deeply into our 15-county region than ever before.

...Because of you, we have learned the critical importance of becoming an anti-racist, fully inclusive, multicultural organization and have taken significant steps along this journey and have more work planned ahead.

...Because of you, we have found new opportunities to collaborate with others and provide essential services to help people get back on their feet and move forward with their lives.

...Because of you, we have learned anew the importance of resilience, agility, and compassion.

...And, because of you, we stand on a solid foundation as we look ahead to marking our 100th year of service in 2022.

With deep gratitude,

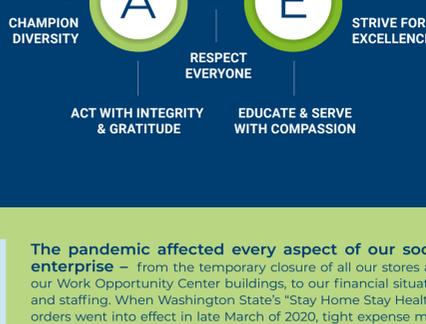
Lori F. Harnick
Lori Forté Harnick, President & CEO

Colette Taylor
Colette Taylor, Chair, Board of Directors

Living Our Values

It is said that adversity does not build character, it reveals it. In 2020, the COVID-19 pandemic challenged all of us. At Goodwill, we rose to meet every challenge through teamwork, commitment, focus, and compassion. What guided and sustained us was the belief in and consistent application of our organizational **C.A.R.E.S.** values:

C.A.R.E.S. VALUES



48 MILLION LBS.
of donated goods were kept out of landfills through recycling and repurposing in 2020



As services in Washington opened back up, we began to recall most of our employees. When we reopened our thrift retail operations, our focus on safety was paramount and we strictly adhered to CDC guidelines in all stores and donation centers. We were so grateful to see many of our loyal supporters walk in our store doors and drive up to our donation sites. Their patience was appreciated as we took all the necessary precautions to keep our employees and customers safe.

Our focus on efficiency, safety, cross-training, and teamwork provided us a solid foundation from which to navigate the many challenges we faced during the pandemic. Retail sales had been growing prior to the shutdown and we enjoyed better than expected results once stores reopened. Online sales once again accounted for a significant portion of our overall revenue in 2020 and played a crucial role during the crisis while storefronts remained closed. We couldn't have come back strong without the amazing resiliency of our employees, who embodied our C.A.R.E.S. values throughout this enormously difficult year. From our retail stores to our operation centers to our administrative and workforce development teams, every member of our organization came together to meet each challenge with grit, determination, and care for one another.

17% (\$6.2 MILLION)
of our donated goods business came from online sales in 2020



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Delivering our Mission in a Virtual World

The closure of our Work Opportunity Centers challenged us to create alternative ways to serve our many clients. Our success coaches and case managers pivoted to a virtual environment, utilizing phone, email, and Zoom sessions to assist the hundreds of veterans, young adults, seniors, and people with disabilities who needed support and guidance.

Our team of workforce development professionals worked alongside our clients, teaching them new skills and supporting their overall development through personalized coaching, counseling, and job-seeking services tailored to the particular needs of the populations we serve. We are so appreciative of the many Goodwill leaders, who continued to educate and serve with compassion, including:

KATIE

Katie, who works with youth and young adults to help them take the first step on their path toward education and employment, often coaching them through a high school equivalency test, a college application, or a pre-apprenticeship program.

MIKE

Mike, who helps military veterans transition to civilian work by tapping into their talents and pivoting toward opportunities to leverage their leadership and expertise.

DAVONNA

Davonna, who works with people with disabilities to help them develop the communications and team collaboration skills sought out by organizations that are eager to employ these individuals and embrace the unique value they add to their teams.

5,665 PEOPLE Were provided free education, job training and placement, in 2020

Goodwill Connect

To provide a greater number of people in our territory with access to our job training programs and career pathway services, our team developed Goodwill Connect – a digital work opportunity center launched in July. Goodwill Connect is accessible anytime – anywhere through any internet-connected device. Hundreds of individuals from throughout our 15-county territory participated in a host of offerings, including our Career Readiness Education & Development (CRED) program, Basic IT Fundamentals, Microsoft Azure Fundamentals, and our Personal Finance courses.

We are so proud of our clients who have excelled during this difficult time, mastering new fields and pursuing new opportunities, including:

CHRISTINE

Who participated in the new Disability Services Virtual Training Library where she improved her math skills allowing her to apply for cashier positions with her current employer.

TYLER

Who participated in the Economic Security for All program, completed his training at WIOA and received his Commercial Driver's License certificate. He is now working with our Career Hub employment coach for job placement and with a financial coach to re-build his credit.

CHRISTINA

Who participated in our Career Readiness Education & Development program and is receiving financial and success coaching in our Centers for Strong Families program, helping her advance in the restaurant industry and build up her assets to start her own food truck business.

In 2020, we also forged ahead with several other new initiatives, including partnerships with community organizations to provide crucial support to those impacted by the COVID-19 pandemic.

For the first time, Goodwill became a direct service provider in the area of housing assistance. We received a federally-funded grant to help implement the Pierce County Emergency Rental & Utilities Assistance Program, which provides eligible Pierce County households with financial assistance for overdue rental payments. We distributed rental assistance to more than 150 households during the last quarter of 2020 and we are proud to continue this service in 2021.

In addition, Goodwill hosted several "Collaboration for a Cause" community distribution events in partnership with more than a dozen local organizations. These events provided much needed basic resources and supplies to Pierce County residents, including non-perishable food and water, personal hygiene products, housewares, school supplies, children's clothing, facemasks, and blankets. These events are also continuing in 2021.

300 EMPLOYERS Hired Goodwill program graduates in 2020 in a variety of career fields

Becoming an Anti-racist Organization

Over the past several years, our Goodwill has been working to champion diversity, equity, and inclusion. Yet, the spate of murders of Black people in the spring of 2020, and the ongoing violence against all People of Color, made it very clear that we needed to do much, much more.

Therefore, we decided to not only take a stand and join others in the fight to dismantle racism, we also determined that we must become an actively anti-racist organization. This decision has led us to examine our entire operation, to put plans in place to make changes from within, to share what we have learned, and to seek to learn from others where we can do better and do more.

Our work toward becoming an anti-racist organization began with a set of intensive educational sessions for our Executive Team in the summer of 2020. These sessions focused on the history of racism in our country and the ongoing oppression of people who are Black, Indigenous, and other People of Color due to systemic and institutional racism and discrimination. Our Leadership Team, Board of Directors, and all of our employees are participating in similar sessions throughout 2021.

Thus far, we have integrated our learnings into our organizational strategic plan, developing an anti-racist strategy map with specific action steps designed to make the real world changes that are needed to dismantle the systemic racism that continues to pervade our society today.

We will continue with an organization-wide assessment and a set of new actions that we will build into a longer-term plan. And as we do so, we are partnering with many community organizations to share ideas and lessons, and find opportunities to collaborate in this critically important work.

Approaching Our 100th Anniversary... and Looking Ahead

In April of 1922, Tacoma Goodwill Industries filed articles of incorporation. A lot has happened and changed over the last 100 years, but one thing has not: Goodwill has always been there to help people survive crises, rebound from setbacks, revive their hopes, and realize their dreams.

To continue to thrive and provide the community with the kinds of services required for the workforce of tomorrow, we must evolve and innovate. As we approach our 100th Anniversary, we will embark on **Power Up Goodwill**, a centennial campaign to raise the funds necessary to compete in the 21st century.

We know technology will be critical to our survival and the success of the people we serve. Whether it is the technology system our retail enterprise will need to thrive in the increasingly online, digital marketplace or the technology skills our students will need to secure a livable wage career, technology will be either a game-changer or a deal-breaker for our Goodwill.

We will share more details on our campaign throughout 2021 and we sincerely hope you will partner with us to help the people of our community transform their lives and emerge from these troubled times stronger, more resilient, and ready to rebuild the future.

Thank you for your continued support.



2020 Financial Highlights

Operating Activities
Statement of Unrestricted Activities (in thousands)

REVENUES		EXPENSES	
Mission Services	\$4,665	Mission Services	\$7,394
Retail Operations	\$53,575	Retail Operations	\$51,919
Managed Real Estate	\$1,115	Managed Real Estate	\$564
Fundraising	\$1,340	Fundraising	\$444
Miscellaneous	\$118	Management & Admin	\$4,431
TOTAL REVENUES	\$60,813	TOTAL REVENUES	\$64,752

Change in Net Assets from operating activities (\$3,939)

Consolidated Statement of Financial Position
(in thousands)

Total Assets	\$75,982
Total Liabilities	\$32,095
Total Net Assets	\$43,887
Total Liabilities & Net Assets	\$75,982

COMMITMENT TO OUR COMMUNITY

91.6% of Goodwill expenses support retail and mission programs & services

8.4% of Goodwill expenses support management & fundraising

HONOR ROLL OF DONORS

(direct and in-kind gifts made October 1, 2019 – September 30, 2020)

- | | | | | |
|---|---|---|---|--|
| <p>\$100,000+
Boeing Company
The Pierce County Connected Fund
Wells Fargo Foundation</p> <p>\$25,000 - \$99,999
Ben B. Cheney Foundation
Community Foundation of Southwest Washington
JPMorgan Chase Foundation
Local Initiatives Support Coalition
Safeco Insurance
Starbucks Foundation
Patricia Stromberg United Way of Pierce County</p> <p>\$10,000 - \$24,999
Columbia Bank
Foundation for Tacoma Students
Lee C. Gingrich
Microsoft
MOD Pizza
RealNetworks Foundation</p> | <p>\$5,000 - \$9,999
The Bamford Family Foundation
Boeing Company Employees
Chehalis Tribe
Dimmer Family Foundation
Florence B. Killworth Charitable Foundation
The Gottfried and Mary Fuchs Foundation
Lori & Blake Harnick
Clara Ledd
Dennis & Linda A. Leuthauser
Milgard Windows & Doors
Scott E. Silver
Todd Silver
Buck B. Thompson
Michael A. Tucci, Sr.
US Bank Foundation
Scott Vipond
William W. Kilworth Foundation</p> <p>\$100 - \$4,999
Paige T. Abbott
Donna Albere
Christopher W. Algeo</p> | <p>Barbara Ault
Robert Aye
Steve Barger
Anne Becker
Mark Blanchard
Dan Bogart
Tony Brink
Susan Brinkman
Jack E. Butson
Sandra Cammarano
Anthony Chen
Rory Connolly
Franklin Dacca
Bill Dickens
Sue Dreier
Rick Ellingson
Gary Ernest
David Flentige
Charole Fosse
Demetrius Forte
Frances C. Heidner
Charitable Lead Trust
Dan Glover
Ann Gosch
Shannon Covia
David Graves
Jason Hall</p> | <p>Mike and Elaine W. Hansch
Chuck W. Hellar
Joanne Henry
Andrew Higgins
Linea Johnson
Robert A. Johnson
Margaret Jones
Terry L. Jones
KeyBank Foundation
KeyBank Tacoma
Kirchner Foundation
Robert A. Kirchner
Karen Koch
Bev Lossy
Beverly J. McCormack
Russell E. McLeary
Ali Modarres
David Morrison
Gerald L. Monahan
Toby Murray
NACE
Kim Nakamura
National Charity Services
Stacey A. Ogle
David Pine
Martha R. Politakis
Steve and Kathleen Politakis</p> | <p>Puyallup Tribe of Indians
Erin Richardson
Carlyn Roy
Sandra L. Rudd
Russell Investments
Masjda B. Schoonderbeek
Willie C. Stewart
Carol Stockdale, Ed.D.
Andrew Stolz
Wendy Stricherz
Larry Sumpter
Colette Taylor
Texas Instruments Foundation
The Titus-Will Families Foundation
James R. Tomlinson
Pamela J. Transue, Ph.D.
Larry R. Televen
Umque Bank
Scott Vipond
Carolyn Weyrick</p> |
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VISION

Our vision is that every person has the opportunity to learn, work, and thrive in all aspects of life.

MISSION

To achieve our vision, we are committed to dismantling racism and advancing equity, diversity, and inclusion so that we can help people reach their fullest potential through our education, job placement, and career pathway services that are made possible by community donations, purchases, and partnerships.