

SERVING OUR COMMUNITY FOR 100 YEARS

Crossing the Threshold Into
Our Next Century of Service



Kristy
WorkFirst graduate



GOODWILL

of the Olympics & Rainier Region

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 we can help people reach their fullest potential through education, job placement, and career pathway services.

We do our work with great gratitude for the community donations, purchases, and partnerships that make our mission possible.

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LETTER FROM OUR CEO AND BOARD CHAIR

Dear Friends,

It is an honor to stand with you all at this very special moment in time and usher in the next century of Goodwill service and impact. As we prepare to look ahead, let's first take a look back....

In 1922, our community and country faced significant challenges that were very similar to the challenges we all faced in 2022. Americans were emerging from the Spanish flu pandemic, a health crisis that ravaged people's families and sowed a great many fears and concerns. As people sought to recover and return to normalcy, they encountered yet another challenge: the industrialization of our nation's economy, which created new work environments and required new job skills based on emerging tools and technologies.

In 1922, Goodwill was there to help people recover, rebuild, and rebound from this double set of challenges by providing job training opportunities grounded in the technologies of the time. Since then, Goodwill has continued to serve the people of our region, helping them address new challenges and prepare for changing futures. Indeed, a century later, Goodwill was there again, helping people emerge from the coronavirus pandemic with the skills needed to work with the newest technologies of our time.

For the last 100 years, we have focused on delivering job training programs that equip people with the greatest in-demand skills so they can build productive careers and thriving lives. As we prepared to cross the threshold to our next century of service, our Goodwill staff and Board of Directors developed a long-term strategic plan centered on the needs of people across our region. In doing so, we identified digital skills as the most in-demand set of skills for all industry sectors. In fact, digital skills are required for 92% of all jobs in our country. Therefore, our long-term strategic plan is anchored by our commitment to prepare people for success in a tech-powered world.

As we work alongside the people we serve, we know that we also walk alongside each of you—the members of our community who have been with us from the beginning. It was a small group of community members who donated the first set of clothes to our Goodwill more than 100 years ago and it is a much larger group of community members who now play an enormous role in our ability to serve the people of our region. Community donations, purchases, and partnerships are what make our mission possible.

Thank you so very much! With you by our side, we have created a century of collective impact and there are no limits to our potential for even greater impact in the next 100 years!



Lori Forte Harnick
President & CEO



Jacqueline Justice
Board Chair

A handwritten signature in blue ink that reads "Lori F. Harnick".

Lori Forte Harnick
President & CEO

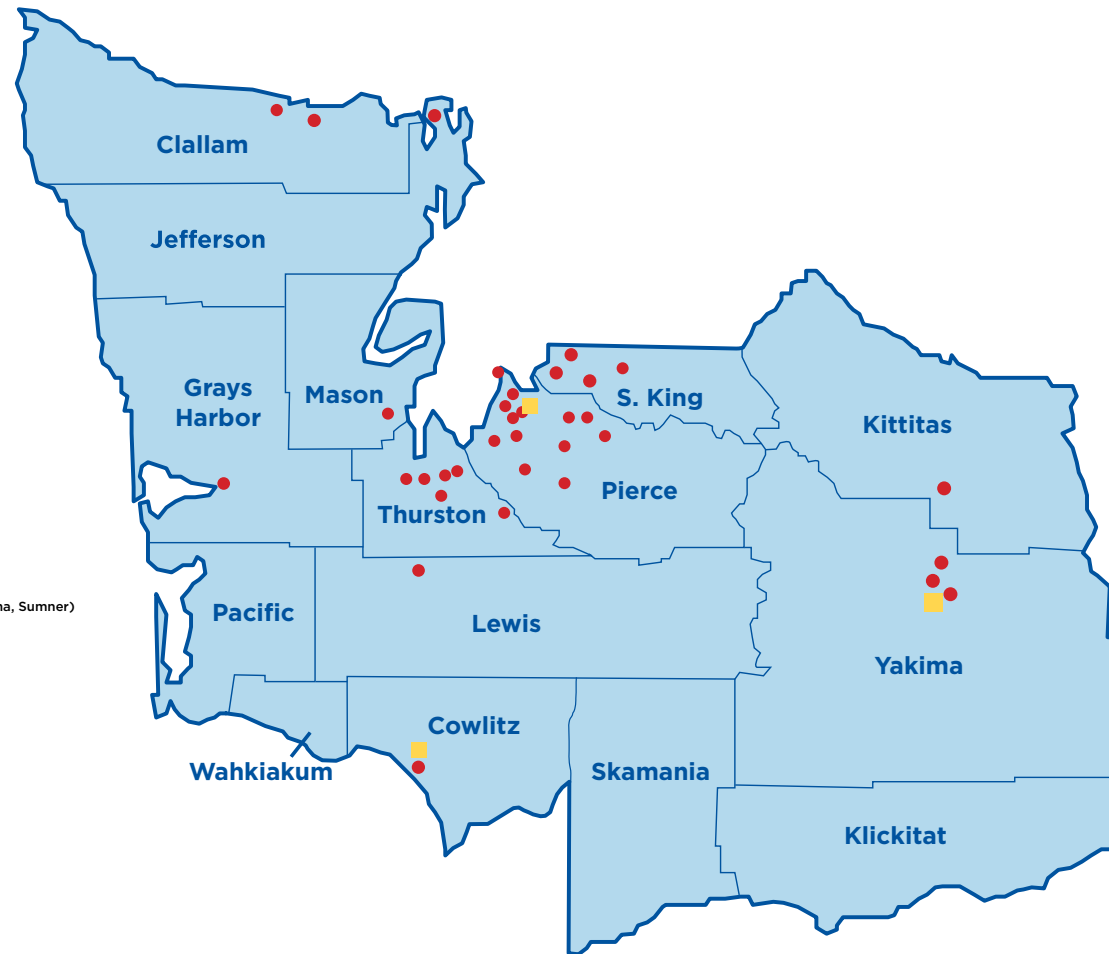
A handwritten signature in blue ink that reads "JJ".

Jacqueline Justice
Chair of the Board of Directors

Goodwill of the Olympics & Rainier Region

- 15 County Service Area
- 34 Retail Locations
 - 29 mainline stores
 - 3 *blue* boutique stores (Olympia, Tacoma, Sumner)
 - 2 outlet stores (Olympia, Tacoma)
- 1 Online Store
 - ShopGoodwill.com/goodwillwa
- 3 Work Opportunity Centers
 - Tacoma
 - Longview
 - Union Gap

- Retail Stores
- Work Opportunity Centers



LAND ACKNOWLEDGMENT

We acknowledge that Goodwill of the Olympics & Rainier Region, which spans 15 counties in the state of Washington, operates and serves on the traditional and ancestral lands of many American Indian Tribes. Centuries of systemic oppression have dispossessed indigenous people of their lands and their rights to self-determination.

We recognize, respect, and give appreciation and gratitude to the people of these tribes, who have stewarded these lands throughout the generations, despite the many injustices they have faced and continue to face today: the Chehalis Tribe, the Cowlitz Indian Tribe, the Lower Elwha Klallam Tribe, the Hoh Tribe, the Jamestown S’Klallum Tribe, the Muckleshoot Indian Tribe, the Nisqually Indian Tribe, the Puyallup Tribe of Indians, the Quileute Tribe, the Quinault Indian Nation, the Skokomish Indian Tribe, the Squaxin Island Tribe, and the Yakama Nation.

LIVING OUR CARES VALUES

Our values are the underpinning of all that we do as an organization to serve our communities and advance our mission. In FY2022, our employees lived our CARES values every day in their service to customers, clients, students, and program participants, and in their work with each other.

CARES VALUES

Champion Diversity

Act with Integrity & Gratitude

Respect Everyone

Educate & Serve with Compassion

Strive for Excellence

ADVANCING ANTIRACISM, EQUITY, DIVERSITY, AND INCLUSION

In FY2022, Goodwill continued our journey toward becoming an antiracist organization and advancing diversity, equity, and inclusion for everyone in our communities.

It was also our first full year with Dr. Terryl Ross, our new Vice President of Antiracism, Equity, Diversity and Inclusion (AEDI), making us one of the first nonprofit organizations in our region to have such a senior leadership position.

During this time, we centered our AEDI work in deep learning sessions for our Executive Team, Leadership Team of 50+ directors and managers, and our Board of Directors. We also provided educational materials and conducted training sessions for all of our employees, from retail staff to mission services providers, to administrative professionals.

These sessions were supplemented with a rich repository of AEDI resources (i.e. books, videos, websites, movies, etc.) that employees can access to build their own AEDI understanding and action plans. Other points of progress included modifying job descriptions to create accountability for putting our AEDI commitment into action and working with our suppliers to understand each other's AEDI journeys and progress.

Collectively, these efforts represent foundational steps forward on our journey to build the knowledge, culture, policies, practices, and organizational decision-making we must have to fulfill our commitment to dismantling racism and advancing diversity, equity and inclusion.



Dr. Terryl Ross
Vice President of AEDI

“ *Our Board of Directors and employees are engaged, and we're making strong strides in our AEDI journey.*”
- Dr. Terryl Ross

100 YEARS OF HELPING PEOPLE TRANSFORM THEIR LIVES

In 1902, Edgar J. Helms, a Methodist minister, founded Goodwill in Boston.

“A hand up, not a hand out” was his motto. Helms opened Goodwill’s doors to anyone with a “willingness to work” and became the pioneer of an organization that gave people hope, dignity, and independence by providing them with the means to earn a paycheck and support their families.



In Tacoma, Washington, Rev. H.W. Michener—another young Methodist minister—was known to talk constantly about the need for Goodwill Industries in Tacoma. In October of 1920, the ladies of Michener’s church handed him leftover items from a rummage sale and suggested he get started.

On April 19, 1922 Goodwill Industries filed articles of incorporation to operate as a nonprofit organization. Tacoma Goodwill became the 17th Goodwill founded in the nation. Following Rev. Helm’s model, it strove to create opportunities for those most disadvantaged in our community. Between 1922 and 1932, Tacoma’s Goodwill Industries grew so rapidly that it was compelled to seek larger locations on five different occasions.



1922



1932

Tacoma experienced severe economic challenges before and during The Great Depression, which dramatically increased demand for Goodwill’s goods and services. With six store locations, Tacoma Goodwill became the first in the U.S. to construct a building dedicated to its operations. The building at 2356 South Tacoma Avenue became home to new jobs and training services for many years to come.

During the Second World War, Tacoma Goodwill continued vocational training and provided a workplace environment for people with physical disabilities. After the war it changed with the times. Helped in part by increased government funding for vocational education, Goodwill invested in clothing rehabilitation and cleaning machines used in its job training programs. Based on growing needs in communities beyond Tacoma, it expanded the reach of its services by establishing new operations in Yakima and Longview.

1940s-60s



“Work greatly enhances the morale of those who help themselves and others by the labor in our industry. Not charity, but a chance.”
- Rev. Edgar J. Helms

“Throughout the last century, service has been at the core of our Goodwill and we are poised to serve our community with even greater impact in the next century.”

- Lori Forte Harnick, President & CEO

Because of continued growth, Tacoma Goodwill constructed a new headquarters for industrial operations and administration at 714 South 27th Street in Tacoma. This included the largest dry cleaning operation in Tacoma as well as expansion of job training programs in new industries.



1965

The Tacoma community came out in full force to raise funds to build the Milgard Work Opportunity Center, a state-of-the-art educational facility, which opened its doors on September 9, 2009 in order to serve an even greater number of people in need.

By 2014, the Yakima and Longview branches also became Work Opportunity Centers and retail operations grew to 34 stores. In that year, the organization was renamed Goodwill of the Olympics & Rainier Region to express its commitment to serving all communities in its 15-county region.

The Milgard Work Opportunity Center is a LEED-certified structure, reinforcing Goodwill's dedication to environmental sustainability, and as a state-licensed vocational school, it includes a full set of classrooms, digital capabilities, and multi-modal learning environments. All-in-all, it is a place of compassion, dignity, and learning for all who walk into its doors.



2009-2019

1970s-80s



In 1973, Tacoma Goodwill became one of the first facilities in the State of Washington to receive full accreditation from the Commission on Accreditation of Rehabilitation Facilities (CARF), enabling it to better serve people with developmental disabilities. Job training programs included learning how to use new electronic devices that would provide them with in-demand job skills.

1990s-2000s

In the early 1990s, Goodwill recognized the need to incorporate computer skills training in its vocational programs. In the following decade, it opened its first Community Resource Room to provide community members with access to digital technology. In 2003, a significant grant from the Gates Foundation funded a new computer lab, allowing Goodwill to significantly expand and enhance its job training capabilities.



2020-

2020 brought crises throughout our community and world. At that time, the Goodwill staff and Board of Directors recognized that, to fulfill our mission, we had to work toward becoming an antiracist organization that advances equity, diversity, and inclusion for all. Our commitment to do so, and actions we have taken, shape how we operate, engage stakeholders and serve our communities today.

The onslaught of COVID-19 brought a mandatory 3-month shutdown of our retail stores and Work Opportunity Centers, creating significant financial challenges and the inability to serve people in person. Fortunately, with community support and the dedication of our employees, we emerged a stronger and more nimble organization, and are well-positioned to cross the threshold into our next century of service.

PowerUp Goodwill

PREPARING PEOPLE FOR SUCCESS IN A TECH-POWERED WORLD

The COVID-19 pandemic quickened the pace of digital development around the world. While that was a silver lining for many, it was a new, high barrier for the most vulnerable people in our communities.

Today, 92% of jobs require digital skills. Yet, one-third of workers lack the digital skills they need to enter and thrive in today's workplace.¹ This is especially true for the populations we serve at Goodwill: families in poverty, people with disabilities, people experiencing homelessness, youth, seniors, and military veterans. For them, the path forward is employment. A job. A career. A step toward a better life for themselves and their families. But, the lack of access to technology and technology skills is widening the gap between poverty and prosperity for those who face the greatest barriers.

92% of jobs require digital skills

As we embark on our second century of serving our communities, we are committed to closing this gap by creating opportunities for the most

vulnerable members of society—through developing a robust set of technology-based skills training, education, job placement, and career services.

To fund this vital work, we launched the **Power Up Goodwill Centennial Campaign**, to raise \$5 million for technology skills training programs that will continuously align with the ever-evolving presence of technology in the workplace. Our goal: to equip 50,000 people over the next decade with the digital skills they need to learn, work, and thrive in an increasingly technology-based world.

¹Source: National Skills Coalition

Mario
Veteran Services graduate
now **Equipment Specialist**



*In today's world it is
imperative to have digital
skills to be successful."*





“*Training needs to bolster workers against the tide of technological innovation in the workplace, providing them with in-demand skills for quality jobs that provide family wages, personal fulfillment, and opportunities for advancement.*”²

As of this writing, we have raised 70% of our goal during the “silent phase” of the campaign. We are deeply grateful to the individuals and organizations who are founding supporters of the Power Up Goodwill Centennial Campaign and we are excited to launch the public phase of the campaign in April 2023. To learn more, please go to: www.goodwillwa.org/powerup.

After seven years of proudly serving in the U.S. Army, Mario faced a medical retirement and the challenge of building a new career. He began pursuing training and educational opportunities to

prepare him for civilian life. As he did so, Mario recognized that the post-Army career he wanted required something that he did not have: strong computer skills.

One-third of workers don't have the foundational digital skills necessary to enter and thrive in today's jobs.

To improve his computer skills, Mario contacted Goodwill's Veteran Services staff and enrolled in a series of digital skills courses. He earned a Microsoft 365 Fundamentals certification and took more advanced courses on Microsoft Dynamics and Azure.

Today, Mario is working for the U.S. government as an Equipment Specialist, where he uses digital skills daily to communicate, collaborate, learn, and train others. “As I progress to a higher grade in my job, it's more admin work, more paperwork, more professional communications. A lot more Microsoft Teams meetings and databases. These digital skills will help me with career advancement!”

POWER UP BY THE NUMBERS

50,000

to be equipped with digital skills over the next decade

² Source: Washington Workforce Training and Education Coordinating Board

PROGRAM SPOTLIGHTS

In FY2022, through our licensed vocational school and wrap-around community services, we served 4,093 people facing significant barriers to employment with a full range of free education, job placement, and career pathway services.

We served youth struggling to gain a foothold in life, single parent families striving for self-sufficiency, seniors seeking to re-enter the workforce, people experiencing housing insecurity, people with developmental disabilities, and military veterans transitioning to civilian employment. We provided more than 30 in-person, online, and hybrid programs, delivered through a compassionate team of Goodwill Workforce Development educators, counselors, career coaches, and case managers.

The hallmark of our service is a comprehensive and compassionate approach that:

- Meets people wherever they are on life's journey
- Inspires hope and self-confidence
- Reduces or eliminates the obstacles and barriers they face
- Focuses on all aspects of learning and adapts to different learning styles
- Builds skills to obtain jobs and launch careers, and places people directly into employment
- Partners closely with businesses and community organizations to provide a full 360 support system for people in need

We are inspired every day by the people we serve and the grit and resilience they show as they seek to transform their lives.



4,093

people served in FY2022

314

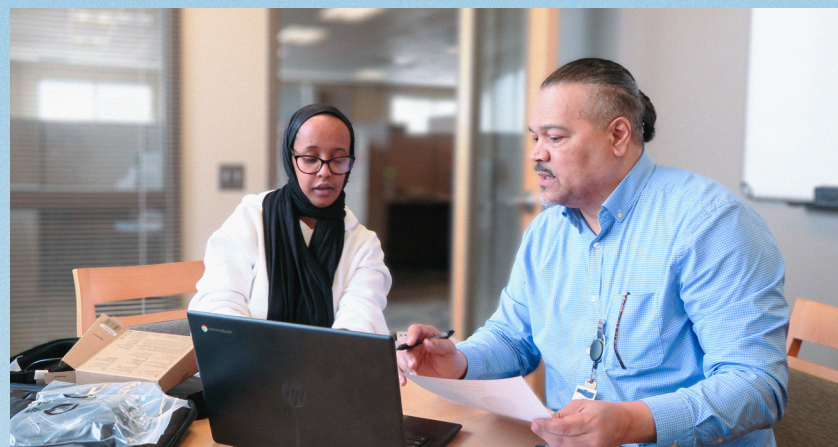
people placed in jobs

Goodwill Connect

CONNECTING AND THRIVING IN OUR DIGITAL WORLD

Despite rapid advancements in technology, one in six Washingtonians lack broadband internet access and the ability to fully benefit from the world of online information and services.

That number is concentrated among those who are unemployed, low-income, and people of color. As every economic sector and job becomes more digital, there is a high risk that these people will be left behind.¹



“As a mother of many school aged children, living without a computer is difficult. I do everything on my phone. I’m looking forward to working on my digital skills and being prepared to help my kids with their homework.”
- Goodwill Connect Participant

That is why we led the launch of Goodwill Connect in 2022—to provide people throughout Washington with the skills, devices, and connectivity to get online and gain access to the information and services they need. Funded by the Washington State Department of Commerce’s Broadband Office, and conducted in partnership with Goodwill organizations across the state, Goodwill Connect provides a free network of Digital Navigator staff ready to help people to get skilled, equipped, and connected.

GOODWILL CONNECT BY THE NUMBERS

CALENDAR YEAR 2022

5,091 served via free hotline

2,429 received digital skills training & laptops

Goodwill Connect serves all 39 counties in Washington State. The website goodwillconnect.com and the Digital Resource Hotline at 844-GWCONNECT (844-492-6663) are the primary methods of contacting a Digital Navigator and getting help, which is available in 7 languages. The website offers a zip code search feature to direct visitors to their regional Goodwill organization, and a list of helpful resources needed for support services.

¹Source: Per the National Telecommunications and Information Administration, 18% of Washingtonians lack broadband internet access. [Digital equity and inclusion - King County](#).

Youth Programs

ON A NEW PATH

Steven is a high school graduate living in Longview, Washington. At age 18, he found himself the sole provider for his mother, sister, and himself. Growing up around drug and alcohol abuse, Steven wanted a better future, but his circumstances required him to work three jobs and fill every minute he could with hard work just to pay the bills. He felt stuck. “I was in a rut and couldn’t escape.”

Many young people like Steven have dreams of fulfilling careers and better lives, but struggle to overcome day-to-day challenges. They are seeking a path forward and the support to walk it.

Said Steven, “I needed structure in my life, but didn’t know how to get there.” Steven participated in the pilot phase of Goodwill’s Introduction to Industry program and acquired certifications for OSHA 30, First Aid, and forklift operations. Along the way, he built critical digital skills, such as how to use the Microsoft Office Suite.

Steven
Youth Internship graduate
now **Electrical Technician**



Goodwill shows you where to start on a path and helps you when you need it along the way.”



Goodwill creates pathways to employment for marginalized youth by assisting them in a number of ways, including General Education Development (GED) attainment, training for industry, work-based learning, and internships with partner companies. Through these programs, youth like Steven gain the fundamental education and skills they need to grow and succeed.

Through Goodwill, Steven was placed at an internship with Northwest Motor Service, a Longview company that services electric engines and motors

his job and he finds himself helping others at his company with technology. He was recently promoted to an Electrical Technician and now serves business customers across the U.S. to make sure their motors are working well.

“*I felt like I had a new start in my life... Goodwill will open doors like that.*”

across the country. His internship allowed him to showcase his skills and talent – so much so that the company offered him a full-time job as an inside salesperson. “I was overjoyed and felt like I had a new start in my life,” he said.

Since being hired full-time, Steven has continued to build his experience and leverages the skills he gained at Goodwill. His computer skills are critical for

“Goodwill shows you where to start on a path and helps you when you need it along the way,” he says. “This whole industry exists that no one knows about. Goodwill will open doors like that.” Steven is now married to his girlfriend of many years, lives in a house, owns a car and a dirt bike. Through his energy and effort, he is on a path of achievement and fulfillment that comes from the power of work.

YOUTH GED® BY THE NUMBERS

FY2022

100+ students graduated

People with less than a high school education experience the highest unemployment rates and realize the lowest earnings among those at all education levels. **Our Youth GED® program** provides hands-on and classroom education as an alternative path for students ages 16-24 to earn their high school equivalency degree and realize their full potential. The program includes support services, such as career and financial counseling, and is in partnership with Tacoma Public Schools, Longview Public Schools, and the Kelso School District.

Disability Services

GOODWILL WAS HER LIFELINE

When Kim had a heart attack at 29, her life changed course. The heart attack revealed a condition whereby if she's too stressed, too sick, or too cold, she is at risk of suffering another heart attack.

Through the years, Kim also learned she had rheumatoid arthritis, which severely limits what her hands can do.

As a result of these health challenges, Kim was sidelined from work. While she had financial support from Social Security Disability Insurance (SSDI), it was not enough. "I was living with my daughter, depending on my kids for support, and the money I was getting couldn't even pay my half of the rent." She says, "I was drowning. It was like I was stuck out in an ocean and I didn't know how to find a way out." But Kim had a desire to work and to find a path to a better life.

Kim
Ticket to Work graduate
now **Security Supervisor**



Once I found Goodwill, it was like my life line out in the ocean. It was like—finally someone could advocate for me who understood my needs."

Goodwill's Disability Services are focused on helping people with physical and developmental disabilities to build job skills and find employment in a field of their choice. We work with each person to help them identify their talents, strengths, and capabilities and to match them with the right type of employment. Further support is provided to develop a resume, improve job readiness, make sure they receive the necessary accommodations in a new job, and prepare them for essential job functions.

In Kim's case, she attended Goodwill's Career Readiness Education & Development (CRED) program, which equips people with essential skills and support on their journey to employment, including basic digital skills, personal finances, good work habits, workplace communication, career preparation, and job placement.

“Goodwill helped me get comfortable with the computer and learning how to navigate it.”

As technology had advanced quite a bit during her time away from work, updating her digital skills was essential to reentering the workforce. “Using Word, using PowerPoint, using Excel ... I have to use these things every day to make spreadsheets, do reports, and send emails,” she says. “Goodwill

helped me get comfortable with the computer and learning how to navigate it.”

Despite setbacks due to the COVID-19 pandemic, Kim was able to use the skills and support she received to secure a job with an employer that could accommodate her health situation. She has since steadily advanced in her role and is now the campus security supervisor for a major telecommunications company in Seattle. While Kim lives with her son, she's

set career goals, is thinking about getting her own place, and maybe taking her first vacation. Says Kim: “Once I found Goodwill, it was like my lifeline out of the ocean. It was like finally someone could advocate for me who understood my needs. It literally changed my life.”

DISABILITY SERVICES BY THE NUMBERS

FY2022

167 participants found work in a field of their choice

Goodwill's Disability Services program provides a wide range of employment support to people with disabilities. Each individual using these services receives:

- Identification of their talents, strengths, and capabilities
- Job search support, including resume development, completing job applications and interview preparation
- Job placement assistance and advocacy
- Job integration support
- Job retention assistance

Paid Work-Based Learning Experiences

CROSSING THE DIGITAL DIVIDE TO A NEW CAREER PATH

Raising two children and a newborn by herself, Kristy needed to find a way to provide for her family. She was burned out from shift work in the hospitality industry, and faced a number of barriers to getting a better job, including the lack of basic computer skills. “I knew how to use a phone, but computers were not my thing.”

However, she was motivated to learn, grow, and do what was necessary to build a career.

“When Kristy came to us, she had no computer skills, and she also had a lot on her plate,” said D.J. Rothe, Kristy’s Goodwill Job Coach. Kristy enrolled in the WorkFirst program, which provides people with job training, employment opportunities, and a pathway to financial independence.

Through the program, Kristy gained essential digital skills, such as how to use Microsoft Outlook, Word, and Excel, and necessities like how to write professional emails and communications. She recalls an assignment where she had to use computer applications to plan an event. “I’m a visual learner and D.J. made using the computer very practical. Her approach made the lessons stick.”

Kristy
WorkFirst graduate
now **Teacher’s Aide**

“

I’ve gone from being unsure of my direction, to doing a job I love.”



To prepare people for the workforce, Goodwill offers programs like WorkFirst that provide opportunities for people to apply and enhance their skills and work habits in paid internships. These work-based opportunities complement our broader set of career readiness education and development services and our state-licensed vocational school, which altogether equip people with in-demand skills and certifications that provide a pathway to employment and fulfilling careers.

Beyond digital skills, Kristy also learned important work habits. “I learned to be on time or early to work, and not to be absent.” But her time in the program wasn’t without its challenges. There were days when she felt down. “On those days, D.J. stayed with me, didn’t judge, and kept me going in the right direction.”

“*I’m a visual learner, and my Goodwill Job Coach made using a computer very practical.*”

Kristy was able to demonstrate her new skills during a part-time internship at the Bates Early Childhood Development program, which operates pre-schools in several

Tacoma locations. Her director was so impressed that she offered Kristy a full-time position as a pre-school assistant.

Kristy credits her Goodwill experience for preparing her for her new job. “I use the computer every day. I do email, get student information, and use the iPad in the classroom.” Kristy also feels like she has found her passion. “I have purpose in working with children, and feel like I’m giving back to my community.” In her mind, she has come a long way: “I’ve gone from being unsure of my direction, to doing a job I love.”

VOCATIONAL SCHOOL BY THE NUMBERS

FY2022

239 partner employers

Goodwill’s state-licensed Vocational School

offers a variety of programs to equip people with in-demand job skills and certifications that provide a pathway to employment and fulfilling careers. Programs include industry-specific training in areas including Information Technology, Warehousing and Logistics, Construction, and Healthcare.

SUSTAINABLE RETAIL OPERATIONS

Nothing in this report would be possible without our thrift retail operations. Goodwill's thrift retail social enterprise is the engine that fuels our mission. It is a job-training operation in its own right that is run with both compassion and rigor so that its net proceeds can enable us to reach, train, and support more people in our communities.

The retail thrift industry is undergoing a rapid transformation as trends in consumer behavior, technology, and competition accelerate. We are meeting these challenges head-on through continued innovation and efficiency—all with a steadfast focus on our customers, donors, and mission.

In FY2022, we operated 34 retail stores and grew our online retail sales operation to generate \$78.06 million in revenue—delivering 85% of the organization's total revenue needed to advance our mission. Our online retail operations continued to drive strong demand in FY2022, and grew by a robust 21.6% as compared to the prior year. In total, online sales represented 11% of our total retail sales.

Goodwill is focused on deriving the greatest value possible from every donated item, advancing environmental sustainability, and minimizing waste at every step in our process. In FY2022, we received 58.1 million pounds of donated goods and sold or recycled 77% of those goods—saving 44.6 million pounds of waste from going to landfills.

GOODWILL RETAIL BY THE NUMBERS

FY2022

34 retail stores

21.6% online growth

\$78.06m

retail store revenue

CREATING IMPACT TOGETHER



YOUR GOODWILL BY THE NUMBERS

FY2022

34
retail stores

3 Work Opportunity Centers
in: Tacoma, Longview, & Union Gap

4,093 people served &
239 partnered employers



44.6 million pounds
of goods resold,
repurposed, or recycled.



2022 FINANCIAL HIGHLIGHTS

(Per FY2022 Audited Financial Statements)

OPERATING ACTIVITIES

Statement of Unrestricted Activities
(in thousands)

REVENUES

Mission Services	\$11,880
Retail Operations	\$78,063
Managed Real Estate	\$1,101
Fundraising	\$1,181
Miscellaneous	\$97
TOTAL REVENUES	\$92,322

EXPENSES

Mission Services	\$14,340
Retail Operations	\$67,603
Managed Real Estate	\$491
Fundraising	\$483
Management & Admin.	\$5,242
TOTAL EXPENSES	\$88,159

Change in Net Assets
from operating activities **\$4,163**

Consolidated Statement of Financial Position
(in thousands)

TOTAL ASSETS	\$87,413
Total Liabilities	\$26,693
<u>Total Net Assets</u>	<u>\$60,720</u>
TOTAL LIABILITIES & NET ASSETS	\$87,413

COMMITMENT TO OUR COMMUNITY

92.9%

*of Goodwill expenses support retail
and mission programs and services*

7.1%

*of Goodwill expenses support
management and fundraising*

HONOR ROLL OF DONORS

DIRECT AND IN-KIND GIFTS MADE OCT. 1, 2021 - SEPT. 30, 2022

(excluding Power Up Centennial Campaign donations)

Goodwill would like to thank the following community members for their support during FY2022. Because of you, thousands of people in our region have received the training, education, and support services that have helped them transform their lives. We thank you all for being champions of Goodwill's mission and the people we serve.

\$100,000+

Boeing Company
Seattle Foundation

\$25,000 - \$99,999

Community Foundation of Southwest Washington
Coordinated Care
Gary E. Milgard Family Foundations
United Way of Pierce County
Wells Fargo Foundation

\$10,000 - \$24,999

KeyBank Foundation
Dennis & Linda A. Leuthauser
LISC
LYFT
National Charity Services
Safeco Foundation
Stromberg Family Foundation

\$5,000 - \$9,999

Dimmer Family Foundation
William W. Kilworth Foundation
Clara Ladd
The Russell Family Foundation
Scott E. Silver
Todd Silver
Buck B. Thompson
Waste Management

\$2,500 - \$4,999

Liz and Mike Dunbar
David Graves

Frances C. Heidner Charitable Lead Trust
Plain Endurance Runs LLC
Magda B. Schoonderbeek

\$1,500 - \$2,499

Steve and Mary Barger
John Korsmo Construction, Inc.
Carol Stockdale, Ed.D.
Michael A. Tucci, Sr.
Robert E. Widener, Jr.
John A. Woodworth

\$1,000 - \$1,499

Donna Albers
Bill Berry
Tony Bowie
William B. Cammarano, Jr.
Jahmad Canley
Norm and Ann Gosch
Carolyn Haynes
Joanne Henry
Andrew Higgins
James M. McCormack
Stacey A. Ogle
Chris Politakis
Steve and Kathleen L. Politakis
Mary Lou Sclair
Collette Stewart
Texas Instruments Foundation
The Titus-Will Families Foundation
Larry R. Treleven
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