

New Lives Start Here



LaFare
Digital Skills Graduate
Now Pharmacy Assistant



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.

New Lives

Start Here

TABLE OF CONTENTS

- 6 LETTER FROM OUR CEO & BOARD CHAIR
- 8 SERVING OUR COMMUNITY
- 10 NEW LIVES START HERE
- 16 THRIFT RETAIL ON A MISSION
- 18 OUR PEOPLE, OUR PURPOSE
- 20 ANTIRACISM, EQUITY, DIVERSITY, AND INCLUSION
- 23 FINANCIAL HIGHLIGHTS

LETTER FROM OUR CEO AND BOARD CHAIR

“Community Makes New Lives Possible”

Dear Friends,

Do you remember your first job? The excitement of getting the call? That moment when someone believed in you enough to say, “You’re hired!” Terry Jones, Chair of our Board of Directors, recently recalled her moment:

“My first job was life-changing. I remember riding the bus that first day, smiling so wide I wanted to tell everyone, ‘This is the start of something new!’ I didn’t say it out loud—but I felt it: joy, pride, a sense of possibility.”

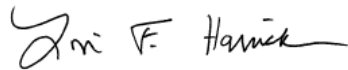
Decades later, as a board member for Goodwill of the Olympics & Rainier Region, I see that same spark every time I walk into Goodwill’s Work Opportunity Centers. I’ve met people stepping into new lives—people who, thanks to Goodwill’s training, mentorship, and job opportunities, are discovering their own version of that first-day smile.”

These are not just individual success stories. They’re community stories. Because none of this happens alone.

Goodwill’s work is a living example of how community makes new lives possible. From staff and volunteers to donors and business partners, each person plays a part in someone else’s transformation. A second chance becomes a first step. Training becomes confidence. Support becomes strength. And a job offer becomes a whole new future.

Thank you for being part of this. Your support makes these stories real. Because of you, someone will ride the bus tomorrow with that same smile, excited by the possibility.

Lori Forte Harnick
President & CEO



Terry Jones
Chair of the Board of Directors




Lori Forte Harnick
President & CEO

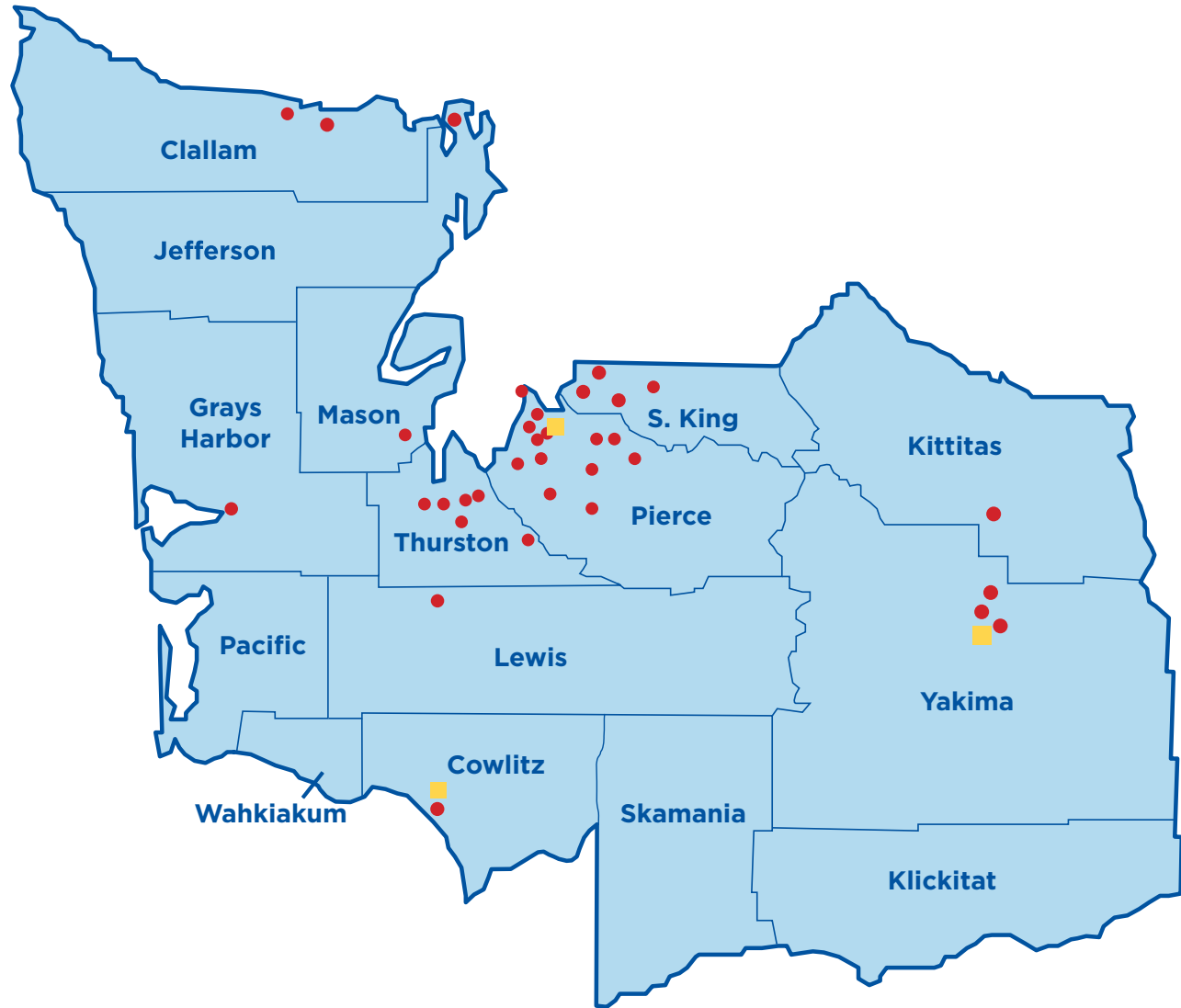


Terry Jones
Board Chair

Goodwill of the Olympics & Rainier Region

- 15 County Service Area
- 34 Retail Locations
- 1 E-commerce Operation
 - ShopGoodwill.com/goodwillwa
- 3 Work Opportunity Centers
 - Tacoma
 - Longview
 - Union Gap

- Retail Stores
- Work Opportunity Centers



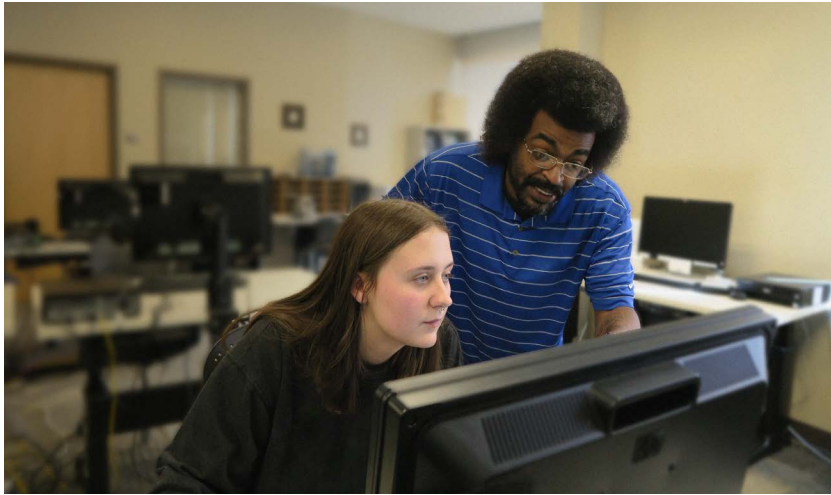
LAND ACKNOWLEDGMENT

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.

Mission

SERVING OUR COMMUNITY



“The truest measure of a community is how it serves those who are most vulnerable.”

- Eu-wanda Eagans, SVP of Workforce Development

At Goodwill of the Olympics & Rainier Region, we believe in the power of community and we are very fortunate to work alongside our partners and supporters to help people overcome life’s hardest challenges and carve their path toward a better future.

In FY2024, our Goodwill delivered job training, education, and career pathway services to 3,152 individuals across our 15-county region. These individuals came to us facing a range of barriers, such as generational poverty, housing instability, disabilities, involvement with the justice system, outdated skills, and a lack of education. They came with uncertainty about how to move forward. But they also came with courage and intent—and we met them with care, respect, and opportunity.

3

Work Opportunity Training Centers

22

*Programs and Services Offered
(Tuition-free to students and clients)*

3,152

Community Members Served

10

Goodwill Services Provided per Client

Our workforce development programs are designed to meet people where they are—through wraparound services, one-on-one support, in-person instruction, and anytime, anywhere virtual access. Among our many programs, this year, we launched our enhanced **Digital Work Opportunity Center**, expanding our reach across the region and offering digital training to more people.

Partnering with the City of Tacoma, we worked together to, once again, offer the **Brownfields Environmental Job Training Program**, helping community members access living wage, green tech jobs. And we celebrated the success of **80 GED graduates** in Longview and Tacoma, the highest number since before the COVID pandemic, many of whom have already moved into jobs or additional education.

We extended our reach into the community—partnering with the **Pierce County Library System** to make our Career Readiness Education and Development program more accessible to community members. We also offered **Employer Spotlight events** to connect job seekers with real opportunities at leading organizations, such as MultiCare and the City of Tacoma. For youth and young adults, we launched a new **Work Experience program in partnership with WorkForce Central** that provides paid internships and career exploration to help young people envision a future full of possibilities.

Behind every milestone is a person's story: a parent finding work and becoming independent from public assistance; an employee learning digital skills that unlock a promotion; a young person gaining the skills certification and work experience needed to land a new job. These are more than career outcomes—they are life transformations.

What makes this possible? **Our people, programs, and partnerships.**

Our **dedicated staff** are the heart of this work—meeting each participant with empathy, experience, and encouragement. They create a space where hope can be rekindled and where participants feel seen, heard, and supported.

Our **state-licensed Vocational School** delivers programs ranging from basic skills to industry-recognized credentials in IT, green industries, and construction—empowering people to pursue long-term, sustainable careers. As a **WorkSource Affiliate**, we are proud to be part of a statewide network ensuring access to career-readiness services for all Washingtonians.

Our **community support programs** are uniquely tailored to serve individuals according to their specific needs, such as senior citizens, military veterans, justice-involved youth, and people with developmental disabilities. These community support programs help people address the challenges they're facing based on their specific life circumstances and connect them with relevant job training and placement opportunities, often beginning with paid internships so people can earn while they learn. And, whether it's help securing childcare, transportation, or a first interview outfit—our approach is holistic, because lives are complex and solutions must meet the needs of each individual.

We are deeply grateful to the many **partners** who make this work possible. This includes community organizations, such as Workforce Central, United Way of Pierce County, and Associated Ministries, as well as K-12 school districts and institutions of higher learning, such as Clover Park Technical College. And, of course, our partners include the many employers who hire our graduates. Each one of these organizations and many others play a vital role in the community ecosystem that helps people move forward.

Thank you for believing in this work. Because of you, our community is not only opening doors to new opportunities—it's helping people build new lives.



New Lives Start Here

NOT TAPPING OUT: RUBEN'S STORY

Before everything changed, Ruben lived a life filled with purpose.

He was a father of two, a full-time employee at Discount Tire, and a volunteer wrestling coach at Curtis High School. He mentored at-risk youth and built a life grounded in family, work, and service. Then, one night in February 2020, everything stopped.

A stroke in his sleep left the entire right side of his body paralyzed. In the span of a few hours, Ruben lost his independence, his mobility, and the life he knew. He couldn't walk or speak clearly. He couldn't care for his children, including his son with autism. Just one month later, his 22-year relationship ended, leaving him alone, grieving, and battling depression from the confines of a wheelchair.

“I went from being a dad, a coach, a worker—just living—to not being able to walk or take care of myself. My life shut down overnight.”

The stroke could have defined Ruben's life story. Doctors told him most recovery would occur in the first 18 months—anything after that was unlikely. But Ruben wasn't ready to tap out. His wrestling background taught him something else: you fight until the final whistle.

It took time. Ruben spent over two years “stuck—physically and emotionally.” But then a case manager introduced him to **Goodwill's Disability Services** and the **Ticket to Work** program, a Social Security initiative that helps individuals with disabilities explore work without immediately losing critical benefits.

“When Ruben first came in, he was incredibly motivated,” says Jennifer James, his Goodwill case manager. “He just needed someone to believe in him—and to show him the next step.”

With support from Goodwill, Ruben began slowly—starting with part-time work that matched his physical capacity. The first job was hard, and there were moments of doubt. But he didn't give up. Bit by bit, he rebuilt his strength, his endurance, and his confidence.

Working wasn't just a paycheck—it was therapy. Daily tasks became milestones. His speech improved, his grip strength more than doubled, and the fog of depression began to lift.

“The more I did, the better I got,” Ruben says. “They didn't think I'd make progress after 18 months. But I'm proving them wrong.”

Today, Ruben is fully employed as a Custodian, recently added a second job at the YMCA, and is on the verge of moving into a larger apartment—where his children can stay overnight for the first time in years.

“It's not just about me,” he says. “I want to be the dad I was before. My son needs me. I need to be there.”

Ruben's story is a powerful reminder that with the right support, **new lives are possible**. It's not easy, and the road is never straight. But with community, compassion, and a place like Goodwill that believes in second chances, transformation can happen—one determined step at a time.

His advice to others?

“Keep pushing. It gets better. If I can do it, anybody can.”

“

I'm getting my strength back from working. Goodwill, they made it possible and helped me through that journey.



Ruben
Disability Services Participant
Now Custodian

“

I wish I had joined the program sooner. It really changed my life. ... I feel good about myself.



Susana

WorkFirst Participant
Now Admin Assistant

SUSANA'S SECOND START: FROM SURVIVAL TO STABILITY

There was a time when Susana's world felt like it was crumbling beneath her.

She was pregnant and raising two young children when she learned the devastating truth that her husband had abused her oldest child. Overnight, everything she thought was stable—her home, her relationship, her future—collapsed. She became a single parent with no support system, no income, and no clear path forward.

"I was just trying to stay afloat," she recalls. "Smiling for my kids even when I didn't feel okay."

Every day felt heavy. Depression lingered. She slept during the day just to escape. Food stamps and Temporary Assistance for Needy Families benefits helped her get by, but not being able to provide on her own left her feeling defeated. Even when her parents helped, it came with the sting of knowing she couldn't yet stand on her own two feet.

That's when a caseworker at the Washington State Department of Social and Health Services connected her to **Goodwill's WorkFirst program**—and with it, a chance to start over.

WorkFirst helps people rebuild by offering job training, financial education, internships, and the soft skills necessary for long-term success. But more than that, it restores confidence. It creates structure. And for Susana, it gave her the push she needed to believe in herself again.

"At first, I didn't know if I could do it," she admits. "I was in a negative place, overwhelmed. But I told myself I had to try."

The beginning wasn't easy. She wasn't used to working outside the home. Just being around new people took courage. But she showed up—day after day—and with each lesson, she grew. She learned computer keyboarding, email etiquette, and how to navigate Excel and

Word. She earned her driver's license. One class helped her silence the inner critic that told her she wasn't good enough.

"I used to be so hard on myself. But that class helped me shift my mindset. I started to think, 'Maybe I can do this.'"

Eventually, Susana was placed in an internship at the Pierce County Housing Authority. She was nervous. Everything was new—answering phones, using the printer, office culture. But she didn't let fear stop her. She learned, adapted, and gained confidence. Her coworkers noticed.

When her internship ended, the **Pierce County Housing Authority** offered her a full-time job.

Now, Susana is the first face visitors see when they walk in. She helps clients with housing paperwork, translates for Spanish-speaking families, and brings warmth and professionalism to every interaction. "My boss tells me I represent them well. That means a lot."

With stable income, a steady routine, and a calmer home life, Susana is proud of who she's become. "I'm not as stressed. I can go out with family and actually feel present. I'm not stuck anymore."

She's even started dreaming bigger with ambitions to earn a promotion. But for now, she's embracing this new life—built on strength, perseverance, and a second chance.

"I wish I'd found this program sooner," she says. "It really changed my life."

Her message to others?

"Be open-minded. It might feel hard at first—but it's worth it."

THE 24 HOURS THAT CHANGED EVERYTHING

Malachi was just 17 when he started Goodwill’s Youth Work Experience Program, offered in partnership with Pierce County.

A self-driven teen, he was eager to earn money, gain new skills, and explore career paths. With the support of his Goodwill Case Manager Angie, he landed a paid internship at a local summer camp.

But Malachi didn’t stop there.

Fueled by his ambition, he launched a campaign to run for state representative in Washington’s 25th District. With the backing of mentors and community supporters, he secured pledges, built a website, and imagined a future in public service. For two days, it felt like anything was possible.

Then, in the span of 24 hours his life collapsed.

After weeks of hard work, he was devastated to learn that he was too young—just shy of the legal age -- to run for office. His campaign ended before it began.

The next day, things got even worse.

His stepfather discovered text messages from Malachi’s boyfriend. The reaction was swift and final: Malachi was kicked out of his home. No conversation. No warning. Just two duffel bags, a backpack, and the cold reality of being rejected for being who he was.

“I went from feeling on top of the world to falling into the darkest, loneliest pit,” he recalls. “I didn’t know what my next step would be.”

Malachi had known hardship before. His biological father had abandoned his family, his mom worked nights as a New York City Police officer, and money was always tight. When they moved to Washington in search of stability, he ended up caring for his younger siblings—learning early how to speak up, step in, and lead. But nothing prepared him for the 24 hours that left him homeless, heartbroken, and unsure of what would come next.

That’s when he turned to the support systems he’d quietly built—mentors, friends, and **Angie at Goodwill**.

Angie became his lifeline. “She was just like family to me,” he says. “There were days I told her, ‘I don’t think I can do this.’ And she helped bring me back to myself.”

With Angie’s guidance, Malachi began to rebuild. He made steady progress in the Youth Work Experience program and, within months, earned a promotion to program director at the summer camp where he interned. He not only completed **Goodwill’s Youth Work Experience program**, he excelled. Malachi was chosen as the commencement speaker for his class, an experience that marked the beginning of his next chapter.

Today, at 20, Malachi works full-time as a **Pathways Navigator at Palmer Scholars**, helping young adults facing challenges like his discover career pathways and stability—many through the same Goodwill programs that helped him.

“There’s no way in the world I’d be where I am without Goodwill,” he says. “Now my students benefit from the same support that changed my life.”

And, he’s not done dreaming. Malachi is running for public office again—this time for the Board of Parks Tacoma—focused on building stronger programs for youth and families. Every day, he wakes up in the home he’s created, grounded by purpose and driven by possibility.

“I wake up and think, ‘I made it.’ And now, I get to help others make it too.”

Once rejected for being himself, Malachi now stands as proof that community, support, and determination can turn even the darkest moments into new beginnings.

New lives are possible. Malachi is living one.

“

There's no way I would've gotten to where I am without Goodwill. And now my students are benefiting from the same programs.



Malachi
Hire Pierce County Graduate
Now Pathways Navigator

Retail Operations

THRIFT RETAIL ON A MISSION



At Goodwill, our stores are about far more than treasure hunts and great deals—they're engines of opportunity.

With 34 retail stores, a growing e-commerce platform, and approximately 1,000 employees across 15 counties, our thrift retail operations are the financial backbone of our mission to help people overcome barriers to employment, launch careers, and build thriving livelihoods. In FY2024, they played that role more powerfully than ever.

Thanks to the generosity of donors and the support of loyal shoppers, Goodwill's retail operations generated record revenues of **\$82.75 million** driven by high demand, operational improvements, and the unwavering dedication of our team. More importantly, our **net operating margin helped fund the education, job training, and career services that changed the lives of thousands of people this year.**

GOODWILL RETAIL BY THE NUMBERS

34 retail stores

60 million pounds of donations

52 million pounds diverted from landfills

\$82.75M

Retail Operations revenue



This is about more than retail. Each item donated, every sale made, makes it possible for people to get jobs and thrive in life.” – Greg Medlyn, SVP of Retail Operations

Each donation we receive is the beginning of a cycle that creates impact. Donated items become affordable treasures for local families. Behind the scenes, Goodwill employees gain valuable retail and logistics experience—many of them participants in Goodwill programs themselves.

The margin from every purchase helps sustain a community-wide system of support that empowers individuals to overcome poverty, housing instability, justice involvement, or other challenges standing between them and employment. Whether you’re a shopper, donor, or team member, you play a vital role in creating that opportunity.

This year, we continued to prioritize environmental responsibility. We received **60 million pounds of donated goods, which we repurposed for sale. In total, 87% of those donated goods were diverted from landfills**—a measurable step toward a more sustainable future and a circular economy.

We also invested in modernizing the customer experience. In FY2024, we rolled out a new **self-checkout point-of-sale system** to improve convenience and keep up with shopper expectations. Behind the counter and behind the scenes, we are committed to continuous improvement—because greater efficiency means more margin, and more margin means more lives transformed.

As we look ahead, we’re not just planning for growth. We’re planning for impact. Our retail teams are proud to work in service of something greater—and we’re grateful to every donor, shopper, and partner who makes this model work.

At Goodwill, retail isn’t the end of the story—it’s the beginning. It’s how we create margin with meaning, and how, together, we make new lives possible.



Our People

OUR PURPOSE



At Goodwill, our people are the heart of our mission—and our culture is the foundation that helps new lives take shape.

Whether it's a cashier welcoming a shopper, a career navigator guiding someone toward employment, or a warehouse team member preparing donated goods, every employee plays a vital role in helping others succeed.

Our shared values, known as **C.A.R.E.S.** are the compass that guides our work. In FY2024, our Employee Engagement Survey showed how deeply these values are woven into our everyday culture:

- 88% of employees said their team members live the values.
- 92% said their managers demonstrate them consistently.
- 86% felt the same about our Executive Team.

88%

Employees said Team Members demonstrate CARES values

92%

Employees said managers demonstrate CARES values consistently

86%

Employees said Executive Team demonstrate CARES values

“Our people don’t just deliver our mission—they are our mission. They make new lives possible every day.” – Keith Hall, General Counsel and Chief People Officer

These numbers reflect more than positive feedback—they reflect a community rooted in purpose, trust, and the belief that when people feel valued, they help others feel the same.

We also took concrete steps in FY2024 to strengthen our talent pipeline and ensure every employee has the chance to grow. One of our biggest milestones was the launch of comprehensive **Recruiting Guidelines**—a step-by-step framework that equips managers to hire fairly, inclusively, and effectively. These tools were paired with hands-on training so that every leader could feel confident and supported in attracting great talent.

Learning and development were also key priorities. We launched new programs specifically designed for front-line employees, such as our **Digital Skills Training** for employees at all levels, helping them build essential tech confidence to thrive in today’s workforce.

To support employee growth and development, we also welcomed a **Community Resource Coordinator**—a dedicated staff member who helps employees access development opportunities, community resources, and our own job training and career pathway services. In addition, we encouraged all employees to take **Essential Skills Training**, which provided the opportunity to build and refresh skills, such as Being a Change Champion, Developing Self and Others, Inspiring Others, Being Culturally Competent, and Being a Critical Thinker – all

in bite-sized lessons of 10 – 15 minutes. Last, we conducted **Specialized Leadership Skills** training for all of our Leadership Team to provide a blueprint and tools to improve as leaders.

At every level of the organization, we are committed to cultivating a workplace where people feel empowered to learn, develop, and live our mission. Because when we invest in our people, we’re also investing in the lives they touch.

CARES VALUES

Champion Diversity

Act with Integrity & Gratitude

Respect Everyone

Educate & Serve with Compassion

Strive for Excellence

Advancing AEDI

ANTIRACISM, EQUITY, DIVERSITY & INCLUSION



At Goodwill, our mission is to help people reach their fullest potential—and that begins with creating an environment where everyone feels seen, valued, and empowered to grow. Our commitment to Antiracism, Equity, Diversity, and Inclusion (AEDI) is central to that work.

We believe that new lives are made possible not just through job training and career pathways, but through the culture we cultivate. That's why advancing AEDI is not just an initiative—it's a lens we apply to every part of our organization, from how we hire and lead, to how we serve and support our community.

46%

Board of Directors Identified as People of Color

2/3

Goodwill Staff were Female

1 IN 7

Employees Reported a Disability

53%

Executive Team Identified as People of Color

“We’re creating a culture where everyone can thrive.” - Dr. Terryl Ross, VP of AEDI

In FY2024, we continued making meaningful progress on our AEDI journey. As an organization:

- 46% of our Board of Directors are people of color and 58% were women
- Two-thirds of our staff are female, and 1 in 7 employees reported having a disability
- 53% of our Executive Team identified as people of color, 43% were female
- The majority of our store managers were women

But representation is only one part of the picture. Diversity alone does not create inclusion. We are committed to building a workplace culture that fosters belonging, respect, and opportunity—for everyone.

In FY2024, we deepened this commitment through key actions:

- We began exploring ways to **better communicate with employees, customers, and clients who speak languages other than English**, recognizing the importance of language equity.
- We provided **organization-wide foundational learning about LGBTQ+ inclusion**, and our Leadership Team engaged in self-led learning “pods” focused on real-world AEDI topics and conversations.
- We conducted an **internal analysis of our workforce demographics**, connecting the data to hiring, promotion, and leadership development practices.
- We actively **engaged with AEDI leaders across Washington State** and the Goodwill Industries International network to learn, collaborate, and strengthen our own practices.

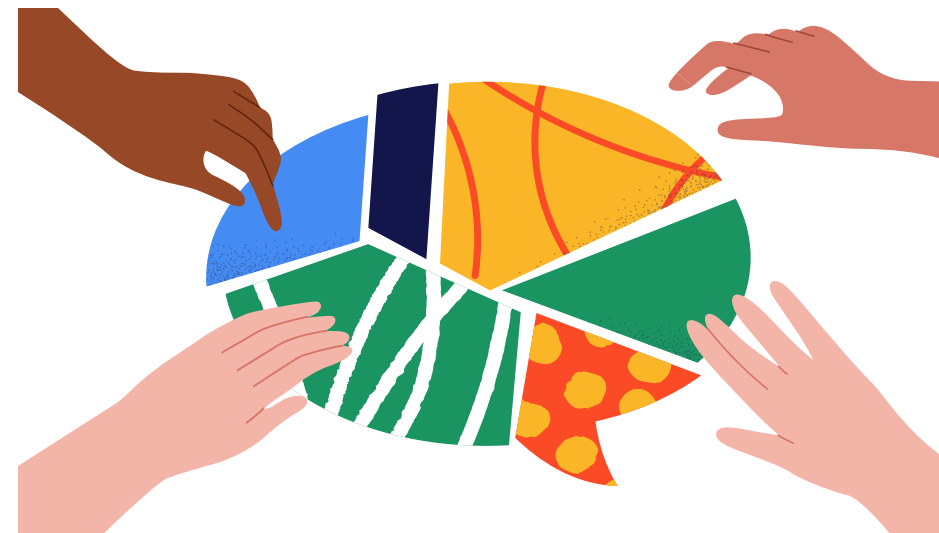
The most powerful shifts often come at a personal level. Theresa Kornbrust, one of our store managers, shared how Goodwill’s AEDI learning tools changed her perspective—and her life:

“My AEDI journey didn’t begin until I became a manager with Goodwill. I thought I understood what racism was, but I hadn’t truly seen it. Through our learning sessions, readings, and videos, I chose to listen. I began to recognize bias in everyday moments and found the courage to challenge it.”

I’m not the same person I was—and I’m grateful for that. I now help others see the world a little differently.”

Theresa’s story reflects the heart of our AEDI efforts: creating space where people can grow into the best versions of themselves—and help others do the same. Whether it’s the courage to lead differently or the chance to start a new life, that kind of transformation is what our AEDI work makes possible.

Because when we build an inclusive workplace, we build stronger pathways—for our people, for our community, and for the future we all share.



YOUR GOODWILL AT A GLANCE



34 Retail Stores

\$82.75 Million in Revenue

31,403 Program Services Delivered

3,152 People Served

60 Million Pounds of Donations

52 Million Pounds Diverted from Landfills

2024 FINANCIAL HIGHLIGHTS

(Per FY2024 Audited Financial Statements)

OPERATING ACTIVITIES

Statement of Unrestricted Activities
(in thousands)

REVENUES

Mission Services	\$3,751
Retail Operations	\$82,748
Managed Real Estate	\$790
Fundraising	\$1,259
Miscellaneous	\$63
TOTAL REVENUES	\$88,611

EXPENSES

Mission Services	\$6,297
Retail Operations	\$73,947
Managed Real Estate	\$467
Fundraising	\$551
Management & Admin.	\$5,940
TOTAL EXPENSES	\$87,202

Change in Net Assets from operating activities	\$1,409
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We're committed to stewarding all of the resources we receive from our community, so they are put to the best possible use for the community." - Anne Porter, CFO

Consolidated Statement of Financial Position
(in thousands)

TOTAL ASSETS	\$126,047
Total Liabilities	\$54,357
Total Net Assets	\$71,690
TOTAL LIABILITIES & NET ASSETS	\$126,047

COMMITMENT TO OUR COMMUNITY

92%

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

8.0%

*of Goodwill expenses support
management and fundraising*

HONOR ROLL OF DONORS

DIRECT AND IN-KIND GIFTS MADE OCT. 1, 2023 - SEPT. 30, 2024

(excluding Power Up Centennial Campaign donations)

Goodwill would like to thank the following community members for their support during FY2024. 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+

KeyBank Foundation
Seattle Foundation/Agnes Washington Fund
United Way of Pierce County

\$25,000 - \$99,999

Boeing Company
Pepsi Beverage Company
Wells Fargo Foundation

\$10,000 - \$24,999

Liberty Mutual Foundation
Russ & Tricia Stromberg Family Foundation
Waste Management

\$5,000 - \$9,999

Dennis & Linda A. Leuthauser
Stacey A. Ogle
Scott E. Silver
William W. Kilworth Foundation

\$2,500 - \$4,999

Dimmer Family Foundation
Michael A. Tucci, Sr.

\$1,500 - \$2,499

Carole Stockdale, Ed. D.
Christopher Meyer

Up to \$1,500

Ann Gosch
Bill Dickens
Carole Wilson
Carolyn Weyrick
Charelle Foege
Clifton Scott
Comcast
Coordinated Care
Dan Bogart
Debbie Regala
Demetrius Forte
John Wiborg
Larry Sumpter
Michael Fletcher
Nicholas A. Malden
Scott Chapman
Terry Jones
Texas Instruments Foundation
The Titus-Will Families Foundation

GOODWILL CENTENNIAL CAMPAIGN CHAMPIONS

FY2022 - FY2024

We are deeply grateful to all those whose support is empowering people with the digital skills they need to succeed in today's tech-powered workplace.

Transformers

Ben. B. Cheney Foundation
Brad Smith & Kathy Surace-Smith
Clara Kinner Ladd
in Memory of Ottie A. Ladd
Comcast
Todd & Teresa Silver
Washington State Department of
Commerce

Accelerators

Bamford Foundation
Dimmer Family Foundation
FCC Affordable Connectivity Program
Indeed
Liz & Mike Dunbar
Microsoft
MultiCare
Umpqua Bank

Activators

Coordinated Care
Forest Foundation
Kathi Willis
Larry Benaroya Family Foundation
Laurie & Toby Murray
Lori Forte Harnick & Blake Harnick
L.T. Murray Family Foundation

Boosters

Aleigha Nation & Jake Graham
Andy & Kristen Stolz
Ashton Alvarez
Bev & Nicholas Losey
Boeing Company Employee Match

Bojie Mageo
Chris Politakis
C.W. & Jodi Herchold
Collette Stewart
Commencement Bank
David Graves
Frank Scoggins
Greg & Christina Medlyn
Holly Bamford Hunt
Jahmad & Atiya Canley
Jimmy Chandler
Karen E. Koch & Thomas P. Cathcart
Keith Hall
Kenneth & Rebecca Ryals
Korum for Kids Foundation
Linda Kaye Briggs
Neeb Family Foundation
Rick & Betsy Ellingson
Terry Ross
Terry Jones & Walter Yund
Wendy & Jay Stricherz

Igniters

Ali Modarres
Allison Campbell & Jason Loan
Ann & Norm Gosch
Anne & Matt Porter
Anne Highsmith
BCRA Nexus
Buck and Joanne Thompson
Carlyn Roy & Tod Wurst
Carlyn Sampson
Carrie Jenkins
Charelle Stormans Foege

Christopher Algeo
Colette & Tom Taylor
Dan & Janelle Bogart
Dan & Lori Glover
David Moore Devine
Deedra Walkey
Diane C. Dimmer
Dianne & Fred Matthaei
Dona & Joe Ponepinto
Eu-wanda & Jesse Eagans
Greater Tacoma Community
Foundation
Greg & Tina Biersack
Helen McGovern-Pilant & George Pilant
Herb Simon
Ivan Harrell
Jacqueline Justice & Aaron Flett
Jacquelyn Julien
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