ANNUAL REPORT 2024

GOODWILL INDUSTRIES

Our Mission

To provide vocational opportunities to individuals with barriers to employment.

Our Vision

To be a mission-integrated, enterprise funded nonprofit organization.

Our operations will be united by a vocational emphasis and characterized by relevance, collaboration, and outreach.

Our Values

People

Our most valuable assets are the individuals we employ and serve. We believe work is transformational and can be the cornerstone of a person's life.

Integrity

Goodwill operates with integrity and provides excellent stewardship of community resources. All our interactions are characterized by respect and compassion.

Our employees are the foundation of our mission, empowering individuals with barriers to employment through direct support, training and mentorship.

Every employee contributes to Goodwill's overall mission by creating opportunities and advancing our mission one job at a time.

Goodwill's average headcount in 2024 was 525. Wages and benefits represented 57% of our revenue. Payroll totaled $18.8 million and employee benefits were $4.6 million; 44% of wages were paid to individuals with a barrier to employment.

In 2024, 91% of revenue supported our mission programs, including our mission-integrated donated goods retail (DGR) program. General and administrative services were 9% of revenue.

SERVICES

Total Number Served in 2024: 2,643

(Does not include employees)

JOB CONNECTIONS

Individuals Served: 1,613

Open to the public, Job Connections is a job search and referral program designed to help participants find a job in the community that fits their needs and abilities.

Programs offered within Job Connections include the following Supplemental Nutrition Assistance Programs (SNAP):

- SNAP Employment and Training 839
- SNAP Outreach 181

PROSPERITY PROGRAM

Individuals Served: 167

Provides financial wellness planning, banking and higher education assistance.

HOMELESS VETERANS' REINTEGRATION PROGRAM (HVRP)

Individuals Served: 67

Offers job development, job preparation, retention, assessment and work adjustment to individuals.

OTHER SERVICES

Individuals Served: 749

Tax Aide

SERVICES

GOODWILL RETAIL TRAINING CENTERS

Goodwill's Retail Training Centers provide opportunities for individuals to gain skills and learn more about work in an integrated and competitive environment.

DEPARTMENT OF HUMAN SERVICES (DHS) Self Sufficiency Supported Work and Florence JOBS

Individuals Served: 71

Individuals gain positive work experience in a supportive environment and receive assistance with obtaining employment.

- Florence JOBS 44
- Lane County 22
- Coos and Curry Counties 5

I/DD Employment and Training

Individuals Served: 93

Provides integrated, paid, on-the-job training and classroom activities designed to assist individuals with developmental disabilities gain skills and become more successful in a community job.

Vocational Rehabilitation Services

Individuals Served: 29

Offers job development, job preparation, retention, assessment and work adjustment to individuals.

SERVICES / Individuals Served

Underemployed, Including Working Poor	744
Unemployed	226
Other Physical Disability	140
Lack of Transportation	112
Homeless	111
Persons with Criminal Backgrounds	91
Psychiatric Disability	68
Other Disabling Condition	52
Dislocated Workers	51
Autism	50
Emotional Disability	48

An individual may be included in one or more of the above categories.

SERVICES / Individuals Served

Learning Disability other than Autism	46
Developmental Disability other than Autism	40
Neurological Disability	23
History of Substance Abuse	20
Lack of Child Care Services	7
Deafness or Hard of Hearing	6
Immigrant	6
Blindness or other Visual Impairment	5
Lesbian, Gay, Bisexual, Transgender, Queer (LGBTQ)	2
Refugee	1

An individual may be included in one or more of the above categories.

FINANCIALS

What Our Community Provided to Goodwill

Community Training Sales	$36,962,463
Donated Goods Inventory	$10,122,326
Other Income	$2,539,523
Vocational Services	$1,043,625
Fundraising	$227,627
TOTAL	**$50,895,564**

FINANCIALS

What Goodwill Returned to Our Community

Wages	$18,752,542
Payroll Taxes and Benefits	$4,621,640
TOTAL Payroll Expenses	**$23,374,182**
Supplies and Services	$13,714,312
Investment in New Facilities& Equipment	$5,039,570
Occupancy (rent, utilities, insurance, etc.)	$3,564,416
Other Expenses	$2,574,476
Debt Service	$2,332,977
Telephone & Postage	$295,631
TOTAL	**$50,895,564**

ETHICS POLICY

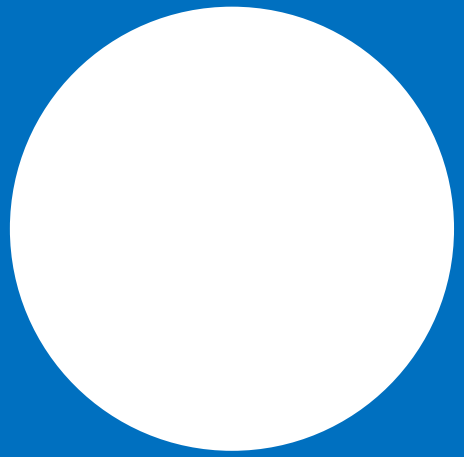
In order to uphold the highest standards and ensure the integrity, honesty and reputation of the entirety of the Goodwill Industries movement, we agree to voluntarily comply with the Code of Ethics and Accountability Policy.

As a recipient of charitable contributions, Goodwill Industries of Lane and South Coast Counties and Goodwill Industries of Alaska (Goodwill) recognizes its responsibility to ensure that funds received are used to further its mission and to safeguard the assets of the corporation.

Violations of this policy may be reported to Ethics Point by calling (866) 294-5563 or at www.goodwilloregon.org/EthicsPolicy

LEADERSHIP

BOARD OF DIRECTORS



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Director

LEADERSHIP

EXECUTIVE STAFF

Jim Martin
President and CEO

Kristy Langworthy
Chief Financial Officer, Director of Workforce Development
Chief Operations Officer, Alaska

Joy Medley
Vice President of Retail Operations

ACCREDITATION

CARF AND DHS

Goodwill Industries of Lane and South Coast Counties is accredited by the Commission on Accreditation of Rehabilitation Facilities (CARF) and the State of Oregon Department of Human Services (DHS).