

90 YEARS OF GOOD



**2022 ANNUAL
REPORT**

WE BELIEVE IN THE POWER OF WORK.



BOARD OF DIRECTORS

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MISSION

To assist individuals with barriers to employment in making the transition to independence and self-sufficiency.

VISION

To be an organization dedicated to the development of human potential through service excellence.

PHILOSOPHY

We believe that work plays a critical role in our lives and forms the cornerstone of a person's relationships with others. Through the power and dignity of work, individuals are able to achieve both economic self-sufficiency and a productive role in society.

LETTER TO THE COMMUNITY

Goodwill Industries of Mid-Michigan has been dedicated to empowering individuals with disabilities and other barriers to employment for over nine decades. Through the transformative power of work, we have helped countless individuals make the transition to independence and self-sufficiency. We are deeply committed to our participants' success. Tailoring our workforce development programs to meet individual needs is critical to the mission of providing opportunities for people to reach their greatest potential.

During 2022, we had the opportunity to serve 791 individuals through our diverse workforce development programs, including community employment services, employee development, youth training and development programs, digital skills training, and self-employment services. As employment opportunities continue to evolve, the importance of digital skills has never been greater. Alongside these training opportunities, we were proud to live out our mission by disbursing over \$11.3 million in wages and benefits to 941 members of our community.

Goodwill Industries of Mid-Michigan also takes pride in its commitment to environmental sustainability. As conscientious stewards of the planet, recycling is a top priority. In 2022, we successfully recycled over 8,735,411 pounds of material, effectively diverting it from Michigan landfills.

We are committed to providing opportunities for individuals to reach their full potential. Through career coaching, positive reinforcement, and fostering individual success, our mission comes to life every day. None of this would be possible without the unwavering support of our community partners, volunteers, shoppers, donors, and Goodwill advocates. Together, we truly are "Changing Lives Through the Power of Work!"



Joseph G. Mounger
President & CEO
Goodwill Industries of Mid-Michigan

A white handwritten signature of Joseph G. Mounger on a dark blue background.



Eric Ethington
Board of Directors Chair
Goodwill Industries of Mid-Michigan

A white handwritten signature of Eric Ethington on a dark blue background.

IT'S ALWAYS BETTER IF WE STICK TOGETHER.

Goodwill Industries of Mid-Michigan is able to fulfill our mission in large part because of the interest and support of community organizations who refer individuals, provide facilities for vocational evaluations and training, and who hire our graduates. To them, we say THANK YOU FOR BEING A MISSION PARTNER!

24/7 Fire Restoration	Financial Group	New Hope Valley
AARP	Flint and Genesee County Chamber of Commerce	NorthGate
Abeantogo Coffee	Flint Area Reinvestment Office	O'Reilly Auto Parts
Agri-Valley Communications, Inc.	Flint Job Corps	Osentowski Farm Equipment
Al Hanson Motors	Flint Kiwanis	Pasta House
Amazing Engraving	Flint MTA	People First of Genesee County
American Gasser	Flushing High School Key Club	Prost Wine Bar & Charcuterie
American Red Cross	Food Bank of Eastern Michigan	Red Roof Inn
Ameriprise Financial	Franklin Inn	Ruth Mott Foundation
Area 22 Special Olympics	Genesee Health System	Safe and Active Genesee for Everyone-SAGE
Bad Axe Lanes	Genesee Intermediate School District	Safe Have House-Saginaw
Blue Water Youth	Girl Scouts of America	Saginaw Animal Control Center
Boy Scouts Water & Woods Council	Goyette Mechanical	Saginaw Chamber of Commerce
Brandon High school	Green Clean Bean	Saginaw County Controllers Office
Brew for You	Hamilton Community Health Network	Saginaw Children's Zoo
Brown and Brown Insurance	HealthPlus	Salvation Army
Bureau of Services for Blind Persons	Holiday Inn Express Birch Run/Frankenmuth	Self Serve Lumber
Burkhard Window Cleaning	Huntington Bank	Sports Tees
Campbell Wood Products	Hope Network	Stardust Bowling
Captain John's	Huron County Child Abuse and Neglect Council	Starlite Coney & Burger
Caro Chamber of Commerce	Janitorial and Paper Supply Co.	Student Learning Center East of Shiawassee County
Carriage Town Ministries	Jellystone Park-Frankenmuth	Sullivan's Blackforest Brew Haus & Grill
Carrolton Public Schools	Jersey Zone	Taco Bell
Catholic Charities-Flint	Job Corps	Talaski Plumbing & Heating
Chase Bank	Kettering University	Team One Credit Union
Cintas	Lapeer Chamber of Commerce	The Peppermill Restaurant
Community First Initiative	LSD Employment Resource Center of Oakland County	The State Bank
Community Ventures	Linden High School	The Underground Railroad
Consumer Services, Inc.	Luigi's	Totem Books
Courtney Manor	Majeski Party Store	transitions Center of Saginaw
Coy's Comics	Masud Labor Law Group	United Way of Genesee County
Covenant Healthcare of Saginaw	McDonald Food & Family	University of Michigan-Flint
Davison Outreach East	Meinhold's Car Wash	Vet Biz Central, Inc.
Disability Works	Metro Community Development	Walgreen's
Dollar General	Michigan Association of Rehabilitation Organizations	Walsh Meat
Dollar Tree	Michigan Community Services, Inc.	Wears Like New
Downtown Outreach Ministries	Michigan Department of Health and Human Services	Wellspring Lutheran Services
Easter Seals	Michigan Rehabilitation Service	Wendy's Restaurant
Evangel Life Church	Moore Motors	Westcourt
EZ Awareness by Design	Morley Companies	Whaley Children's Center
Fairfield Inn	Motel 6	Willowtree Restaurant
Family Economic Security Project	Mott Community College	YMCA Flint
Farm Bureau Insurane Agency	Taylor Life Center	
Farmers Market of Flint	Treatment and Training, Inc.	



**WE SERVED
791 PEOPLE
WITH 991
SERVICE
PROGRAMS**



**PAID OVER
\$11.3
MILLION
IN WAGES TO
941 RESIDENTS**



**WE RECYCLED
8,735,411 POUNDS**



94%

**OF PEOPLE WERE
REFERRED FOR
SERVICE**



91%

**PARTICIPATION
SATISFACTION**



FAMILY FARM AND HOME

COMMUNITY PARTNER
OF THE YEAR

THANK YOU!

This year, Goodwill Industries of Mid-Michigan was very fortunate to partner with a local store in Bad Axe. Family Farm and Home was helpful as they hosted assessments and interviewed participants receiving Goodwill services.

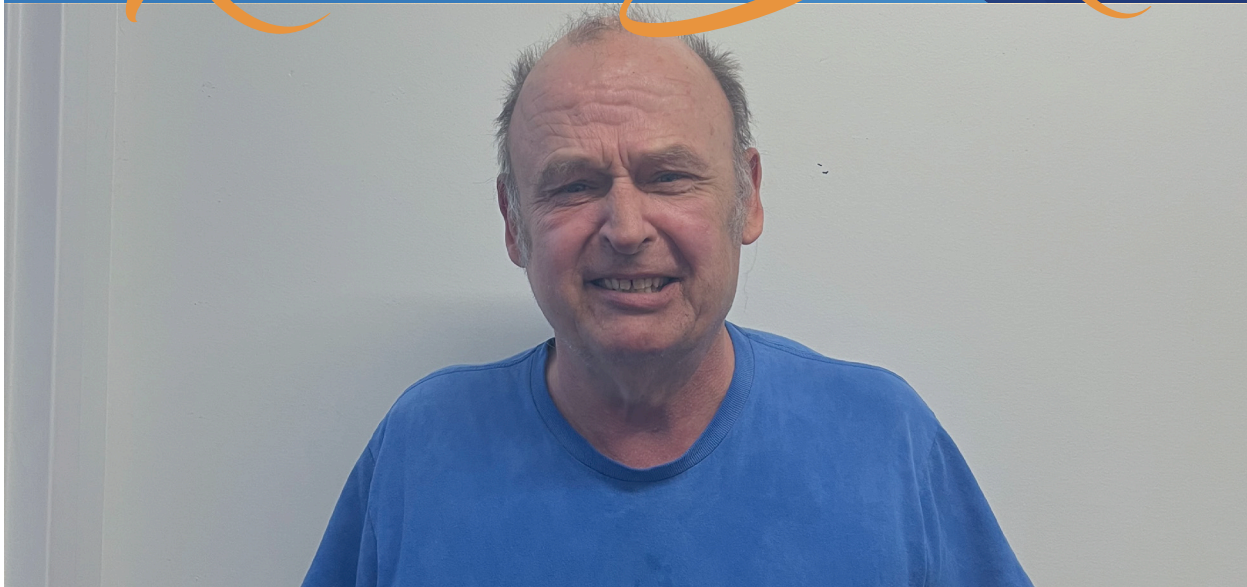
In addition to the helpful strategies they used to teach the participants how to increase their skills, the staff were always polite. Their

interaction with Goodwill was encouraging and productive and made communication easy.

Mission Services staff are grateful for the great asset this partnership provides. Besides giving our participants a great working experience, they were able to look past the individuals' barriers and view their strengths and skills first.

GRADUATE OF THE YEAR

Kurtis Bottke



CONGRATULATIONS KURTIS!

The 2022 Graduate of the Year, Kurtis Bottke, was referred to Goodwill of Mid-Michigan in March of 2022 and arrived with a great attitude and much enthusiasm to find a job. He learned many tasks preparing him for employment and was an eager learner. After some interviews at various businesses, he had an interview with the Goodwill store in Bad Axe.

In June of 2022, Kurtis obtained a job at the store and has been employed there since. He has proven himself as a team player, always willing to help others out and make sure everyone is successful in completing their job. Kurtis greets everyone at the beginning of their shift and is very welcoming. He brings positivity to the Bad Axe store and is an important part of the team.

ACHIEVER OF THE YEAR

Greg Bridges



CONGRATULATIONS GREG!

The 2022 Achiever of the Year winner, Greg Bridges, was referred to Goodwill of Mid-Michigan with a dream of publishing a book of his own poetry. After creating a business plan, Greg obtained a Genesee county DBA - Mr. Cool Breeze Poetry From The Mind.

He is working with Goodwill to take his vast collection of handwritten poetry, type it out, design book illustrations, and format the book in order to publish it on Amazon.

During this process, he has learned adaptive technology. With the use of Apple's adaptive features on the iPad, he was able to research illustration concepts and type out short sentences. Artificial Intelligence art allows him to have a control over his own artwork. Greg has learned to be patient in the process. At the same time, he is his strongest advocate. He has developed a professional sense of self as he talks with people about his work and the process. He will sell many books by word of mouth alone.

GRADUATE

RUNNER UP OF THE YEAR

Theresa Lake



The 2022 Graduate of the Year-Runner Up, Theresa Lake, was referred to Goodwill of Mid-Michigan for assistance with finding a job. She had previously worked in food service, but was looking for a position in a different industry. She was patient during the job search and was very eager to learn new skills. Eventually, she found an opportunity at a daycare and was excited to promptly apply for the position.

The daycare hired Theresa immediately, and she has proven to be a valued employee. Theresa has worked very hard at obtaining the skills she needs to maintain this employment, such as learning each student's name and interests. She implemented a process for herself to assist with taking phone messages and continues to seek how to better her performance at work. She continues to be an important part of the team at the daycare.

ACHIEVER

RUNNER UP OF THE YEAR

Angelina Belanger



The Achiever of the Year-Runner-Up, Angelina Belanger, was referred to Goodwill of Mid-Michigan in 2022 to assess her skills and prepare her further for job search. She completed a Work Based Experience at the Saginaw Goodwill store.

Angelina showed up every day, ready to work, with a smile on her face. She was a little shy, but did all the tasks that were asked of her. The other staff knew that she was dependable and that she would finish what she started.

At the end of the Work Based Assessment, she was offered a position at the store. She continues to work at the store and has been described as having a positive attitude, a willingness to try any task, and excelling with communication skills and social interactions.

OPERATIONS

EMPLOYEE OF THE YEAR

Dave Villalpando



Our 2022 Operations Employee of the Year is David Villalpando.

Dave is absolutely a model employee, who spreads kindness throughout the entire warehouse. He is a hard worker who will do anything asked without complaints.

Dave always comes to work on time, has a great attitude and treats team members in all departments with care and respect.

We are very fortunate to have an employee like Dave.

RETAIL

EMPLOYEE OF THE YEAR

Tom Guenin



The 2022 Retail Employee of the Year is a store associate in our Bay City store location and his name is Tom Guenin.

Tom is an extremely hard working Donation Attendant at the Bay City store and has been for 9 years. Tom is always eager to help in any way possible and never shies away from a difficult task. He is always willing to come in or stay late.

He constantly goes out of his way to make sure every employee feels included. Tom is an extremely knowledgeable employee and shows it daily.

He exceeds donor expectations with amazing customer service! Tom is truly an asset to the Bay City team.



CARO - STORE OF THE YEAR

**YOU'VE DONE GOOD
TOGETHER!**

CONGRATULATIONS CARO!

Our Caro store had an exciting and successful year. Caro ended 2022 with a 23% net margin, nearly 5% over the previous year.

The Caro team won the coveted Halloween BootEEK Cup, for having the best overall Halloween Shop set up. Always

with a competitive spirit, they pushed Halloween to the limit and ended up in the top three stores with the highest Halloween sales in 2022! With an average Mystery Shop score of 91%, Caro has shown that customer service is top priority and shoppers keep coming back for more.

MAKING AN IMPACT



Your change changes lives in our community. When you round up your purchase to the next dollar, you help us generate additional funds for our mission. In addition - this revenue is shared with partner agencies to ensure resources they need are available. This program raised \$68,349.43 for the following agencies in Mid-Michigan:

FIDDLER'S GREEN
BLUEWATER THUMB (YFC)
DECKERVILLE PROJECT BLESSING & FOOD BANK
HURON COUNTY SAFEPLACE
MICHIGAN HOUSE OF HOPE
TRINITY UNITED METHODIST CHURCH
FOSTER FAMILIES NAVIGATION & RESOURCE CENTER
MARINE TOYS FOR TOTS
RIVER JORDAN INC.
SAFE HARBOR KITCHEN
AREA 9 SPECIAL OLYMPICS
CATHOLIC CHARITIES OF SHIAWASSEE AND GENESEE COUNTIES
REBECCA'S REASON
SHELTER OF FLINT
PRICELESS DREAMS CORPORATION
THE CHILD ADVOCACY CENTER OF TUSCOLA COUNTY
THE FOWLER CENTER
ST. CHRISTOPHER PARISH FOOD PANTRY
ORPHAN GRAIN TRAIN - MICHIGAN
EVA'S PLACE SHELTER
GOOD SAMARITAN FOOD PANTRY
GENESEE COUNTY AGRICULTURAL SOCIETY
AMERICAN LEGION AUXILIARY UNIT 158 - NEELEY - LABAR
DISABLED AMERICAN VETERANS, GENESEE CHAPTER #3
HOPE NETWORK FOUNDATION
PRISM PROJECT
LINDEN COMMUNITY SCHOOLS - SPECIAL NEEDS PROGRAM
SLEEP IN HEAVENLY PEACE
FLINT/SAGINAW ODYSSEY HOUSE
SAFECENTER DOMESTIC AND SEXUAL VIOLENCE SERVICES
LOVE INC OF GREATER LAPEER
OUTREACH EAST
BEAUMONT HEALTH FOUNDATION

HOPE HOSPITALITY AND WARMING CENTER, INC
ST. VINCENT DE PAUL FOOD PANTRY
HOLLY VFW POST 5587
HOLLY AREA VETERANS RESOURCE CENTER
MANNA FOOD PANTRY
ST. PAULS FAITH GARDEN
FOUR COUNTY COMMUNITY FOUNDATION - FRIENDS OF IMAGINARY LIBRARY
LAPEER FFA
UNITED WAY OF LAPEER COUNTY
STONE SOUP FOOD BANK
HOLIDAY DEPOT OF LAPEER COUNTY
FAMILY LITERACY CENTER
LACADA - LAPEER AREA CITIZENS AGAINST DOMESTIC ASSAULT
CAREGIVING NETWORK INC
MIDLAND'S OPEN DOOR
INDEPENDENT COMMUNITY LIVING
OSCODA ASSEMBLY OF GOD
ROTARY CLUB OF OSCODA
NORTHEAST MICHIGAN COMMUNITY SERVICE AGENCY
GOD'S CHILDREN HAITI
CAROL'S BABY PANTRY
BUILDING STRONG WOMEN
FRIENDS OF THE ORION TOWNSHIP LIBRARY
VARIETY THE CHILDREN'S CHARITY
LOVE INC OF NORTH OAKLAND COUNTY
OXFORD/ORION FISH
OXFORD PREGNANCY CENTER
AUTISM MOMS KNOW SAFETY
SAGINAW ISD SCHOOL TO WORK PROGRAM
READ ASSOCIATION OF SAGINAW COUNTY
CHILD & FAMILY SERVICE OF SAGINAW
MOTHERLY INTERCESSION
UNITED WAY OF SAGINAW COUNTY
YMCA CAMP OHIYESA
UNITED WAY OF GENESEE COUNTY
BIG BROTHERS BIG SISTERS OF GREAT LAKES BAY REGION
BOYS & GIRLS CLUB OF GREATER FLINT

GOOD IS DONE BETTER TOGETHER.

FINANCIAL SUPPORT

WE GRATEFULLY ACKNOWLEDGE THE GENEROUS FINANCIAL SUPPORT FROM THE FOLLOWING PEOPLE AND MANY DONORS WHO WISH TO REMAIN ANONYMOUS!

ERIC ETHINGTON	CHUCK & LISA CIARAVINO	JOSEPH & ELYSE MOUNGER	KIM & GINGER VIRKLER
TOM & TERESA GISEWHITE	JEFFERY COLLIER	DR. KEELY MOUNGER	BEULAH & ARVID WALLER
RICK VALLEY	PAMELA DUNLAP	KATHY MCGEE	LAURA WELSH
CLAUDE HIGH	EDWARD & CINDY GANCARZ	THOMAS MUDD	THOMAS YEOTIS
DAVE & DIANE WUJCIAK	HAROLD STEINMAN	DICK & KIM SKAFF	
EDITH CAMPBELL	SHARON JAMES	STALEY'S PLUMBING	
JAMES CARLSON	LAWRENCE MOON	THOMAS & DEANN TOWNSEND	

INVESTMENTS

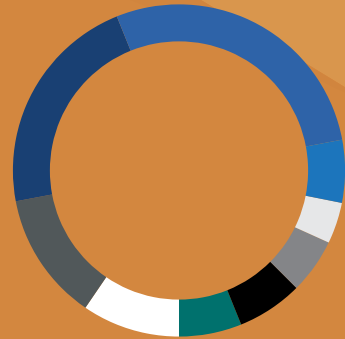
OUR GOOD COULDN'T BE DONE WITHOUT THE HELP OF OUR COMMUNITIES!



LOCAL SUPPORT

WHAT GOODWILL RECEIVED:

■ CONTRIBUTIONS	\$10,424,028
■ STORE SALES & SALVAGE	\$21,189,102
■ WFD FEES & GRANTS	\$885,187
■ OTHER	\$510,345
PPP LOAN FORGIVENESS	
TOTAL REVENUE	\$33,008,662



LOCAL IMPACT

HOW GOODWILL GAVE BACK:

■ WAGES, BENEFITS, TAXES	\$11,362,115
■ CONTRIBUTION EXP	\$10,306,085
■ UTILITIES	\$616,123
■ RENTS	\$1,855,016
■ INSURANCE, PROPERTY TAX, & MAINTENANCE	\$1,264,620
■ DEPRECIATION	\$234,010
■ SUPPLIES	\$449,654
■ RETAIL GOODS	\$2,019,672
■ OTHER	\$1,633,777
TOTAL EXPENSES	\$29,741,072

CHANGE BEGINS WITH YOU.

**HERE'S
HOW YOU
CAN HELP
SUPPORT
THE GOOD
IN YOUR
GOODWILL
COMMUNITY!**

YOU CAN:

- DONATE YOUR GENTLY USED ITEMS
- SHOP OUR RETAIL STORES + WWW.SHOPGOODWILL.COM/MIDMICHIGAN
- MAKE A MONTHLY OR ANNUAL FINANCIAL CONTRIBUTION
- ROUND UP YOUR PURCHASES TO THE NEAREST DOLLAR AT ANY ONE OF OUR STORES

YOUR COMPANY CAN:

- HIRE GOODWILL-TRAINED TEMPORARY OR FULL-TIME WORKERS
- GIVE TO GOODWILL THROUGH MONTHLY OR ANNUAL FINANCIAL CONTRIBUTIONS



CARF ACCREDITATION

CARF is an international accreditation body which utilizes peer review to determine the effectiveness, efficiency, and access to employment services and the level of satisfaction with those services. Goodwill Industries of Mid-Michigan has been continuously awarded the maximum three-year CARF Accreditation for its employment services since 1966. Our last accreditation survey was conducted in March 2021 and included the following services:

- Community Employment Services: Employment Supports
- Community Employment Services: Job Development
- Employee Development Services
- Organization Employment Services
- Self-Employment Services

While the actual survey is a three-day event, CARF is really a way of doing business, day in and day out. A maximum three-year accreditation outcome confirms that our program consumers receive quality services every day of the year.

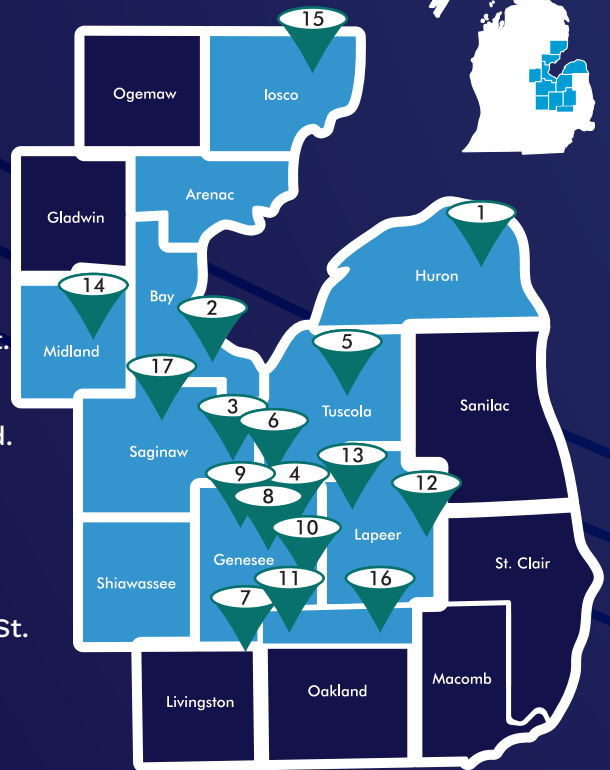
We thank you for your continued support of Goodwill Industries of Mid-Michigan. We are a non-profit dedicated to providing job training, education, and employment to people with barriers. Your support helps us provide opportunities that allow people to reach their fullest potential in supporting themselves and their families.



**HERE'S TO THE NEXT
90 YEARS OF GOOD.**

LOCATIONS

- 1. Bad Axe**
780 N. Van Dyke Rd.
989.623.0114
- 2. Bay City**
4011 N. Euclid Ave.
989.671.1140
- 3. Birch Run**
12155 S. Beyer Rd.
989.349.5028
- 4. Burton**
Courtland Center
4190 E. Court St.
810.744.2260
- 5. Caro**
1560 W. Caro Rd.
989.672.1155
- 6. Clio**
4082 W. Vienna Rd.
989.686.3188
- 7. Fenton**
3150 Owen Rd.
810.750.1510
- 8. Flint**
Outlet Center
501 S. Averill Ave.
- 9. Flint Township**
4340-A Miller Rd.
810.732.5040
- 10. Goodrich**
8175 S. State Rd.
810.636.9292
- 11. Holly**
15205 Holly Rd.
248.634.7074
- 12. Imlay City**
605 N. Cedar St.
810.724.3802
- 13. Lapeer**
1945 W. Genesee St.
910.969.4346
- 14. Midland**
2030 N. Saginaw Rd.
989.698.3043
- 15. Oscoda**
5122 N. US-23
989.569.3860
- 16. Oxford**
190 S. Washington St.
248.969.8300
- 17. Saginaw**
4675 Bay Rd.
989.791.3408



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