I am ...

the story behind the store.

2014 Annual Report
strong leadership.

Board of Directors
Chair - James Truesdoll, Ill, Bruce Pollock and Associates
First Vice Chair - Rick Valley, NorthGate
Treasurer - Mona L. Hendrickson, Retired Financial Consultant
Secretary - Dr. Charles D. Hanson, Kettering University
Linda M. Belford, FranNet of MI
Dennis R. Brooks, Dart Business Funding
Tom Bryson, Retired WJRT - TV12
Robert Chunn, Retired General Motors
Raymond Curtin, Attorney at Law
Eric Ethan, LeanShift
Tom Gisewhite, First National Bank of Howell
Anne N. Gregory, Retired Flint Community Schools
Michael E. Hamp, Hamp & Associates
Claude High, Retired, Action Management
A.R. Hobson, Jr., Retired, Richfield Industries
Kevin J. Keane, Consumers Energy
Edward A. Mitchell, The Flint Journal
Mark H. Piper, Piper Realty
Jan Russell, Retired GISD
Sandra K. Stiven, Retired UAW
Dana Tell, Team One Credit Union
David C. Wujciak, Quality Staffing

Board of Governors
Dr. Joseph T. Batdorf
Dr. William C. Blamer
Inez M. Brown
Ruben Burks
James A. Carlson
Daniel J. Coffield
William P. Daniel
Lawrence P. Ford
Michael A. Fosler
Thomas E. Gilbertson
Lee Gonzales
Gerald L. Grantner
Peeti Greene
James D. Hager
Ernest W. Hlinsky
Gary C. Holvick
Patrick Kirby
Bill Lamb
Jeffrey M. Love
Roger W. Masch
Olivia B. Maynard

Valerie Nelson
Peter C. Payette
William H. Piper
Madonna L. Prusac
Gary D. Sabo
James R. Saule
Susan Schneberger
Richard D. Skaff
Steven C. Smith
Dr. David E. Spathelf
Robert W. Standal, Jr.
Young S. Suh
Martin A. Tykoski
Barbara J. Veasley
Charles R. Weeks
Charlotte L. Williams
Thomas C. Yeotis
Dr. Michael W. Young
the numbers that measure a year.

**Program Effectiveness**

- **$8.21** avg. wage
- **33.57** avg. hours per week
- **56**

- **2,732** Number Of Consumers Served
- **2,980** Total Placements

Goodwill Industries of Mid-Michigan, Inc. served **2,732** consumers and delivered **2,980** total programs from January-December 2014.

**Program Efficiency**

The average total cost per consumer served from January-December 2014 was **$580**.

**Satisfaction**

- **95%** Of consumers were satisfied with services.
- **94%** Of stakeholders were satisfied with services.

**OUR MISSION**

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

**OUR VISION**

Service excellence in developing human potential.

**OUR PHILOSOPHY**

Goodwill Industries of Mid-Michigan believes 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.

**Service Access**

- **7%** Referred
- **93%** Referred Not Served

- **93%** Of eligible referrals received services.
Round-Up Program

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 made available. In 2014 our customers helped us raise $62,445. Money from this program helped support the following agencies in Mid-Michigan:

Habitat for Humanity - Lapeer County
Huron County Veteran Affairs
Banbury Cross
Youth Empowerment Solutions - Saginaw
Crossroads for Youth
Bay County Women’s Shelter
Camp Copeconic
Huron County Safe Place
Emmanuel Mission Shelter - Oscoda
Good Guides

Thank you for your generous support of these partner agencies! We can’t do it without your help!

Goodwill Industries of Mid-Michigan Earns Three-Year CARF Accreditation:

Goodwill Industries of Mid-Michigan has been awarded the maximum three-year accreditation by CARF following our survey at the end of October for the following services:

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

CARF is an international accreditation body which utilizes peer review of an agency such as Goodwill Industries of Mid-Michigan to determine the effectiveness, efficiency and access to employment services and the level of satisfaction with those services. This latest CARF accreditation outcome represents our 17th consecutive maximum three-year accreditation award since CARF’s first three-year accreditation was awarded to Goodwill Industries of Mid-Michigan in 1966. While the survey is a three day event, CARF is really a way of doing business, day in and day out. The accreditation survey outcome confirms that our program consumers receive quality services every day of every year.
by serving the common good.

In 2014, Goodwill Industries of Mid-Michigan:

**Served**
- 10 Counties

**Served**
- 2,732 people

**Operated**
- 17/8

**PAID**
- Over $9.5 million in wages and benefits to more than 900 Mid-Michigan residents

**Recycled**
- more than 7.9 million pounds of material (including more than 1.1 million pounds of electronic equipment) which otherwise would have ended up in landfills.

---

### Those We Serve

<table>
<thead>
<tr>
<th>Service Programs</th>
<th>2,980</th>
</tr>
</thead>
<tbody>
<tr>
<td>Individuals Served</td>
<td>2,732</td>
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<table>
<thead>
<tr>
<th>Barrier to Employment</th>
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<tbody>
<tr>
<td>Blind</td>
<td>4</td>
</tr>
<tr>
<td>Other Physical Disability</td>
<td>56</td>
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<tr>
<td>Learning Disability</td>
<td>41</td>
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<tr>
<td>Developmental Disability</td>
<td>12</td>
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<tr>
<td>Psychiatric and/or Emotional Disability</td>
<td>64</td>
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<tr>
<td>Other Disabling Condition</td>
<td>54</td>
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<tr>
<td>At-Risk Youth</td>
<td>38</td>
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<tr>
<td>Offenders/Ex-Offenders</td>
<td>294</td>
</tr>
<tr>
<td>Other Disadvantaging Condition</td>
<td>1,059</td>
</tr>
<tr>
<td>Unknown or Unreported Barrier</td>
<td>799</td>
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</table>

| Placements                | 56   |
| Vouchers Honored          | 199  |

<table>
<thead>
<tr>
<th>Gender</th>
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<tbody>
<tr>
<td>Female</td>
<td>1,295</td>
</tr>
<tr>
<td>Male</td>
<td>759</td>
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<table>
<thead>
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<th>Ethnicity</th>
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<tbody>
<tr>
<td>White</td>
<td>899</td>
</tr>
<tr>
<td>Black or African-American</td>
<td>983</td>
</tr>
<tr>
<td>Hispanic Origin</td>
<td>26</td>
</tr>
<tr>
<td>Other</td>
<td>172</td>
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</table>

<table>
<thead>
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<th>Age</th>
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<tbody>
<tr>
<td>0-15</td>
<td>35</td>
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<tr>
<td>16-24</td>
<td>614</td>
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<tr>
<td>25-34</td>
<td>538</td>
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<tr>
<td>35-44</td>
<td>318</td>
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<tr>
<td>45-54</td>
<td>316</td>
</tr>
<tr>
<td>55 &amp; Over</td>
<td>233</td>
</tr>
</tbody>
</table>

Goodwill serves people with a variety of today’s barriers and challenges—people with physical, mental and emotional disabilities, displaced workers, people who are homeless and/or illiterate, both older and younger workers, people with economic disadvantages or limited work skills, people with criminal backgrounds, and those who aspire to move from welfare dependency to the world of work and independence. In addition, Goodwill honors vouchers issued by other agencies for their clients for store merchandise. To objectively determine successful outcomes from our programs, Goodwill uses a performance measurement and improvement system which measures consumer access to, satisfaction with, efficiency of, and effectiveness of our services. The Board and management of Goodwill then utilize that data to improve our programs and services. (Copies of the Performance Improvement Report are available upon request at the main office).
the graduate of the year.

Goodwill’s 2014 Graduate of the Year is Steven Good, who came to Goodwill Industries through the Homeless Veterans Reintegration Program after serving in the military. While working on a degree in criminal justice, Steven was unable to find stable employment, and became homeless. While enrolled in the HVRP program at Goodwill, our Graduate was interviewed for a shipping clerk position and was offered the job. The following day, Steven was contacted by the Genesee County Sheriff’s Department for a third interview and received an offer for his dream job. Goodwill’s warehouse manager understood immediately and urged him to accept the position with the Sheriff’s Department.

Steven is now enrolled in a joint bachelor’s program with Mott Community College and Ferris State in the Criminal Justice degree program. Housing is being arranged through another veteran’s grant and he is working as a full-time Sheriff’s Deputy. Our graduate is once again excited by his current and future opportunities.

the graduate of the year runner up.

Our Graduate Runner-up for 2014 is Alexander Markoff, whose ultimate goal in life was to teach creative writing in a middle school setting. However, he found college difficult and began to alter his career goals. After joining the Community Employment Services Program in April of 2013, Alexander expressed a desire to learn skills in a retail store. He showed a desire to improve by asking questions and using the answers to do a better job. He learned to be friendlier to customers, and took steps to understand the big picture, which helped him perform better and to demonstrate to his store manager that he was genuinely interested in the work.

Alexander demonstrated the ability to perform all of the tasks of the donation attendant position and was hired by the Goodwill Flint Township store in March, 2014. Alexander is a published author of poetry and has also written plays. He participates in monthly open mic nights at Good Beans Café in Flint, and is teaching creative writing workshops.
the achiever of the year.

After being struck by a motorcycle at age 14, **Anthony Swiastyn**, our Achiever of the Year, was in a coma for nine months. With a history of a strong work ethic and determination, Anthony endured many long painful years in rehabilitation learning to breathe, swallow, talk, walk, and eventually living semi-independently in the community.

But his goal of holding a job eluded Anthony until he entered a long term work experience program at the Oxford Goodwill store. The store manager worked with Anthony to meet his work goals and he continues to improve his performance. Anthony still has a great work ethic and demonstrates the determination to get the job done right.

the achiever of the year runner up.

Our Achiever of the Year Runner –Up is **Siyani Horner**. Siyani did not complete high school due to multiple disabilities, substance abuse and incarceration, and had very little work history due to these issues. Our runner up was referred to Goodwill for a Community Based Vocational Assessment in the janitorial department. Even though he did well at that position, Siyani expressed a desire to work at a retail store. Through Goodwill’s GoodTemps service, he learned to use a cash register while searching for a job. Our runner-up has also begun working on a business plan to start his own business.

Siyani lives in an apartment caring for a young son. He has remained free of the use of any harmful substances for many years, has a very positive attitude and hopes to grow and develop a business into a viable and sustainable source of income to provide a better life for himself and his son.
**the retail employee of the year.**

Teresa Elwood was selected as the 2014 Retail Employee of the Year not only works regularly with those receiving services at her store; she is also a role model for them and the other store associates.

Teresa takes pride in her work at the Oxford store, routinely offers ideas and suggestions to improve the store and has a special eye for identifying high end clothing and other items – which she will often walk right out to the sales floor. She is pleasant and positive and is the go-to team member for her store.

Congratulations Teresa!

---

**the operations employee of the year.**

Our 2014 Operations Employee of the Year is Carol Kiniry. Carol has been a job coach at Goodwill for more than three years and provides exceptional quality of service to our workforce development consumers.

Her commitment to Goodwill’s mission is evident through her initiative, her support of several supported consumer business ventures and her commitment to consumers both on and off the job to assist with transportation and shopping needs.

Congratulations Carol!
the community partner of the year.

Goodwill has selected Great Lakes Bay Recycling in Saginaw for our 2014 Community Partner of the Year. Goodwill operates a computer recycling program in partnership with Dell Computers which is used for consumer assessment services. However, we experienced a shortage of computers for a consumer to disassemble and our staff turned to Great Lakes Bay Recycling to continue the consumer’s On-The-Job Experience.

GLBR did not hesitate to welcome the consumer to their team in order to finish the program. GLBR then agreed to become a Community Partner and conduct Community Based Vocational Assessments and On-The-Job Experiences at their site. The consumer learned a lot through his experience and enjoyed his time with the GLBR team. GLBR also continued to provide references for the consumer to help them on their way to permanent employment.

the store of the year.

This year we have co-winners for Retail Store of the Year. During 2014 our Fenton and Birch Run locations continued to exceed the expectations of our customers by ensuring all our guests were treated well and had a pleasant shopping experience with us. The staff at both these stores worked hard to ensure goals were exceeded. Fenton exceed sales budget by 5% and net contribution by 25%. Birch Run exceeded their sales budget by 7% and delivered a whopping 70% more to their bottom line. Both of these stores provided great work sites for our WFD department in addition to achieving their financial goals. Thank you to both of these stores. Fantastic job all the way around!
retail operations.

Goodwill Industries of Mid-Michigan operates 17 retail stores in ten counties in mid-Michigan along with our online store ShopGoodwill.com. In 2014 we opened a concept store in Lapeer called “A Very Goodwill Christmas”. The store was open from October 1-December 14 offering a great selection of Christmas merchandise; which was well received by our local thrifting community. Our stores are staffed with friendly employees who understand the thrill of the hunt and do all they can to ensure you have the best selection of clothing for the entire family, home décor and a wide variety of unique things to choose from. Our customers know the value in shopping at Goodwill; but more importantly they know their support is helping someone in their community gain the skills to become self-sufficient.

Our Locations

RETAIL STORES
Bad Axe 780 N. VanDyke Rd.
Bay City 4011 N. Euclid Ave.
Birch Run 12365 S. Beyer Rd., #C100
Burton 2188 S. Center Rd.
Caro 1560 W. Caro Rd.
Clio 4082 W. Vienna Rd.
Fenton 3150 Owen Rd.
Flint Township 4640A Miller Rd.
Goodrich 8175 S. State Rd.
Holly 15205 Holly Rd.
Imlay City 605 N. Cedar St.
Lapeer 1945 W. Genesee St.
Midland 2030 N. Saginaw Rd.
Oscoda 5122 N. US 23
Owosso 1427 E. M-21
Oxford 190 S. Washington St.
Saginaw 4675 Bay Plaza Dr.

DONATION CENTERS

*Denotes Attended Donation Centers.
THE COMMUNITY GAVE TO GOODWILL

Contributions $6,101,350
Store Sales and Salvage $16,460,173
Contract Services $42,081
WFD Fees and Grants $1,341,713
Other $300,081
Total Revenue $24,245,398

GOODWILL GAVE BACK TO THE COMMUNITY

Wages, Benefits, Taxes $10,366,969
Contributions Exp - Donated Goods $6,120,864
Utilities $683,349
Rents $1,441,631
Insurance, Property Tax, Maintenance $982,234
Depreciation $379,561
Supplies $551,919
Retail Goods $2,442,019
Other $1,425,082
Total Expenses $24,393,628
a community partner

Goodwill is able to fulfill its mission in large part because of the interest and support of community organizations who refer individuals, provide facilities for vocational evaluation and training and who hire our graduates. To them we simply say – THANKS!

American Assoc. on Develop. Disabilities
American Legion
American Axle
American Red Cross
ARC of Michigan
ARC of Midland
AuSable Valley CMH
Axly Tool & Die
Baker College
Bay Area Behavioral Health
Bay Arenac Community High School
Bayside Home-Health Care
Bayside Lodge-Saginaw
Big Lots
Bon Ton’s
Boys’ & Girl’s Club
Brough Carpets-Lapeer
Brown Rehab Services
CareWorks, USA
Carmen-Alswoth Community Schools
Caro Veterinary Clinic
Cato’s
Catholic Charities
Chemical Bank - Caro
Collette’s Antique Mall-Burton
Consumers Energy
Corsair Engineering
Community Mental Health - Midland
Cumulus Broadcasting
Dairy Queen-Caro
Delta Tube
Dept. of Natural Resources
Detroit Employment Solutions Corp.
Disabled American Veterans
Disability Network
Driving for America
Eastern Michigan Legal Services
Emmanual Mission
EPCO Sales, LLC
Epic CNC Training Academy
Excel Corp.-Oakland County
EZ Awareness by Design
Faith Gospel Tabernacle-Bad Axe
Family Assistance Center
Fenton High School
Flint Farmer’s Market
Flint Institute of Music
Flint Parole & Probation Offices
Flint Police Activities League
Flint South Baptist Church
Food Bank of Eastern Michigan
Fraternal Order of Eagles
Garden Gate Bed & Breakfast-Caro
Genesee County Dept. of Veteran Affairs
Genesee County Humane Society
Genesee County Land Bank
Genesee County Sheriff
Genesee County Veterans Court
Genesee District Library
Genesee Health Systems
Genesee ISD
Genesee Shiawassee Michigan Works
Genesys Hospital and Fitness Center
Genex Services
Gentiva Hospice
GLS Building Trades
Goodrich Methodist Church
Goyette Mechanical
Grand Blanc Community Schools
Great Lakes Bay Region Recycling
Great Lakes National Cemetery
H & H Tool-Lapeer
Habitat for Humanity
Hair Force Academy
Harmony Hall - Lapeer
Headhunting for Veterans
Health Plus
E.L. Hollingsworth & Co.
Holy Spirit Church
Home & Hospice Advantage
Hope Network
Horughen Manufacturing
Huron Behavioral Health
HVAC Boot Camp
In Your Golden Years
JJ Jamokes-Caro
Jersey Zone
Karr’s Kafe-Vassar
Keep Genesee County Beautiful
Kettering University
Ketzler’s Florist
Labrador Construction
Lake Fenton High School
Lake Orion Schools
Lapeer Plating & Plastics
Ligon Outdoor Center
Marine Corps League
Marko & Sons
Mass Transportation Authority
McDonald’s - Cass City
Michigan Academy of
Self-Determination
Michigan Case Management
Michigan Commission for
the Blind-DHHS
Michigan Community
Services, Inc.-Bay City
Michigan Dept. of Military &
Veteran Affairs
Michigan Partners for Freedom
Michigan Rehab Services-DHHS
Michigan Transition Association
Michigan Veterans Administration
Mission of Hope
Moore Motors-Caro
Moore Shoreline - Sebewaing
Moose Lodge
Motel &
Mott Community College
C.S. Mott Foundation
Ruth Mott Foundation
Mount Morris Community Schools
My Brother’s Keeper
New Century, Inc.
New Horizons
New Paths, Inc.
Northgate
The Open Door - Midland
Operation Homefront
Operation: Military Resources
Opportunities Center
Origami Rehab Center
Our Home Transitional
The Oven-Caro
Owosso Health Care
Oxford Early Learning Center
JC Penney
The Peppermill-Bad Axe
R & B Used Book Store
Ray C’s Harley Davidson
Regional Veterans Coalition-
Action Team
Richfield Industries
Richfield School
Riverside Baptish Church
Riverside Restaurant
Rosehaven Manor-
Retirement Community
Saginaw ISD
Saginaw Valley Rehab Center
Saginaw Valley State University
St. Luke’s New Life Center
Self-Serve Lumber-Caro
Shelton Automotive
Shiawassee County Parole Office
Shiawassee RESD
Sista Girl Greeting Cards
Sodexo Magic
Southwestern Girl Scouts
Star Professional Driving School
The State Bank
Team One Credit Union-Saginaw
Thumb National Bank
Tom’s Hardware-Oxford
Touchstone Services
Toyo Seat USA-Inlay City
Training & Treatment Innovations
Tropitan - Fenton
Tuscola ISD
US Department of Labor
US Department of Veteran
Administration
US Lawns
United Way of Genesee County
University of Michigan-Flint
VA Ann Arbor Health Care
VetBizCentral, Inc.
Veterans of Foreign Wars
Vietnam Veterans of America
The Village/Operations Unification
Wal-Mart
Water & Woods Council-BSA
Whaley’s Children Center
Wolverine Campground
YMCA-Bay City
YWCA-Flint
As a public service, Goodwill provides the opportunity for individuals assigned to serve volunteer hours in community service from the following:

06th Circuit Court, Pontiac, MI
07th Circuit Court, Genesee County, MI
18th Circuit Court, Bay City, MI
23rd Circuit Court, Arenac County, MI
31st Circuit Court, Port Huron, MI
35th Circuit Court, Corunna, MI
35th District Court, Plymouth, MI
37th 4B District Court, Grand Blanc, MI
40th Circuit Court, Lapeer, MI
42-1 District Court, Romeo, MI
44th Circuit-Family Division, Howell, MI
48th Circuit Court, Bloomfield Hills, MI
52-2 District Court, Clarkston, MI
52-3 District Court, Rochester Hills, MI
52-4 District Court, Troy, MI
52nd Circuit Court, Huron County, MI
53rd District Court, Howell, MI
54th Circuit Court, Caro, MI
55th District Court, Hudsonville, MI
66th District Court, Corunna, MI
67th 4B District Court, Grand Blanc, MI
67th District Court, Flint, MI
71A District Court, Lapeer, MI
71B District Court, Caro, MI
72nd District Court, Port Huron, MI
73B District Court, Bad Axe, MI
74th District Court, Bay City, MI
75th District Court, Midland, MI
76th District Court, Mt. Pleasant, MI
77th District Court, Big Rapids, MI
80th District Court, Gladwin, MI
81st District Court, Tawas City, MI
86th District Court, Traverse City, MI
90th District Court, Petoskey, MI
92-1 District Court, Newberry, MI
96th District Court, Marquette, MI
Circuit Court - Family Division, Oakland County, MI
Citizen Probation Council, Lapeer, MI
Community Alternatives, Mt. Pleasant, MI
Fairfax County General District Court, Fairfax, VA
Gratiot County Office of Community Corrections
King County District Court, State of Washington
Midland County Community Alternatives
Osceola County Community Corrections, Reed City, MI
Shiawassee County Probate Court

PATH Programs
Action Management, Flint, MI
Genesee Shiawassee Michigan Works
Great Lakes Bay Michigan Work
Human Investment and Development Corporation
Iosco County Michigan Works
Thumb Area Michigan Works

**GOODWILL MEMBERSHIP**

Pabitra Benjamin
Mr. & Mrs. Tom Bryson
Ruben Burks
Dan & Mary Cady
Edith Campbell
James E. Carlson
Raely Coffey
Jeff Collier
Court St. United Methodist Women
Rita DesArmier
Mary L. Dowless
Eric Ethington
Dorothy Feeseer
Tom & Teresa GISwhite
Debra Golden-Steinman
Anne N. Gregory
Dennis M. Haley
Rosalind Hamady
Dr. Charles Hanson
Mona L. Hendrickson
Claude High
Martha B. Hopkins
Glenn Howland
Joan L. Kane
Mr. & Mrs. Kevin Keane
Todd Kosta
Ann U. Kraft
Lawrence LaGrant
Bill Lamb
Mr. & Mrs. Gary Langdon
Linden United Methodist Women
Arthur E. Maass
David Martus
Jasper Martus
Erin & Jeff Masters
Olivia Maynard
Joel Moore
Cheryl Osborn
William H. Piper
Darcey Quinn
Mr. & Mrs. John L. Riegel, Jr.
Kathy Rometty
Jim R. Saule
Charlotte Sawicki
Dick & Kim Skaff
Mr. & Mrs. Gary F. Smith
Mr. & Mrs. Darrell Stevens
Sally Stevens
Swartz Creek-United Methodist Women
Joe Taubitz
D. Angella Thompson
Henry O. Thompson
Wynonne Thompson
Linda Tracy-Stephens
Dr. Allen Turkce
Martin A. Tyckoski
Rick Valley
Forrest W. VanValin
Barbara J. Veasley
Kim & Ginger Virkl
Arvid Waller
Kathryn A. Weaver
Mr. & Mrs. Charles Weeks
Robert & Clarice Williams
The Wujciak Family
Judge Thomas C. Yeotis

**In Memory of Paul Cron**
Barbara J. Leland

**In Memory of William Truckner**
Darrin Eichenhofer

Goodwill Industries gratefully acknowledges the generous financial support during 2013 from:

- Anna Paulina Foundation
- Anonymous
- Art Van Foundation
- Charles Stewart Mott Foundation
- Consumers Energy Foundation
- Flint Community Fund
- Stella and Frederick Loeb Charitable Trust
- Microsoft Corporation
- US Department of Justice
- US Department of Labor
- Virkl Charitable Fund

**PATH Programs**
Action Management, Flint, MI
Genesee Shiawassee Michigan Works
Great Lakes Bay Michigan Work
Human Investment and Development Corporation
Iosco County Michigan Works
Thumb Area Michigan Works
wanting to help.

What you can do to help

DONATE, SHOP, DONATE, SHOP, DONATE, SHOP ... it’s an amazing cycle that changes lives.

When you donate, when you shop... you help change the lives of people right in your community. **Donations received and sales generated from the sale of these donation are the back bone of what we do.** 92% of our revenue comes from sales of goods and donations in our stores. This revenue allows us to provide services to people in Michigan who are facing barriers to finding the independence.

**HIRE A GOODWILL PROGRAM PARTICIPANT**
Our training and employment programs prepare skilled, reliable employees. We may very well have a qualified candidate suited to meet your needs.

**MAKE A LASTING CONTRIBUTION**
Your cash gifts and bequests to our Endowment Fund help Goodwill ensure services to those in future need. Estate planning resources are available from our website, www.goodwillmidmichigan.org, or call us at 1-800-524-6331.
In Memorium

During the past year, Goodwill lost a former employee (who was also an Auxiliary member), three additional Auxiliary members, and one former and one current Board of Directors member.

Penny McDaniels worked in several different departments during her employment at Goodwill, from the Contracts Department to the agency receptionist, and then on to Shopgoodwill. Penny was a kind hearted person who loved shopping in the Goodwill stores or anywhere she could get a good bargain. While she was employed at the agency she joined the Goodwill Auxiliary. Penny died June 2, 2014 at the age of 67.

The agency also lost Donna McDaniels, long time Auxiliary member. Donna was a dedicated, generous Auxiliary member who believed in the mission of Goodwill and the Auxiliary. In addition to her work at Goodwill, she will be remembered for her work in the community and as an avid cookbook collector. Donna passed away at the age of 78 on September 1, 2014.

Agnes C. Tracys passed away on September 2, 2014 at the age of 92. Agnes was a 43 year veteran of the Auxiliary, joining in 1971. She served as Vice-President and President of the Auxiliary and was instrumental in starting the Vintage Style Shows and the Doll project with the Girl Scouts. Agnes was very active in the community, with her church, and her family.

Goodwill lost Millie Supernaws in 2015. She was an Auxiliary member for the last 44 years. Millie came to the Auxiliary, in 1971, and served as Vice-President, President and chairperson of the Doll Project. She was instrumental in the implementation of the Doll project in conjunction with the Girl Scouts. Millie passed away March 2, 2015 at the age of 89.

Mona Hendrickson, Treasurer of the Board of Directors, passed away March 22, 2015 at the age of 63 after a short illness. Her tenure on the Board of Directors began in 1988 where she served on the Audit, Finance, Human Services, and the Nominating Committees. Then as Chair from 1993-1995, and as Treasurer since 2009. Mona began her working career by serving in the United States Air Force and then went on to be a financial advisor with Morgan Stanley until her retirement. She moved to Arizona and started a martial arts school with her family. Even after her move, Ms. Hendrickson continued her work on our Board by attending meetings when she was in town, and by “Skyping” in when she was not, and was always available when needed. She will be missed by all that knew her.

Genesee County lost radio icon, Bill Lamb on April 14, 2015. At the same time Goodwill lost a great supporter and former Board of Directors’ member. Bill was known for his voice, “The Buick Factory Whistle Show”, and as an avid Goodwill supporter. He contributed his time and talent in spreading the mission of the agency through the 60’s, 70’s, and 80’s with various promotions for the agency, including live broadcasts from the then annual Tent Sales. Bill was 90 years old.

Board of Governors member and former Board of Directors member, William Daniel, passed away, on April 14, 2015. As a distinguished arbitration lawyer who practiced in the Flint and Fenton areas, Mr. Daniels will also be remembered for the creation of a national program, “The Liberty Bell Award”, which recognizes laypersons who contribute to the advancement and purposes of the law. He was a long-time supporter of Goodwill, as well as many other local organizations. Mr. Daniel was 81 years old.
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