



Changing Lives

**THROUGH
THE POWER
OF WORK**

**Alabama Goodwill
Industries**

2018 Annual Report

Message from the Board Chair & President/CEO

Changing Lives Through the Power of Work

2018 was a year of new beginnings and much change for Alabama Goodwill Industries. We developed an aggressive Strategic Plan that now charts our course for the next few years. The plan includes increases in the number of people served and placed into employment and increases in the revenue necessary to fund those activities.

Our first order of business has been to get the systems in place that are necessary to support our plan. We created a new set of Core Values and Guiding Principles that form the foundation for all our activities. We implemented a new operating system, new information system, new training system, new branding platform, and a new performance management system.

These activities laid the groundwork for improving results as we work our way through 2019. We are serving more people with increased mission funding from our donated goods operations that is being reinvested back into the organization. We view job creation and employment as mission work and are placing more community members into integrated employment. We started the process of renovating our Birmingham operation, and began to move aggressively toward opening a number of new facilities that will make donating much more convenient and easier for our many donors. We invite you to come out and see and donate at the first of those, an Attended Donation Center at 5113 Oporto Madrid Boulevard in Birmingham situated between Montclair and Montevallo Roads.

We began to establish more community partners in 2018. These collaborations will help us provide more meaningful programs for those we serve, while helping to meet emerging and critical community needs. We are a better community when we work together, and this work will continue.

We are excited about our continued progress in 2019, and encourage everyone to learn more. We are very grateful for our supporters in 2018, and want to thank all of you for helping us realize our potential in Northern and Central Alabama!

2019/2020 Board Chair

Ted Springer

President/CEO

David Wells

Alabama Goodwill Industries

Mission Vision, and Core Values

Mission

Through funding partnerships and the kind donations that our communities provide, we create employment opportunities wherein those with barriers to employment and self-sufficiency can learn, develop, and grow to become productive members of the community and reach their life goals.

Vision

We envision AGI as an annual \$30 million dollar organization by the year 2024, with the resources necessary to support and sustain that growth. We will create an additional 400 jobs, serve 5,000 individuals in need of our services, and place 100 individuals with barriers into competitive employment per year by that time.

Core Values

- Self-actualization – we work with all team members to help them reach their highest potential and life goals
- Donors and Customers – we honor and value our donors and customers, and make their interaction with us a positive experience
- Learning Organization – we are all learners and trainers, and we make learning accessible for our team members' active engagement in lifelong learning
- Integrity – we take personal responsibility, treat everyone with respect, and keep our promises
- Stewardship – we manage the resources entrusted to us with responsibility and care
- Hand Up, Not A Hand Out – we believe that self-reliance leads to dignity
- Empowerment – we expect our team members to make decisions
- Teamwork – we ask for input from those around us and work with one another to accomplish our goals
- Open Communication – we respect open and honest communication, and make direct communication with those that can help solve our problems
- Continuous Improvement – We are committed to getting better every day, and to the pursuit of excellence

Our Partners for 2018:

Goodwill Industries International, Inc.
CARF International, Inc.
Birmingham Business Alliance
Birmingham Board of Education
VA Medical Center

United Way of Central Alabama, Inc.
SourceAmerica
Alabama Department of Rehabilitation Services
Jefferson County Board of Education
AbilityOne

SourceAmerica



2018 BOARD OF DIRECTORS

Chair:
Vice Chair:
Treasurer:
Secretary:
Immediate Past Chairman:
President/CEO:

Herbert L. Boring
Ted Springer
Roger Cartwright
Thomas Hughley
Paul Beasley
David Wells

Members:

Rick P. Causey
Rayford Coleman
C. Coleman Daniel II
Frank A. Dickinson
Ruth Dyer
S. Perry Given, Jr.
Will Hawkins
Kenneth Hubbard

Doris Ingram
Heather Newsom Leonard
Marshall Rathmell
Paul Sharbel
Thomas E. Walker
Ex-Officio Member
LaFacial Moore PhD

2019 BOARD OF DIRECTORS

Chair:
Vice Chair:
Treasurer:
Secretary:
President/CEO:

Ted Springer
Roger Cartwright
Thomas Hughley
Marshall Rathmell
David Wells

Members:

Paul Beasley
Rayford Coleman
Jake Datnoff
S. Perry Given, Jr.
Will Hawkins
Kenneth Hubbard
Doris Ingram

Kevin Manogue
Marshall Rathmell
Paul Sharbel
Jessica Vance
Thomas E. Walker
Ex-Officio Member
LaFacial Moore PhD

LEADERSHIP FOR 2018 - 2019

President/CEO:
Vice President Operations:
Vice President of Marketing & Development:
Vice President of Contracts & Loss Prevention:
Vice President of Financial Services:
Vice President of Human Resources & Mission Services:

David Wells
Teresa Bynum
Caroline Thomas
Dave Hooker
Don Casey
Angela Preston

Community Impact

Alabama Goodwill's programs and retail stores have a significant impact on our community. We provide services to individuals with the following barriers to employment: visual impairment, hearing impairment, neurological disabilities, learning disabilities, developmental disabilities, psychiatric conditions, history of substance abuse, dislocated workers, criminal background, low literacy, and lack of high school equivalency. In 2018, our organization:

- Served a total of 223 individuals in our three programs.
- Provided 15 community volunteers the opportunity to give 38 hours of their time to help our mission.
- Offered Job Readiness Classes to 29 referrals and six were placed in competitive employment.
- Helped prepare 137 area high school youth for the workforce through teaching *Smart Work Ethics* to students in the Birmingham City School System.
- Provided Supportive Employment to 57 individuals including five veterans.
- Improved our economic impact within the community by paying wages to citizens that are disabled and/or disadvantaged.
- Helped the community by offering low cost goods in our retail stores.

During 2018:

- Our nine retail stores received 53,190 donations and turned those donations into revenue to fund our programs.
- Store customers made 297,629 purchases, which provided revenue for our programs.

Our organization was assisted in achieving this community impact in 2018 by the following individuals and partner organizations:

- Goodwill Industries International, Inc
- United Way of Central Alabama, Inc.
- Alabama Department of Rehabilitation Services
- CARF International
- SourceAmerica
- AbilityOne
- Annual Campaign Donors
- Cash and Material Donors

ALABAMA GOODWILL INDUSTRIES, INC
AUDITED STATEMENT OF ACTIVITIES
YEAR ENDED DECEMBER 31, 2018

NET ASSETS

SUPPORT AND REVENUES	
CONTRIBUTIONS	24,176
UNITED WAY	62,757
RETAIL SALES	2,841,001
CONTRACT REVENUE	1,752,000
SALVAGE SALES	262,798
REHABILITATION	146,928
INTEREST AND DIVIDENDS	33,711
(LOSS)GAIN ON INVESTMENTS, NET	(104,107)
MISCELLANEOUS	109,262
TOTAL SUPPORT AND REVENUES	<u>5,128,526</u>

EXPENSES

PROGRAM SERVICES	
CONTRACTS	1,514,605
REHABILITATION	74,884
SHELTERED WORKSHOP	2,988,395
TOTAL PROGRAM SERVICES	<u>4,577,884</u>
SUPPORTING SERVICES	
GENERAL AND ADMINISTRATIVE	691,967
FUNDRAISING	49,173
TOTAL SUPPORTING SERVICES	<u>741,140</u>
TOTAL EXPENSES	<u>5,319,024</u>
INCREASE (DECREASE) IN NET ASSETS	<u>(190,498)</u>
NET ASSETS AT BEGINNING OF YEAR	<u>4,457,041</u>
NET ASSETS AT END OF YEAR	<u>4,266,543</u>

Thank You

To all of the following organizations and individuals that gave grants, allocations, cash donations, volunteer hours, and in-kind donations during 2018 to help us achieve our mission.

Organizations/Businesses/Volunteers

Costco Employees
Hill Crest Foundation
National Charity Services Donors
SPIRE Volunteers
Springer Equipment Company

Thanksgiving Luncheon Volunteers
United Way of Central Alabama
Western Supermarkets
White Arnold & Dowd PC

In Honor of:

Mrs. Leonard J. Weil made a donation in honor of Board Member, Marshall Rathmell

Individuals

Paul Beasley
Bryan Bennett
John Boname
Herbert L. Boring
Merrill N. Bradley
B. L. Brown
Ron Bush
Roger F. Cartwright
Rayford L. Coleman
C. Coleman Daniel II
Berenice Dendy
Frank A. Dickinson
Donny Dobbins
Wilma F. Duncan
Bill and Ruth Dyer
Martin E. Fox
Robert & Martha George
Dr. Vithal K. Ghanta
S. Perry Given, Jr.
Elizabeth Harris
Bobbie Hill

Kenneth Hubbard
Thomas D. Hughley CPA
Doris L. Ingram
Cathy D. Lane
John W. Lewis
William Matthews
Virginia McLean
Nancy S. Morrison
Martha J. Pezrow
Marshall Rathmell
Sandra Ridgeway
Paul Sharbel
Wade Shultz
Farley & Sara Snow
Ted Springer
Thomas F. Talbot
Lucille R. Thompson
Betty I. Vanstrum
Thomas E. Walker
William & Caroline Ward
Tony Watson

2018 Accomplishments

Combined Departments:

Our Financial Services, Development, and Mission Services Departments attended the United Way Allocation Workshop, answered questions from the Alabama Association of Nonprofits, and completed the United Way Allocation Application. Our Board Members, staff, and employees hosted the United Way Visiting Allocation Team in November. These efforts resulted in an allocation of \$63,849 for our programs.

All departments contributed to our CARF International Accreditation Visit, which resulted in a Three-Year Accreditation for Alabama Goodwill.

Alabama Goodwill received a “Green” status in all areas of our Alabama Association of Nonprofits’ Stewardship Review and Score Board Reports.

Mission Services Department:

Alabama Goodwill provided job readiness classes to 29 individuals, Smart Work Ethics classes to 137 students, and competitive job placement for six individuals.

Operations Department:

Alabama Goodwill’s retail stores provided training, employment, and career advancement opportunities to individuals with barriers to employment. The store and salvage revenues were reinvested into programs that put people to work and help them achieve independence, dignity, and strength. Our retail stores received 53,190 material donations from generous community donors and made 297,629 sales to store customers.

Contract Services Department:

Alabama Goodwill’s Contract Services Department provided jobs for individuals through our federal contracts at the Vance Federal Building (Birmingham), the Anniston Federal Building, the Tuscaloosa Federal Building, the VA Medical Center in Birmingham, the Social Security Administration Warehouse in Birmingham, and the 117th Air Refueling Wing in Birmingham.

Development Department:

The Hill Crest Foundation funded Alabama Goodwill’s Safety Equipment needs with a grant of \$15,000 to purchase the safety items required by OSHA, CARF International, and other government agencies.

Annual Thanksgiving Awards Luncheon:

Board members, employees, volunteers, and guests gathered on November 20, 2018 at 12 Noon for our Annual Thanksgiving Awards Luncheon at which time we recognized individuals that had made outstanding achievements during the year. Four awards and 18 “Years of Service” certificates were presented. Thank you to Ken Hubbard, Brett Hubbard, and Western Supermarkets for providing our meal and to Donnie Dobbins and the Thanksgiving Awards Luncheon volunteers for setting the tables and serving the food.



Volunteers:

Our Annual Thanksgiving Awards Luncheon Volunteers serve food for our board members, employees, volunteers, and guests each November on the Tuesday before Thanksgiving.



Volunteers:

SPIRE provided volunteers to help us with our accounting and office projects during August. This was the second year that SPIRE had chosen Alabama Goodwill for one of their volunteer projects. In appreciation, they were presented with the Corporate Volunteer of the Year award at our annual awards luncheon.

Years of Service Awards:

Starline Long	35 Years
Sarah Mitchell	25 Years
Pearlie Jones	15 Years
Edmond Matherne, Jr.	10 Years
Mary Royal	10 Years
Erica Mostella	10 Years
Terrie Andrews	10 Years
Broderick Hale	10 Years
Yodora Holt	5 Years
Evelyn Chamblish	5 Years
David Hooker	5 Years
Amie Evans	5 Years
Valerie Whatley	5 Years
Sherman Washington	5 Years
Ida Cunningham	5 Years
Janice Bass	5 Years
Latrice Mason	5 Years
Dwain Gilleylen	5 Years

Goodwill Employee of the Year

Erica Mostella



Achiever of the Year

Bruce Hood

Online donations can be made at JustGiving.org

PROGRAMS OFFERED BY ALABAMA GOODWILL

Supportive Employment Program

Supportive Employment (Green Springs Facility)

The persons served in this section of the Supportive Employment Program are referred to us by the Alabama Department of Rehabilitation Services (ADRS) and are not able to perform work in a competitive environment. The revenue that pays the expenses for this group of employees comes from our *United Way Allocation, retail store revenue, and an occasional grant.*

Supportive Employment (Federal Contracts)

The persons served through our federal contracts are referred to us by ADRS and the Veteran's Administration. This portion of the program is *fully funded by our federal contracts, which are negotiated through SourceAmerica.* Our organization is required to fill at least 75% of the positions with individuals that have a significant disability. The contracts include janitorial, switchboard, food service, forklift, and mailroom positions.

Supportive Employment (Eight Retail Stores Outside of Birmingham)

Occasionally, our organization will place an individual with a disability in one of our eight retail stores outside of Birmingham (Arab, Ashville, Athens, Boaz, Gadsden, Guntersville, Huntsville, and Scottsboro). These individuals learn donation sorting, clothes hanging, customer service, and cashiering. These individuals are funded by the revenue from store sales at their location.

Employee Development Services Program

The Employee Development Services Program is comprised of disabled and/or disadvantaged individuals referred to us from ADRS. This program serves both adults by teaching the "soft skills" needed for success in locating and maintaining competitive employment and youth by offering the ADRS *Smart Work Ethics Program.* It is fully funded by ADRS fees.

Coming in Late 2019 - Digital Career Accelerator Program

In 2019, Alabama Goodwill will begin offering Digital Training provided by Goodwill Industries International and Google. We will hire trainers to help employees and individuals from the community learn the digital skills that local employers have requested and that are necessary to obtain jobs from those employers.



2019

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