

## Mission Statement

**Goodwill empowers and prepares people for independence through training, personal growth and work.**

### A note from the new President and CEO...

As 2022 ended, Goodwill Industries of Northeast Indiana entered a new era after the retirement of our long-time President and CEO. Bill Warriner faithfully served the mission of Goodwill for 31 years before retiring on December 31st. During his tenure, Bill helped bring the then struggling non-profit back to life, helping to build a stronger, larger organization that serves the area in so many ways.

I had the pleasure of working with Bill for 6 weeks, beginning my career with Goodwill on November 14th. I know that I have big shoes to fill, and will work to continue what Bill and his staff have done very well for more than 3 decades. Goodwill of Northeast Indiana has and is working to help people with barriers to employment find meaningful work. That work leads to independence and security.

In this annual report, we share some of the statistics of how Goodwill served the community over the past year. We look forward to working even harder as we grow in our mission in Northeast Indiana in 2023.



**Kevin Morse, President & CEO**

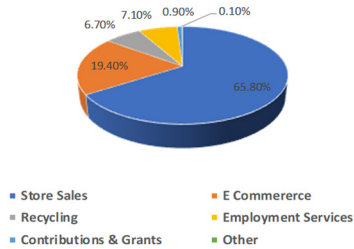
Goodwill Industries of Northeast Indiana, Inc. is a 501(c)(3) non-profit organization qualifying for tax-deductible contributions. Financial information is excerpted from the 2022 Financial Statements audited by the CPA firm, Baden Gage and Schroeder, LLC.

## Board of Directors

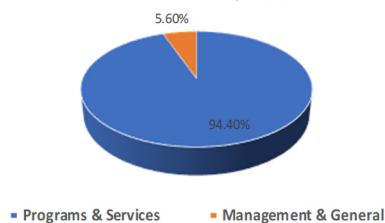
- Doug Barrow**—Vice Chair  
WANE TV
- Melissa Beber**—Past Chair  
Greater Fort Wayne Inc.
- Stan Beberich**  
Retired—DWD
- Nicholas Elkins**—Secretary  
Indiana Michigan Power
- Chad Glassburn**  
Lake City Bank
- Matt Henry**  
Patterson Riegel Advertising
- Amy Hochstetler**—Treasurer  
The Orthopedic Hospital
- LaTasha Johnson**  
State Farm Insurance
- Robert Lee**  
University of Saint Francis
- Tim Manges**  
Fletcher Van Guilder, LLC
- Brenda Niccum**  
The League
- Todd Nichols**  
Retired—Ivy Tech Community College
- Joe O'Connor**  
Retired—Ossian Bank
- Alison Podlaski Wright**  
Podlaski LLP
- Randy Rusk**  
Do it Best
- Wil Smith**  
Smith & Associates Consulting, LLC
- Lindsey Tipton**  
Haller & Colvin, P.C.
- Edward Welling**  
Grinsfelder Associates Architects, Inc.
- Steve Zacher**—Chair  
The Zacher Company
- Bill Warriner**—Ex-Officio  
Former President & CEO
- Kevin Morse**—Ex-Officio  
President & CEO

## 2022 Total Revenue: \$12, 883,963 Distributions to Mission & Programs: 94.4%

Sources of Revenue & Support



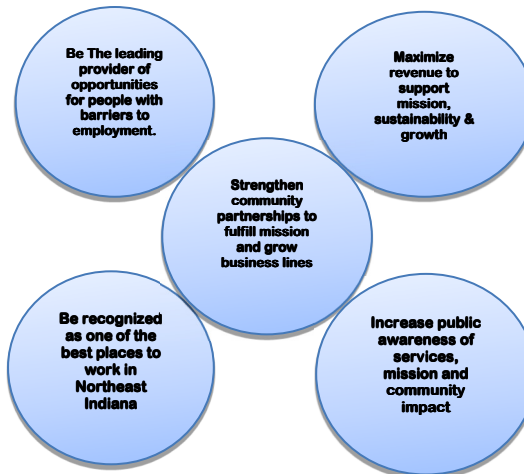
Allocation of Expenses



## Employment Services Goals

Objective Measures	Performance Target	Outcome
Efficiency	Plan for IT upgrade for Employment Services	Achieved—Implement in late 2023
Effectiveness	Maintain standards for CARF Accreditation	Achieved
Access	12 days from referral to first in-person visit	17 days
Satisfaction	96% of clients will be satisfied with services	94%
Satisfaction	75% client survey return rate	56%

## 2023 Strategic Plan Goals



## Leadership Team

- Bill Warriner**  
Former President & CEO
- Kevin Morse**  
President & CEO
- Marita Crawford**  
Chief Operating Officer & VP of Human Resources
- Molly Miller**  
Chief Financial Officer & VP of Finance
- Lori McCutcheon**  
VP of Retail Sales Operations
- Rick Waggoner**  
VP of Operations & E-Commerce
- Randy Wolf**  
VP of Mission & Program Services

# 2022 statistics that work



## **10 northeast Indiana counties—**

Goodwill's service area covers Allen, Adams, DeKalb, Huntington, Jay, Lagrange, Noble, Steuben, Wells, and Whitley.

**88% attendance and 100% financial giving**—from volunteer Goodwill Board of Directors.

**94 cents of every dollar**—goes back to Goodwill's local mission in Northeast Indiana.

**\$4 million or 59% of total payroll**—earned by 278 Goodwill employees with disabilities and employment barriers.

**\$514,953**—projected wages of clients placed into work evaluations or community employment. Starting wages ranged from \$8.50 to \$24 hourly; 74% of clients placed into employment have multiple disabilities and 26% a single disability.

**\$1.7 million in federal, state and local taxes**—paid by Goodwill and 366 employees working for Goodwill in jobs including employment services staff, store staff, truck drivers, material handlers, e-commerce technicians, administrative and support staff.

**452 people**—who worked for Goodwill, received case management, and/or advocacy services.

**345 high school and college students with disabilities**—benefited from job exploration counseling, work-based learning experiences, counseling on postsecondary opportunities and skills in workplace readiness and self-advocacy.

**19 northeast Indiana schools**—partnered with Goodwill to provide Pre-Employment Transition Services to students.

**444,690 purchases**—were made in Goodwill's 8 thrift stores by women, men, teenagers, families, teachers, veterans and senior citizens who were provided with low-cost, high-quality **sustainable shopping experiences**.

**58,225 shoppers**—made online purchases through Goodwill's E-commerce sites.

**\$596,225 was collected in sales tax**—through Goodwill stores and remitted to the State of Indiana.

**3,381,090 pounds** — of donated textiles, shoes, cardboard, books, computers, computer accessories, cell phones and other goods were repurposed or recycled and kept out of the waste stream.



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Visit our website at:  
**FWGOODWILL.ORG**