

DISCOVER GOODWILL

Est. 1977

www.goodwillnewark.com

2018 Annual Report

**“Goodwill provides
training, employment, and
support to people like you!”**

*- Timothy J. Young
CEO/President*



*Licking/Knox
Goodwill*

**Licking/Knox Goodwill Industries, Inc. provides training, employment,
and support services to individuals with disabilities and other barriers to employment.**

◆ RETAIL DIVISION ◆

“My job at Goodwill was supposed to be temporary - and here I am five years later!”

**- Wendy Schwarz
Retail Cashier**

**See Wendy's Story on YouTube
https://youtu.be/D_xY8JyXMuQ**



*Licking/Knox
Goodwill*

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◆ RETAIL DIVISION ◆

SHOPPING

Buckeye Lake
10933 Hebron Road
(740) 928-0199

**Fredericktown
Goodwill Plus**
16482 Village Parkway
(740) 848-8016

**Heath
Goodwill Unlimited**
550 Hopewell Drive
(740) 522-1212

Johnstown
715 Coshocton Road
(740) 967-2926

Mount Vernon
855 Coshocton Avenue
(740) 392-9991

**Mount Vernon
Relocating in 2019!**
60 B Parratt Street
(740) 393-0081

Pataskala
78 Oak Meadow Drive
(740) 927-2500

**Newark
Goodwill Plaza**
1199 Mount Vernon Road
(740) 364-0804

Newark
101 Union Street
(740) 345-8191

Utica
41 Columbus Road
(740) 892-9123

DONATING

Customers may bring donations to any Goodwill store location during normal business hours. We also offer home pickup services for those who are donating furniture or trunkload quantities.

Donations are sorted, processed, and distributed to the sales floor for waiting customers. When you donate your gently-used items to Goodwill, you can be confident they will be used wisely.

RECYCLING

Goodwill partners with several salvage companies to get the most out of your donations. Clothing, books, shoes, stuffed animals, and computers in poor condition are processed and sold as salvage.

Goodwill has a partnership with Dell to recycle obsolete or broken computer equipment. Anything that attaches to a computer can be recycled through this program.

PROPANE

Goodwill Plaza ■ Goodwill Unlimited ■ Goodwill Plus

Through a partnership with The Energy Cooperative, Goodwill offers three propane refill locations. We are able to refill a standard grill tank to 250 gallon contractor tanks - perfect for grilling, motor homes, and contractors.

USED CARS

36 Wilson Street ■ (740) 345-4749

Goodwill's Used Car Lot accepts donations of any vehicle. Boats are welcomed so long as they are in good working condition. Call to arrange FREE pickup, or drop off your vehicle during business hours.



Goodwill's internet auction site (shopgoodwill.com) posts items online to customers across the country. It's an easy and fun way to find Goodwill's most unique items.

2018 BY THE NUMBERS

Individuals Employed	290
Male	94
Female.....	196
Veterans.....	3
Disabled.....	79
Average Age	41
Caucasian.....	276
African American.....	1
American Indian / Native Alaskan.....	1

Employees Promoted.....	7
Average Length of Employee Service.....	3 Years
In-Store Customers.....	402,438
Online Customers.....	21,340
Donors.....	131,359
Vehicles Donated.....	47
Vehicles Sold.....	45
Items Sold Online.....	23,680
Gallons of Propane Sold.....	90,140

GOODWILL² go²

Licking/Knox Goodwill's newest online shopping experience is Goodwill2Go.com. The site features an online showroom for our new furniture line and an exclusive collection of everyday and fine jewelry.

PO Box 828 ■ 65 South 5th Street ■ Newark, Ohio 43058-0828 ■ Phone: (740) 345-9861 ■ Fax: (740) 345-3191
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EOE/AA/M/F/Vet/Disability

◆ CONTRACT SERVICES ◆

“I enjoy all of the different personalities at Goodwill; it makes it a lot of fun.”

- Wesley Dowell

Janitorial Contract Manager

See Wesley's Story on YouTube

https://youtu.be/DIRSjpu_kVg



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◆ CONTRACT SERVICES ◆

With over 30 years of experience, Licking/Knox Goodwill has the expertise to care for all types of facilities. Goodwill offers competitively priced, quality services with the flexibility to design your own package. Goodwill Contracts will bid on a variety of services including janitorial, lawn care, floor care, and security services.

BENEFITS TO BUSINESS

Goodwill provides the supervision and program oversight so you can focus on the business that matters most to you. Goodwill is fully insured and can provide security background checks.

Our employees are trained to your site specific standards while meeting all government guidelines. Standards are monitored through our digital quality control system.

SERVICES AVAILABLE

GENERAL OFFICE CLEANING

Basic cleaning services include waste removal, vacuuming and mopping, restroom cleaning, dusting, and glass touch up.

HARD SURFACE FLOOR CARE

No matter the style or material of your commercial hard floor – tile, vinyl, concrete, and more – Goodwill provides an effective, complete cleaning solution that will fit your exact needs.

LAWN CARE

Maintain your facility's exterior beauty with full-service lawn care and landscaping. Goodwill can mow and trim your lawn, in addition to flower bed upkeep throughout the summer season.

CARPET CARE

Foot traffic and spills wear your carpets. Regular and deep cleaning is a part of keeping your office beautiful. Goodwill offers gentle maintenance services that keep carpets fresh and clean.

WINDOW CLEANING

See out and in through a streak free window. Goodwill provides interior and single-story exterior window cleaning.

SANITATION/DISINFECTING

If the flu is keeping your employees home, Goodwill can step in and disinfect your facility to stop the spread of disease.

SECURITY SERVICES

Goodwill offers a full suite of security services, including foot patrols, video surveillance monitoring, and crowd control.

2018 BY THE NUMBERS

Individuals Employed	346
Male	214
Female.....	132
Veterans.....	26
Disabled.....	189
Average Age	44
Caucasian.....	247
African American.....	88
Hispanic.....	1
Asian.....	1
Two or More Races.....	9
Employees Promoted.....	14
Average Length of Employee Service	4 years
Number of Customers.....	31
Square Feet Serviced.....	5.5 Million

ABILITYONE PROGRAM

The AbilityOne® Program is among the nation's largest sources of employment for people who are blind or have significant disabilities. The Program is administered by the U.S. AbilityOne Commission, the operating name for the Committee for Purchase From People Who Are Blind or Severely Disabled.

Licking/Knox Goodwill is a member of a national network of more than 550 nonprofit agencies. The program provides the Federal Government products and services at fair market prices.

STATE USE PROGRAM

The State Use Program is administered by the Department of Administrative Services, creating employment opportunities for people with disabilities within our state facilities.

As part of the State Use Program, Goodwill partners with state agencies and political subdivisions to provide employment for people with disabilities.

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EOE/AA/M/F/Vet/Disability

◆ CAREER SERVICES ◆

“Goodwill asked me about my qualities and found a job that matched me.”

*- Jamie Harper
2018 Career Services Graduate*

See Jamie’s Story on YouTube
<https://youtu.be/wXygoo6ktrU>



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◆ CAREER SERVICES ◆

Goodwill Career Services is a series of programs used to assist an individual's transition into the workforce. Referrals are accepted through participating third-party agencies. Select programs are available for self-referral complementary services. Participants' schedules are created based on the industry in which they are seeking employment and their personal training plan.

BENEFITS TO BUSINESS

Goodwill continually seeks partnerships with local businesses to provide a variety of work opportunities for our Goodwill clients. Employers receive “free labor” in exchange for providing a client the opportunity to transition back into the workforce. Salary and Worker’s

Compensation are provided by Goodwill. Businesses are given the opportunity to evaluate the client’s performance, and to consider them for hire. Employers may be eligible for federal tax credits by hiring a Goodwill client.

TRAINING PROGRAMS

Goodwill offers specialized programs to benefit both employers and clients. A knowledgeable Career Services Specialist is assigned to each client and assists throughout their individual plan. Programs are available by referral only.

CAREER EXPLORATION

Specialized program to assist clients in identifying vocational assets, aptitudes, interests, and potential barriers to employment.

COMMUNITY BASED ASSESSMENT

Provides clients an opportunity to sample a particular job of interest, and evaluate work tolerance, by working 20-40 hours in the field.

JOB DEVELOPMENT

Designed to assist clients with learning how to contact businesses, apply and interview with employers, network, and secure employment.

SUPPORTIVE CAREER SERVICES

Personal assistance for clients to become job-search ready.

ON THE JOB SUPPORTS

Working with clients and their employers to problem solve and remove any barriers to job retention.

TRAVEL TRAINING

Utilized to teach individuals how to travel independently on public transportation.

WORK ADJUSTMENT

Specialized training to improve job readiness.

Summer Youth Program

Specialized five-week Community Based Assessment for students and youth with disabilities, to teach vocational skills and appropriate work behaviors.

2018 BY THE NUMBERS

Clients Served	
Adults	57
Youth	33
Male	37
Female.....	53
Veterans.....	1
Average Age (Adult Programs)	40
Average Age At-Risk Youth.....	12
Caucasian.....	80
African American.....	8
Two or More Races.....	2

Clients Placed in Competitive Employment.....	27
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Average Starting Salary.....	\$9.30
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Training Program Participation	
Career Exploration	3
Community Based Assessment.....	40
Job Development.....	40
Supportive Career Services	90
On the Job Supports	21
Travel Training.....	0
Work Adjustment.....	4
Summer Youth Program.....	33
GoodGuides.....	250

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EOE/AA/M/F/Vet/Disability



Action

Security Group™

Licking/Knox
Goodwill

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◆ SECURITY SERVICES ◆

Founded in 2011, Action Security Group has the experience to provide onsite posted officers at your location for all shifts including 24 hour coverage.

Professional uniformed officers, driving marked company vehicles, patrol your property at random or specified frequencies. We can also accommodate continuous patrol services where our vehicle remains at your site for extended periods of time.

Action Security Group officers not only patrol, but are trained to identify unwanted individuals and suspicious activity throughout the assigned location.

BENEFITS TO BUSINESS

Action Security Group will keep your business operating as usual. Our experts fulfill your safety and security needs while you concentrate on what you do best - your business.

- Packages customized for your business.
- FREE Security Consultation.
- FREE Daily Activity Reports.
- Expertly trained, uniformed security officers.
- Property signs available for display.
- Clearly marked vehicles with high visibility.
- Verification of services through computerized Detex system.
- Alarm and disturbance response during scheduled hours.
- Reporting observed criminal activity to local police.
- Reporting to business owner and/or designated contact if an incident occurs.
- Written reports if an incident occurs.

SERVICES AVAILABLE

SECURITY GUARD SERVICES

Licensed and trained guards can provide foot and vehicle patrols of property, as well as, serving as your point of contact for reporting any emergency service situation.

SAFETY AND SECURITY CONSULTING

Remove your staff from difficult or unsafe situations including threat assessments, accident investigation, or high risk employment terminations. Training is also available for CPR, AED, and first aid.

POLICY AND TRAINING DEVELOPMENT

Safety and security policy development is imperative to your business continuity. Officers consult on plan development including worst case scenario training, disaster preparedness, and physical building security.

FIRE WATCH

Local officials require fire watch patrols when fire suppression systems are taken off line during construction, remodeling, or natural disaster. Officers can provide 24 hour coverage to meet this requirement.

2018 BY THE NUMBERS

Individuals Employed	3
Male	1
Female.....	3
Disabled.....	2
Caucasian.....	3

Average Length of Employee Service.....1.75 Years



Action

Security Group™

740.345.9850

www.ActionSecurityGroup.org

License Number: 01121001814

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EOE/AA/M/F/Vet/Disability

The Grove by The River

**“Thanks to The Grove, our
wedding ceremony and
reception turned out perfect!”**

**- Mr. and Mrs. Jamal and Dania Harris
Customers of The Grove by the River**



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CreativeEdge Photography

◆ THE GROVE BY THE RIVER ◆

Founded in October 2014, The Grove by the River was established as a recreation and training center for Licking/Knox Goodwill's employees and our clients receiving job training services. With over 32 acres, The Grove offers a variety of training opportunities in a safe, low stress, environment. Our trained staff offer real world trainings, with soft-skill emphasis that can be utilized in a variety of competitive employment settings.

BANQUET FACILITIES

The 8,600 square foot banquet hall can accommodate a seated dinner for over 200 people in the large room and 75 people in the medium room. The outdoor patio, directly off the large room, can accommodate an additional 200 people.

The facility can be arranged to accommodate most set ups and is perfect for wedding receptions, baby showers, and other parties. The hall has a fully integrated sound system, video projector, stage, and a wrap around paved patio perfect for outdoor get togethers.

COCKTAIL BEVERAGE SERVICE

The Grove maintains a State Liquor License, offering bar services Monday - Saturday. Packages are customizable to your unique order.

RIVERFRONT WEDDINGS

The River Deck is perfect for riverfront weddings with a beautiful scenic backdrop. Services include outdoor seating for up to 200 people, shuttle service from reception hall for the bridal party, and bridal tent at ceremony site.

CATERING

The Grove proudly partners with Doug's Farside Catering for plated or buffet meal service.

COMMUNITY PARK

The Grove by the River was named to reflect its beauty, mature trees, and the peacefulness of sitting along the banks of the North Fork of the Licking River. With over 32 acres, The Grove offers an escape from the city without the drive.

The facility includes a large playground, sand volleyball, and river access. The Grove is open to the public year round, with weekend hours during the prime season of May 1-October 31.

CAMP GROUND

Campsites at The Grove are along the banks of the North Fork of the Licking River. The camp ground offers primitive camping, water and electric, full hookup sites, a bunk cabin, and camper rental. All campsites have fire rings and a picnic table.

GLAMPING

Glamorous Camping! The Grove camp ground features 12x14 canvas tents with king size beds, luxurious bedding, chandeliers, and kitchenettes. Also available is the Glamper, a fully remodeled and equipped camper that sleeps five adults.

SHELTER HOUSE

Our 1,600 square foot shelter house is located in the heart of the camp ground. It offers a full kitchen, electricity, wood burning fire place, and picnic tables. Rolling doors provide protection in all types of weather.



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EOE/AA/M/F/Vet/Disability

THE GROVE ACADEMY DAY CAMP

“We do different fun activities
inside and outside.”

- Sara McCoy
Day Camp Participant



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◆ DAY CAMP ◆

Thanks to many partnerships formed in the community, Licking/Knox Goodwill offers seven unique day camps to children in the community. Availability of the camps are on a first come, first serve basis. Day camps are always FREE to Goodwill employees and their families. Some upcoming day camps do have an associated cost for the general public.

THE WILD SERIES



Kickoff the summer with an introduction to archery. Campers learn the fundamentals of archery including exploring different disciplines, types of equipment, and safety. Each day will include crafts and range time.



Take time to slow down and enjoy the great outdoors with a week of Wild Camping Adventures. Campers learn to pitch a tent, build and cook on a campfire, sing camp songs, play outdoor games, and go on a scavenger hunt. Explore nature and learn about the eco system of a river throughout the week.



New for 2019, offered immediately following Mega Sports Camp, Wild Sports Adventures allows two teams to compete in a different sport each day of the 5-day afternoon camp.



Explore the North Fork of the Licking River during a week of Wild River Adventures. Campers learn the importance of our local waterways while experiencing fishing, canoeing, and swimming, coupled with river education and a mini River Roundup where we pickup litter and recycle.

OFF SEASON CAMPS



Explore your creative side during the 2-day World of Wonder Spring Break Art Camp. Paint, sculpt, and play games - fun for the whole family.



Enjoy a Day Camp like no other! Learn how to cook and bake from scratch, just in time to make your holiday dinner! Every day offers something special like games, crafts, and to-go boxes for your family!

2018 BY THE NUMBERS

Unduplicated Day Camp Participants	
In Goodwill Operated Camps.....	49
Male	27
Female.....	22
Disabled	5
Average Age	8.9 Years
Caucasian.....	47
Two or More Races.....	2

Day Camp Participants	
In Partner Operated Camps	
Mega Sports Camp.....	247
Mega Sports Camp Day Care	24
Martial Arts Fun Camp.....	48

PARTNERSHIP CAMPS



In conjunction with Narrow Road Community Church, the VBS Mega Sports camp is similar to a traditional Vacation Bible School with a focus on sports: Cheerleading, Soccer, Basketball, and Recess Games. Youth are asked to select one sport and participate in the same sport for the full week.



Enjoy a week with daily fitness classes (PT), recreation time, and martial arts including breakout sessions in Jujitsu, Karate, Judo, and Kickboxing. Campers earn a special camp belt for exploring the fundamentals of each martial art and demonstrate their skills in a belt graduation ceremony.

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THE GROVE ACADEMY TRAINING PROGRAMS

“The Grove Academy training I completed helped me get the job I have today.”

- Troy Bare

The Grove Academy Participant



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TRAINING PROGRAMS

Founded in October 2014, The Grove by the River was established as a recreation and training center for Licking/Knox Goodwill's employees and our clients receiving job training services. With over 32 acres, The Grove offers a variety of training opportunities in a safe, low stress, environment. Our trained staff offer real world trainings, with soft-skill emphasis that can be utilized in a variety of competitive employment settings.

BANQUET TRAINING

Food Service

The Grove regularly hosts events. The facility practices universal safe food handling techniques and trains participants to earn their ServeSafe Food Handler Certification.

Basic Certification.....117 Hours
Intermediate Certification110 Hours
Advanced Certification.....139 Hours
Full Curriculum.....366 Hours

Training Topics Include:

- Setup and Tear Down of Banquet Rooms & Buffet Lines
- Hot Food Prep
- Cold Food Prep
- Cooking and Baking
- Customer Service

Housekeeping and Laundry

Linens, bedding, cleaning cloths, mop heads, and more - there is always some housekeeping tasks to be done at The Grove.

Basic Certification.....75 Hours
Intermediate Certification105 Hours
Advanced Certification.....117 Hours
Full Curriculum.....297 Hours

Training Topics Include:

- Laundering Bedding
- Daily Maid Services
- Laundering and Pressing Tablecloths and Napkins
- Upholstery Cleaning
- Sanitizing Cleaning Cloths and Mop Heads

MAINTENANCE TRAINING

Indoor Maintenance & Janitorial

The 8,600 square foot banquet hall requires regular maintenance and cleaning.

Basic Certification.....86 Hours
Intermediate Certification117 Hours
Advanced Certification.....117 Hours
Full Curriculum.....320 Hours

Training Topics Include:

- Changing Light Bulbs
- Maintenance of Commercial Kitchen Appliances
- Floor Care (Carpets and Tile)
- Cleaning Rest Rooms
- Minor Repairs Throughout Buildings

Outdoor Maintenance

The Grove is over 32 acres, which requires ongoing regular maintenance. Many people do not realize, maintenance of the park continues year round. Much of the preparations for the summer months occurs in the off season.

Basic Certification.....100 Hours
Intermediate Certification116 Hours
Advanced Certification.....156 Hours
Full Curriculum.....372 Hours

Training Topics Include:

- Picnic Table Repair
- Flower and Tree Maintenance
- Care of Playground Equipment
- Mowing
- Weed Trimming

TRAINING ENROLLMENT

Referral and Costs

Participants can self refer into The Grove Academy or they can have a local agency assist them with the process. Training is FREE to anyone in the community. A background check may be required of participants.

Application

Participants in The Grove Academy apply to be a volunteer for Licking/Knox Goodwill. To gain real life experience, volunteers complete Goodwill's standard employment application.

Interview

Once your application is received, applicants are interviewed by a manager at The Grove. During the interview we discuss your career and education goals.

Orientation

All Grove Academy Participants complete an orientation session on their first day. Orientation mimics the standard hiring process, but also includes volunteer paperwork and selection of your training focus.

Training

Participants begin by enrolling in a primary training area, but most participants earn certificates and sample all of our training tracks during their time in The Grove Academy.

Graduation

The time to complete each training track depends on the number of hours per week a volunteer participates in the program. Milestone certificates are issued throughout a participants enrollment.

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EOE/AA/M/F/Vet/Disability

FINANCIAL REPORT

**“The support from
the community makes
Goodwill possible.”**

*- Lynn B. Fawcett
Vice President of Finance*



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◆ FINANCIAL DATA ◆ as of December 31, 2018 • Unaudited

COMBINED REVENUES & EXPENSES

REVENUE	
Contracts.....	\$ 9,060,582
Career Services.....	311,966
Retail Sales.....	6,887,374
Donations.....	906,701
Other.....	917,940
Total Revenue.....	\$ 18,084,563
EXPENSES	
Wages.....	\$ 8,756,922
Payroll Taxes.....	644,083
Benefits Expense.....	1,870,588
Depreciation.....	335,441
Operating Expenses.....	6,199,421
Total Expenses.....	\$ 17,806,455
Excess of Public Support and Revenue Over Expenditures.....	\$ 278,108

COMBINED BALANCE SHEET

ASSETS	
Cash & Investments.....	\$ 15,652,530
Accounts Receivable.....	2,059,844
Property, Plant, Equipment.....	3,664,279
Inventory.....	542,216
Prepaid Expenses/Sundry Deposits.....	263,131
Total Assets.....	\$ 22,182,000
LIABILITIES	
Accounts Payable.....	\$ 171,011
Accrued Expenses.....	802,979
Other Liabilities.....	178,967
Total Liabilities.....	\$ 1,152,957
Fund Balance.....	\$ 21,029,043
Total Liabilities and Fund Balance.....	\$ 22,182,000

CARF

Licking/Knox Goodwill currently maintains a Three-Year CARF Accreditation from in the field of Employment Planning Services. The organization has previously received six consecutive Three-Year Accreditations from the Commission on Accreditation of Rehabilitation Facilities.



Three-Year Accreditation
2016-2019

ETHICS

It is the policy of Licking/Knox Goodwill Industries, Inc. to adhere to a comprehensive code of professional ethics in all aspects of its operations, including but not limited to: marketing, business dealings, service delivery, human resources, and professional responsibilities.

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◆ HUMAN RESOURCES ◆

**“When I hire someone,
that is the most rewarding
part of this job.”**

**- Candy Bugglin
HR Compliance and
Leave Coordinator**

**See Candy’s Story on YouTube
<https://youtu.be/yDE42vohkrc>**



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◆ HUMAN RESOURCES ◆

Goodwill provides employment to well over 400 individuals in our community of Licking and Knox counties. As we continue to grow and create new positions, numerous people seek us out as a top employer.

ANNUAL TRAINING

New employees with Goodwill complete anywhere from 24 to 150 hours of training in their first 90 days of employment.

Each month, employees complete specific competency based training.

- Safety
- Health
- Customer Service
- Harassment
- Diversity

STAR PROGRAM

The Licking/Knox Goodwill STAR Program provides incentives for employees to go above and beyond. STARS are awarded in the for excellence in the following areas:

- Customer Services and Communication
- Doing the Right Thing
- Housekeeping / Organization
- Productivity, Sales, and Quality
- Mission Focus

CORE VALUES

Licking/Knox Goodwill Industries, Inc. provides training, employment, and support services to individuals with disabilities and other barriers to employment. The success of our organization is built upon the consistent application of our values:

- Equality – to treat all individuals with fairness and unification
- Guidance – effective and responsible leadership
- Respect – embrace diversity and individuality
- Family – work/life balance
- Integrity – honesty, truth, and accountability
- Growth – change, adaptability

More than just a job... Goodwill employed 432 people at year end 2018. We care and offer a great benefits package.

Every Employee, Full and Part-Time, Earns These Great Benefits

- 26% Discount at Goodwill Retail Stores ▪ 26% Discount at The Grove Camp Ground
- 26% Discount Off Banquet Rentals at The Grove ▪ 10% Discount at Goodwill Used Cars
- Special New Furniture Pricing ▪ Paid Training ▪ Employee Appreciation Day ▪ Recognition Programs
- 403(b) Retirement Plan ▪ Scholarships ▪ Family Day Camps ▪ Transportation to Select Work Sites
- Vision and Dental Insurance for Purchase ▪ Life Insurance ▪ Advancement Opportunities

Full-Time Employee Benefits: Medical Insurance for Purchase ▪ Paid Time Off / Vacation ▪ Paid Holidays

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EOE/AA/M/F/Vet/Disability

2018 BY THE NUMBERS

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Male	226
Female.....	206
Veterans.....	9
Disabled.....	216
Average Age	44
Caucasian.....	365
African American.....	53
American Indian / Alaskan Native.....	1
Two or More Races.....	11
Employees Promoted.....	39
Average Length of Employee Service.....	5 years
Applicants.....	3,729
Employee Training Hours.....	11,688
STAR Awards.....	368

SUPPORT SERVICES

**“Goodwill loaned me
the crutches I needed
after my knee injury.”**

*- Tanner Harris
Lending Closet Patron*



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◆ SUPPORT SERVICES ◆

THE LENDING CLOSET

Community donations have made it possible for Licking/Knox Goodwill to offer a free medical equipment lending closet.

All loans are for six weeks with an option to extend for an additional six weeks. The Lending Closet currently stocks a variety of medical equipment pieces: bedside tables, canes and quad canes, crutches and brace crutches, shower chairs and stools, toilet chairs and elevated toilet seats, walkers and seated walkers, wheelchairs with and without foot rests.

AVAILABLE EQUIPMENT

- Bedside Tables
- Canes and Quad Canes
- Crutches and Brace Crutches
- Shower Chairs and Stools
- Toilet Chairs
- Elevated Toilet Seats
- Walkers and Seated Walkers
- Wheelchairs
- Tub Stabilizing Bars



ELIGIBILITY

Individuals, 18 years or older, may borrow medical equipment with state issue photo identification.

All loans are for 6 weeks. When needed, we allow for a 6 week extension of the loan. Equipment will not be loaned for longer than 12 weeks.

CONTACT US

To check availability, and to make arrangements for a free equipment loan, call (740) 345-9861.

THE DRESS CLOSET

Priceless Dresses and Dreams is a free formal wear closet for students in Licking and Knox counties. There are a variety of dresses in every style, size, and color. All formal wear was received as donations from the community.

AVAILABILITY

All of our dresses are donated by the community.

We cannot guarantee we will have a dress available in every size, color, or style.

We limit requests to one per person, per season (homecoming and prom).



ELIGIBILITY

Resident of Licking or Knox County.

Be a student at a school district in Licking or Knox counties.

Be enrolled in high school (grades 9, 10, 11, or 12).

Show proof of need.

CONTACT US

Fill out a request for free formal wear online at www.goodwill2go.com.

PO Box 828 ▪ 65 South 5th Street ▪ Newark, Ohio 43058-0828 ▪ Phone: (740) 345-9861 ▪ Fax: (740) 345-3191
goodwillnewark.com ▪ goodwill2go.com ▪ actionsecuritygroup.org ▪ thegrovebytheriver.com

EOE/AA/M/F/Vet/Disability

PONY EXPRESS

“I love riding horses!”

- Taylor Lohr

Pony Express Participant



*Licking/Knox
Goodwill*

Licking/Knox Goodwill Industries, Inc. provides training, employment, and support services to individuals with disabilities and other barriers to employment.

◆ PONY EXPRESS ◆

Licking/Knox Goodwill's longest running support service, Pony Express was first launched in 1983. Riding is an excellent form of recreation and socialization. It helps to develop self-awareness, self-confidence, and self-discipline. Riding also strengthens and relaxes muscles and improves posture, balance, and coordination.

The Pony Express program is designed to provide children with disabilities access to equestrian experiences. Participants take turns riding the horses. While on the horses, participants play games, stretch, and socialize with volunteers. One volunteer leads the horses, as two additional volunteers walk with the rider to hold them on the saddle.

RIDING

Participants take turns riding the horses. The number of turns will vary depending on the number of participants and available horses. While on the horses, participants play games, stretch, and socialize with volunteers. Horses are led by one volunteer as two additional volunteers walk with the rider to hold them onto the saddle.

Steps are available for those who need assistance mounting their horse. If a participant needs to be lifted, please be prepared to assist your child or bring someone to assist at sessions. Volunteers may not be able or willing to lift all participants.

HELMETS

Helmets must be worn by riders at all times while in the arena. Helmets are provided for use during riding sessions. Participants may also bring their own riding or bike helmets.

CLOTHING

All riders and volunteers are encouraged to wear long pants or jeans and sturdy boots or shoes. Closed toe shoes are required to enter the riding arena.

PHOTOGRAPHY

Some horses are frightened by flash photography; refrain from using a flash when horses are present. Please be respectful when taking photos of other children or volunteers.

FAMILY AND GUESTS

Parents are responsible for the supervision of their children outside the riding arena. Family and other guests are welcome to attend the riding sessions. Only registered participants may ride the horses.

Parents are encouraged to assist the volunteers as they work with your child.

LAST NIGHT PARTY

During the last night of riding, for each session, we offer a cook-out for all participants, volunteers, and their families.

REGISTRATION

Participants are asked to complete a registration packet. There is a \$25 fee for each 6 week session. Participants may only register for one session at a time. Registration materials and additional information is available online at www.goodwillnewark.com.

2018 BY THE NUMBERS

Program Launched.....	1983
Spring Participants.....	12
Spring Volunteers.....	47
Fall Participants.....	12
Fall Volunteers	34

RIDER'S INFORMATION

Who Can Enroll?

All children (ages 5-21) with disabilities in Licking and Knox Counties may participate. Adult participation is based on space availability. Participant's eligibility is based on space, safety, and suitability of the rider to the program.

When are the Sessions?

Pony Express is offered in spring and fall - 6 week sessions. All sessions will be held on Tuesday evenings beginning promptly at 6:00 p.m.

Are there Refreshments?

Water will be available at each session.

Where are the Sessions Held?

Licking County Equestrian Center
12450 Flint Ridge Road
Newark, Ohio 43055

Is there a Cost?

Each participant pays a \$25.00 fee per 6 week session. This helps to defray operating costs of the program.

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EOE/AA/M/F/Vet/Disability

◆ FOUNDATION ◆

“My scholarship from the Goodwill Foundation is helping me earn my degree in Business Administration.”

*- Chelsea Grooms
Scholarship Recipient*



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GOODWILL FOUNDATION

In 2013, The Licking/Knox Goodwill Board of Trustees and CEO/President Timothy J. Young established the Licking/Knox Goodwill Industries, Inc. Foundation. The Foundation is designed to support and enhance Goodwill's mission by providing resources to our employees, clients, and the local community. In 2014, the Foundation began accepting academic scholarship applications and continues to offer more assistance to the community every year.

ADULT SCHOLARSHIPS

The Licking/Knox Goodwill Foundation specializes in offering scholarships for individuals who want to pursue training through a trade school or professional certification.

Scholarships are also available for those working toward an Associate, Bachelor, Master, or Doctoral degree. Preference is given to applicants attending a trade school or applicants with a disability or other barrier to employment.

ELIGIBILITY

Applicants must meet one of the following criteria:

- Current Goodwill Employee.
- Relative of a current goodwill employee or Board Member.
- Career Services Client – current client, or client who successfully completed the Career Services program within the previous twelve months.
- Licking or Knox County Resident with a Disability or Other Barrier to Employment.

Applicants must meet one of the following criteria:

- Have a high school diploma or GED.
- Be a high school senior who will graduate in 2019.

HIGH SCHOOL SCHOLARSHIPS

The Licking/Knox Goodwill Foundation offers scholarships for students who will be juniors or seniors. Scholarship monies can help cover instructional fees for any program at an accredited high school career center.

ELIGIBILITY

Applicants must meet all of the following criteria:

- Resident of Licking or Knox County and/or relative of a current goodwill employee or Board Member.
- Current high school sophomore or junior.
- Will attend trade school in lieu of attending a traditional high school for your junior or senior year.

GIVING TO THE FOUNDATION

Gifts to the Licking/Knox Goodwill Industries, Inc. Foundation positively affect Licking and Knox county's residents, supporting individuals seeking additional training or education in their chosen career path.

Whether you plan to give a small one-time gift or a recurring donation, your contribution helps individuals with a disability or other barrier to employment accomplish their goals.

2018 BY THE NUMBERS

Scholarships Awarded	48
Male	14
Female.....	34
High School Career Center	5
Adult Trade School.....	5
Professional Certification.....	2
Associate Degree.....	3
Bachelor Degree	32
Master Degree.....	1
Licking County Residents	33
Knox County Residents	10
Other Ohio Area.....	5
Average Scholarship Amount.....	\$1,107
Lifetime Scholarships Awarded.....	103
Lifetime Scholarships Accepted.....	94

APPLY ONLINE

www.goodwillnewark.com/foundation

Scholarship Applications Accepted

January 16 - March 27, 2019

July 10 - September 4, 2019

Questions? Contact
foundation@goodwillnewark.com

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EOE/AA/M/F/Vet/Disability

COMMUNITY PARTNERS

“Goodwill has been wonderful to the community... we are very fortunate to have you here...”

**- Ben Bisso
Owner, Impact Martial Arts**



**Licking/Knox
Goodwill**

Licking/Knox Goodwill Industries, Inc. provides training, employment, and support services to individuals with disabilities and other barriers to employment.

COMMUNITY PARTNERS

- | | | |
|--|---|---|
| American Red Cross | Disabilities | Newark Kiwanis |
| Anderson Layman Company | Knox County Career Center | Newark Parks and Recreation District |
| Area Development Foundation of Knox County | Knox County Chamber of Commerce | Ohio Eastern Star Home |
| Big Lots | Knox County Schools | Ohio Means Jobs |
| Buckeye Lake Chamber of Commerce | Knox County United Way | Omness Designs |
| Central Ohio Technical College | Kool 101.7 WNKD Radio | Opportunities for Ohioans with Disabilities |
| Clark Schaefer Hackett | LICCO Foundation | Opportunity Knox |
| Comfort Inn | Licking County Board of Developmental Disabilities | Opportunity Links |
| Community Foundation of Mount Vernon & Knox County | Licking County Chamber of Commerce | Park National Bank |
| C-TEC | Licking County Coalition for Housing | Rankin & Rankin |
| Denison University | Licking County Equestrian Center | Rod Nelson, Attorney |
| Department of Administrative Services | Licking County Foundation | Rural King |
| Department of Job and Family Services | Licking County Municipal Court Systems | SourceAmerica |
| Department of Veterans Affairs | Licking County Parks and Recreation District | StableMates 4-H Club |
| Digital Print Solutions | Licking County Soil and Water Conservation District | State Farm Insurance |
| Doug's Far Side Catering | Licking County Veterans Services Commission | Steve Layman |
| Dumbaugh Insurance | Lions of Newark, Ohio | Super Q 93.7 WQID |
| Edward Jones | Marc Miller, PHD | The Energy Co-Op |
| First-Knox National Bank | Marion Goodwill Industries | The Fuse Network |
| Fredericktown Community Development Foundation | Martin Music | The Goodwill Industries of Akron Ohio, Inc. |
| Girls on the Run | MedBen | The Main Place |
| Goodwill Industries of Wayne & Holmes Counties, Inc. | Moyer-Renner Group - Merrill Lynch | TouchPointe of Knox County |
| Impact Martial Arts | Newark Care and Rehabilitation | US Fish and Wildlife |
| Knox County Board of Developmental | Newark City Schools | Washington Auto Parts/ NAPA |
| | | WCLT Radio |
| | | and Thousands of Retail Donors |

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EOE/AA/M/F/Vet/Disability

◆ STRATEGIC PLAN ◆

NEEDS OF OUR COMMUNITY

Licking/Knox Goodwill is in consistent contact with our community by encouraging staff to join service organizations, sit on committees, attend community events, and provides expert knowledge to other non-profit organizations.

After a thorough assessment of the needs of our community, our Senior Staff were charged with setting objectives. Staff then consulted the individuals we serve and partner organizations to determine the best plan of action.

A PLAN OF ACTION

Over the five year Strategic Plan, Licking/Knox Goodwill Senior Staff will be providing quarterly updates as to the progress of each objective. As we move forward, considering the changing needs of our community, the plan will not remain static. Many steps to completing objectives may receive updates or modifications to accomplish the ultimate goal of providing training, employment, and support services to individuals with disabilities and other barriers to employment.

GOALS AND 2018 UPDATES

- Goal 1: Diversify by Developing New Business or Services**
- Expanded Community Day Camp Programs at The Grove
 - Launched Mattress Sales in Retail Stores
- Goal 2: Provide Improved Product to the Community by Enhancing Current Business or Services**
- Implemented Contracts Division Digital Quality Control Program
- Goal 3: Strengthen Mission Through Awareness and Specialized Training**
- Provided Community Scholarships through the Goodwill Foundation
 - Hosted Fredericktown Goodwill Plus Anniversary Celebration
- Goal 4: Succession Planning for Key Positions.**
- New Vice President of Career Services
 - New Vice President of Human Resources

PAST, PRESENT, AND FUTURE

In June 1957, Goodwill arrived in Newark, Ohio. An inspired group of women, The Business and Professional Women's Club of Newark, saw there was an expanding number of disabled individuals who were unemployed.

From our humble beginnings of one employee, Licking/Knox Goodwill Industries, Inc. grew and was incorporated on November 16, 1977.

Today, Licking/Knox Goodwill employs over 430 individuals. We have grown to become a record setting organization with diverse business practices.

As we look forward to our future, we will continue to provide essential services to our community, including creating valuable employment and training opportunities for people with disabilities.

BOARD OF TRUSTEES

OFFICERS

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James Hobson, Vice Chairperson
Melissa Fleming, Secretary
Ginger Varner, Treasurer
Robert McGaughy, Past Chairperson

TRUSTEES

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Jack Crockford
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Rod Nelson, Legal Counsel

SENIOR STAFF

CEO/PRESIDENT
Timothy J. Young

VICE PRESIDENTS

Lisa A. Baker, Communications
Lynn B. Fawcett, Finance
Richard L. Gray, Retail
Cidra Poellnitz, Human Resources
Justin Smith, Career Services
David Seimetz, Contracts

DIRECTOR DIRECT

This program provides postage paid feedback forms at all Goodwill sites. Anyone can fill out the form to express their opinion to the CEO/President. All Director Direct comments are addressed and reviewed at Board of Trustee Meetings.

In 2018, 57 Director Direct comments were received with 78 percent expressing positive sentiments.

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