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 unem- ployed. From our humble be- ginnings of one employee, Lick- ing/Knox Goodwill Industries, Inc. grew and was incorporated on November 16, 1977.

Today, Licking/Knox Good- will employs over 350 individuals and we have grown to become a record setting organization with diverse business practices.

2015 Achievements
- 24,090 volunteer hours.
- 350 full and part-time em- ployees across all divisions.
- 15 additional employees at Goodwill2Go location.
- 5 million square feet of build- ing space maintained in custo- dial contracts.
- 168 events were hosted at The Grove by the River banquet hall.
- 8 scholarships were awarded from the Licking/Knox Good- will Foundation.
- 1st place in the Newark Jay- cees Community Parade.
- 10 housing units added.
- 9 retail stores in Licking and Knox Counties.
- 497 propane gallons sold.
- 42 formal dresses were donat- ed to high school students.

Benefits to Local Business

Goodwill continually seeks part- nerships with local businesses to provide a variety of work opportunities for our Goodwill clients. Employers receive “free labor” in exchange for provid- ing a client the opportunity to transition back into the work- force. Business are given the op- portunity to evaluate the client’s performance and to considered them for hire.

In 2015, our Career Services Specialist placed 45 individuals into competitive employment within our community.
### Banquet Facilities

#### Banquet Hall

Our 8,600 square foot banquet hall can accommodate a seated dinner for up to 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.

We have a fully integrated sound system, video projector, stage, and a wrap around paved patio perfect for outdoor get-togethers.

#### Camping and Public Park

##### Amenities at The Grove

Our facilities include a large playground, sand volleyball, river access, boat house, sanitation station, and free wifi.

##### Shelter House

Our 1,000 square foot shelter house offers a full kitchen (sink, refrigerator, stove and microwave), wood burning fire place, and picnic tables.

##### Camping

Campsites at The Grove are along the banks of the North Fork of the Licking River. We offer tent camping, water and electric sites, and full hook-up sites. All of our sites offer 30 amp service.

All camp sites have a fire ring and picnic table. Gates are closed at dusk and campers are provided with a gate opener to come and go at their leisure.

Pets are welcome as long as they remain on a leash. Pets are not permitted on the playground.

### GoodGuides Youth Mentoring

The mission of GoodGuides is building positive relationships between youth and adults through mentoring and goal setting, striving to keep students enrolled in school and on a path to being successful and productive members of the community. In 2015, GoodGuides provided in-school mentoring services to 241 students grades 6 to seniors.

### PROGRAM OVERVIEW

GoodGuides builds on best practices and evidence-based approaches to mentoring, job readiness/training, and community partnerships outlined by the National Mentoring Partnership.

The nine-month program [running concurrent with the school year] provides support for youth as they navigate adolescence. GoodGuides Mentoring builds positive relationships with peers, older students and adults.

Activities and discussion topics are designed to teach students to interact with others and to become more involved with their families and the community. Research has shown that when families are strengthened, youth can focus on education and employment skills to improve their futures.

### GOODGUIDES BASICS

GoodGuides meet during a non-academic time during the school day. Students never miss class to attend mentoring sessions.

There is always something new during mentoring sessions. Activities and conversation sum up a typical day.

Mentoring sessions are a safe place where you can share your feelings and there is no judgement from your classmates.

### Long-term Benefits

Participants of the GoodGuides program meet individualized goals. With a primary focus on graduating high school, students are provided guidance and assistance in the areas of social development, follow-through, family strengthening, and academic improvement.

### Retail Store Locations

#### Heath
- 550 Hopewell Drive (740) 522-1121
  - Monday – Saturday, 9 am to 9 pm
  - Sunday 11 am to 7 pm

#### Buckley Lake
- 10033 Hebron Road (740) 928-0199
  - Monday – Saturday, 9 am to 9 pm
  - Sunday 11 am to 7 pm

#### Pataskala
- 78 Oak Meadow Drive (740) 927-2500
  - Monday – Saturday, 9 am to 9 pm
  - Sunday 11 am to 7 pm

#### Johnstown
- 715 Coshocton Road (740) 967-2926
  - Monday – Saturday, 9 am to 9 pm
  - Sunday 11 am to 7 pm

#### Utica
- 41 Columbus Road (740) 892-9123
  - Monday – Saturday, 9 am to 7 pm
  - Sunday 11 am to 7 pm

#### Newark
- 119 Mount Vernon Road (740) 364-0804
  - Monday – Saturday, 9 am to 7 pm
  - Sunday 11 am to 7 pm

#### 101 Union Street (740) 345-8191
  - Monday – Saturday, 9 am to 7 pm
  - Sunday 11 am to 7 pm

#### Goodwill Licking
- 35 Wilson Street (740) 345-9861 ext 230
  - www.shopgoodwill.com

#### Also Find Us on eBay!
- Monday – Friday, 9 am to 6 pm
- Saturday 9 am to 2 pm

#### Mount Vernon
- 855 Coshocton Avenue (740) 902-9991
  - Monday – Saturday, 9 am to 9 pm
  - Sunday 11 am to 7 pm

#### 60 B Parrott Street (740) 993-0881
  - Monday – Saturday, 9 am to 9 pm
  - Sunday 11 am to 7 pm

### Summer Youth

Summer Youth Programs are intended to promote a student’s transition from high school to post-secondary education, vocational training, or integrated employment. In 2015, Goodwill provided summer youth training to 22 students.

Services may include an evaluation of the consumer’s vocational needs, instruction on vocational topics (such as interviewing skills, work behaviors, basic job readiness skills, and independent living skills) as well as integrated community based work experiences.

Staff work with students to learn job tasks and skills needed in the workplace. Students are paid Ohio minimum wage for work time.

### KICKstart

A program that focuses on providing youth who are aging out of foster care the assistance they need to become productive community members. In 2015, Goodwill provided free services to one individual.

Our services are tailored to meet your needs. You will be paired with a Career Services Specialist who will help you plan your experience while guiding you to become self-sufficient.

All participants start by attending an informational meeting with our specialist. After that we will work with you to determine the needs and goals.

### Program Costs

This program is fully funded by Licking/Knox Goodwill Industries, Inc. There are no application or training costs.

### Goodwill Retail

Night and Day Auto Detailing

60 B Parrott Street

(740) 345-9861

Based out of Newark, Ohio.

Night and Day Automotive Detailing provides full service detailing for any vehicle.

### Emergency Voucher Program

Retail stores provide emergency clothing assistance to residents of Licking and Knox counties. Eligibility is determined by area agencies who issue vouchers on behalf of Goodwill. Vouchers may be issued to adults once a year and children under the age of 18 every six months.

### Summer Youth

### Long-Term Benefits

Participants of the GoodGuides program meet individualized goals. With a primary focus on graduating high school, students are provided guidance and assistance in the areas of social development, follow-through, family strengthening, and academic improvement.

In 2015, the Licking/Knox Goodwill Retail Division employed 156 individuals at year end. Our nine brick and mortar retail stores served 423,542 customers and accepted 243,542 customers and accepted donations from 128,050 generous community members.
2016 - 2020 Strategic Plan

The strategic planning process includes reviewing the needs of our community, prioritizing initiatives, and creating a plan of action to accomplish our objectives.

The 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 providing expert knowledge to other non-profit organizations.

Members of our Board of Trustees and Administrative Staff are active with the local Lions Club, Kiwanis, Rotary, Department of Job and Family Services, area Chamber of Commerce Offices, United Way, Opportunities for Ohioans with Disabilities, LICO Incorporat ed, Developmental Disabilities, local school districts, and much more.

After a thorough assessment of the needs of our community, our Senior Staff were charged with setting objectives on need ed New Business / Service Operations or How to Enhance Current Business / Services. Staff then consulted the individuals we serve and partner organizations to determine the best plan of action.

Prioritizing Initiatives

Each division of Licking/Knox Goodwill Industries, Inc was charged with accomplishing three main objectives during the five-year plan. Senior Staff consulted with their departments, clients, and stakeholders in the community to determine the steps necessary to accomplish each of the main objectives.

Research for each objective was completed and a timeline of established target dates was published to staff and Board Trustees.

Senior Staff have also been charged with providing additional training to staff or seeking outside talent to create a succession plan for key positions.

A Plan of Action

Over the next five years, 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 to individuals with disabilities and other barriers to employment.

With every effort, Licking/Knox Goodwill Industries, Inc will remain a premier non-profit organization in our community.

We hope to expand our efforts to touch the lives of everyone who desires to better themselves, through the services and employment we provide. If you would like to learn more about Licking/Knox Goodwill and the services we provide, please visit www.goodwillnewark.com.

Goal 1: Diversify by Developing New Business or Services

Goal 2: Provide Improved Product to the Community by Enhancing Current Business or Services.

Goal 3: Strengthen Mission Through Awareness and Specialized Training

Goal 4: Succession Planning for Key Positions.

2015 Financial Data as of December 31, 2015 • UNAUDITED

Consolidated Revenues & Expenses

Revenue

Contracts .......................................................... $7,133,131.95
Career Services .................................................. $4,586,604.61
Retail Sales ...................................................... $6,454,537.51
Donations ......................................................... $734,602.68
Other ................................................................. $334,243.08
United Way ......................................................... $25,500.00
Total Revenue .................................................. $15,140,619.83

Expenses

Wages ................................................................. $6,950,180.77
Payroll Taxes ...................................................... $640,313.99
Benefits Expense ................................................ $1,144,420.13
Depreciation ....................................................... $257,051.12
Operating Expenses ......................................... $4,508,613.57
Total Expenses .................................................. $13,500,579.58

Excess of Public Support and Revenue Over Expenditures .................. $1,640,040.25

Consolidated Balance Sheet

Assets

Cash & Investments ........................................ $1,462,500.00
Accounts Receivable ........................................ $8,469,170.25
Property, Plant, Equipment ................................ $3,351,094.01
Inventories ......................................................... $405,495.00
Prepaid Expenses/Sundry Deposits .................. $269,415.58
Total Assets ...................................................... $17,729,630.56

Liabilities

Accounts Payable ........................................... $110,257.75
Accrued Expenses ........................................... $565,966.20
Other Liabilities ................................................. $379,408.08
Total Liabilities ................................................ $714,164.03

Fund Balance .................................................. $17,015,466.53

Total Liabilities and Fund Balance .................. $17,729,630.56

Donate to Goodwill

Donations to Licking/Knox Goodwill’s retail stores help fund our mission. Customers may bring donations to any Goodwill store location. 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 that your donation will help Goodwill achieve its mission. In 2015, 128,050 individuals donated to our retail stores.

State Use Program

The State Use Program is administered by the Department of Administrative Services creating employment opportunities for people with severe Disabilities within our State Facilities. As part of the State Use Program Goodwill partners with state agencies to provide employment for people with significant disabilities and other barriers to employment.

AbilityOne Program

The AbilityOne Program is administered by the Committee for Purchase From Who Are Blind or Severely Disabled with assistance from National Industries for the Blind and SourceAmerica - Creating Employment Opportunities for People with Severe Disabilities.

Through the use of a Federal Program called the Job Accessible to Persons with Severe Disabilities Program, Goodwill provides employment for people who are blind or have other severe disabilities.

Recycling Operations

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

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

Employers may be eligible for federal tax credits by hiring a Goodwill client.

Scholarships Available

Licking/Knox Goodwill Industries, Inc. (Goodwill) through its Foundation, offers scholarships for post secondary education, including trade schools, professional certification, and higher education programs. Other continuing education programs will be considered on a case by case basis.

Goodwill believes that personal financial educating students is impor tant to success and therefore does not offer 100% scholarships. You may be required to provide proof that you are able and willing to contribute financially towards your education.

Eligibility

Applicants must meet at least one of the following criteria:

• Goodwill employees currently in active status, employees’ immediate families (spouse or dependents), clients participating in Career Services, and clients who have successfully completed a Career Services program within the previous twelve months.

• OR Licking and Knox County residents at least 18 years old having a disability or other barrier to employment.

• OR Licking and Knox county students attending trade school in lieu of traditional high school.

• All applicants must be in good standing with Licking/Knox Goodwill Industries, Inc. and the Licking/Knox Goodwill Industries Inc. Foundation.

• All applicants must have a GED or high school diploma or be a graduating senior or be currently enrolled in high school.

• All applicants must be pursuing secondary or post-secondary education through a trade school, professional certification, or Associate, Bachelor, Masters, or PHD programs. Other continuing education programs will be considered on a case by case basis.

PROPAVE

Perfect for grilling, motor homes, contractors, and more.

Goodwill Plaza - Newark Goodwill Unlimited - Heath

4914 Gallons Sold in 2015
Employee Training

New employees with Goodwill will complete anywhere from 24 to 150 hours of training in their first 90 days of employment. All employees complete competency based annual training on topics such as customer service, harassment, diversity, and hazardous communications. In 2015, employees received 11,933 hours of training.

C.A.R.E. About Safety

Goodwill maintains a fleet of over 35 vehicles, many of which provide daily transportation for Goodwill employees to and from several of our employment sites. In 2015, 35 employees were enrolled in the ridership program and traveled over 64,400 miles.

Steps to Donate
1. Verify the car has a clear title.
2. Call the Goodwill Used Car Lot at (740) 345-4749.
3. We will schedule a pick-up time or you can drop off.
4. Have your vehicle's title and your State Issued ID ready when we arrive.
5. Do not sign your title before we arrive.
6. Your vehicle is offered for sale on our used car lot.
7. When your vehicle sells, we will mail you a 1098C tax form for tax deduction purposes.

Tax Deductions

Donate any vehicle and receive a tax deduction for the gross proceeds received from the sale of the vehicle (consult your tax advisor for details). After your vehicle has sold, you will receive tax documentation in the mail.

Professional 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. For a copy of our complete policy, please contact Licking/Knox Goodwill Industries, Inc. Human Resource Department.

Sunshine Garden

In an effort to create jobs for individuals with barriers to employment, Goodwill has started a garden. A green house, with six raised beds, has been built and planted in preparation for spring. Watch for vegetables for sale at select retail locations.

Director Direct

This program provides post-paid feedback forms at all Goodwill sites. Anyone can fill out the form to address safety concerns, suggest safety ideas, or simply to express a positive or negative safety action they have observed. These forms are reviewed by Goodwill's Safety and Security Committee.

Ridership Program

Goodwill maintains a fleet of over 35 vehicles, many of which provide daily transportation for Goodwill employees to and from several of our employment sites. In 2015, 35 employees were enrolled in the ridership program and traveled over 64,400 miles.

are you or someone you kno looking for a job?

View our open positions and apply online goodwillnewark.com/employment.

Community Partners

7-Up Bottling Company
A&A Electric
Advanced Accessories
Alphalink Technologies
American Red Cross
American Merchandise
Liquor
Anderson Layman Company
Anthony Combs, Magician
Area Development Foundation
of Knox County
Army Corp of Engineers
Bowman Parts Company, Inc.
Big Brother Big Sisters of
Clark Schaefer Hackett
City of Mount Vernon
Central Ohio Technical College
Creative Foundations
Corsi Asphalt
Creative Foundations
Crossroads Furniture
C-Tec
Defense Financial and
Accounting Service
Defense Supply Center
Columbus
Department of Job and Family
Services
Department of
Administrative Services
Department of Veterans
Affairs
DPMC Security
DOR/MAR HVAC
Dong’s Far Side Catering
Dunham Insurance
Edward Jones
Elder-Beerman
Environmental Protection
Agency
Famous Supply
First-Knox National Bank
Functional Training Services
Genco
Governor’s Office for Closing the Achievement Gap
Guammer Wholesale Inc.
Grassville Public Library
Health Police Department
Holphane, A Division
of Avusty Brands Lighting Inc.
Home Depot
Impact Martial Arts
John Hinderer Honda
Kindred Healthcare Center
Kingswood Court Apartments
Knox Area Transit (KAT)
Knox County Board of
Developmental Disabilities
Knox County Career Center
Knox County Head Start
Knox County Health
Department
Knox County Schools
Kool 1017 WNKO Radio
LAPF
Legal Council, Red Nelson
LICO Incorporated
Licking County Aging
Program
Licking County Board of
Developmental Disabilities
Licking County Center for the
Physically Impaired
Licking County Chamber of
Commerce
Licking County Coalition for
Housing
Licking County Coalition of
Care
Licking County Convention
and Visitors Bureau
Licking County Equestrian
Center
Licking County Family YMCA
Licking County Foundation
Licking County Humane
Society
Licking County Library
Licking County Municipal
Court Systems
Licking County Veterans
Services Commission
Licking Memorial Hospital
Licking Metropolitan Housing
Lil’ Lil’ Lillies
Lions of New Oxford, Ohio
Magic Creations
Mare Miller, PSSD
Modrian Accessories
Meijer Inc.
Misterwill
Mount Vernon Nazarene
University
Moyer Group - Merrill Lynch
Neff’s Floral Studio
New Hope Industries
Newark City Schools
Newark Digital Academy
Newark Electric
Newark Insurance
Newark Parks and Recreation
District
OGOT District 5, Knox County
Garage
Ohio Bureau of Employment
Services
Ohio Bureau of Public Health
Laboratories
Ohio Central Railroad
Ohio Department of
Agriculture
Ohio Department of Natural
Resources
Ohio Eastern Star Home
Ohio Environmental
Protection Agency
Ohio Means Jobs
Knox County Offices
Ohio Office of Pest Management
Ohio State Fire Marshal
Academy
Ohio Store Fixtures
Omnis Designs
Opportunities for Ohioans
with Disabilities
Opportunity Knox
Opportunity Links
Pancake in the Sky
Park National Bank
Pathways of Central Ohio
Pet Plex Animal Hospital
PX
Ross Graveline Market
SourceAmerica
St. Johns Lutheran Church
Saint Vincent De Paul Center
StableMates 4-H Club
State Farm Insurance
Studio Nickolas & Co Inc
Super Q 93 WDQ
Taylor’s Dance Academy
TeaTown
The Jays’ Country Places Inc.
The Energy Co-op
The Jantico Company
The Main Place
The Ohio State University at
Newark
TouchDowns
Tim Horton’s Cafe and Bake
Shop
Treasure Gallery
United States Army Reserve
United Way of Licking County
UFC
Village of Buckeye Lake
Village of Johnstown
Village of Pataoka
Village of Ohioville
Vorys, Sater, Seymour, & Pease
Washington Auto Parts
Watts Management
Weatherzane Playhouse
Westbrook’s Lawn Service
Wilson Maynard
WCLT Radio
YES Club
Zonta