

Grapevine News

2013 Awards of Excellence...

written by Lisa Baker, Director of Communications

The 2013 Awards of Excellence is fast approaching. This year, everyone is invited to The Weathervane Playhouse located at 100 Price Road, in Newark, Ohio on March 20, 2013. The evening will be highlighted with presentations of the 2012 Employees of the Year Awards and recognition to those employees reaching monumental years of service. This year's nominees were selected from over 350 nominations submitted by Goodwill employees - a record number!

Our entertainment will be provided by several Goodwill employees and their



families in a talent show titled Goodwill's Got Talent. This year will feature everything from poetry and painting to the on stage acts we all love. Social hour will feature catering provided by The Grill.

The 2012 Community Partner and Customer of the Year awards were selected by employee nominations. Our employees were proud to recognize the contributions by LICCO Incorporated and The Ohio Department of Agriculture.



News from Licking/Knox Goodwill Industries, Inc. Winter 2013



Board of Trustees	2
Adversity	2
Timothy J. Young, CEO / President	
C.A.R.E. About Safety David Spencer, Director of Facilities	3
The Ohio Benefit Bank	4
Administrative Employee of the Year Nominees	. 5
Service Awards Recipients	. 5
Contracts Employee of the Year Nominees	6
CARE About Safety: Driver of the Year	7
Retail Employee of the Year Nominees	8
Dream Team	8
Career Services Participant of the Year Nominees.	10
Retail Locations	12
Goodwill Plaza Coming Soon!	12
Division Name Change	12
History of Weathervane Playhouse	13

Our Mission:

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

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Adversity



written by Timothy J, Young, CEO / President

"Show me someone who has done something worthwhile, and I'll show you someone who has overcome adversity." ~ Lou Holtz

Success in life depends upon being strong individuals with goals and inspirations. Unfortunately, most of us are not born that way - we grow that way. That growth can either

come from us entering willfully into situations that will cause us to grow or from the way we react when circumstances come upon us without our consent, otherwise known as adversity.

Every contact we have with adversity gives us the opportunity to grow personally and professionally. Adversity, and how we react to it, reveals our character. That piece in each of us strengthens to allow us to draw every resource we have to overcome and conquer circumstances as they occur, both large and small. In other words, adversity molds us into who we become.

Each nominee and eventual winner recognized at our 2013 Awards of Excellence has, as most of our employees have, overcome adversity in their lives. I congratulate each and everyone as they have achieved excellence in their field of work. May you continue to succeed, whether it is at Licking/Knox Goodwill or in your personal life. It is individuals like you who make our organization stronger and better prepared for the future, no matter what adversities we face. Thank you for your dedication, commitment and pursuit of excellence.

Any questions or comments may be sent to tyoung@goodwillnewark.com.



C.A.R.E. About Safety

written by David Spencer, Director of Facilities

The time of year for icy and snowy weather is here! No matter how much or how little driving experience a person has, it is always valuable to review the basics of vehicle control. Good drivers know the special hazards of winter driving but should be reminded about the danger of skidding when, especially speed is too high.

A skid is one of the most terrifying experiences of winter driving. If it happens at a high speed, the result could be a disastrous crash. That is why it is urgent to slow down at the first hint of slick roads. Most skids can be avoided by simply adjusting to the conditions and knowing how to recover from a skid.

An experienced driver knows skids are most likely to occur on curves and turns, so slow down ahead of time to prepare. When driving through a curve, slightly apply power and steer steady with no abrupt change in direction and, especially, no abrupt braking.

Plan ahead of time for lane changes; check your rearview mirror, your blind spots, and signal your intentions to traffic behind you. Once the lane is clear, pull over in a long, gradual tangent. Make the move with the smallest possible steering change and with a light foot on the gas.

If you go into a skid, remember two critical rules—don't steer against the skid and don't hit the brakes. Instead, steer in the direction the vehicle is sliding until you feel recovery of traction, then slowly straighten the wheels and keep rolling.

If braking is necessary before rolling traction is recovered, apply the brake pedal carefully so you do not lock the wheels and intensify the skid. You will have better control in a skid situation if your vehicle is equipped with anti-lock brakes.

The expert driver is constantly on the lookout for areas that may induce skidding, such as unexpected ice patches or piles of wet leaves. These hazards tend to be found in shady areas or on overpasses. Keep in mind that "wet" ice, warmed by the sun, is twice as treacherous as "cold" ice.





Above all, the expert driver knows a safe stop on icy or snow packed roads is a tricky maneuver which requires skill and good judgment. First of all, anticipate stops. Slow down gradually, well ahead of intersections. Be aware that approaches to stops are apt to be polished and slick because of stopping and starting traffic.

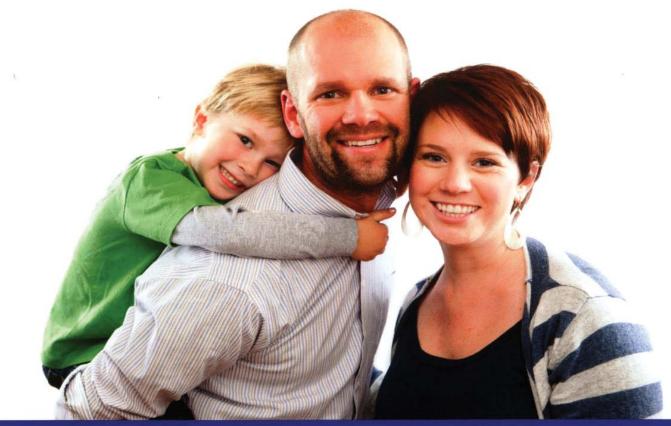
Since accidents are common in winter, the expert driver makes a double allowance. First, drive on slippery roads at reduced speed; second, increase the following distance behind the vehicle ahead. This gives an extra "cushion" for safe stopping. As every driver knows, tricky traction makes a difference between winter and summer driving. Every driver should learn how to get the best possible traction when the road is slippery.

When you drive in deep snow, you may find stepping on the gas only causes the wheels to spin with little, if any, forward movement. In such cases, one should avoid over-powering. A light foot on the gas pedal and a high gear is preferable.

Braking distance depends directly on the kind of contact the vehicle's tires make with the slippery surface of the road. Your tires should have a good tread surface. There will be times snow tires, and even chains, may be best to help keep your vehicle under control during blustery winter storms.

C.A.R.E. About Safety

Committed to safe work practices Accountable to the safety of ourselves & fellow employees Responsible to recognize and report unsafe conditions Encourage compliance to safety rules and regulations



OVER 20 STREAMLINED APPLICATIONS THE OHIO BENEFIT BANK SELF SERVE

The Ohio Benefit Bank is an Internet program that:

- Breaks down barriers.
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- Assistance with Utilities
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A program of the Ohio Association of Second Harvest Foodbanks CALL 740-345-9861 FOR A FREE APPOINTMENT!

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Administrative Employee of the Year

Margie Nay, Retail Coordinator



Margie Nay has been with Licking Knox Goodwill, Inc. for several years before stepping into her current role as Retail Coordinator. In 2012, Margie played an intricate role in the remodeling of the Union Street Retail Store after the damage from the June 29, 2012 storm. During a medical absence of other retail staff, Margie took leadership of all the retail stores without hesitation. Through her input and team approach, the retail division had a record year for 2012. Margie's employees describe her as compassionate but firm, fun but mission focused.

Bethany Smith, Youth Works Coordinator



Bethany Smith is a W.I.A. Youth Works Coordinator in the Career Services Division of Licking/ Knox Goodwill. Bethany regularly works to provide job training to at-risk youth. She is excellent at complying with contract guidelines and has not had any poor findings during audits. She has assisted in revamping Life Skills, which has resulted in more a hands-on learning experience for the youth in this program. Bethany continues to maintain CARF standards and strives to meet and exceed the outcomes of the program. Bethany takes great pride in her work and is a proven mentor to both staff and participants.

Congratulations to Our Long Term Employees

5 Years of Service Lisa Raker, Administration Courtney Ball, Coshocton Avenue Store Teresa Burris, Coshocton Avenue Store Larry Grant, DSCC Building 21 Jennifer Hall, Coshocton Ave Store Deanna Hasty, Coshocton Ave Store Wilbur Holloway III, DSCC Building 20 Michael Kelley, OFM Curtis Mick, Administration Ralph Moran, DSCC Building 21 Joshua Nichols, DSCC Building 21 Brandy Palmer, Administration Larry Parkinson, DSCC Building 20 Steven Peck, DSCC Building 20 Rebecca Roberts, Coshocton Avenue Store Misty Warner, Union Street Store

10 Years of Service Cheri Lewis, Union St Store John Mick, Salvage Willie Neal, DSCC Building 21 Elizabeth J Rector, Boeing

20 Years of Service Donald Blackburn, DSCC Proper Charles Clements, DSCC Proper Malcolm Green, DSCC Proper Vaughn Hall, DSCC Building 20 George Hile, DSCC Proper Randy Negele, Blacklick & Fort Hayes Cathy Scott, DSCC Building 21 Rickey Smith, DSCC Proper Eddie Williams, DSCC Building 21





Awards of Excellence

Contract Employee of the Year

Brent Spurling, Admin Cleaner



Brent Spurling spent most of 2012 as a custodian at the County Commissioners contract. His excellent performance, willingness to learn, and excellent attendance record made him a valuable employee and earned him a transfer to the Administrative offices and then a promotion to DSCC. Brent spent the end of 2012 working two positions one during the day and another overnight, all while being courteous and professional. He works faster than most, keeps a sense of humor, and is out to make something of himself in this world.

Sara Jones, DSCC Building 20



Sarah Jones came to the DSCC Building 20 custodial contract in 2011. Initially described as quiet and reserved, Sarah has started to come out of her shell and make friendships with her co-workers. She is a dedicated worker who takes pride in her attention to detail and also takes notes to be certain not to miss any of the tasks assigned to her. Sarah is extremely polite, has excellent manners, and respects authority. She is always willing to make suggestions and always strives to do an excellent job.

Contract Crew Leader of the Year



Charles Clements, DSCC Proper

Charles Clements has been employed with Goodwill 2D years. In 2012, he was responsible for organizing and implementing a plan for equipment tracking across 17 buildings. The checklist and process he developed ensures over 100 pieces of equipment are monitored consistently, and quickly accounted for throughout the campus. Charles has helped to significantly revise schedules this year resulting in improved performance and accountability. Charles is always dependable and the first to help out whenever needed. His performance has made the DSCC Proper contract stronger and more efficient.



Vicky Vaughn, DSCC Building 20

Vicky Vaughn has been a Crew Leader at the DSCC Building 2D custodial contract for over five years. Vicky is a very special and a valuable part of the Building 2D management team. She loves her job and will tell anyone about the "magic" of working at Goodwill. Her hands-on style of training, with care and concern for employees, quickly earned the nick name of "Mom" to her crew and trainees. Vicky is a dedicated to Goodwill's mission and demonstrates this to anyone who meets her.

Contract Manager of the Year

Billy Jackson, DSCC Building 20

Billy Jackson was the contract Manager for the Army Building 2 at DSCC until he was promoted to manager at DSCC Building 20. Billy's responsibilities increased from overseeing a staff of three employees to 34 employees on two shifts. Billy was promoted because of his dedication to his job, and his great customer service skills. As an example to others, Billy has great attendance and promotes others to do the same thing. His influence has resulted in comments from his staff, "He listens and jumps in when someone needs help." or "always has a professional attitude."

Eddie Johnson, Boeing

Eddie Johnson is the manager of the custodial contracts at The Boeing Company. Eddie is a leader who is focused on great customer service and succeeds in obtaining quality results. He is described as loyal, dependable, and as having great interpersonal skills. Eddie regularly produces on time delivery with his paperwork and extensive contract responsibilities. His contract is well trained, has excellent audit results, zero turnover, and excellent customer satisfaction. Additionally, Eddie is always willing to take on extra projects and serves as a "go to" floor care specialist.

CARE About Safety: Driver of the Year

Curtis Crosby, DSCC Proper

Curtis Crosby is a Grounds Keeper and driver at DSCC. His job is huge requiring him to care for 550 acres, driving a golf cart or other vehicle, picking up debris and trash multiple times each day. He faces many obstacles driving around the base where there are always distractions. Curtis must always be alert and knowledgeable of his surroundings. Curtis also provides transportation to some of our staff to move them from building to building throughout this large facility. Curtis checks his vehicle every day and wears a reflective safety vest to insure safety is always first.

Dave Naylor, DSCC Proper

Dave Naylor is the driver of the DSCC second shift passenger van and also transports people and equipment around the DSCC campus. In 2012, Dave celebrated his 5 year anniversary and culminated the experience this year by driving over 20,000 miles as a Goodwill driver. Dave is known for continuously assuring his passengers safety by insisting that all of the Goodwill rules are followed by his passengers. Dave thoroughly inspects his vehicle and reports any issues that need repaired or any concerns.





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2012 Awards of Exce

Retail Employee of the Year

Angel Adkins, Buckeye Lake



Angel Adkins has been a "go getter" from the first day she starting working at Goodwill. With a contagious, positive, attitude, Angel quickly earned the respect of her co-workers and the administrative staff. She is conscious of the sales in her store and is motivated to improve retail processes and herself. Angel requested additional responsibilities and was challenged with coordinating the processing area of the Unlimited Store. After mastering those skills, she was promoted to Assistant Manager at the Buckeye Lake store. Angel is willing to do whatever is asked of her and is a valuable asset to Goodwill.

Amy Crumm, Coshocton Avenue



Amy Crumm is a long-term employee who started with Goodwill in 1999, and this was her first real job! She has always been very friendly and helpful to co-workers and customers. She has even developed a connection with several customers who shop the Coshocton Avenue Retail Store just to visit with Amy. If an employee could be called low-maintenance that's what Amy is. She always goes right to work as soon as she gets in the door and is the type of person who is given a task and gets it done.



Dream Team

Union Street Store

The Union Street Store took a devastating hit in June 2012 after a damaging storm caused a flood inside the retail floor. The staff jumped in to assist with cleanup of the building and to see what was salvageable. They worked extra hours throughout the day and night at times to cover the store and keep the building secure. The staff during this time were placed at new locations throughout the retail division. They were in an unfamiliar area but did the tasks at hand to assist that store and to maintain their status. Everyone brought back a new outlook on things as well as new ideas and suggestions to their store when it was reopened. Once construction work started, they worked many days and nights to meet the re-grand opening deadline. The staff was thrilled to be back in their newly remodeled store. Customers were excited to see the renovated store, and the staff enjoyed seeing old faces and was welcomed with compliments about the great job they did after three months being closed.

ellence Nominees Announced!

Retail Assistant Manager of the Year

Angela Postelwaite, Utica

Angel Postelwaite started as the Assistant Manager at our Buckeye Lake Retail Store in June 2011. She excelled at her position and was later promoted to Manager at the Utica Retail Store in July 2012. Angel had the common sense and knowledge to get the job done. Her drive and hard work shows every day. She never says "No," it's always "Let's Go!" Angel has a creative mind and is not afraid to share her ideas to improve her store. Angel started the year as an excellent Assistant Manager and completed 2012 as an experienced and trustworthy manager.



Carrie Lorain, Pataskala

Carrie Lorain is exceptionally good with the administrative tasks in her store. Quiet but always busy. She doesn't wait for projects, but seeks them out. Carrie is very patient and has the respect of her employees and customers. Employed since December 2009, Carrie started as a cashier and has worked her way up through hard work and dedication to the store. In 2012, Carrie served as acting manager at the Pataskala store while other employees were unavailable. She will assist whenever needed and has proved to be an exceptionally good trainer for retail employees, earning her trainees' respect and admiration.



Retail Manager of the Year



David Gibbs, Buckeye Lake

Dave Gibbs has always been up for the challenges and is very dedicated to Goodwill. Having never missed a day of work he adjusts his schedule to store needs, coming in early and staying late with no complaints. Success driven, he makes the best of any situation and has led his store to double digit sales increases. Dave cares about his staff and has assisted his peers with needs they may have. He is a team player, very respectful to everyone, and has developed a strong management team with good tenure.



Jim Swartz, Unlimited

Jim Swartz has great knowledge in the retail field, including developing processes and selecting new product. His store has been the test ground for many new ventures including selling new furniture, new goods, LICCO jewelry, Unlimited Bargains and becoming a propane refilling station. Jim is always willing to try new ideas to assist with sales at his store and the growth of retail as a whole. He is dedicated to the store and has a great working relationship with his staff and peers. Jim is excellent at promoting his staff and encouraging their development in the retail industry.



Awards of Excellence

Career Services Participant of the Year

Joyce Belna



Joyce Belna was referred to Goodwill to complete a Community Based Assessment after suffering a moderate stroke, hospitalization, and rehabilitation. During the assessment, Joyce was evaluated on her skills and abilities; she worked at the Union Street Retail Store perfecting her cashiering, mathematics, and customer service skills. She always has a positive attitude and is dedicated to returning to the workforce. This dedication helped her to earn a part-time position at the Union Street Store. She continues to show improvement and is always a pleasure to be around.

Donnie Shepherd, Salvage



Donnie Shepherd was referred to Goodwill in May of 2012 because of his disabilities, including bi-lateral hearing loss. Donnie completed multiple assessments at Goodwill's Unlimited Store with a "hands on approach" to the work he was doing. Donnie was able to successfully complete his goals while overcoming his barriers to employment. Throughout the assessment Donnie was able to achieve more confidence and visual learning skills. Donnie's attendance was good and he had a great attitude. At the completion of Donnie's program he was offered a position at the Unlimited Store.

W.I.A. Youth Works Participant of the Year

Breanna Frank

Breanna Frank was an exceptional participant in the W.I.A. Youth Works program. She came into the program and chose to work in the childcare curriculum. When Breanna started, she had a very grateful attitude and was excited to learn and gain experience. She quickly obtained her certification in customer service and adapted very well to her new worksite. Breanna was giving great reviews from her worksite supervisors. At the end of her training, Breanna was given a permanent position at the daycare. Today, Breanna is still employed in the childcare field and is interested in furthering her education.



Shawn Jeffers

Shawn Jeffers came into the W.I.A. Youth Works program and worked at Dawes Arboretum. Throughout the 16 weeks that he participated in our program, he gained customer service certification, work experience, and socialization skills. Shawn's goal during the program was to gain knowledge on creating resumes and cover letters to apply in the workforce. Shawn showed great enthusiasm and willingness to learn. He enjoyed his everyday tasks which consisted of tree clean up, potting, and learning different types of plants. Shawn is a great leader and creates a positive outlook to his peers.



GoodGuides Middle School Participant

Chanzler Richmer

Chanzler Richmer joined the GoodGuides program this year with a variety of social interaction barriers. He has been successful in engaging his fellow students in group activities and has been setting a great example of how to treat people positively. He is a great mentor and treats all members of the group like family. He is also the last one to leave when the bell rings. Chanzler is becoming a positive role model to younger students and plans to continue with GoodGuides. He even volunteered and taught a group origami.

Jasmine Vermillion

Jasmine Vermillion participates in the GoodGuides program at Heritage Middle School. At the beginning of the year, she sat in the back of the room and sometimes participated. As the year progressed, so did Jasmine's interest in the program. She now participates on a regular basis in the group and interacts with peers in positive ways. She has also demonstrated her leadership skills by often volunteering to be an assistant by writing information on the board or passing out papers. Through her dedication Jasmine has also been able to raise her grades this year.





GoodGuides High School Participant

Crystal Thompson

Crystal Thompson has played an energetic role of recruiting new members and suggesting topics to discuss during GoodGuides mentoring sessions. Crystal makes everyone in our high school group feel welcome. She listens to what people have to say and is concerned about individuals. She has been excelling in her weightlifting class and is proud of those accomplishments. Crystal was the first student to volunteer showing her classmates around the Y.E.S. Club during a fieldtrip, and was comfortable answering guestions and interacting with the adults.

Zach Porter

Zach Porter is a sophomore at Newark High School. He started coming to GoodGuides in September 2012. In the beginning, he was quiet and shy, but has since become involved with every activity GoodGuides has been affiliated with. Zach attends almost every session and has even participated on activities on days when school is closed. Zach has shown significant improvements academically and socially as well. He now leads group sessions in front of 20-30 people. He has even referred other classmates to attend GoodGuides and actively brings others into mentoring sessions.









550 Hopewell Drive = Heath 740-522-1212 Monday - Saturday 9 a.m. to 9 p.m., Sunday 11 a.m. to 7 p.m.

Newark

927 N. 21st Street • 740-364-0804 Monday - Saturday 9 a.m. to 9 p.m., Sunday 11 a.m. to 7 p.m.

101 Union Street = 740-345-8191 Monday - Saturday 9 a.m. to 9 p.m., Sunday 11 a.m. to 7 p.m. 740-345-8191

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60 B Parrott Street • 740-393-0081 Monday - Saturday 9 a.m. to 9 p.m., Sunday 11 a.m. to 7 p.m.

Utica

41 Columbus Road • 740-892-9123 Monday - Saturday 9 a.m. to 7 p.m., Sunday 11 a.m. to 7 p.m.

Buckeye Lake

10933 Hebron Road • 740-928-0199 Monday - Saturday 9 a.m. to 9 p.m., Sunday 11 a.m. to 7 p.m.

Johnstown

715 Coshocton Street • 740-967-2926 Monday - Saturday 9 a.m. to 9 p.m., Sunday 11 a.m. to 7 p.m.

Pataskala

78 Oak Meadow Drive • 740-927-2500 Monday - Saturday 9 a.m. to 9 p.m., Sunday 11 a.m. to 7 p.m.



Goodwill Plaza Coming Soon!

Licking/Knox Goodwill Industries, Inc. is proud to announce the relocation of the Goodwill Retail Store on North 21st Street. The new location will be 1199 Mount Vernon Road (the former Plaza Hardware building) and known as Goodwill Plaza. Grand Opening is scheduled for April 1st. Watch for announcements about door prizes and upcoming special sales.

Remodeling is well underway! Goodwill Plaza will be larger, brighter, and offer more products to our customers, including propane tank refills. The staff of the North 21st Street store are excited about the move. Until grand opening, they will be wearing colorful tee shirts to announce the move to our customers and donors. Watch for updates on our Facebook page at facebook.com/goodwillnewark.



Sign Mock-Up Signs will be installed in March.



Division Name Change

It's official! The Vocational Rehabilitation Division of Licking/Knox Goodwill is changing their name to Career Services. The Career Services Divisions will still offer all the same great services and continue to have offices at 55 South 5th Street in Newark and at 60 B Parrott Street in Mount Vernon. The name change was prompted to better reflect the efforts of the staff in the division. "The new name is more modern and better describes what we do," says Tim Young, CEO/President.



Licking/Knox Goodwill

CAREER SERVICES

From Stable to Stage a History of Weathervane Playhouse

Reprinted with Permission by the Weathervane Playhouse Board of Trustees

Weathervane Playhouse had its birth in a barn in Heath, Ohio, July 8, 1969, opening with a most appropriate musical, Good News! From the first moment, Licking County's professional summer theater grew in the hearts and minds of the local community.

After having been housed in a barn, a tent, and a large, open-air pavillion, Weathervane Playhouse moved to its permanent location on land provided by the Thomas J. Evans Foundation. It was in the spring 1976, with strong community support from the Newark Area Jaycees and the Ohio National Guard, that the theater was transported and rebuilt in its present location.

The steel-beamed structure created for Weathervane housed eleven years of exciting, enriching productions. Then, early Thanksgiving morning, 1987, the structure succumbed to a traoic fire.

Once again, the community rallied. Financial support came from private and public sectors. Rebuilding advanced through the efforts of JBA Architects, Ree and Brezina Contractors, Craio Young Construction, and Dale Wolford's and Jim Shoemaker's Building Trade Classes of the Licking County Joint Vocational School.

Scott Keys, Managing Director during this difficult period, continued his dedicated work for Weathervane and brought the 1988 season to fruition. The first phase of rebuilding was completed just in time for the season opener. On June 15, 1989, the second phase of reconstruction was completed and the structure was dedicated as the Mary A. Alford Memorial Theatre.

The "growing pains" of Weathervane continued in 1994. Just prior to the opening of the season, one of the biggest fires in the history of downtown Newark occurred, destroying the Playhouse's complete costume collection of some fifteen years. When the plea went out to rebuild the costume stock, the response was overwhelming and continues to this day.

Since the reconstruction of the theater, many improvements have been made. Landscaping, additional parking, theater siding, exterior lighting, refurbishing of the restrooms, the purchase of new light and sound systems, and construction of a catwalk are but a few of the improvements made.

2013 Summer Season:

Guys & Dolls Oliver Around the World in 80 Days Moon Over Buffalo

Spamalot



Then Weathervane turned its sights to the education and entertainment of children, embarking on a Children's Theatre structure. This \$135,000 building was made possible through a generous donation from long-time Weathervane supporter Larry W. Anderson, in memory of his wife Dawn Holt Anderson. The remaining monies were collected through a sale of personalized paving bricks that currently make up the "Children's Walk", a beautiful pathway leading from our outdoor pavilion to the front entrance of the Children's Theatre. The structure was completed in the Spring of 1999.

The Larry W. and Dawn Holt Anderson Children's Theater has proved to be a valuable addition to Weathervane, allowing us to hold acting and singing workshops and other events, with many more scheduled for the upcoming seasons.

In 2007, Weathervane launched the "Next Stage" Capital Campaion to renovate and climate control the main stage. lobby, and Children's Theatre, completing the first phase of construction in summer 2010. A second phase will include onsite costume storage, new dressing rooms, and upgrades to the sound and lighting systems.



Weathervane Playhouse has been a story of resolve, rebirth, and rekindling through community efforts. The onooing contributions, donations, and moral support continue to make the chapters in the Weathervane book a true success story.



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Every time you shop with your Plus Card a percentage of your purchase is donated back to Goodwill. You still get all the fuel points and discounts Kroger normally provides. Plus, Goodwill gets a donation every quarter.

Help make a difference in the lives of the people we serve!