

2017 ANNUAL REPORT

Changing Lives
through the
Power of Work



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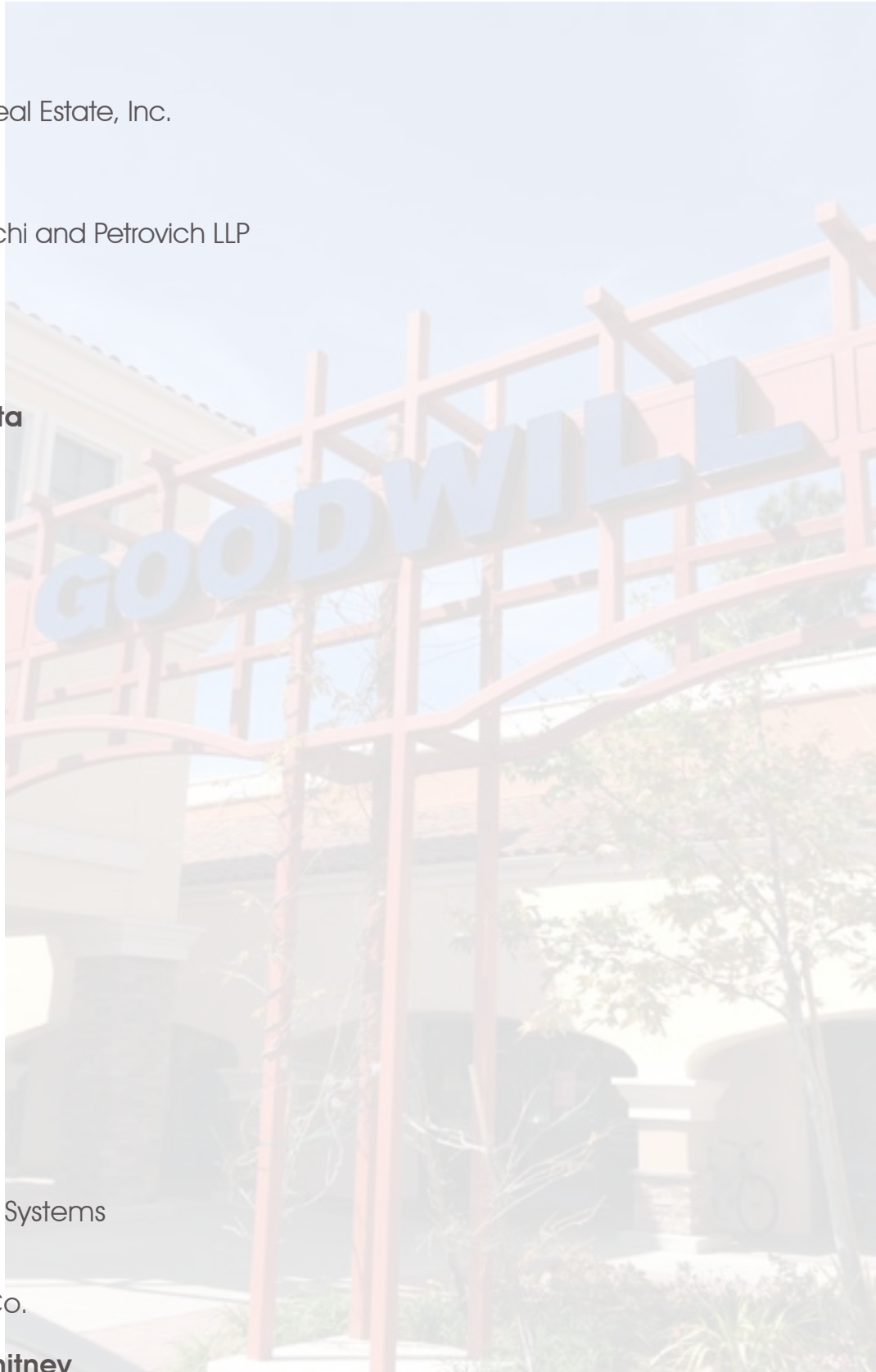
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Letter from Leadership

Dear Goodwill Community,

As I look back and reflect upon 2017, it was a very special year. At the end of March, we waved goodbye to our beloved founding CEO Kathy Leahy. After spending 20 years as CEO, she decided it was time to retire and enjoy making memories with her family. The entire team here at Goodwill misses Kathy; however, we are excited to continue our movement in making a difference in the community by removing barriers to employment and getting people placed into jobs.

In 2017, we placed nearly 800 individuals into employment. We were also able to give key job skills to well over 1,600 people. This impact goes a long way in making our community a better place.

One of the most exciting things we accomplished was the opening of our Veterans Center in Oxnard. This center has already begun helping our Veterans get acclimated back into civilian life. Most of them arrive at our door with a lot of great experience from the military, and our team takes that and molds their skills and resume in to a dynamic job applicant.

It's an exciting time at Goodwill because over the years we have built such tremendous relationships in the community we are in a position to really make a great impact. Not only did we help Veterans in our community, we also had programs that helped: the youth in Santa Maria choose a career pathway, individuals with disabilities find employment, and people receiving government assistance become self-sufficient.

Everything that we are able to accomplish for the local community would not be possible without the efforts of all of Goodwill's stakeholders. Our local partners, customers, donors, employees and volunteer Board of Directors all play a pivotal role in making a positive impact in our community. I want to thank each and every one of you for your loyalty and continued support as we grow together and strive to make Ventura and Santa Barbara counties the best places they can be.

Sincerely,

Peter Marcus

President and CEO

Goodwill Industries of Ventura and Santa Barbara Counties





Your donations provide
vocational training
&
job placement services
to individuals with barriers to employment.

When you collect and
donate

clothing or household items you haven't used or worn,
you are **helping** to train and employ **people** in

Ventura and Santa Barbara Counties.



Workforce Programs and Services

Goodwill Industries of Ventura and Santa Barbara Counties is here to provide vocational and educational opportunities to eliminate barriers to employment, strengthen communities, and help people reach their full potential through the power of work. Each year we work with over 1,500 individuals by providing them with the needed tools and steps to obtain employment and be successful.

Operation: GoodJobs 2.0

Operation GoodJobs (OGJ) is a 30 month grant from GII funded by The Walmart Foundation. Goodwill Industries of Ventura and Santa Barbara Counties is one of ten Goodwills nationwide that was awarded the grant. Our mission is to serve over 500 veterans, place 400 into employment and provide occupation skills training to 150 veterans. We are also charged with recruiting and working with 100 female veterans. In 2017, six months into the program, we had recruited 135 veterans, and placed 23 into employment. We placed seven female veterans into employment and provided training to 20 veterans.

Services provided to the 16-24 year old clients included: case management; short term occupational skills training; job readiness; financial literacy; dress for success; resume preparation; paid work experience; job placement assistance or enrolment into post-secondary education. The reason Santa Maria was eligible for the grant was because of the high crime rate in the Santa Maria Valley. This grant is

In 2017, Goodwill Industries of Ventura and Santa Barbara Counties served 1,672 individuals and placed 776 individuals into employment.

Career Pathways for Youth

Through a partnership with the Workforce Board of Santa Barbara County, Goodwill Industries International (GII) secured a grant from the Department of Labor to provide 270 youth in Santa Maria, CA with a career path to success.

responsible for helping GII teach our youth about the importance of an education and the pride one has when they earn their first pay check. It is GII's goal to keep at-risk youth from engaging with gangs and instead lead them on a path to self-sufficiency and civic pride.

Goodwill helps

Veterans

find employment through

Operation GoodJobs

“Our mission is to serve over 500 veterans, place 400 veterans into employment, and provide occupation skills training to 150 veterans.”



We opened a Veterans Center in Oxnard in 2017 and expect to open another Veterans Center in Lompoc in 2018.

Financial Position

BALANCE SHEET

for the twelve months ending December 31, 2017

ASSETS

Cash and Investments	\$5,289,912.83
Other Current Assets	\$2,187,989.69
Fixed Assets and Other Non-current Assets	\$10,315,800.84
TOTAL ASSETS	\$17,793,703.36

LIABILITIES

Current Liabilities	\$2,135,287.34
Non-current Liabilities	\$5,699.00
Equity	\$15,652,717.02
TOTAL LIABILITIES AND EQUITY	\$17,793,703.36



INCOME STATEMENT

2017 REVENUE

Retail and Aftermarket Sales	\$21,833,466.90
Program Government Contracts	\$1,488,118.03
Govt Fees for Service Programs	\$273,110.25
Public Support	\$46,450.09
Other Revenue	\$52,722.39
TOTAL	\$23,693,867.70

2017 EXPENSES

Wages and Benefits	\$13,776,919.94
Cost of Goods Sold	\$919,903.36
Occupancy	\$3,747,592.39
Depreciation	\$656,338.36
Administrative Fees	\$1,133,364.98
Transportation and Logistics	\$683,621.76
Marketing	\$44,184.30
Supplies and Services	\$1,340,980.19
Other Expenses	\$56,132.37
TOTAL	\$22,359,037.65

CHANGE IN NET ASSETS

\$1,334,830.01

Our Vision...

We envision a world where people with disabilities and other barriers to employment have the **opportunity** to reach their highest economic potential. We believe that **every individual has value** and that by recognizing that value, **we can help them** find their place in the community.

Expanded Subsidized Employment

Goodwill Industries of Ventura and Santa Barbara Counties offers local businesses the opportunity to participate in its Expanded Subsidized Employment (ESE) program. As a participating business, you can make a difference in your community by putting a local Ventura County unemployed adult to work.

Success Story...

Ambassador Fulfillment Services, located in Ventura, offers various fulfillment, kitting, assembly and shipping services. Co-owner Hannah Duncan has been a worksite partner for one year. The ESE program has allowed her to hire employees and have 100% of their first six months of wages subsidized by the program. The ESE program has proven beneficial for both her and the men she's employed.

Albert and Gabriel are current employees hired through ESE. Hannah says they are hard workers and value the opportunity to grow in a positive work environment and to be a part of a family-culture. Gabriel and Albert are among the most dedicated and reliable employees she has ever hired.

Albert says he has learned a lot, gained confidence and feels his hard work is valued. He's happy to be in a supportive workplace, something he hadn't been a part of before. "Everyone is friendly and relaxed and helps each other out to solve problems and get work done. It's a team." Albert is grateful for the help he received from the ESE program. He was placed at a job within a short walking distance of his home, making it easy to get to work every day on time.

Gabriel knows Hannah has high expectations and he doesn't want to let her down. Hannah says Gabriel has grown a lot since starting at Ambassador Fulfillment. He's responded well to being given added responsibilities and gaining Hannah's trust. "He's really coming out of his shell and becoming more confident," Hannah says. She describes him as loyal, hard-working and appreciative. Gabriel enjoys being around friendly people all day. He says, "if you want to hang out with your coworkers at the end of the day, you know it's a good work environment."

Hannah plans to continue to work with the ESE program, saying it's been an integral part of growing her business.



Albert, Hannah, Gabriel, & George
Ambassador Fulfillment Services

As far as the employees past, she says "this is a place for a second chance. I'm not concerned about your past mistakes; I just need you to show up and work hard."

Benefits of being a work site

- 100% of the employee's wages are subsidized for up to six months
- You can have more than one employee at a time
- Stimulate the economy by joining us in putting people to work now
- Provide workplace training and experience to job seekers
- Receive ongoing support from professional Goodwill staff who will help ensure employees succeed in their subsidized employment program
- Receive extra help and increased productivity at your business
- Gain valuable pre-screened workers

If you're interested in becoming a work site, please call us at (805) 981-0130.

Making a Difference

Served
1,672 individuals
at the Career Center

Received approximately
32 million pounds
of donated material

1,542,031
transactions
in our 21 donated goods retail
locations

Placed
776 individuals
in jobs in Ventura and
Santa Barbara Counties

Diverted
1,157,904
pounds of e-waste
from landfills

Received donated goods from
545,151 donors
at our 24 drop off locations

Success Story...

Mitzi Huddleston

Veteran Services Data Technician

"My favorite part of my job today is working with the veterans: helping them achieve their employment goals and sharing their excitement when they are placed" - Mitzi Huddleston

Mitzi Huddleston was born in Texas and raised in South-Central Los Angeles. Wanting to explore the world, she enlisted in the United States Navy in 1988. Mitzi originally went into the Navy as an Electrician's Mate (EM) but changed her rating to Yeoman (YN). After completing boot camp, she went to Yeoman Class "A" School in Mississippi. Mitzi continued to serve in the Navy by performing personnel administrative functions for legal proceedings while stationed in Port Hueneme and Mountain View, California. When her active duty ended, Mitzi transferred to the reserve and continued to serve while stationed at Point Mugu until receiving an Honorable Discharge from the Navy.

Mitzi continued to work for the United States Government as a Database Administrator for the Naval Air Warfare Center while simultaneously attending college. Mitzi graduated from the University of Phoenix with a Bachelors of Science in Information Systems. Armed with experience, education, and drive, Mitzi landed a job at the Ventura County Star. During her decade-long tenure there, Mitzi worked as a Unix System Administrator in the IT department and as a Circulation Specialist in the Circulation Marketing Sales department.

Ultimately, as part of a larger layoff, Mitzi lost her job with the Star, a company she had been with for over a decade. She found herself unprepared to look for work, with a resume

that was now over a decade old. Mitzi learned of the Operation GoodJobs veterans services program with Goodwill and came in for help getting herself prepared to look for work. She completed the enrolment process to enter the program and set up an interview prep session (a mock interview) with Goodwill's Veterans Services Coordinator Lisette Weatherby. Much to Mitzi's surprise, the mock interview turned into a real interview and she was offered - and accepted - the position of Veteran Services Data Technician. Today, Mitzi continues to show she is a valuable member of the Operations GoodJobs team, right alongside of Lisette and the rest of the staff.



Mitzi Huddleston
Veteran Services Data Technician

Locations

East Ventura County

Moorpark

205 W. Los Angeles Avenue
(805) 552-4204

Simi Valley

530 E. Los Angeles Avenue
(805) 526-5570

5145 E. Los Angeles Avenue
(805) 522-5430

Newbury Park

1560 Newbury Road Suite 5/6
(805) 499-3481

Thousand Oaks

140 W. Hillcrest Drive Ste. 125
(805) 494-7250

2060 E. Avenida De Los Arboles
(donation center only)
(805) 492-2828

Oak Park

624 Lindero Canyon Road (books)
(818) 874-4003

West Ventura County

Camarillo

267 Arneill Road
(donation center only)
(805) 445-9196

4035 Adolfo Road
(805) 484-2035

Ventura

2710 E. Thompson Blvd.
(805) 650-9339

9388 Telephone Road
(805) 671-5086

404 E. Main Street
(805) 641-1101

Oxnard

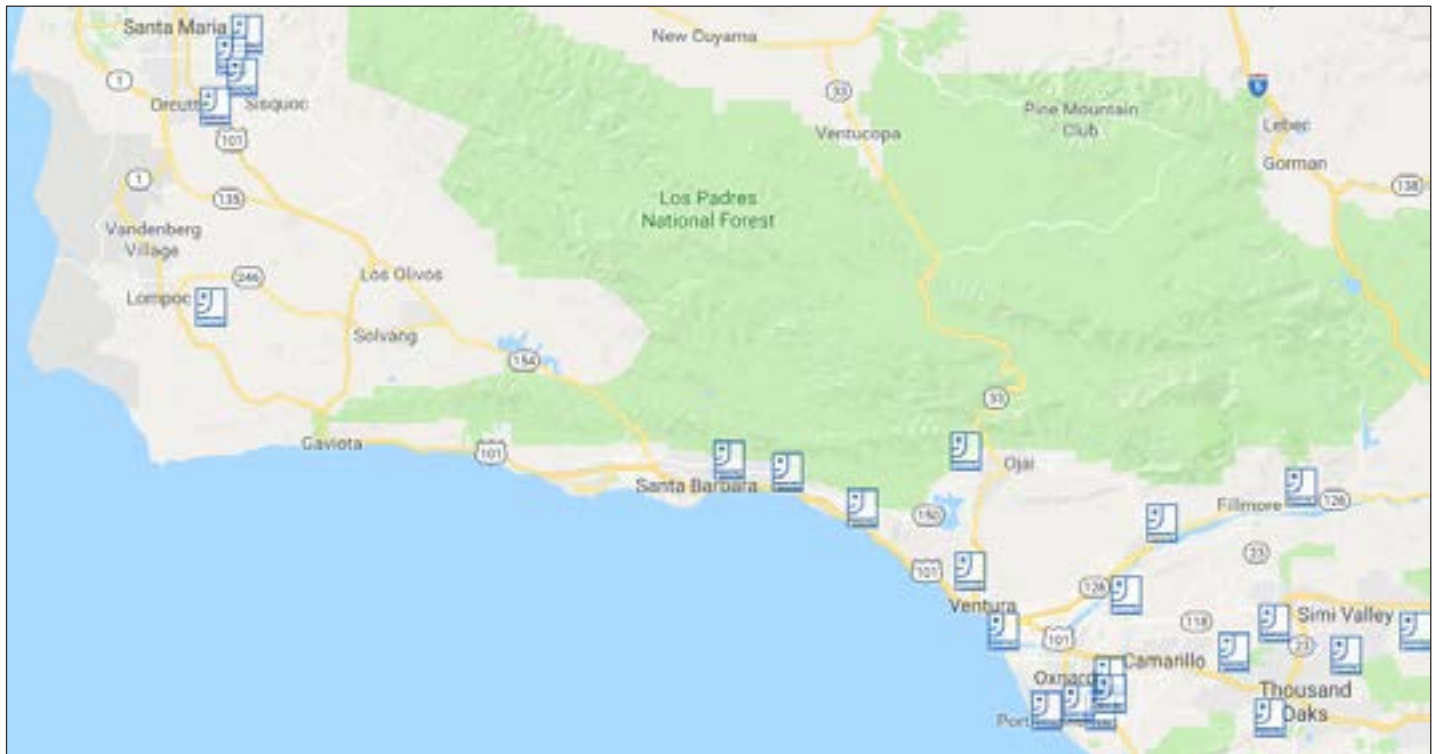
3075 Saviers Road
(805) 486-8259

330 W. 6th Street
(805) 483-2511

2330 N. Rose Avenue
(805) 485-0020

1000 Del Norte Blvd. (Warehouse)
(805) 981-7986





Oak View

779 N. Ventura Avenue (books)
(805) 649-8090

Santa Paula

858 E. Main Street
(805) 933-3020

Fillmore

745 W. Ventura Street
(805) 524-4708

Santa Barbara County

Santa Barbara

302 W. Carillo Street
(805) 899-3807
(805) 845-3926 (Vocational)

335 S. Milpas Street
(donation center only)

Santa Maria

1539 Stowell Ctr. Plaza
(805) 925-7091

3486 Orcutt Road, Orcutt
(805) 314-2624

1844 N. Broadway
(805) 287-9612


210 E. Enos Drive Ste. E.
(805) 928-5282 (Vocational)

Lompoc

1009 N. H Street
(805) 736-9240
(805) 736-6700 (Vocational)

Carpinteria

1024 Casitas Pass Road
(805) 220-6557

The top half of the image consists of two solid horizontal stripes. The upper stripe is a medium blue color, and the lower stripe is a lime green color.

Goodwill Industries of Ventura and Santa Barbara Counties is a private, nonprofit corporation that provides vocational and educational opportunities for people with barriers to employment to improve their work skills and enhance their economic independence.

To learn more, visit our website at www.GoodwillVSB.org