



# 2022 ANNUAL REPORT



# GoodWorks

Our GoodWorks program provides paid, on-the-job training and support services for individuals with barriers to employment, and provides career path opportunities for 300+ Southern Oregon Goodwill® associates.

## PROGRAMS

### JOB CONNECTION CENTER

Southern Oregon Goodwill's Job Connection Centers offer drop-in services free of charge to the communities we serve.

Services include:

- Career skills & interest assessments
- Online literacy support
- Assistance obtaining appropriate work-ready documents
- Resume & cover letter development
- Interview preparation & practice
- Job-specific or interview clothing vouchers
- Transportation assistance

### INTERNSHIP

The GoodWorks Internship Program provides an opportunity to gain experience in a welcoming work environment.

- Paid Internship
- On-the-job experience in a Goodwill location
- Access to job coaches
- Assistance in obtaining employment with Goodwill or community partner
- Continued Coaching Support

### ADVANCEMENT

The Advancement Program is a career path development program available to Southern Oregon Goodwill associates.

Resources include:

- Financial Freedom Pathway
- Promotional Pathway
- Coach support
- Education Assistance
- Access to a variety of Employee Assistance Programs





# INTERNSHIP PROGRAM

## INTERN STORY

### YOLANDA WALKER

Yolanda previously worked for Southern Oregon Goodwill as a Job Coach, supporting those in need until life circumstances no longer allowed her to work. Having participated in Goodwill's effort to enable employment for all, Yolanda visited Jackson County's Job Connection in 2022. Due to recent experiences of personal hardships and trauma, Yolanda was left feeling scattered and broken in many aspects of her life. She joined the E-commerce team where she found a new support system who welcomed her with open arms. Yolanda has expressed that she feels that the Internship Program and the people who made it possible were exactly what she needed during this time in her life. As soon as Yolanda graduated from the Internship Program, she completed classes to become a certified Mental Health and Substance Abuse Mentor. Recently she earned a position that utilizes her certification, and she has an entirely new and exciting career path ahead of her. Yolanda is a shining example of the impact we at Southern Oregon Goodwill strive to achieve.



**87 INTERN  
GRADUATES**

**68 INTERNS  
EMPLOYED BY  
SOUTHERN  
OREGON  
GOODWILL**

**82% OF  
GRADUATES  
SECURED  
EMPLOYMENT  
WITHIN 2 WEEKS  
OF GRADUATING**

# ADVANCEMENT PROGRAM

## ADVANCEMENT STORY

### ROGELIO YBARRA



Rogelio joined the Ashland retail team in March of 2022 as a donation attendant. Rogelio was facing challenges from his past and barriers to his employment and personal growth. Upon securing his position as a donation attendant, Rogelio immediately felt welcomed and encouraged by the people he was working with and knew that he wanted to utilize some of the resources Goodwill offers. Rogelio was adamant that he wanted to progress within the company and earned the role of Production Lead in 2023 through the use of the Promotional Pathway program. Now Rogelio is actively participating in the Financial Freedom Pathway as well as looking into obtaining his GED and CDL certification. Rogelio strives every day to set a good example for his fellow associates as well as for his children. He wants everyone to know that if he can do it, they can too. Rogelio will forever be grateful for the community and opportunities that joining Southern Oregon Goodwill have provided.

**4 JOB  
CONNECTION  
LOCATIONS  
OPENED  
ACROSS 5  
COUNTIES**

**938 PERSONS  
SERVED +  
ENROLLED  
INTO  
PROGRAMS**

**\$68,500 OF  
COMMUNITY  
VOUCHERS  
ISSUED**



# OUR MISSION



Southern Oregon  
**GOODWILL**

The  
STORY  
BEHIND the  
ST RE

2022-2025

Southern Oregon Goodwill will **ENABLE EMPLOYMENT** and **ADVANCEMENT** through our GoodWorks Program for over 1000 individuals, impacting 3000 lives.

## PROGRAM



Roll out feedback rich culture of learning

Create and Implement continuous systems of feedback and input

Continuous evaluation and adjustment of program design

## PARTNERS



Develop brand identity for GoodWorks Program

Identify and Engage referring partners

Develop business relationships with potential employer partners

## Mission:

**Enable Employment** by providing **opportunities** for **personal** and **professional** growth.

## Vision:

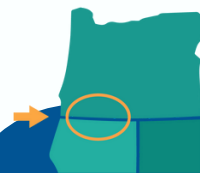
In the communities we serve, **everyone** will have **opportunity** for **meaningful employment**.



**285,163  
DONATIONS  
RECEIVED**



**4.7 MILLION  
POUNDS  
RECYCLED**



**11 RETAIL  
LOCATIONS  
+  
4 JOB  
CONNECTION  
SITES**



**301 PEOPLE  
EMPLOYED**

# 2022 BY THE NUMBERS

## CURRENT ASSETS

Unrestricted Cash & Equivalent	\$13,654,935
Restricted Cash	\$9,688
Accounts receivable	\$56,849
Notes Receivable	\$22,154
Year End Inventories	\$263,705
Prepaid Expenses	\$166,841

**Total Current Assets** **\$14,174,172**

Property & Equipment	\$16,858,219
(net of depreciation)	(\$10,431,530)

**Fixed Assets** **\$6,426,689**

**Right of Use Leases** **\$7,086,852**

**Long Term Assets** **\$1,298,445**

**Total Assets** **\$28,986,158**

## CURRENT LIABILITIES

Accounts Payable	\$92,544
Accrued Expenses	\$1,673,653
<b>Total Current Liabilities</b>	<b>\$1,766,197</b>

Long Term Debt **\$6,262,656**

**Total Liabilities** **\$8,028,853**

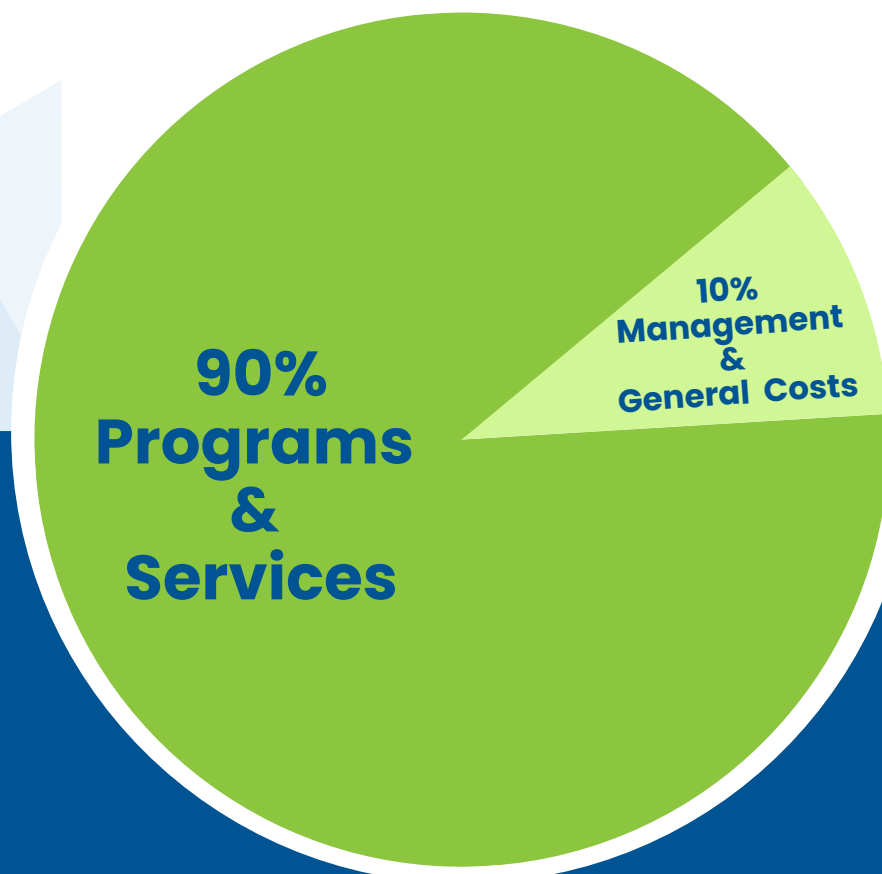
## NET ASSETS

Unrestricted **\$20,947,617**

Donor Restricted **\$9,688**

**Total Liabilities & Net Assets** **\$28,986,158**

## Allocation of Expenses





## BOARD OF DIRECTORS

## SOUTHERN OREGON GOODWILL LEADERSHIP

**STEVE LOOSLEY** *Chair*  
**KATIE ZERKEL** *Vice Chair*  
**LEVI DAILY** *Treasurer*  
**KATIE AMERAL** *Director*  
**KRISTA AMUNDSEN** *Director*  
**JUSTIN HON** *Director*  
**JUSTIN IVENS** *Director*  
**ROBB MAYERS** *Director*  
**KATHERYN REINHARDT** *Director*  
**AIMEE QUALLS** *Director*

**SHAE JOHNS**  
*President/Chief Executive Officer*

**DAVE ROBISON**  
*Chief Operating Officer*

**LISA MANDEL**  
*Chief People Officer*

# THANK YOU

for supporting  
Southern Oregon Goodwill's  
programs and

The **STORY** BEHIND the **ST**  **RE**







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Southern Oregon Goodwill Industries



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