



THE POWER OF WORK

&

SUSTAINABLE FASHION

2022
OUR DOUBLE IMPACT *continues*

Goodwill Industries of Greater New York
and Northern New Jersey, Inc.

Annual Report

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WELCOME

Dear Friends,

We take pride in our role in supporting the economic recovery of the New York City metropolitan region during the challenging year of 2022. Our double impact strategic plan of power of work and sustainable fashion, launched the previous year, guided our teams on a mission we set over 108 years ago. More than ever, the answer was to empower individuals with disabilities and other employment barriers to gain independence through the power of work.

The disproportionate demand for workers compared to the number of people willing to fill positions created labor shortages in our region. Employers needed workers and we had an untapped sector of qualified underemployed workers, people with all types of disabilities and other employment barriers. Hiring managers were willing to break outside of their comfort zones to consider different segments of workers. We saw the need and seized the moment.

Our two clubhouses provided a safe space to reengage with others to avoid isolation. With the launch of our third Personalized Recovery Oriented Services (PROS) program in Harlem, we increased our behavioral health services to help them stay healthy and out of hospitals due to psychiatric crises. We addressed the wide array of needs and career choices of job seekers with developmental and intellectual disabilities with customized employment support. Some individuals with autism sought five-figure jobs in banking or city agencies, or as front-line service positions. For those unemployed we launched our Pharmacy Technician Program to expand the and continued the work of our Bridge to Technology Program for a second year thanks to private and public funding to help under-employed workers join the IT sector to create a more diverse industry.

Last year was an exciting turning point for our Donated Goods retail division. We beat our 3-year repurposing goals in one year thanks to our focus on improving the donor experience and implementing our One Touch Sorting system to increase production and give donations the respect they deserve. The donor survey we launched last year gave us invaluable feedback as we moved away from the contactless donation experience and re-engaged donors in-person.

In April, we hosted our first in-person Evening of Treasures with engaged celebrity model and author Paulina Porizkova as host, and the Tommy Hilfiger brand, Gigi Burris Millinery, Maxwell Osborne of an OnlyChild, and Dao-Yi Chow of Public School to design upcycled creations using Goodwill merchandise to tell our story, support our human services mission, and celebrate Goodwill's impact in reuse.

We eagerly look towards a brighter future, and we are grateful for your support. We could not do it without you. Please help Goodwill keep the momentum going and keep us on course to bulldoze employment barriers. Help us tell the Goodwill story of power of work and sustainable fashion, introduce us to a new donor or partner, and ask neighbors to donate to Goodwill or shop at our stores. Together, we will continue to transform lives!

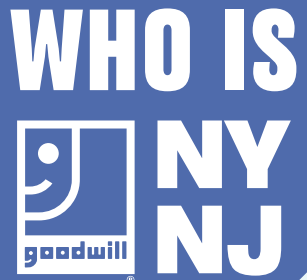
Sincerely,



KATY GAUL-STIGGE
President & CEO



DONALD HUBER
Board Chair



A DOUBLE IMPACT NON-PROFIT ORGANIZATION

THE POWER OF WORK

We specialize in helping people who are underemployed, unemployed, or have a mental illness or intellectual/developmental disability.

People engage Goodwill when they face barriers to employment, including disabilities, mental illness, unemployment or homelessness.



Goodwill removes barriers to employment.



SUSTAINABLE FASHION

Your generous donations to our stores and donation centers fund our mission programs while also breaking the cycle of waste by empowering sustainable shopping.



People donate clothing and goods to Goodwill NYNJ.



People shop sustainably and repurpose their newly found items.



The Goodwill Impact

THE POWER OF WORK & SUSTAINABLE FASHION

Supported **4,139** people with disabilities to reach their goals through training, employment, and retention services.

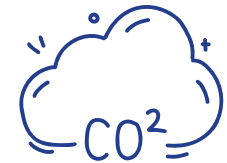


966,976 Individuals donated goods and clothing to Goodwill NYNJ last year.



9,129 People received job training and placement, on-the-job-coaching, and/or retention services.

38,679,040 pounds of pre-loved clothing and household goods were repurposed and reused, through our stores and donation centers.





THE POWER OF WORK





Goodwill team honoring GoodTemps participant Yasser Abbadly and the team from his employer, the NYC Dept. of Sanitation

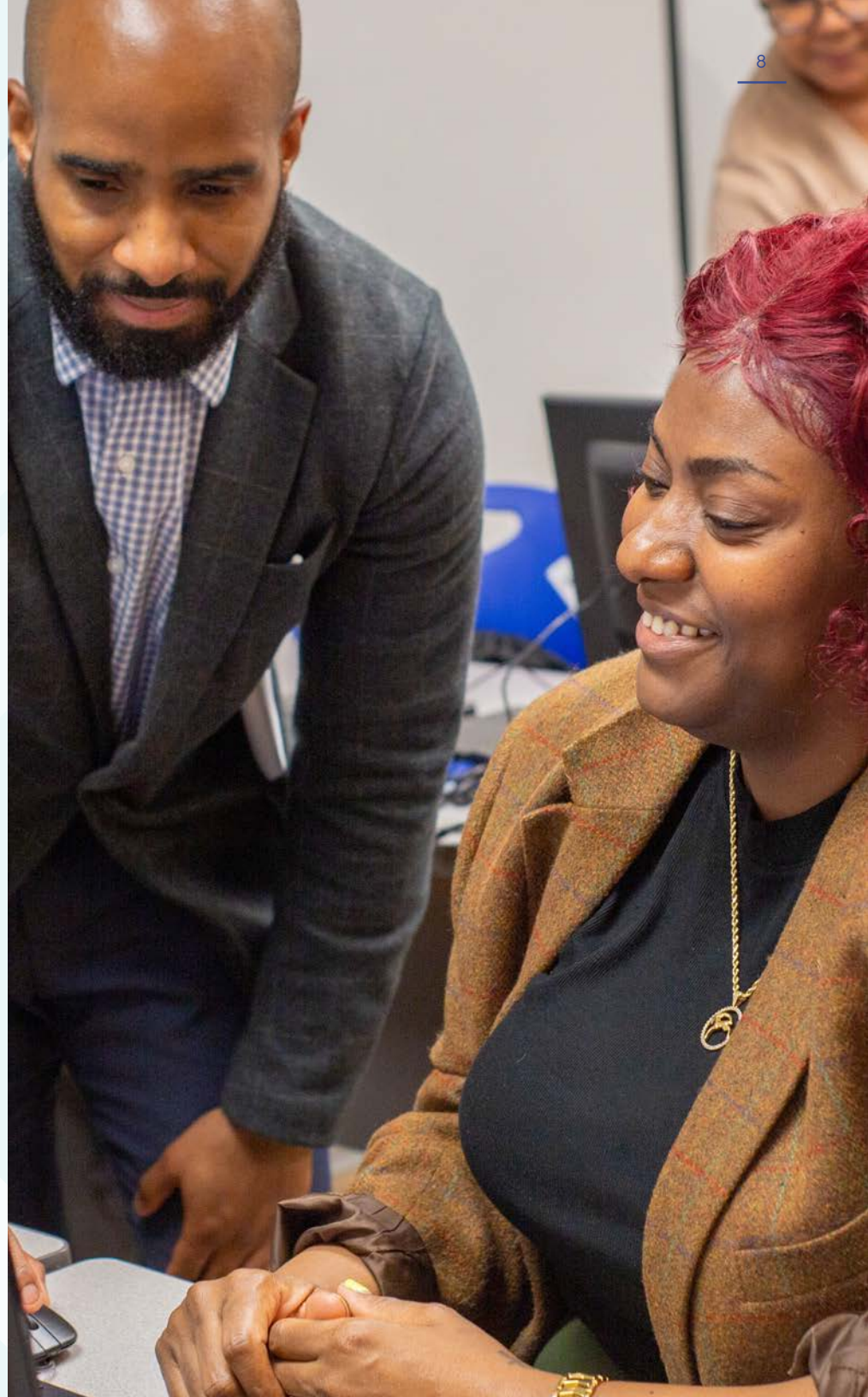
Celebrating Success

in the Workforce

In observance of National Disability Employment Awareness Month, the Mission Team at Goodwill NYNJ utilized the occasion to recognize the remarkable accomplishments of disabled individuals in the workforce. The annual NDEAM event served as a platform to highlight the valuable contributions made by these individuals. The Mission Team at Goodwill NYNJ is deeply proud of their steadfast dedication to empowering and assisting each individual through inclusive job training, coaching, retention, and placement services throughout their professional journey.

Piloting Innovative Programs

The Peer Advocate Leadership (PAL) Program was selected by the NYC Department of Health & Mental Hygiene (DOHMH), in conjunction with five other mental health provider agencies, to launch a pilot initiative aimed at enhancing providers' comprehension of the significance, ethics, and principles of peer support. The PAL Program, administered by state-certified professionals who self-identify as individuals with mental illness, utilizes their personal recovery experiences to assist participants in navigating their distinct recovery journeys.





Opening a New Recovery Program

Goodwill recently launched a new Personalized Recovery Oriented Services (PROS) center in Harlem, which offers a comprehensive treatment and rehabilitation program for adults aged 18 years and above, who are struggling with severe mental illnesses and substance abuse. The program is designed to provide participants with the necessary support to overcome their mental health challenges and achieve their life goals, including developing independent living skills, securing employment, and integrating into their communities.

Paving New Pathways to Employment

Goodwill President and CEO, Katy Gaul-Stigge, was selected to joined Mayor Eric Adams' Future of Workers Task Force alongside chair members DOE Chancellor David Banks, CUNY Chancellor Félix V. Matos Rodríguez, CEO of EY Carmine Di Sibio and President of Fund for the City NY Lisette Nieves.



Gaining Recognition and Press

CRAIN'S New York Magazine featured Goodwill NYNJ in 2022, highlighting the expert job placement services throughout the post-pandemic labor shortage. Goodwill NYNJ provided services that led to meaningful employment for Jasmine Garcia at Magnolia Bakery. She is one of hundred of workers across the region who has received job placement assistance from Goodwill NYNJ.

This year, Goodwill NYNJ was featured in **Fortune Magazine**, which shed light on how the economy has adversely impacted the number of donations received. However, the article also highlighted a positive trend of Gen Z Shoppers being increasingly inclined towards shopping at Goodwill stores. As President and CEO, Katy Gaul-Stigge was quoted, **"Thrift is like punk rock. It's always been cool."**





Celebrating The Evening of Treasures

Our 2nd annual Evening of Treasures gala

in April raised \$215k for our double impact mission.

The cocktail party and sustainable fashion show was hosted by celebrity model and author

Paulina Porizkova, and featured Goodwill upcycled creations by renowned brands and designers

including Tommy Hilfinger, Gigi Burris Millinery,

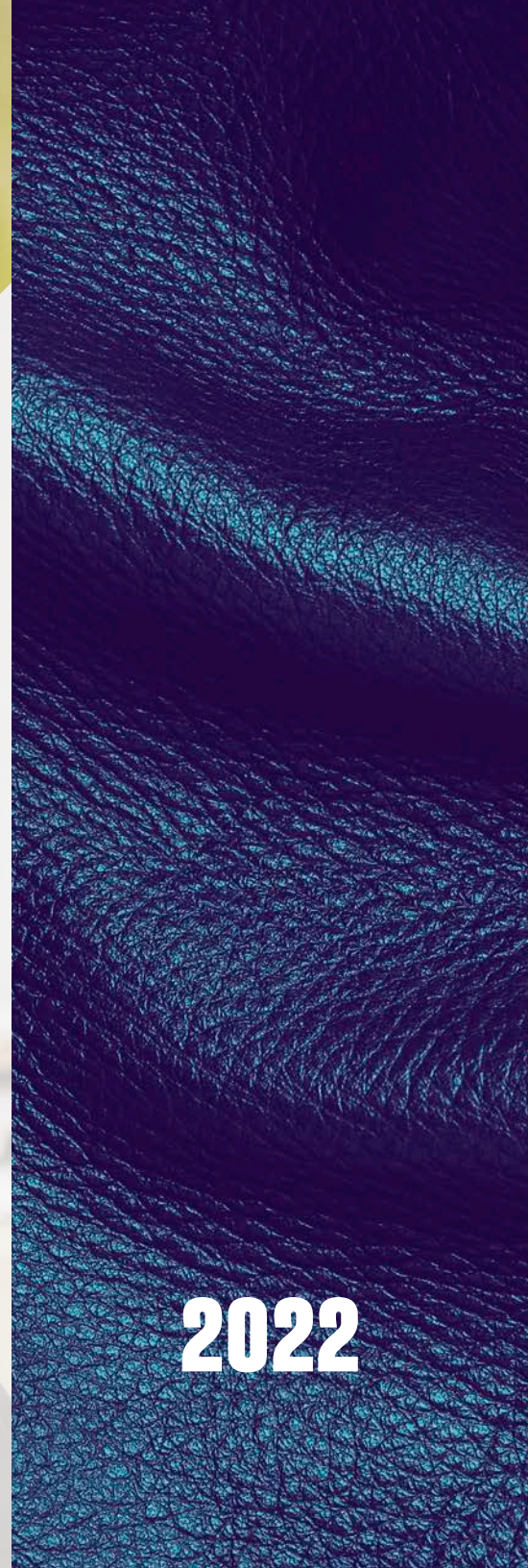
Maxwell Osborne of anOnlyChild, and

Dao-Yi Chow of Public School.



THE POWER OF WORK
Impact Stories

2022





“Thanks to Citiview, I understand mental health better and can act fast using my Wellness Recovery Action Plan to stay out of the hospital. I hope to empower others with my mental health experience, break barriers, and remove the stigma to get quality care in mental health treatment.”

- Nicholas Pierre

In February 2012, Nicholas Pierre was unfortunately laid off from his job as an IT Specialist, and his life spiraled out of control. Family & home life became turbulent, and he moved him and his son into a domestic violence shelter. Not long after, Nicholas was diagnosed with Schizoaffective and panic disorder.

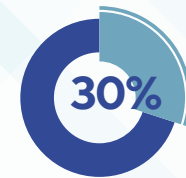
Nicholas needed help. He needed resources to access employment opportunities, connect with peers, and build a community that could support him in achieving his recovery and personal goals. When Citiview members visited the shelter where he lived back in 2014, he agreed to tour the Goodwill Clubhouse where he'd be able to get the assistance he needed. After the visit, he was sold with the clubhouse idea and became a member. Nicholas became an integral member of the

Goodwill Clubhouse, helping other members solve their IT issues and lending a helpful ear. The Citiview community has also supported Nicholas by helping him to design a personalized Wellness Recovery Action Plan that will help him to stay out of the hospital when he feels unsafe or unstable. Through the employment services at the Clubhouse, Nicholas secured a full-time job as Operations Associate at Ronald McDonald House NY in October 2022. In his position, Nicholas engages with families who are staying at Ronald McDonald House while their children receive cancer treatment.

The “why” behind our mission work



11.9% of unemployed people in the U.S. have a mental disorder.



About 30% of people who
are chronically homeless have
mental health conditions.

- SAMHSA
Sources: Statista, National Alliance of Mental Illness,
Gallup, SAMHSA.Americans.



“The staff at Goodwill did not put me in a box and try to find me a job in retail,” said Sylvia, recounting how another organization had found her a job in retail. “It took a little longer to get my job at the theater, but it was worth it!”

- Sylvia Morsillo

Sylvia came to Goodwill in July 2019 searching for help exploring career opportunities. She is the typical New Yorker in her thirties—she is socially active, full of energy, and involved in multiple activities. Sylvia, who was diagnosed with Autism Spectrum Disorder, ADHD, and Anxiety Disorder, currently lives independently in a building for people with disabilities.

She graduated from a high school affiliated to the NY Institute of Technology, where she received independent living skills training. She took voice and piano lessons at the Brooklyn Conservatory of Music and enjoys acting as a hobby, she is passionate about advocating for LGBT and disability rights.

The Goodwill team prepared her for interviews, highlighting the importance of personal appearance and professional attire. She received workplace etiquette training to help her understand personal boundaries and limit social chat at work. When she was ready, she interviewed for a part-time usher position at The Irish Arts Center on December 2021 and landed the job. Today, she greets guests, assists with seating, works the coat check, and serves beverages. She also received training to travel in the public transportation system and now travels to work independently.

The “why” behind our mission work



More than **66% of young adults on the Autism spectrum are unemployed** and are not engaged in higher education two years after exiting high school.

- Autism Society



Nearly **half of 25 year-olds** with autism have never held a paying job.

- Autism Speaks



“I’m glad I came to Goodwill – they helped me with everything! The staff helped me redo my resume, search for jobs, and practice mock interviews,” said Aisha. “Even after I got my job with Hilti, I still come back to get moral support and advice to make things easier at work.”

- Aisha Belgrave

When Aisha came to Goodwill in September 2022, she felt discouraged and unsure that she would ever get a job; as a Black Brooklyn resident in her thirties, she felt she lacked the support and privilege to build a career.

Goodwill helped Aisha with resume writing, job hunting, and interview prep. Thanks to a partnership with Lyft, Goodwill provided Aisha free transportation to interviews, and coordinated an interview with Hilti, a global company that develops, manufactures, and markets products for the construction sector. Aisha made a great impression during the interview and was hired on the spot on November 2022!

As part of her job, Aisha must travel to Hilti stores and client sites to keep track of the company’s tools. Hilti provides Aisha with a company car to travel to locations across New York City. Unfortunately, like many native New Yorkers, Aisha has never driven a car. The Hilti team was confident that Aisha would flourish in her role, so they gave her the opportunity to get driving lessons and a driver’s license. Aisha feels supported at work. She attends networking company meetings where colleagues describe their trajectory within the company and how others can follow in their steps. For the first time in her life, Aisha can see herself growing within her company and building a stable career.

The “why” behind our mission work



NYC’s 6% unemployment rate in Dec. 2022 was close to double the national level, **with minorities overwhelmingly suffering the most** according to New School report.
- NY Post (Jan. 2023)

In NYC, **unemployment for Black workers is four times higher** than for their white counterparts.

(Feb. 2023)
- NYC’s Economic Development Corporation





SUSTAINABLE FASHION





Sustainably Successful

Every year, Goodwill NYNJ sets a donation goal to grow our impact in one of our core pillars: sustainability. We live and breathe the donating and shopping that diverts so much from the landfill.

In 2022:

- Goodwill NYNJ sustainable retail operations saved **57k metric tons of CO2** from polluting the atmosphere.
- **966,976 individual donors** donated to Goodwill NYNJ



New Store Openings

The opening of our new store in Middletown, New York in 2022 was a significant milestone for **Goodwill NYNJ** as it represents our commitment to expanding sustainable shopping and continuing our double impact mission. This store not only provides affordable donated items to shoppers but also supports our efforts to break barriers to employment by providing job training and placement services to people with disabilities and other challenges to employment.

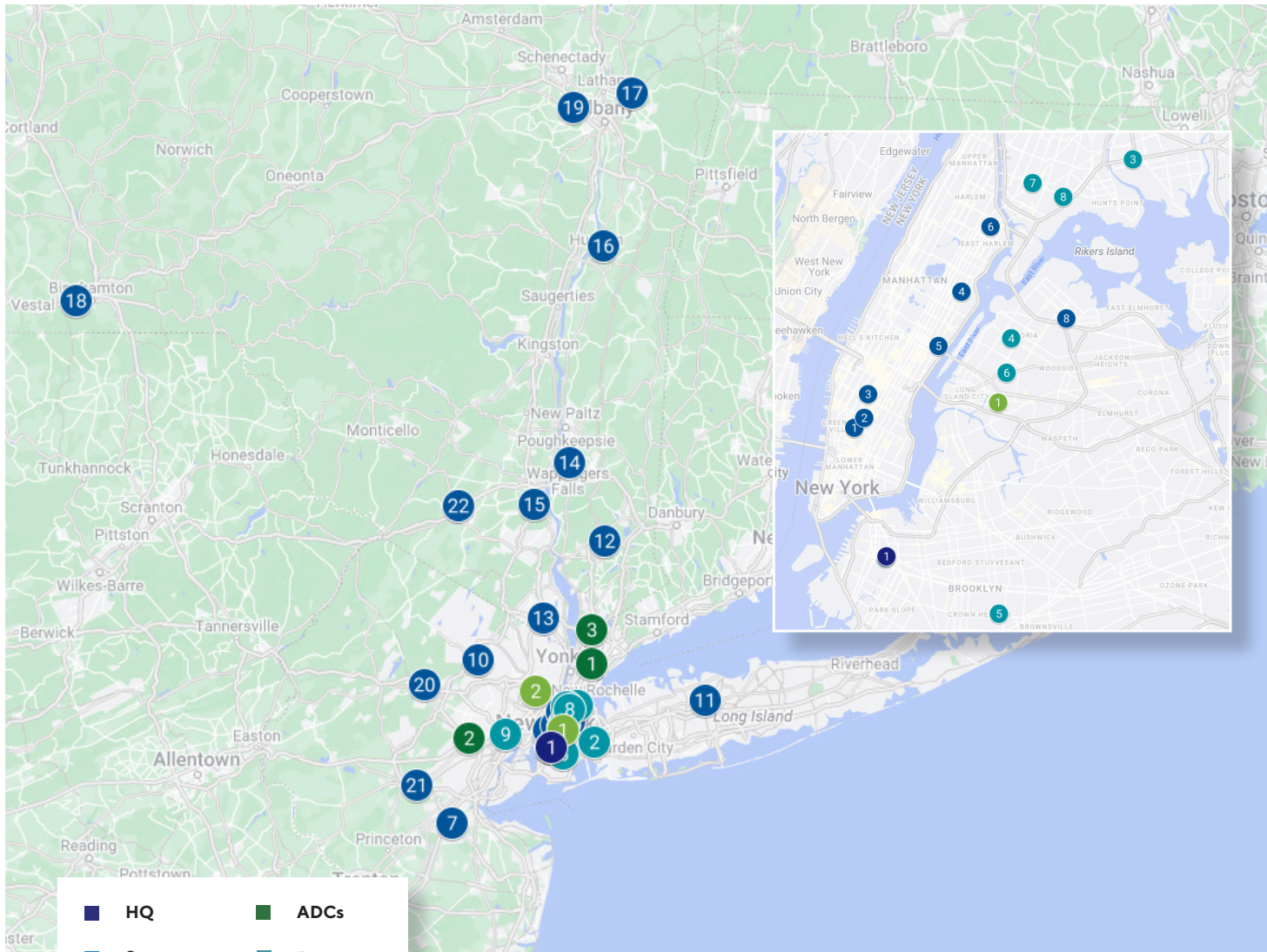




OVERVIEW



OUR LOCATIONS



Program Locations:

1. 25 Elm Place, Brooklyn NY 11201 (HQ)
2. 90-25 161st St, Jamaica, NY 11432
3. 1620 Bruckner Blvd, Bronx, NY 10473
4. 25-09 Broadway, Queens, NY 11106
5. 261 Schenectady Ave, Brooklyn, NY 11213
6. 33-24, Northern Blvd, Queens, NY 11101
7. 384 East 149th St, Bronx, NY 10455
8. 512 Southern Blvd, Bronx, NY 10455
9. 982 Broad St, Newark, NJ 07102

Store Locations:

1. 44 W 8th St, New York, NY 10011
2. 7 W 14th St, New York, NY 10011
3. 103 W 25th St, New York, NY 10001
4. 1704 2nd Ave, New York, NY 10128
5. 1114 1st Ave, New York, NY 10065
6. 2231 3rd Ave, New York, NY 10035
7. 415 NJ-18, East Brunswick, NJ 08816
8. 30 Broadway, Elmwood Park, NJ 07407
9. 258 Livingston St, Brooklyn, NY 11201
10. 561 NJ-23, Pompton Plains, NJ 07444
11. 1900 E Jericho Tpke, Huntington, NY 11743
12. 80 US-6, Baldwin Place, NY 10505
13. 130 W Rte 59, Nanuet, NY 10954
14. 1488 US-9, Wappingers Falls, NY 12590
15. 374 Windsor Hwy, New Windsor, NY 12553
16. 350 Fairview Ave, Hudson, NY 12534
17. 720 Hoosick Rd, Troy, NY 12180
18. 3701 Vestal Pkwy E, Vestal, NY 13850
19. 2025 Western Ave, Guilderland, NY 12203
20. 226 US-46, Rockaway, NJ 07866
21. 509 W Union Ave, Bound Brook, NJ 08805
22. 88 Dunning Rd, Middletown, NY 10940

Outlet Locations:

1. 47-47 Van Dam St, Queens, NY 11101
2. 400 Huyler St, South Hackensack, NJ 07606

ADC Locations:

1. 19 Mill Rd, Eastchester, NY 10709
2. 649 Morris Tpke, Springfield, NJ 07081
3. 258 Saw Mill River Rd, Elmsford, NY 10523

*as of 4/1/2023

OUR PARTNERS

Foundation and Corporate Funders

\$100,000 +

Amazon NYC
BNY Mellon

\$50,000 - \$99,999

Amazon New Jersey
Google, Inc.

\$25,000 - \$49,999

CVS
Synoptek
Tapestry
USAA Charitable Foundation

\$10,000 - \$24,999

Hub International Northeast Limited
Ice Miller LLP
Johnson-Stillman Family Foundation
Kearney, Inc.

\$5,000 - \$9,999

Credit Suisse
Kelley Drye & Warren, LLP
Signature Bankd

\$1,000 - \$4,999

Bank of America
CAP Partners
Didit
Franklin Templeton Investments
Imperial Cleaning
Kauff McGuire & Margolis, LLP
Gordon and Llura Gund Fund of the Princeton
Area Community Foundation
PAU Studio
Pinto

Public Funders

ACCSES-NJ
New Jersey Department of Labor
New Jersey Department of Labor, Division of
Vocational Rehabilitation Services
New Jersey Department of Human Services,
Division of Developmental Disabilities
New Jersey Regional Day School
New York City Department of Health and
Mental Hygiene
New York City Department of Youth and
Community Development
New York City Human Resources
Administration
New York City Department of Education
New York State Department of Labor
New York State Education Department,
Adult and Continuing Education Services -
Vocational Rehabilitation
New York State Industries for the Disabled New
York State Office of Temporary and Disability
Assistance
New York State Office for People with
Developmental Disabilities
New York State Office of Children and Family
Services
New York City Council
New York State Office of Vocational and
Education Services for Individuals with
Disabilities
New York State Office of Mental Health
Orange High School
Roselle High School
United States Department of Labor
United States Social Security Administration

Individual Donors

Kamran Ansari
The Sandra Atlas Bass and Edythe & Sol G.
Atlas Fund
Andrew Baehr
Damodaram Bashyam
David Belkin
Rita S. Brause
Venkat Chary
Andrea Ching
David Coquilllette
Joseph Duffy
Andrew Foote and Blake W. Foote
Richard Goetzl
Jamie and Lenny Goldberg
Henry Gooss
Stacey and Terry Hadash
Douglas Hand
Don Huber
Nick Isa
Faiza Issa
Dalia and Larry Leeds Family Foundation
Jessica Marshall
Jeffrey Oke
Eileen Cooney Oroszlany
Philip Palmgren
Samuel and Edyth J. Pivar Fund
Estate of Ronald E. Rassaert
Rita A. Scaringella
Jonathan Sheppard
Elizabeth Stankard
Byron J. and Linda A. Stigge
Ron Thurston
Bradley Tusk
Deborah Weinswig
Scott Zucker

Help us keep the good going:

Join our list of partners to help support and expand our employment programs.

Learn how, visit:
goodwillnynj.org/donate/financial

For Financial Giving Opportunities:
development@goodwillny.org

For Clothing + Goods Donations:
donations@goodwillny.org

FINANCIAL STATEMENT

Full 990 available at www.goodwillnynj.org

Summarized Financial Position As of June 30, 2022

ASSETS

Cash and Investments	38,747,380
Accounts Receivable and Pledges Receivables	16,995,065
Other Assets	6,607,564
Property and Equipment	7,614,203

TOTAL

69,964,212

LIABILITIES AND NET ASSETS

Payables and Other Liabilities	27,451,888
Net Assets	42,512,324

TOTAL

69,964,212

Summarized Financial Results for the Year Ended June 30, 2022

ORGANIZATIONAL REVENUES

Contributions	1,156,313
Contributions - Donated Goods	38,802,697
Sales of Goods and Contract Services	32,767,802
Fees and Grants from Governments	24,142,475
Other	5,930,024*

TOTAL

102,799,311

ORGANIZATIONAL EXPENSES

Sales of Goods and Contract Services	59,138,383
Rehabilitation and Employment Services	27,011,187
Management & General	12,792,709
Other Supporting Services	183,840
Fundraising	747,269

TOTAL

99,873,388

NET INCOME

2,925,923

* Includes gain from forgiveness of PPP loan, investment, and other non-operating activity.

Board of Directors

OFFICERS

Donald Huber
Board Chair

Douglas Hand
Vice Chair

David C. Coquillette
Secretary

David Belkin
Treasurer

DIRECTORS

Kamran Ansari
Andrew Baehr
Damodaram Bashyam
David Belkin
Katherine Black
David C. Coquillette
Brian Fetherstonhaugh
Carley Graham Garcia
Femi Odunuga
Jeffrey Oke
Sharon O'Sullivan
Jonathan Sheppard
Beth Stankard
Erik Ulin
Deborah Weinswig

Our Mission

Goodwill Industries empowers individuals with disabilities and other barriers to employment to gain independence through the power of work.



25 Elm Place, 3rd Floor
Brooklyn NY 11201
(718) 728-5400

www.goodwillnynj.org

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