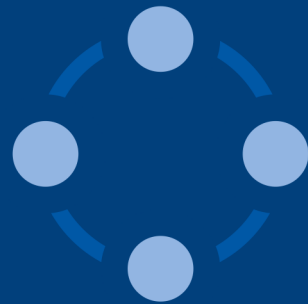




2024



ANNUAL REPORT



Welcome

Dear Friends,

This past year has been one of remarkable progress and momentum for Goodwill NYNJ—thanks to your partnership, support, and belief in our mission.

Together, we empowered more individuals with disabilities and other barriers to employment to access opportunity, thrive in the workforce, and build better lives. In the pages of this report, you'll find highlights of the impact we achieved—through expanded employer partnerships, innovative training programs, thriving retail operations, and an unwavering commitment to inclusion.

Among the accomplishments we're most proud of is the launch of No Talent Left Behind, our bold new five-year strategic plan. This roadmap will guide our work through FY2029 and marks a transformative shift—from helping individuals find jobs to changing the systems that shape opportunity. Grounded in our mission and driven by a clear vision for a more inclusive economy, No Talent Left Behind aligns every part of our organization—our services, partnerships, culture, and retail footprint—to lead the inclusive employment movement across New York and New Jersey.

Over the next five years, we will:

- Forge deep partnerships with employers to champion inclusive hiring practices
- Expand training pipelines in high-demand sectors like healthcare, retail, and technology
- Invest in our retail team, growing internal leadership and supporting career pathways
- Elevate our stores as engines of both mission and revenue, with a renewed focus on sustainability, donor experience, and brand loyalty

Each goal in this plan is grounded in data, shaped by voices across our organization, and fueled by the belief that every person has talent—and a right to contribute.

Thank you for being part of this journey. We're proud to share what we've accomplished this past year and even more excited about what lies ahead.

Sincerely,

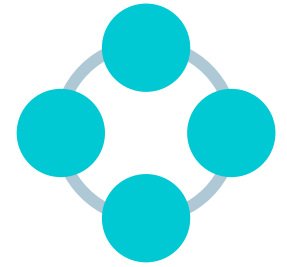


KATY GAUL-STIGGE
President & CEO



DONALD HUBER
Board Chair

About Goodwill NYNJ



Mission

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



Goodwill removes barriers to employment and partners with employers.

Jobs and independence!



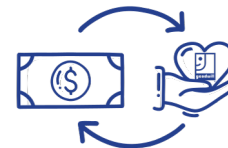
Retail



People donate clothing and goods to Goodwill NYNJ. Reducing waste and reusing.



People shop sustainably and repurpose their newly found items.



Sustainable fashion!

The Goodwill Jobs/Mission Impact

Supported **4,498**
people with disabilities to reach
their goals through training,
employment, and retention
services.

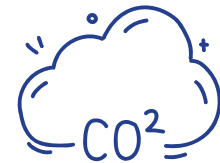


872,913
Individuals donated goods
and clothing to Goodwill
NYNJ last year.

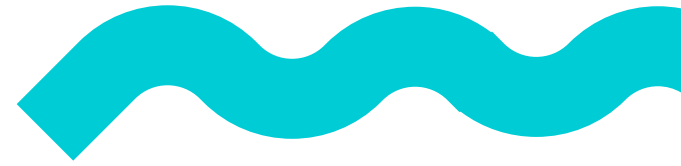


12,704
People received job
training and placement,
on-the-job-coaching,
and retention services.

34,916,520
pounds of pre-loved clothing and household
goods were repurposed and
reused, through our stores
and donation centers.



The Goodwill Sustainable Shop & Donation Impact



Barcoding



Mini Shops

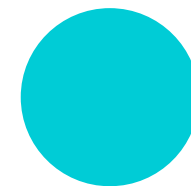


Donation pickups

Goodwill NYNJ revolutionizes its retail operations in New York and Northern New Jersey by introducing barcoding, enhancing the shopping experience with streamlined checkout processes. Additionally, the innovative Mini Shop & Donation Drop concept offers a compact store for both donations and curated shopping, reflecting the organization's sustainability and community engagement commitments. Collaborating with Resupply simplifies the donation process, allowing convenient pick-ups, furthering Goodwill NYNJ's dedication to community engagement and sustainability.

Promoting Inclusive Workplaces:

National Disability Employment Awareness Month



Each October, Goodwill NYNJ joins the nation in celebrating National Disability Employment Awareness Month (NDEAM)—a time to spotlight the talent, dedication, and potential of workers with disabilities and the employers who make inclusive hiring a priority.

At our 2024 NDEAM breakfast, we honored four outstanding employer partners who exemplify what it means to build a workforce where no talent is left behind:



Burlington

With the leadership of General Manager Marsha McDonald, Burlington has embraced inclusive hiring and created a supportive environment where employees like Betty Mendoza and Elias Muller thrive. Burlington's partnership is a model of consistency and care.

ACS / Childcare Operations

Led by a dedicated team including Tanarsha Rankins, Julie Wurzel, Monica Bushell, and Vinelle Richmond, ACS continues to open doors for individuals with disabilities across its childcare sites. Their commitment to inclusion helps strengthen the city's early childhood system while advancing equity in employment.

Queens County Farm

At the oldest continually farmed site in New York State, inclusion is growing alongside the vegetables. Under the guidance of Emily Gross, Queens County Farm has welcomed Goodwill participants like Jesse Gauman, offering hands-on work that connects people to nature, purpose, and community.

American Museum of Natural History

One of the city's most iconic institutions, the Museum of Natural History has demonstrated a deep and lasting commitment to inclusive employment. Thanks to the leadership of Karen Newitts and Lauren McClain, participants like Jaeden Granger are not just employees—they're part of a legacy of learning and public service.

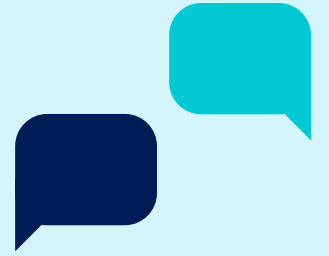
The Goodwill Evening of Treasures 2024

On May 2, we gathered at 10 Hudson Yards to celebrate the 2024 Goodwill Evening of Treasures, a night full of style, purpose, and community. Hosted by the incredible June Ambrose, the event brought together fashion and impact through a runway show and panel featuring upcycled looks from designers Busayo Olupona, Jack Carlson (Rowing Blazers), Chris Echevarria (Blackstock & Weber), Zero Waste Daniel, and Bibhu Mohapatra. Each designer transformed donated pieces from Goodwill stores into stunning one-of-a-kind creations, all auctioned to support Goodwill NYNJ's mission.

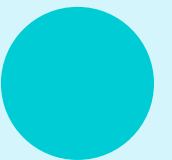
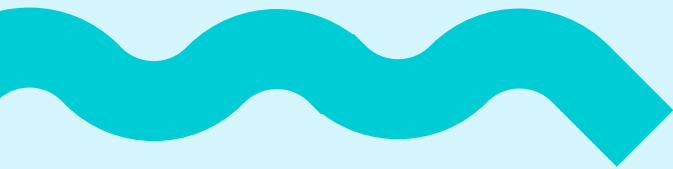
We also honored champions of our work: David Coquillette received the Visionary Leadership Award for 20 years of dedicated service on our Board, and Google accepted the Corporate Leadership Award, with Tequila Lamar on hand to celebrate their support, especially programs like Bridge to Tech that help open doors to digital careers.

Together, we celebrated what's possible when sustainability meets opportunity. In 2023 alone, Goodwill NYNJ kept over 37 million pounds of clothing and goods out of landfills. This evening was a reminder of the power of second chances, whether it's a garment or an employment opportunity.





Impact Stories

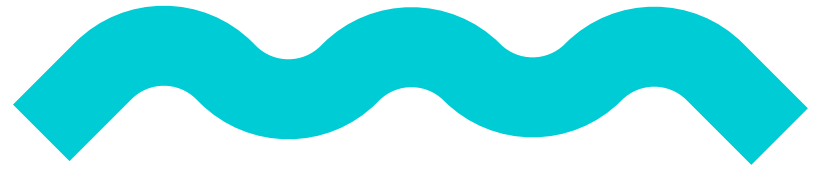


Impact

Stories

Akiote's Success Story

From No Path to New Possibilities



For six years after high school, Akiote stayed home, believing—like his parents—that work just wasn't in the cards for him. A student with an IEP in an under-resourced district, he had been passed from grade to grade without being prepared for life after graduation. Like many young men of color with disabilities, he faced a future with few options.

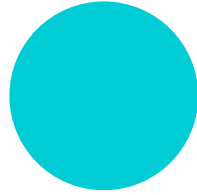
That changed when his mother met Goodwill at a local fair.

At Goodwill NYNJ, we believe if you can work, you should work. With support from New Jersey's Division of Vocational Rehabilitation Services (DVRS), we got to know Akiote—his strengths, interests, and potential. We connected him with community-based work evaluations, and soon after, helped him land a job at a grocery store.

Today, Akiote is earning a paycheck, building friendships, and seeing a future for himself.

Thanks to DVRS funding, we support youth like Akiote across New Jersey—meeting them in high school, bringing them into the community, and standing by their side once they're employed. These services benefit young people, employers, and the state as a whole.

Citiview Clubhouse Members Visit Morgan Stanley for Career-Building Workshop



Members of Goodwill's Citiview Clubhouse had a meaningful and engaging visit to Morgan Stanley this week. As part of our ongoing efforts to provide career development opportunities for individuals living with mental illness, this visit offered members the chance to participate in one-on-one resume reviews and mock interviews with Morgan Stanley volunteers.

The experience not only allowed Citiview Clubhouse members to build practical job-readiness skills in a professional environment, but also gave Morgan Stanley volunteers the opportunity to learn more about the Clubhouse model—a supportive community that empowers individuals with mental illness to pursue their personal and professional goals while maintaining wellness and stability.

We're incredibly grateful to Goodwill NYNJ Board member Atul Dalmia for his leadership in organizing this opportunity, and to the entire Morgan Stanley team for their generosity, engagement, and commitment to inclusive workforce development. It was a day filled with learning, connection, and a shared commitment to equity and empowerment.

Our Partners

Foundation and Corporate Funders

\$100,000 +
Eureka Foundation
BNY Mellon
Google, Inc.
The Pinkerton Foundation

\$50,000 - \$99,999
Amazon New York

\$25,000 - \$49,999
Mastercard
Synoptek

\$10,000 - \$24,999
Credit Suisse
Hub International Northeast Limited

\$5,000 - \$9,999
Anonymous
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The Hyde and Watson Foundation
Marsh & McLennan Agency
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\$1,000 - \$4,999
ADP
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Beacon Consulting Partners, LLC
Berkadia Proprietary Holding LLC
BNY Mellon Trust of Delaware
CAP Partners
Cigna
Didit
Ghost
Imperial Cleaning
Kelley Drye & Warren, LLP
Pinto
Ryder
Takeda Pharmaceuticals

Public Funders

ACCSES-VR 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 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 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 United States Department of Labor United States Social Security Administration Newark Board of Education Passaic High School Roselle High school Orange High School

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Herbert Waddell
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Paul and Margy Whyte
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

Our Locations - JOIN US!

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. 1767 Park Ave 5th FL, New York, NY 10035
10. 413 East 120th Street 5th FL New York, NY 10035
11. 45-02 Ditmars Blvd, Queens NY, 11105
12. 982 Broad St. Newark, NJ 07102

Store Locations:

1. 7 W 14th St, New York, NY 10011
2. 103 W 25th St, New York, NY 10001
3. 1704 2nd Ave, New York, NY 10128 1114
4. 1st Ave, New York, NY 10065 415 NJ-18,
5. East Brunswick, NJ 08816 258 Livingston
6. St, Brooklyn, NY 11201 561 NJ-23,
7. Pompton Plains, NJ 07444 1900 E
8. Jericho Tpke, Huntington, NY 11743
9. 136 W Rte 59, Nanuet, NY 10954
10. 1488 US-9, Wappingers Falls, NY 12590
11. 374 Windsor Hwy, New Windsor, NY 12553
12. 350 Fairview Ave, Hudson, NY 12534
13. 720 Hoosick Rd, Troy, NY 12180
14. 3701 Vestal Pkwy E, Vestal, NY 13850
15. 2025 Western Ave, Guilderland, NY 12203
16. 226 US-46, Rockaway, NJ 07866
17. 509 W Union Ave, Bound Brook, NJ 08805
18. 88 Dunning Rd, Middletown, NY 10940
19. 80 Route 6, Baldwin Place, NY 10505
20. 30 Broadway, Elmwood Park, NJ 07407
21. 130 West Route 59, Nanuet, NY 10954

Outlet Locations:

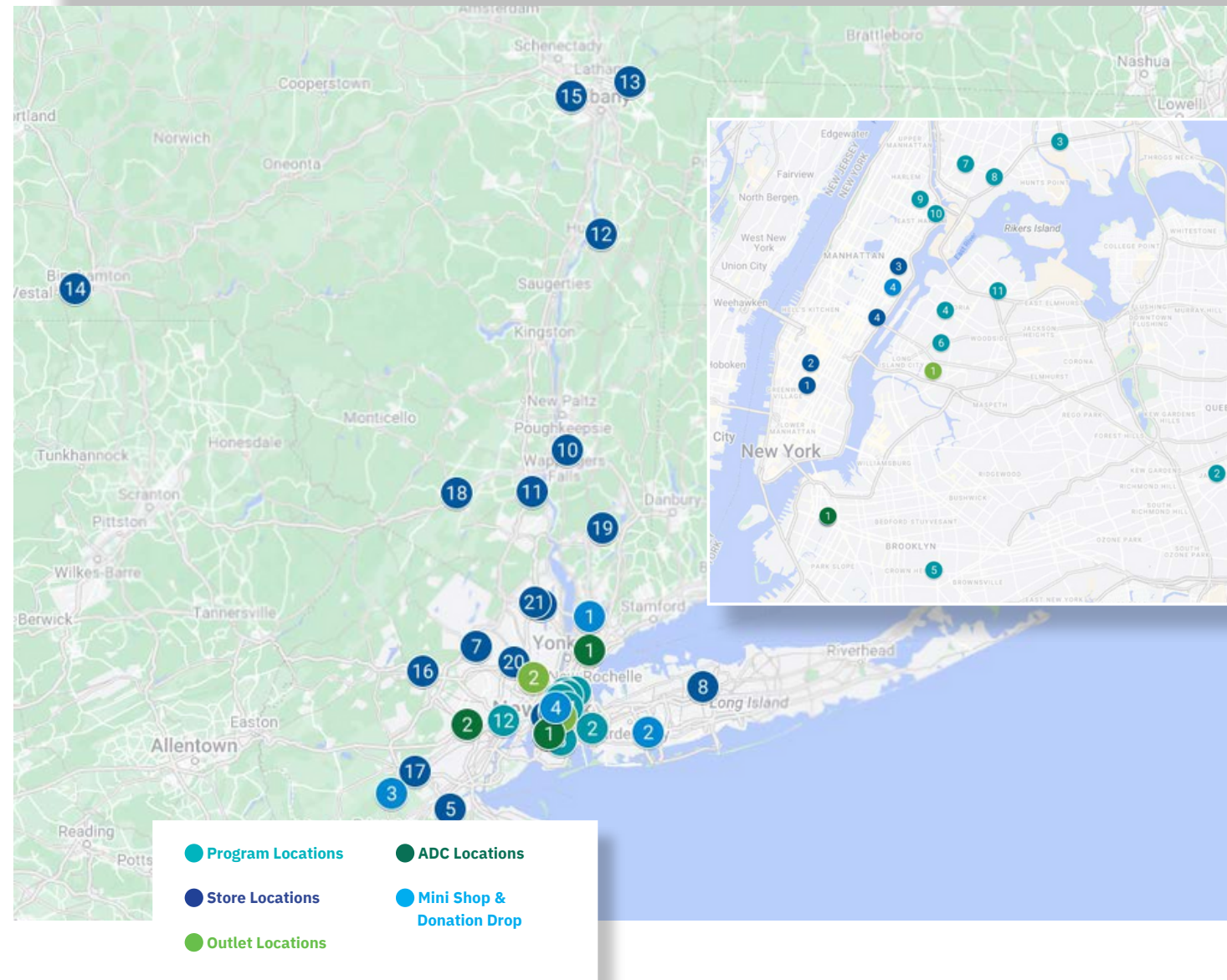
1. 47-47 Van Dam St, Queens, NY 11101
2. 400 Huyler St, South Hackensack, NJ 07606

ADC Locations:

1. 19 Mill Rd. Eastchester, NY 10709
2. 649 Morris Tpke, Springfield, NJ 07081

Mini Shop & Donation Drop:

1. 258 Saw Mill River Rd, Elmsford, NY 10523
2. 1163 Merrick Ave, North Merrick, NY 11566
3. 649 US-206, Hillsborough Township, NJ 08844
4. 1496-1498 1st Ave, New York, NY 10075



Financial Statement

Summarized Financial Position As of June 30, 2024

ASSETS

Cash and Investments - **\$39,432,844**

Accounts Receivable and Pledges Receivables - **\$19,854,195**

Other Assets - **\$66,452,575**

Property and Equipment - **\$9,300,557**

TOTAL - \$135,040,171

LIABILITIES AND NET ASSETS

Payables and Other Liabilities - **\$90,205,053**

Net Assets - **\$44,835,118**

TOTAL - \$135,040,171

Summarized Financial Results for the Year Ended June 30, 2023

ORGANIZATIONAL REVENUES

Contributions - **\$1,045,326**

Contributions - Donated Goods - **\$38,134,579**

Sales of Goods and Contract Services - **\$35,870,179**

Fees and Grants from Governments - **\$25,655,156**

Other - **\$8,254,075**

TOTAL - \$108,959,315

ORGANIZATIONAL EXPENSES

Sales of Goods and Contract Services - **\$64,533,409**

Rehabilitation and Employment Services - **\$29,870,243**

Management and General - **\$13,500,315**

Fundraising - **\$735,900**

TOTAL - \$108,639,867

NET INCOME - \$319,448

