

THE GOODWILL GAZETTE

JANUARY 2023

Letter from Mr. Shelfer, President & CEO, Goodwill Industries - Big Bend



Fred G. Shelfer, Jr. CEO

We have closed out 2022 and moved into the new year with expectations to advance our organization in several directions. First, to keep the momentum in retail through efficiencies in operations, improvements in training, and some modifications in equipment. Second, we hope to greatly increase the number and type of people served through new programs and course offerings. Great ideas are being offered and may become opportunities this year that we can take advantage of.

In March we will elect a new chairman of our board of directors. Our current chairperson, Mary Wellington, has done a great job of leading us the last two years. Building on her success we will expect our new officers to advance our ability to reach more people in

our territory with training and job opportunities.

The task of meeting our own expectations is great enough but there are also external pressures to deal with. Minimum wage increases along with inflation require that we must continue to evolve in our stores and with mission services. We have been up to the task so far and I expect us to continue because of the excellent group of store managers supported by dedicated staff and executives. With hard work the best is yet to come. Thanks to everyone!

Sincerely,
Fred G. Shelfer, Jr.
CEO

SAFETY New Year's Resolution



Here is a suggestion for a simple New Year's Resolution to add to your list for 2023. Anyone can do it, it doesn't cost much, and the benefits are immeasurable.

Instead of saying "I'm going to drop 10 pounds."

Or, "I'm going to exercise.", why not say "I'm going to work on my Immune System." Here are the basic steps for boosting your immune system. And while you are getting healthier, you might even get the benefit of a few less pounds, or a few less days of being sick or just plain tired.

- Lower your stress level by doing something for YOU. Meditate, read, listen to music you enjoy. You are important to family and friends. Take time to reboot daily.

- Get some exercise. No, you don't have to buy a home gym, but a 30-minute walk every day is a great start.
- Go to bed! When you are sleep-deprived, your stress level goes up and this can suppress your immune system.
- Get that health checkup yearly to make sure health problems are addressed in time. It is easier to control health problems that are caught in their early stages.
- Follow all directions on labels. Directions are there for a reason! It doesn't matter if it is medicine or laundry detergent, follow all directions on the label to get the best results.
- Sunshine is good for you. It is a natural way to produce vitamin D, it increases levels of natural antidepressants in the brain, and regulates our sleep patterns.
- Finally, just like mom and dad said, drink plenty of water and eat your fruits and veggies.

DIVERSITY, INCLUSION, BELONGING

DIB stands for Diversity, Inclusion, and Belonging. We created the DIB taskforce to provide a safe learning space for our employees and managers to continue to grow. We want to celebrate everyone's differences.

Our next meeting is January 20th, 2022. We meet every other month on the third Friday. We'd love to see you there. Let your manager know today if you're interested in joining. All meetings can be attended virtually. Our goal for 2023 is to increase participants, provide training, and educate everyone in the process.

Mission Statement

"Everyone belongs here. We are a community of people from many cultures and backgrounds collaborating to create an inclusive environment to support learning for all. Diversity broadens our perspective and leads to creativity. Diversity, inclusion and belonging are at the heart of our values and play an important part in our company's success. We strive to remove any barriers to learning and we encourage opportunities for sharing open and honest communication. We are actively seeking ways to increase diversity in our community while making sure that all are supported and heard."

2022 DIB Survey Result

If I have barriers or disabilities, my workplace is a safe place for me to share and receive support.



This DIB survey result is from the DIB Survey that took place in March of 2022. We had about 18% participation. This survey will be held annually, and we look forward to increasing the percentage of everyone's responses in 2023.

Diversity is having a seat at the table, **inclusion** is having a voice, and **belonging** is having that voice be heard. *-Liz Fosslien*

Employee Shout-Outs



Picture of Shirley Learn, Program Director for Ignite 2.0 Reentry program at Goodwill. Shirley presented in lunch speed rounds at Leadership Tallahassee 40's Justice Program Day. Amazing job Shirley!



A quick highlight of one of our customers, the picture shown is of JJ one of our many regular customers. He is holding a stack of Goodwill receipts for this year so far. These receipts total over \$19,000 and he still has the rest of this month. He comes in almost every day at least twice. Thank you to all members of our staff for making our customers like JJ smile!

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We would like to shout out one of our bright young stars McKenna who is one of the youngest employees here at Goodwill. McKenna is one of the counselors at Camp Crosspoint where she was able to lead a group of young kids on their path of faith. Continue to be a superstar McKenna all of Goodwill is rooting for you!



Extra extra read all about it! John Medlock our safety specialist for the east side of Goodwill Big Ben Inc. is welcoming a new grandson. He has already been blessed with 14 grandchildren but this will be the second boy. Congratulations John we look forward to seeing pictures of his entrance to the world!

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Merry Christmas and Happy New Year, from the Crestview Transportation Department. These gentlemen make sure that Goodwill keeps moving!



The Crawfordville team also wanted to wish everyone happy holidays as we head into the new year. The Christmas goodies look amazing team!

On behalf of all of Goodwill Industries - Big Bend, we would like to shout out payroll for getting paychecks out before Christmas! It was a lot of hard work but thank you to everyone involved in making this happen right before the holidays.

Let's Talk

We have received many Let's Talk cards and suggestions and thank you for this valuable input. Some ideas include installing an awning at the Valparaiso donation door; putting snack machines in some of the stores; and music selection changes. All of these suggestions have been submitted to the Executive team for review. Also, some training requests were placed in the boxes. Please give those type of documents to your supervisor.

Support and guidance is just a phone call away.

You have unlimited access to consult with a professional counselor via telephone. Face-to-face counseling sessions are available, if needed. Up to 3 sessions are free of charge as part of WorkLifeMatters. When you call 1-800-386-7055, the counselor will arrange a session with a professional who is part of the IBH network of providers.



For legal and financial topics, you can receive a free initial 30 minute office or telephone consultation with an attorney or seasoned financial professional and certified public accountant (CPA). Local referrals are available for more complex legal or financial planning issues for a fee.

A variety of training resources—webinars, video and PowerPoint presentations—are also available to help you manage your quality of life.

Connect to a counselor for free support services:
1-800-386-7055
Available 24 hours a day, 7 days a week

Visit www.ibhworklife.com
(User name: Matters Password:wlm70101)

WorkLife MattersSM Program services are provided by Integrated Behavioral Health, Inc., and its contractors. Guardian does not provide any part of WorkLife MattersSM Program services. Guardian is not responsible or liable for care or advice given by any provider or resource under the program. This information is for illustrative purposes only. It is not a contract. Only the Administration Agreement can provide the actual terms, services, limitations and exclusions. Guardian and IBH reserve the right to discontinue the WorkLife MattersSM Program at any time without notice.

Tear off & save this convenient card for WorkLife Matters



WorkLife Matters

1-800-386-7055

www.ibhworklife.com

User Name: Matters
 Password: wlm70101

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WorkLifeMattersSM

Your Confidential Employee Assistance Program

Balancing your work and home life is not always easy. With WorkLifeMatters, your confidential employee assistance program, you don't have to face life's challenges alone. WorkLifeMatters provides support and guidance for matters that range from personal issues you might be facing to providing information on every day topics that affect your life. This program is made available by your employer through The Guardian Life Insurance Company of America and Integrated Behavioral Health.

WorkLifeMatters can offer support with:

Education

- Admissions testing & procedures
- Adult-re-entry programs
- College planning
- Financial aid resources

Dependent Care & Care Giving

- Adoption Assistance
- Before/after school programs
- Day care & Elder care
- In-home services
- Parenting support
- Senior housing options
- Special needs care

Legal & Financial

- Basic tax planning
- Credit & Debt
- Immigration
- Legal Forms
- Personal legal
- Retirement planning
- Will making

Lifestyle & Fitness Management

- Anxiety & depression
- Divorce & separation
- Drugs & alcohol
- Grief & loss
- Health & well-being
- Pet care
- Relationship issues

Working Smarter

- Balancing work and home life
- Career development
- Effective managing
- Relocation
- Training development
- Workplace diversity

CARE CORNER

2023 Financial Tips

As we welcome in 2023, we here at Goodwill Industries - Big Bend would like to wish all of you a happy new year! This year brings an incredible amount of opportunity, hope, and joy. However, even in the most wonderful of years it is always important to be aware of what is on the horizon and 2023 is no different. The uncertainty facing our world in 2023 make it even more important to go over a few financial tips to get you prepared for whatever could possibly happen. Here are 8 tips that can positively impact your financial goals heading into the new year.

1. Evaluate your current financial situation

To know where you want to be you first have to know where you are. Take a step back and look at where you are right now and create and write down goals for the next year, 5 years, and 10 years.

2. Create or update your monthly budget

A budget is the foundation of creating a plan to cause positive change in your life. As you go through the year update your budget to make sure it makes sense for where your life is.

3. Focus on debt and credit

Pay off current debt responsibly and work on building your credit. Paying even a little more than the minimum can make a world of difference.

4. Grow your emergency fund

Really take a second and try to analyze what your emergency fund should look like. Even if this fund starts small, try to build it out over time to make sure if an emergency happens you are okay.

5. Save Save Save!

2023 is not the year of spending according to many financial experts so try to be as conscious of your spending as you can and save instead of spend.

6. Prepare your annual taxes

Tax season will be here before you know it so make sure you are good to go. Gather any documents you may need to make sure that this gets done in a timely matter.

7. Guard what's most important

Consider establishing alerts to monitor your finances, online mentions, and overall tighten privacy settings to make sure you are guarded against fraud. Insurance also offers you many different ways to protect not only yourself but your family and property.

8. Prioritize your well being

The past several years have been stressful so make sure that you are not only taking care of your finances but taking care of your physical, emotional, and mental well-being. All of this plays an important part in your outlook for 2023.

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Jamal Aburayyan
Charlene Reyes
Jakala Spurlock
Betty Larsh
Eldine Dorvil
Edward Dutton
Marion White
Debbie Lathan
Charles Dotson
Shirley Learn
Roxie McQuaig
Ernest Cyphert
Charlene Moore
Alana Parker
Issa Berrou
Laquita Gennie
Alvis Taylor
Miranda Pumphrey

1 Mary Page
2 Analy Trejo
3 Zydre Palukaityte
3 Ana Barahona
3 Tonya Harmon
3 Catherine Tarrant
4 Alicia Larrier-Williams
5 Chandler Mason
5 Darius Stallworth
5 Tammy Berry
5 Anne Tirrell
6 Millena Hebert
7 Kayleigh White
7 Trenton Kenon
7 Sabrina Jordan
7 Quiana Frazier
9 Jayme Williams
9 Merlita Rancourt

9 Havyn Smith
10 Peyton Cannon
11 Shanti Orsini
11 Rayshia Albury
12 Gretta Easterling
12 Stacy Young
12 Bradley Wondergem
12 Kelsey Cowin
13 Kathryn Kelley
14 Michael Mettler
14 Gregory Byrd
14 Latrel Bolden
15 Mikki Pulse
15 Wanda Miller
15 John Medlock
16 Clay Adams
16 Kevin Lee
16 Alexis Belcher

16 Nyurka Rivera Claudio
17 Sherrykay Malcolm
18 Melinda Robinson
18 Lucas Long
18 Vicki Beaumont
19 Elise Johnstone
19 Ruben Uribe
20 Cekhilah Fitchett
20 Sheila Goodson
20 Stephen Dodson
21 Amanda Wagner
21 Maria Perez Lapoyeu
22 Taris Kennedy
23 Michael Williams
24 Malik Shaw
24 Crystal Chadwell
24 Treshawn Fullmore
24 Bruno Sperduti

25 Tamara Nugent Porter 31
25 Amanda Beaman 31
26 Carson Matheu 31



Amari Wanzer
Rose Watkins
Charles Batchelor
Jamila Hunter
Michael Webb
Braylon Thomas
Destinie Vencil
Jessica Leger
Carlo Medina
Giorgie Maroulis
Romilda Loli
Charles Willie

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Marynell Grace
Shirley Learn
Tina Venable
Yanelis Roman
Jane Duross
Benjamin Watson
Toby Jordan
Candace Cosby
Aaron Mayer
Susan Morgan
Mark Walters
Rodrigue Bissainthe

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Dara Lane
Tony Lee
Benjamin Durrance
Kayce Griffith
William Rodrigue
Charles Turner
Tanya Gavin
Daniel Lawson
Paul Mcauliffe
Melinda Robinson

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