

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



Fred G. Shelfer, Jr. CEO

Believe it or not, we are entering the last quarter of the year, which brings about a number of year-end activities, such as developing next year's budget, the board of directors' annual retreat, the golf tournament, and the adoption of our three-year strategic plan. Hopefully, the budget will be completed by November, the board's retreat will be in Panama City on September 21 and 22, the golf tournament will be on October 16, and the strategic plan is in process.

The strategic plan defines what we believe in, our purpose, and how we intend to accomplish our goals as defined. We don't always talk about these things, but they are so important and add meaning to everything we do. To define our basic beliefs, we have started with four pillars that support who we are and what we do:

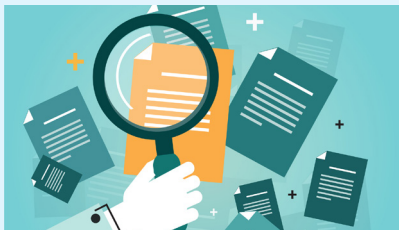
1. Positive community impact: Empower individuals to build stronger communities.
2. Social Enterprise: Sustainably balance revenue and impact.
3. Team Goodwill: Provide an environment sensitive to the needs of team members where they can thrive.
4. Continuous Improvement: Pursue growth, innovation, and effectiveness.

I think these pillars mean that we are here for and part of the communities that we serve; that we are both a business and a charity; that we value our workers; and that our job every day is to improve.

Let's finish the year strong with purpose. Thanks.

Sincerely,
Fred G. Shelfer, Jr.
CEO

SAFETY What is it? Where is it?



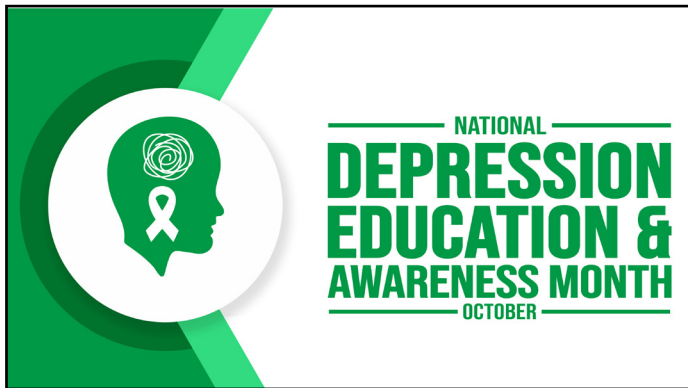
Whether you have been here a few weeks or a few years, it is always helpful to know where to find needed information! You may have a question about a policy or procedure, need to update your address or phone number, or you

might need your paystubs to get a loan. Go in and look around, all of this information is available to **you** on your Ascentis Home Page or My Self Page.

Here is a short list to get you started.

Home Page	My Self
Standard Operating Procedures	Personal Information
Employee Referrals	My Paycheck
Internal Application	Company Resources

DIVERSITY, INCLUSION, AND BELONGING

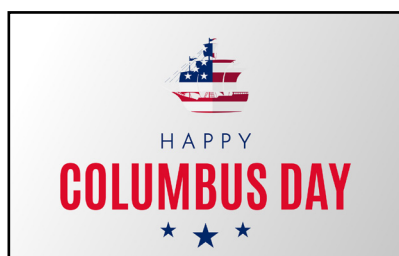


October is recognized as Depression Education and Awareness Month in the United States. The purpose of this month is to increase understanding, decrease stereotypes, and help educate on how depression and other mental health issues impact people. During this month, it's important to reach out to friends, family, and those in your community, share your story, and educate yourself about common symptoms and effects of depression. For more help and resources, visit <https://nationaltoday.com/national-depression-education-and-awareness-month/>



Cybersecurity Awareness Month is observed in October every year. It is a month dedicated to raising awareness about the importance of cybersecurity and to provide resources to help people stay safe online. The Cybersecurity and Infrastructure Security Agency (CISA) and the National Cybersecurity Alliance (NCA) partner to ensure that all American people stay safe online. This year, CISA is launching a new awareness program that will encourage four simple steps every American can take to stay safe online: <https://www.cisa.gov/cybersecurity-awareness-month>

Columbus Day commemorates Christopher Columbus's arrival in the Americas in 1492. It is celebrated with parades, historical reenactments, and educational activities, but its observance has become controversial due to the negative impact on indigenous populations. Some states have replaced Columbus Day with Indigenous Peoples' Day to honor Native American cultures and their contributions. To learn more about Columbus Day, visit <https://www.history.com/topics/holidays/columbus-day>



(Second Monday in October)

Navy Day honors the United States Navy and its contributions to national security. It commemorates the birthday of President Theodore Roosevelt, a naval enthusiast. Activities include naval demonstrations, parades, and ceremonies to showcase the Navy's capabilities. To learn how you can support our navy, visit <https://afd.defense.gov/History/Navy-Day/>



October 27th, 2023



Halloween is a festive holiday known for costumes, decorations, and trick-or-treating. It originated from ancient Celtic festivals, marking the end of harvest season and the beginning of winter. People dress up in costumes, attend parties, and children go door-to-door to collect candies. Find out more about the history of Halloween at <https://www.history.com/topics/halloween/history-of-halloween>

Shout-Outs

Our Honesty Incentive

We would like to thank the following individuals for showing the upmost integrity by turning in money that was found at their location. This display of integrity does not go unrecognized and we here at Goodwill would like to thank you for portraying the values we hold most dear at Goodwill.

Rosa Martinez in Santa Rosa

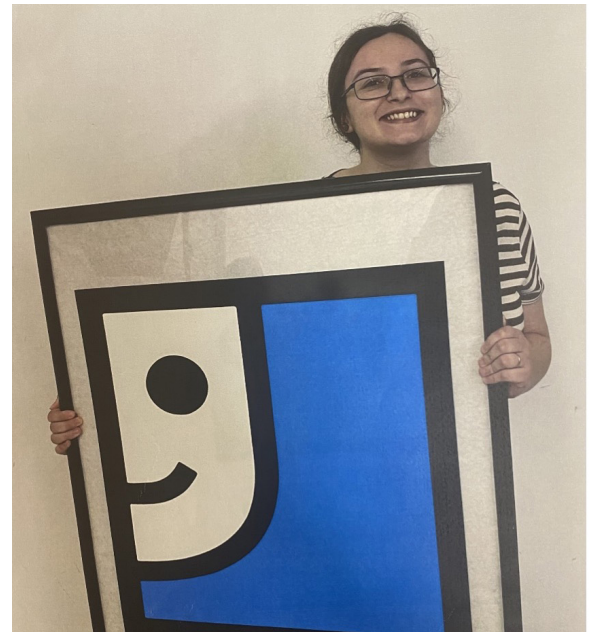
Latasha Gaines in Crestview



Kathleen Farmer

From Candice Worlds: Kathleen Farmer has proudly taken on her duties as a Safety Captain for Crestview Central Processing in May 2023. Upon my first initial visit in June 2023, Kathleen has been very inquisitive and gives 110%. Assisting her direct supervisor in ordering supplies for her location such as the eye wash station and first-aid. Kathleen has also joined in first hand with a very frightening accident/incident this summer and writing near-miss information.

Kathleen had exuberated optimism and eagerness to follow all standard operating procedures. She is a wonderful addition to the Safety Department. Thank you, Kathleen.



Belle O'Connor

From Donna Jernigan: This is Belle O'Connor, she is our E-commerce Amazon manager. I'd like to give her a BIG shout out for all her hard work and research she has done on the backside of our Amazon listings. Belle dug into our accounts and was able to save us quite a bit of money. Thank you, Belle, and keep up the good work.



Zola Campbell

From Lisa Gartner: My Assistant Zola Campbell was helping a guest this morning and when he was at the register she asked him if he would care to round up for TLP. She enthusiastically started to explain where the money went and how it benefited the kiddos. He rounded up to \$22.00 and walked out. A few minutes later he walked up and said please give the kids this, it was a \$100.00. Zola thanked him with a huge smile. He said no thank you and Goodwill!

**Winner of the Safety Slogan contest:
Bainbridge Store: Avoid the Worst - Put Safety First!!!!**

From Shannon Harper: The lady of many hats, Lisa Land...



Success Story: Star

Moving from Quincy to Tallahassee at age 18, Star looked for independence. In 2001, he started at Goodwill as a cashier. He was later promoted to keyholder, before deciding to stay as a donation attendant because he enjoys greeting donors and hearing their stories. Star says that “you never know what someone’s going through, so you should treat everyone with respect, compassion, and kindness.”

Another important value to Star is education. Beginning his college studies at Tallahassee Community College, he earned an Associate of Arts degree before transferring to Florida State University in 2008 to pursue his Bachelor’s degree in Humanities with a concentration in human rights, history, and communications. While studying at FSU, Star continued to work at Goodwill. Here, he was offered an on-campus job by a donor that worked at FSU, where he met even more inspiring individuals.

Now, even with his beloved mother facing the challenges of diabetes and cancer, Star’s message is to always keep moving forward, and to never stop.

Thank you, Star, for sharing your story with us.



Care Corner: Mental Health Tips for Depression

October is Depression Education and Awareness Month in the United States. It's a time to raise awareness about depression and other mental health issues. Here are some tips to help you take care of your mental health:

1. **Stay connected:** Social support is important for good mental health. Stay connected with friends and family, join a support group, or volunteer in your community.
2. **Take care of your body:** Eating healthy, getting enough sleep, and exercising regularly can help improve your mood and reduce stress levels.
3. **Practice mindfulness:** Mindfulness is a technique that involves focusing on the present moment and accepting it without judgment. It can help reduce stress and improve overall well-being.
4. **Seek professional help:** If you're struggling with mental health issues, don't hesitate to seek professional help. A mental health professional

can provide you with the support and resources you need to manage your symptoms.

5. **Educate yourself:** One of the best ways you can help yourself (and those around you) is to learn about common symptoms and effects of depression. The more you know, the better you can recognize when someone may need your love and support.

Remember that taking care of your mental health is just as important as taking care of your physical health. If you're struggling with mental health issues, know that you're not alone and that there are resources available to help you.

1. <https://americanbehavioralclinics.com/national-depression-and-mental-health-screening-month/>
2. <https://www.samhsa.gov/find-help/national-helpline>

Book Review At Your Best: How to Get Time, Energy, and Priorities Working in Your Favor

In *At Your Best: How to Get Time, Energy, and Priorities Working in Your Favor*, author Carey Nieuwhof offers advice to help you manage your time better, have more energy, and figure out what's most important. This book discusses how to stop feeling so busy and tired and shares ideas to make your life easier and happier.

Highlights

Be Better at Using Your Time. Nieuwhof gives tips for reducing stress and burnout by doing similar tasks together, avoiding distractions, and finding the times when you work the best to help you get more done without feeling overwhelmed.

Get More Energy. Instead of just talking about managing time, Nieuwhof talks about managing your energy, which is like fuel for your body and mind. He talks about exercising, staying calm, and having good relationships to feel more awake and less tired. It's like learning how to recharge your batteries.

Focus on What's Important. This book helps readers determine what matters and how to make those things a bigger part of their lives. He talks about how to say "no" to things that aren't that important and how to make choices that make you happy.

The Final Word

At Your Best is like a toolbox full of great ideas for anyone who wants more control over their busy life. Carey Nieuwhof writes in a way that's easy to understand, and you'll learn how to deal with being busy and tired in a much better way. If you want to stop feeling overwhelmed and enjoy life more, this book is an excellent choice.

WORD SEARCH

CAN YOU FIND ALL OF THE HALLOWEEN WORDS IN THE WEB WITHOUT GETTING "STUCK"?

B O N E S D J K
 X A X V S T X W I T C H
 Y B D N F X S Z S C A R Y H
 X S Y W T Y S P O O K Y E S G M
 Z J P C D D E C O R A T I O N S J F
 O M U J A C K O L A N T E R N K S P
 X M O C B S P I D E R W E B M A S K Y H
 S B N B O O R W E R E W O L F V B W D G
 I I S I H A U N T E D H O U S E R B O H
 Z E T S O F G R A V E Z T N L S O L M O
 P F E S S C A R E C R O W C O H O A A S
 V P R S K M U M M Y U N B A T D M C K T
 E P K W W T R I C K O R T R E A T K E J
 I H O C T O B E R H O P V E C F Y C U K
 C A N D Y E H A L L O W E E N B A P
 U S K E L E T O N F N H M D R X T U
 W V A M P I R E W G X A Z H E J
 W W C O F F I N S W F G Y L
 X S M Z C O S T U M E J
 P A P S K U L L

BAT
 BLACK CAT
 BONES
 BOO
 BROOM
 CANDY
 COFFIN
 COSTUME
 DECORATIONS
 GHOST
 GRAVE
 HALLOWEEN
 HAUNTED HOUSE
 JACK O LANTERN
 MAKE UP

MASK
 MONSTER
 MUMMY
 OCTOBER
 SCARECROW
 SCARY
 SKELETON
 SKULL
 SPIDERWEB
 SPOOKY
 TRICK OR TREAT
 VAMPIRE
 WEREWOLF
 WITCH
 ZOMBIE



THE GOODWILL GAZETTE

OCTOBER 2023



Sarah Zeigler	1 Andrena Curtis	8 Shannon Harper	18 Tony Lee	21 Meryline Reynolds	25
Lena Hall	1 Margarita Castellanos	8 Elizabeth Watson	18 Mia Samuel	21 Willene Sanders	26
Spring Kimbro	2 de Gonzalez	Breana Horne	18 Amber Morris	21 Suzanne Bonham	26
Jessica Grant	2 Christian Funk	9 Zuena Kyungu	18 Sandra Fabacher	21 Sherrie Davison	27
Rosa Martinez	3 Tanthalas Powell	9 Chelsea Williams	18 Shenica Gilbert	21 Elena Maxon	27
Christina Gonzalez	3 Christopher Hayes	10 Ursula Williams	18 Jennifer Parrott	22 Scott McCarty	27
Gabriel Rico-Aldaz	4 Shavanda Johnson	10 Joshua Hull	19 Roderick Murphy	22 Toby Jordan	28
Rose Watkins	4 Jevontae Brown	11 Terry Griffin	19 Alicia Spears	22 Gloria Sly	28
Hailey Brown	4 Timothy Williams	12 Vivian Hutchins	19 Xander Session	22 Jacob Drennen	28
Samuel Treadway	4 Alexander Olson	12 Tina Wells	19 Destiny Ruggless	22 John Miers	28
Carter Garland	4 Monic Dingao	13 Barbara Pritchard	19 Ralph Trawick	23 Emily Smith	29
William Rodrigue	5 Richard Aldrich	14 Michelle Carpentier	20 Lakiba Williams	23 Desiree Claghorn	31
Chamara Brown	6 Jeffrey Whitehurst	15 Maria Coronado	20 Lawrence Deshields	24 Zachary Roeder	31
Hailey Mickel	6 Anthony Krakker	16 Alexandria Knapp	20 Clifford Wallace	24 Brianna Wells	31
Tyrice Owens	6 Tanganyika Lauderdale	17 Jennifer Beaty	20 Jasmine Williams	24	
Ira Jones	7 Stephen Albro	17 Elizabeth Cooper	21 Sarah VonGunten	24	



Griffin Shelfer	21 Elena Maxon	5 Jennifer Brillhart	2 Roxanna Huesby	1
Pamela Kelley	14 Christopher Taylor	4 Michael Mettler	2 Shawn Smith	1
Wayman Favors	14 Oliver Allen	4 Kayleigh White	2 Jackson O'Steen	1
Betty Vita	10 Tamara Nugent Porter	3 Kaitlyn LeBrun	2 Johnie Smith	1
Alan Malnofski	10 Clay Adams	3 Lacrysal Jackson	2 Mickey Foster	1
Jane Spivey	9 Kevin Wilson	3 Charlene Moore	1 Emily Valcke	1
Diane Eyles	9 Kiya Adams	3 Kimberly Boone	1 Taris Kennedy	1
Lori Gephart	8 Dazie Hill	3 Gretta Easterling	1 Larry Smith	1
Glenda Hebert	8 Jasmine Oliver	3 Jasmine Williams	1	
Marah Hansen	7 Jacquelyn Cruz	3 Marilu Rodriguez	1	
Thomas Dozier	7 Tasha Bass	3 Deonte Thornton	1	
Ernestine Washington	6 Laura Syfrett	2 Judith Mercado	1	
Heather Copeland	6 Andrew Anderson	2 Deonte Burns	1	
Sharilyn Brown	5 Paul Souls	2 Glenda Warthen	1	