

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



Fred G. Shelfer, Jr. CEO

We have reached the last month of the year, and it's hard to characterize what we have gone through. First of all, sales have not been as good year over year as we have experienced in the past, but again not terribly bad. I mention sales first because we have to make money in order to spend money on mission and management. We have developed great efficiency in our stores, but we struggle to supply them with enough raw product. To counteract this trend, we are increasing the number of new goods to keep our shelves full and beginning home pick up to add more furniture in our stores. Our IT department has installed Supro, which will allow us to track our inventory and improve the movement of product. Data is the key to making the most of what is donated. We are already the most efficient in the Southeast, however, constant improvement is necessary.

We have made a lot of improvements this year in our Mission Service department. The addition of our Career Resource Center in Springfield gives us great capacity in the Panama City area, like the Prosperity Center has in the Tallahassee area. We are also manning the Career Training Centers in Thomasville, Chipley, Quincy, Valparaiso, and Marianna. We have added contracts with firms to chart our potential retail growth and enhance our Learning Center and Car Washes.

Many of the changes made this year will have their greatest effect in the coming year. I am excited to see what our new programs can do for us. We can characterize this year as the basis for improvements we will witness in 2025.

Happy December.

Sincerely,
Fred G. Shelfer, Jr.
CEO

SAFETY Safe Toys and Gifts



The holiday season is the perfect time to remind ourselves about the importance of safety when selecting presents for children. Here are some helpful tips to keep in mind for choosing safe gifts:

- **Check the Age Range:** Always consider the child's age, skills, and abilities. Some toys meant for older children can be a safety risk for younger ones. For example, hobby kits and chemistry sets are not recommended for children under 12.
- **Inspect Toys for Safety:** Before gifting a toy, check for sharp edges, small parts, or anything that could easily break off or fit into a child's mouth.
- **Look for Recalls:** Make it a habit to check the Consumer Product Safety Commission (CPSC) website to see if a toy has been recalled. Stay away from toys with small magnets, toxic materials, or potential choking hazards.

- **Supervise Play:** Always supervise children, especially when they are playing with craft sets or other toys that may require additional care.
- **Store Toys Safely:** Make sure toys are stored properly to avoid tripping hazards or accidents.
- **Use Eye Protection:** If the child is playing with flying objects, be sure they are wearing the appropriate eye protection.
- **Handle Batteries Carefully:** Keep button batteries out of reach of young children and monitor battery charging closely.

By taking a few simple precautions, you can help ensure a safe and joyful holiday season for everyone!



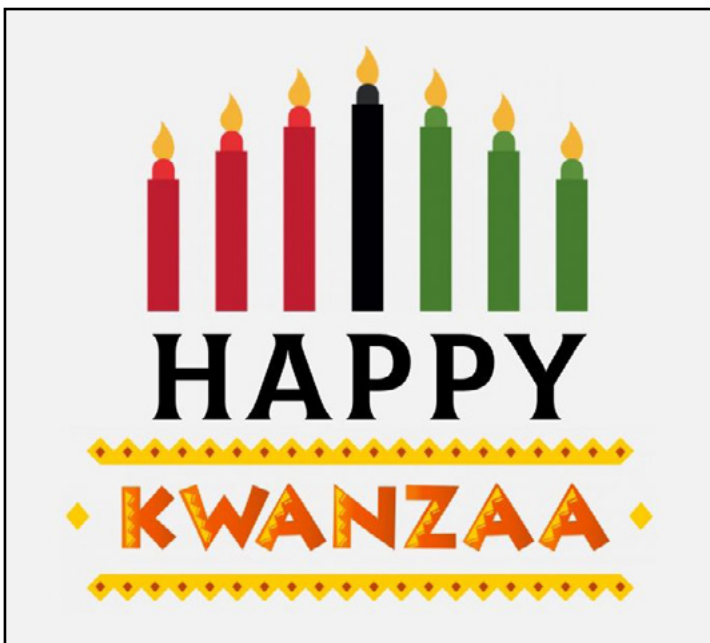
DIVERSITY, INCLUSION, AND BELONGING



December 25



December 25



December 26



December 31

Impact Story:

Jessica Fields graduated from Goodwill's Certified Nursing Assistant program in August of 2023. After moving to Florida with her son, in search of a healthier environment, she faced challenges being a single mother but was determined to succeed. While balancing both school and childcare, Jessica enrolled in the CNA program. During the program, she worked at the Career Resource Center to give back to the community. Jessica explains, "I love helping people who've been through hardships like I have. Goodwill staff supported me, and now I want to do the same for others."

Now a Career Specialist, Jessica helps current CNA students complete their program and find fulfilling careers. She credits Goodwill with providing the resources and encouragement that helped her earn her GED, CNA certification and now pursue her dream of becoming a social worker. "This program has truly blessed me," she says. "I will forever be grateful."



Missions Services:



UPCOMING *classes*

2024
NOV-DEC

Tue	WorkReady Workshops Join our 1-hour workshops on resume prep, interview skills, Indeed, email, and workplace conflict every Tuesday!
Wed	Personal Finance Workshops Learn to budget, save, and build your credit score. These three 1-hour workshops are scheduled Dec 04, 11, and 18!
Thu	WorkReady Workshops Join our 1-hour workshops on career path exploration, job search apps, and personal branding every Thursday!
Fri	GED Cram for Exam Workshops These four 2-hour workshops prepare you for each GED subject exam so you can pass all four and earn your diploma!
Dec 03	IBM IT Fundamentals Class This 3-week class prepares you for our courses in IT Support, Data Analytics, Cybersecurity, UX Design, and more!



To register, scan the QR code
or visit gwwirtualcampus.org



Shout-Outs

Meet Shannon Harper: Chief Financial Officer

A Message from Shannon:

I grew up at Goodwill, starting in 1999 as an assistant in the Sales Department, and worked my way up to my current position with the amazing Accounting and Executive Teams. I recently returned back home to Goodwill after a year and a half with the Florida Chamber of Commerce. I love my Goodwill family and it feels great to be back. I am a lifetime learner and enjoy opportunities to help support our growth.

When I'm not crunching numbers, dotting the i's, or crossing the t's, I enjoy reading, fishing, baking cakes for family events, riding my motorcycle, and taking our rv out on adventures.



Shout out to Lucia Rice from the Crestview store for turning in found money.
This is her 5th time turning in money.



Pictured left to right: Debbie Peterson, Tiffany Reedom, Victoria Allen-Beach, and Amanda Whitley

Shoutout to the following associates for completing their Retail Lead Training:

Tiffany Reedom-23rd Street

Debbie Peterson-23rd Street

Jean Kincade-Crawfordville

Victoria Allen-Beach-Thomas Dr.

DeAndrea Sutton-N. Monroe

Amanda Whitley-Santa Rosa Beach



Pictured left to right: Michael Rebeck and Jeff Morgan

Shoutout to the following associates for completing their Retail Manager Training:

Michael Rebeck-Crawfordville

Kibryonna King-Apalachee Parkway

Jeff Morgan-Capital Circle

Shoutout to Heath Gilliam and Ira Jones for receiving an award from Respect of Florida



Pictured left to right: Heath Gilliam and Ira Jones



Shoutout to Dani Gonzalez, one of the marketing interns for the fall semester. Dani has shown development, work ethic and dedication to our mission during her time here. Thank you Dani and good luck in your next steps!

- The Marketing Team

Welcome new hires!



This is Jacob Frasca, he is a Donation Attendant at the Crawfordville Store.



Meet Nylaa Ramos, our new Cashier at the Thomasville Store.



Meet Caree Holliday, our new donation attendant at the North Monroe store.

In GOOD Taste: Apple Cinnamon Bread Pudding

Ingredients

- 6 cups bread pieces
- 2 cups milk
- 4 large eggs
- 1.5 cups applesauce, divided
- 1 tsp vanilla extract
- 1/3 cup sugar
- 1 tsp cinnamon
- 2 Tbsp butter
- 1/3 cup raisins (optional)



Directions

1. Preheat the oven to 325°F. If your bread is not already in pieces, tear or cut the bread into one-inch pieces.
2. Spread the bread pieces out on a baking sheet and bake in the preheated oven for about 10 minutes to slightly dry the bread. After baking, let the bread cool for a few minutes to allow the remaining steam to evaporate.
3. While the bread is drying in the oven, prepare the apple cinnamon custard. In a medium bowl, whisk together the milk, eggs, 1 cup of applesauce, vanilla extract, sugar, and cinnamon.
4. Transfer the par-baked bread to a large bowl, add the raisins, then pour the apple cinnamon custard over top. Stir to combine and allow the bread to soak for at least 15 minutes to absorb all of the custard.
5. Meanwhile, use 1 teaspoon of the butter to grease the inside of a two-quart casserole dish. Transfer the soaked bread to the casserole dish and spread it out evenly. Cut the remaining butter into chunks and sprinkle it over the bread pudding.
6. Bake the bread pudding for 45 minutes, or until the internal temperature reaches 160°F.
7. After removing the bread pudding from the oven, add the remaining ½ cup applesauce in dollops on top of the bread pudding. Serve warm.

We want to hear your favorite recipes, so email your ideas to vparedes@goodwillbigbend.com!



December Self Care: To Calm the Hustle and Bustle

Self-care is all about maintaining physical and mental health, and it's especially important during December—a month packed with holiday planning, social gatherings, and the chill of dark winter days that can sometimes bring on seasonal depression. Taking the time to prioritize your well-being in this busy season can help you feel more balanced and energized. Here are a few ways to practice December self-care:

1. Do Something Nice for Yourself

Treat yourself to something special, whether it's a cozy afternoon with a good book, a favorite holiday treat, or simply an evening with your favorite movie. Small gestures of kindness toward yourself can have a big impact on your mood.

2. Spend Time Alone

With so many social obligations, it's easy to feel overwhelmed. Allow yourself some solitude to recharge—whether it's a quiet morning walk, journaling by candlelight, or just taking a breather from the festivities.

3. Honor Your Need to Rest

December can be demanding, and burnout can sneak up quickly if you don't pace yourself. Listen to your body's signals and make sure you're getting enough sleep. Taking time to rest helps restore your energy for the season's celebrations.

4. Reach Out for Support

Don't hesitate to lean on friends, family, or a support group if you're feeling the winter blues or overwhelmed by holiday stress. Sometimes, a simple conversation can make a world of difference. Make December a month of joy and calm by giving yourself the care you need.

Embrace the spirit of the season while prioritizing your well-being!



India Goosby	1	Minerva Perez-Oquend	7	Cameron Morris	13	Micah Ross	24
Katherine Folsom	2	Kimiko Corkery	7	David Roland	13	Barbara Sue Espinoza	24
Widlene Bien-Aime	2	Hailey Gnage-Jackson	7	Moses Hall	14	Carrie Strickland	25
Frank Maples	3	Stephanie Holet	8	Rachelle Baity	14	Terrence Rhodes	26
Michelle Jordan	3	Joshua Bennett	8	Ian Pierson	14	Jasmine Woods	27
Emily Sadler	3	Jessica Leger	8	Matthew Callaway	17	Mamadou Dosso	27
Mary White	4	Tierney Thornhill	8	Brianna Gray	17	Emoni Gray-Thompson	27
Harold Mcknight	4	Sandra Michael	9	Kenneth Oder	17	Janessa Brainard	28
Alora Paige	4	Woodrow Faison	9	Robert Ballenger	18	Austin Tarr	28
Quintin McGriff	4	Lindsey Banning	9	Jacob Kane	18	Donterious Murray	29
Jessica Herdez	4	Misty Beaman	9	Charles Smith	18	Tanya Thomas	29
Tyriko Mathis	4	Tara Hoehn	9	Crystal Pechacek	18	Latoyia Foster	30
Courtney Williams-Gonzalez	4	Jamaya Greene	9	Melinda Perry	18	Lori Dunlap	30
Ashley Elliott	5	Cary Carroll	10	Ciera Parrish	20	Makeel Stevens	30
Brandon Ruth	6	Quintin Poll	11	Julian Collins	21	Caylee Dickey	
Brian Williams	7	Wanda Sanchez	11	Tammie Byrd	22		
Craig Starke	7	Ashtin Srinivasan	13	Gary Yant	22		
Lashaunda Andrews	7	Ernestine Washington	13	Gloria Harris	22		
		Lucia Rice	13	Kathleen Farmer	24		



Joshua Hull	14	Jeffrey Davis	5	Janet Scarlett	2	Sidney Cassidy	1
Johnnie Mitchell	14	Cameron Morris	4	Linda Lawrence	2	Amanda Brabson	1
Vicki Jackson	12	Laura Angleton	4	Shanequa Jenkins	2	Melanie Ward	1
Rachelle Baity	11	Shannon Batts	4	Zachary Roeder	2	Khalid Mercer	1
Olga Davey	10	Destinee Davidson	4	Alander Crapps	2	Eneydi Rivera	1
Gabriel Rico-Aldaz	10	Brian Neal	3	Brett Carroll	2	Erika Kenly	1
Crystal Lyles	7	Mary Simon Irby	3	Tina Wells	2	Joshua Courtney	1
Wanda Smith	7	Marsue Wagener	3	Amy Phillips	2		
Brandon Barclay	6	Tammy Berry	2	Mary McShane	2		
Maxwell Jackson	6	James Hill	2	Shannon Bowman	2		
Kelsey Cowin	5	Conley Cole	2	Micah Green	1		