



MAY 2019

# DIGITAL NEWS, VIEWS & EVENTS



## LIVING OUR VALUES

By Star Rupe

**Challenge:** without looking for them in a breakroom or in a book, can you name Goodwill's five agency values? Has anyone ever told you what they are? In fact, did you even know that we have agency values?

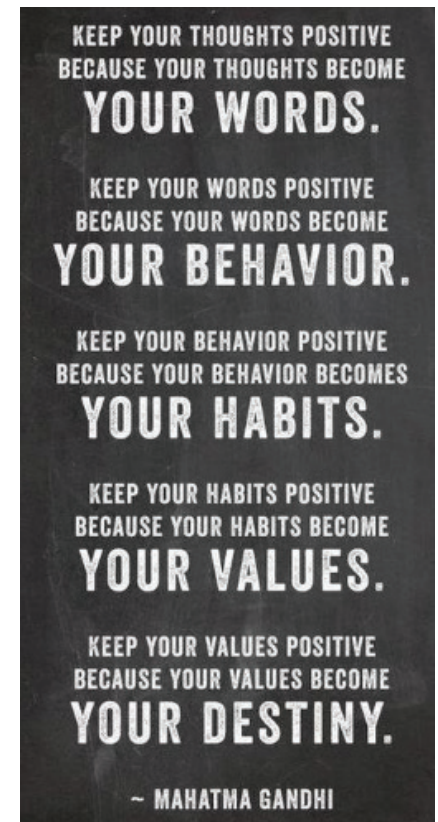
If you answered “no” to those questions, don't worry...you are not alone. Oftentimes, organizations set their agency values through a process with a small group of decision makers such as the board of directors and executive team; they make some posters for their locations; they send them out...and then they forget about them. That seems to be precisely what we've done, too; and now is the time for change.

What are agency values and why are they important? Our values are our identity; they are our beliefs and principles and philosophies and should be the guidepost for our behavior and decisions. Our values define our culture, and our culture drives success for the people we serve, our team members, our business partners, and our communities.

The Goodwill Board of Directors has been working hard on reviewing our agency values, and in the coming months, I will be visiting with each of your teams so that together we can begin laying the foundation for the future. In these discussions, we'll outline those critical elements of our culture that will ensure our ability to provide mission services to people in northeast Iowa for years to come. Together, we'll identify those timeless traits that we can live and be guided by regardless of changing winds.

I look forward to meeting with you, hearing about what is important to you, and shaping the future with you.

President/CEO



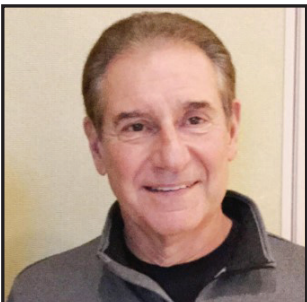
# BOARD MEMBER JOHN VAUGHAN ATTENDS EDGARS AWARD BANQUET AT GOODWILL OF THE HEARTLAND

The Edgars Achievement Awards ceremony is an Oscars-style event named after Goodwill's founder Reverend Edgar Helms. Each year, this special night allows Goodwill of the Heartland to recognize the achievements of consumers, employees, and business partners in southeast Iowa.

This is always a heartwarming event and special thanks to John Vaughan and his wife Cheryl for representing the northeast Iowa Goodwill Board of Directors!



## GOODWILL BOARD WELCOMES NEW MEMBER



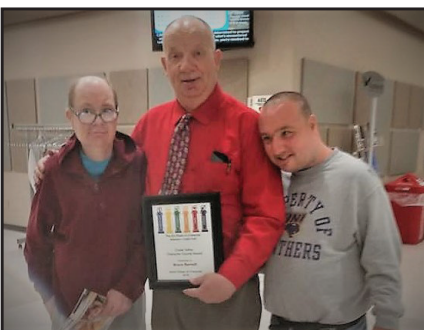
The Goodwill Board of Directors welcomes new member Bruce Coleman to the board.

Bruce is a Waverly resident with a 33-year career with the Social Security Administration. Upon retirement, Bruce went back to school to be certified in IRS taxation. He currently provides consulting services at a local law office in Waverly.

Bruce sits on a number of other boards and service clubs, is a national lobbyist, and provides Medicare counseling for the Senior Health Insurance Program.

Bruce and his wife Trudy have been married 46 years and have two children and two grandchildren. Welcome Bruce!

## CHARACTER COUNTS



*"Let your light shine. Everyone can do something and make a difference in the world. We might not be able to do it all but we can do something and isn't there great satisfaction in that?" - Iowa Governor Robert Ray*

Each year, the Cedar Valley Character Counts Committee recognizes individuals, businesses and organizations with Champions of Character awards. These recipients exemplify the Character Counts Six Pillars – trustworthiness, respect, responsibility, fairness, caring and citizenship.

Congratulations to our very own Bruce Barnett for his well-deserved recognition as an Adult Citizen of Character!



# A BIGGER PICTURE

Each quarter, team members from all over our territory and from all different departments come together to learn a little more about Goodwill Industries of Northeast Iowa, Inc. Dubbed “Bigger Picture Day,” the half-day session is designed to highlight how each person’s work contributes to a greater IMPACT for people all over northeast Iowa. Employees who have worked at Goodwill for at least 90 days are invited to the board room at the corporate office to hear about mission delivery, finances, retail and operations, employment updates, and more. The next Bigger Picture Day is scheduled for June; see your supervisor for more details!



## SMALL Change BIG Impact

Have you ever been asked to “round up” your purchase to the nearest dollar when shopping? Did you know that Goodwill is using your small change to make a big IMPACT in northeast Iowa communities? Each month a different charity throughout northeast Iowa receives the generous proceeds from Goodwill’s Round Up program. Through April, our retail stores have collected a **total of \$4881.32** in donations through the “Round Up” to nearest dollar program! **100% of this money** went directly to the Cedar Valley Humane Society, Dubuque Kiwanis Club, Oelwein Community Kitchen Cupboard, and Special Olympics. Goodwill region wide will be collecting donations for the Independence Food Pantry in May, and in June, the Alzheimer’s Association. When just a few pennies are donated, over time they start to grow and make a BIG IMPACT. Thank you for helping us align with our communities by rounding up at the register!



# GO TEAM GOODWILL

The month of May is a busy month for Special Olympics Team Goodwill Waterloo. On Friday, May 17, 2019, athletes and their support staff/family members were invited for a picnic at the Dunkerton City Park to celebrate the conclusion of the DON'T (Drugs Offer No Tomorrow) Program, facilitated by the Black Hawk County Sheriff's Department, as part of the Iowa Law Enforcement Torch Run.

They met up with law enforcement personnel from the area and elementary students involved with the DON'T Program.

**Drugs Offer No Tomorrow**



**Special  
Olympics**  
Iowa



On Thursday, May 23rd, 44 athletes and 20 chaperones will represent Team Goodwill Waterloo at the Special Olympics Iowa Summer Games, held on the campus of Iowa State University in Ames, IA.

- The events kick off on Thursday the 23rd with Bocce competition where Team Goodwill will have eight teams competing!
- On the evening of May 23, opening ceremonies will be held at the Hilton Colosseum, culminating with the recitation of the Special Olympics Oath *"Let me win, but if I cannot win, let me be brave in the attempt"* followed by the lighting of the torch to conclude the ceremonies.
- On Friday, May 24th, athletes will be competing in Bocce Singles and skills events, track and field, and aquatics beginning at 9:00 AM and lasting until 5 PM.
- Following the day of competition, the athletes and chaperones will be joining other athletes and chaperones from around the state of Iowa, back at Hilton Colosseum for a celebration dance.
- The final day of competition will have several relay teams representing Team Goodwill in the 4X100 running and walking relays, beginning at 9:00 AM. Once the relays are over, it's pizza time, then back on the road to Waterloo with medals and ribbons won during the three days of competition, not to mention some tired athletes and chaperones.

Thank you to all of the staff who have made the Special Olympics Year a huge success!



## OCCUPATIONAL SKILLS UPDATE

We are proud to announce that we recently completed our 3rd graduation of consumers from the Occupational Skills Training program at the Northeast Iowa Food Bank. During this eight week program, participants learn the activities and job requirements of a commercial kitchen, warehouse, and food pantry. They also gain important customer service skills and learn how to deal effectively with the public.

We have also submitted a new janitorial curriculum program to Iowa Vocational Rehabilitation Services for occupational skills training. Once the curriculum is approved, we will proceed with a group of participants at People's Clinic for an eight week janitorial program. Our future endeavors for additional occupational skills training include retail and clerical programs. Goodwill Industries of Northeast Iowa is committed to providing a variety of vocational programs and experiences, including assisting participants in finding their ideal job.

# DAKOTA'S JOURNEY



## JOB TRAINING

Dakota S. started his journey as a member of the Goodwill High School Work Study program where he had several staff, both from Goodwill and from the high school, supporting him and helping him learn new skills. From there he transitioned into an enclave at the Oelwein store where he still had staff supporting him and checking on his progress. Dakota recently transitioned to an employee of Goodwill. He now works at the Oelwein store, the Independence store, and at the Goodwill Vocational Center during any given week. Dakota now receives not only a competitive wage, but also benefits like paid time off and potentially a 401K retirement. His Goodwill supervisor noted, "Dakota is a great example of how participating in a Goodwill program designed to remove barriers by providing essential skills and job training, can lead to employment and maximum independence." **Congratulations Dakota!**

## IT'S SHOWTIME!



Join North Star Community Services and everyone's favorite ogre for this family-friendly musical comedy, "**Shrek, the Musical Jr.**," which follows the adventures of an ogre who sets off on a quest with a donkey, to save a princess from a dragon! Our very own Goodwill consumer Lulu is going to be playing the part of Puss in Boots. Lulu is extremely excited and has been working very hard in preparation for this musical production. The play is free to attend and will showcase many talented actors and actresses.

**Where:** Gallagher Bluedorn Performing Arts Center, UNI campus, Cedar Falls.  
**When:** Wednesday, June 5, 2019 • **Show times:** 10:30 a.m. or 7:00 p.m.  
**ADMISSION IS FREE!**

## SAVE THE DATE(S)



**ANNUAL PICNIC IN WATERLOO**  
(BYRNES PARK/RAIN LOCATION ZION  
EVANGELICAL LUTHERAN CHURCH)



**GOODWILL DAY AT LOST ISLAND**  
**ADVENTURE AND WATER PARK**

## MORE INFORMATION FORTHCOMING!



# STAY SAFE!



## Weather Safety

Severe Thunderstorm & Tornado



### Watch Vs. Warning

- ✓ **Watch** : The potential exists for severe thunderstorm/tornado development.
- ✓ **Warning** : Severe weather is imminent or occurring based on radar or relayed severe weather reports.

### Severe Thunderstorm Safety

- ✓ If a **severe thunderstorm warning** is issued:
  - ✓ Take shelter in a substantial building
  - ✓ Get out of mobile homes that can blow over in high winds
  - ✓ When thunder roars, go indoors!
  - ✓ Do not take a bath, shower or use plumbing

### Tornado Shelter Tips



### Tornado Safety

- ✓ If a **tornado warning** is issued:
  - ✓ Stay away from windows
  - ✓ Go to a basement or an interior room on the lowest floor
  - ✓ Abandon cars and mobile homes
  - ✓ If outdoors, seek sturdy shelter

As all of you know, severe weather doesn't just occur during non-work hours and we want everyone to be safe at work when severe weather does occur. If you're not sure where to go in your store or office during severe weather, please ask your supervisor about your location's severe weather emergency action plan so you and your co-workers can be prepared!

## COMING SOON FROM ACCOUNTING/PAYROLL

Are you tired of waiting for your paycheck and then having to deposit or cash it? Well here's good news... Accounting/Payroll is currently testing a new payment option that would allow you to have your payroll amount directed to a "paycard" (similar to a bank debit card.) You would then be able to access your dollars from the paycard or use the card for purchases wherever credit or debit cards are accepted. Stay tuned for more details to follow in June, but we hope to have this option live and available for your voluntary use this summer.







Take the Goodwill®  
**SPRING CHALLENGE**  
and make a difference  
in your community.

## DONATE



- Closet Clean-Out
- Hanger Strategy
- Kitchen Declutter
- Donation Prep
- Sort & Organize

## SHOP



- Thrifted Throwbacks
- Neon Trends
- Utility Chic
- Spring Warm-Up
- Updated Denim

## JOBS



- Start Job Prep
- Get The Look
- Digital Skills
- Job Search
- Find A Cause

## GO GREEN

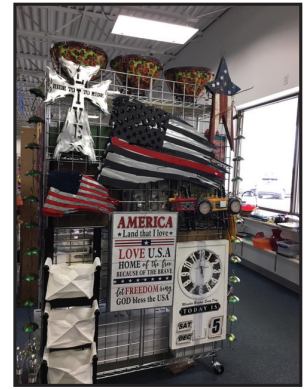
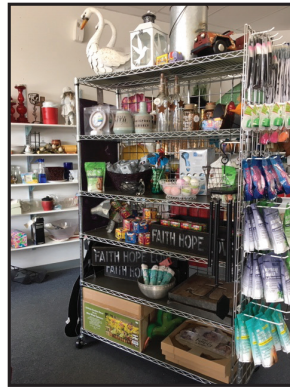


- Reduce Your Impact
- Makeover Magic
- Get Outside
- Green Scene
- Reuse, Repurpose



# GOOD NEWS ON NEW GOODS!

Looking for greater variety than what you find on your average department store shelves? Then take a look at the “New Goods” section at many of our region wide retail stores. Our New Goods Coordinator, Collette Ellison, is working with our retail locations on the merchandising, fixtures, and new product layout. Stop by one of our retail locations and check out these new items and one-of-a-kind finds.



When you shop at Goodwill, you're not the only one who gets a great deal. Last year, sales from Goodwill stores funded employment training, job placement services, financial education, youth mentoring and more to 36 million people in the United States and Canada.

## NEBRASKA VISITORS



Is it possible to operate a successful Goodwill retail store with a population of less than 10,000? That was the question from Goodwill Industries of Greater Nebraska. They wanted to see it for themselves, so Brent Johnson; VP of Retail, Rick Lockard; Retail Area Manager and Rita Jorgensen; Retail Area Manager, were invited to northeast Iowa to tour some of our awesome retail locations. Many new ideas, techniques, and valuable insights were exchanged with our guests during their two-day tour.

## QUARTERLY ALL MANAGERS MEETING

Our second meeting was held in Independence at the Falcon Civic Center. The meeting provided a great opportunity for the Executive Team to give progress reports on their initiatives for the year and speak to how each individual at Goodwill impacts the organization. Topics included:

- Team relationship building/communication, education, and leadership development.
- Ad Hoc committee progress updates.
- CFO Steve Brown shared first quarter financial results.
- An introduction to a fundraising feasibility study to be conducted by Amperage Fundraising. The study will include discovering how we are perceived in the community, with input from business owners, community leaders, and the media.

This full day was packed with activities and discussions. Some team building camaraderie was had when everyone competed in a game of Pictionary and outstanding sack lunches were provided as part of a fundraiser for the Northeast Iowa Food Bank. Our own Occupational Skills trainees helped put the lunches together! Thanks to everyone for their participation and enthusiasm.

**END**