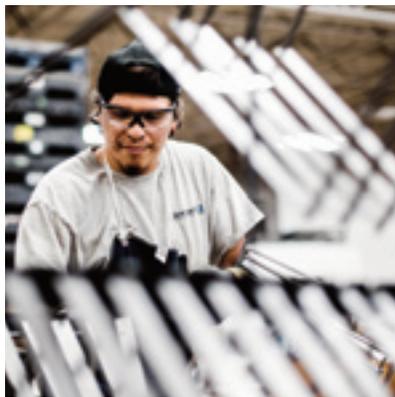


BRING GOOD HOME.

Every Goodwill item you bring home brings job placement and training to your community.



THE FIND + THE GOOD = WIN-WIN

Every item you bring home brings more jobs to your community.

Dear Friends of Goodwill:

When you shop at Goodwill, you're not just bringing home something good for you, you're also bringing good to your neighborhood in the form of job placement and skills training programs. "Bring Good Home" is the tagline for Goodwill's new public service announcement campaign developed by the Ad Council. The promotional series showcases the variety of unique finds available at Goodwill stores and celebrates our shoppers, whose purchases help fund Goodwill's community services.

Although Goodwill's unique business model has been in place for over 100 years, many people are unaware of the connection between our retail stores and our mission of helping people train for, find, and keep good jobs. Goodwill transforms the value of donated goods into verifiable social impact strategies right here in West Michigan. Our real focus is not the thrift industry; our focus revolves around job creation and job training for people with barriers to employment. Our retail stores serve as a means to raise the funds needed to sustain our programs.

As we continue to combat false and damaging rumors about Goodwill, it's important to set the record straight. Goodwill is **not** a for-profit owned by an individual pocketing millions. On the contrary, Goodwill organizations are locally controlled and operated and run by a local board of directors comprised of volunteers. In essence, Goodwills are owned by the community it serves. Goodwill Industries of West Michigan is one of 165 independent and autonomous nonprofit Goodwill organizations in North America, offering customized services based on the needs of our local community.

Goodwill is a social enterprise focused on promoting the common good through empowering individuals and championing the belief that everyone should have the chance to succeed through the power of work. In addition to our donors and shoppers, we sincerely thank our dedicated board of directors, steadfast staff, committed community collaborators, trusting business partners, and helpful friends — who, together, help us bring good home every day.



Thomas D. Dake

Tom Dake
Board of Directors Chair

Jeanette Hoyer

Jeanette Hoyer
President and CEO

Board of Directors

Goodwill thanks all who served in 2018.

CHAIR

Tom Dake

FIRST VICE CHAIR

Alan Steinman

SECOND VICE CHAIR

Janelle Mair

TREASURER

Libby Cherin

SECRETARY

Diana Osborn

MEMBERS

Todd Bramer

Harold Burrell

Beth Dick

Paul Gilbert

Rulesha Glover-Payne

William Grant

Kaslena Hussey

Marcy Joy

George Johnson

Nancy Miller

Mike Muskovin

David Timmer

Clinton Todd

Our Mission

Provide work opportunities, skill development, and family strengthening resources in all communities we serve.

Our Values

Commitment to Goodwill's mission and those we serve

Respect for the worth and dignity of individuals and families

Accountability and transparency

Community integration and social responsibility

Integrity, honesty, and teamwork

Responsible stewardship of resources

Commitment to excellence and maintaining the public trust

Goodwill Industries of West Michigan is a nonprofit organization as recognized by section 501(c)(3) of the Internal Revenue Service Code.

BRING GOOD HOME.

People love shopping at Goodwill for the great value and the unique items they find. What they might not know is their purchases actually fuel local job skills training and employment placement services right in their own community.

GOODWILL DONATION CYCLE



Rather than rely on financial donations and grants, Goodwill earns most of its own funds thanks to our store shoppers and donors. In 2018, our retail division alone contributed 79% to our total operating budget.



Highlights of 2018



MARCH

Goodwill welcomes new Organizational Development Director **Kristin Garris**.



MAY

Goodwill celebrates its mission at **Achievers of the Year** awards luncheon.



AUGUST

Goodwill welcomes new Industrial Services Manager **Chad Kuipers**.



OCTOBER

Goodwill hires a **diversity consultant** to assist the Diversity and Inclusion Committee with implementing a cultural competency plan.

Goodwill **signs a lease agreement** for a new retail outlet center to be located in the former K-mart building on Apple Avenue in Muskegon.



APRIL

Roosevelt Park store receives a remodel.

Goodwill **Volunteer Income Tax Assistance (VITA)** program processes over 1,800 returns resulting in more than \$2 million returned to the community.

JUNE

Goodwill receives its 15th-consecutive, three-year **accreditation from CARF**, the Commission on Accreditation of Rehabilitation Facilities.



Four **handicap-accessible vehicles** are received through a generous grant from the Michigan



Department of Transportation (MDOT).

SEPTEMBER

President and CEO Jeanette Hoyer is elected to serve on the national **Goodwill Enterprise Sustainability Program Steering Committee**.

DECEMBER

Goodwill hires **Dan Broersma** to serve in the new position of Environmental Sustainability Manager and launches new B2B recycling and reuse service.



Goodwill celebrates the expansion and **remodel of its Whitehall store** with a grand re-opening celebration.

Increased the number of full-time employees with benefits by 11% and expanded in-house learning events related to leadership and management, computer skills, health and wellness, taxes, and personal finance.

Who we are

Goodwill is a nonprofit organization that strives to enhance the dignity and quality of life of individuals and families by helping people reach their full potential through education, skills training, and employment. Goodwill is committed to inclusion and diversity and respecting the people we serve, our community members, and our employees. We believe in putting people first and creating environments where people have the support they need to build their work skills and care for themselves and their families.

Mission Services Goodwill's focus is empowering people to transform their lives through the power of work. Working to meet the needs of all job seekers — including people with disabilities, criminal backgrounds, and other specialized needs — Goodwill offers a broad range of employment and training programs and other support services to fulfill a diverse set of community needs.

For a description of Goodwill's programs and services, visit www.goodwillwm.org.



People We Served

4,995 total people served in 2018

635 people placed into jobs within area businesses

454 program participants who worked and earned paychecks at Goodwill

Goodwill served people with a wide range of disabilities and special needs:

- unemployed / dislocated workers
- ex-offenders
- working poor / incumbent worker / underemployed
- learning disabilities
- psychiatric disorders
- developmental disabilities
- other physical disabilities
- substance abuse
- other disabling conditions
- homeless
- autism
- older workers
- at-risk youth
- welfare recipients

Demographics of persons served:

GENDER

2,657 Male
2,338 Female

AGE

62 0-15 years old
586 16-24
818 25-34
700 35-44
726 45-54
1,164 55+
939 unknown

ETHNICITY

1,398 Caucasian
1,052 African-American
202 Hispanic
48 Native American
34 Asian
197 Other
2,064 unknown

Sessions of Goodwill employment and training services provided:

vocational support services	85,644
employment case management	82,379
occupational / other skills training	2,418
vocational evaluation / assessment	280

Those receiving multiple services are counted more than once.

Goodwill's Triple Bottom Line



People

**socially
equitable**



Planet

**environmentally
sound**



Prosperity

**economically
feasible**

Goodwill Industries is a social enterprise, operating viable business lines that serve its mission through entrepreneurial, sustainable, earned-income strategies. Goodwill's business model provides valuable work and training opportunities for people with disadvantaging conditions, protects our environment through recycling and reuse, and contributes to the economic health of our community.

Reduce, Reuse, Recycle

In 2018, Goodwill Industries of West Michigan reused or recycled **9,648,070 pounds** of donated material. This number includes **57,893 pounds** of electronic waste diverted from the waste stream.



Retail Store and Donation Centers

ALLEDALE
5269 Lake Michigan Drive

CEDAR SPRINGS
3595 17 Mile Road NE

COOPERSVILLE
1141 West Randall Street

**FERRYSBURG
(DONATE ONLY)**
17687 174th Avenue, Suite E

FREMONT
1422 West Main Street

GRAND HAVEN
1112 Robbins Road

HOLLAND NORTH
393 East Lakewood Blvd.

HOLLAND SOUTH
1180 S. Washington Ave.

LUDINGTON
4781 West US-10

MANISTEE
282 12th Street

MUSKEGON
1934 East Sherman Blvd.

NEWAYGO
8143 Mason Drive (M-37)

NORTH MUSKEGON

1169 Whitehall Road

NORTON SHORES
1484 Ellis Road

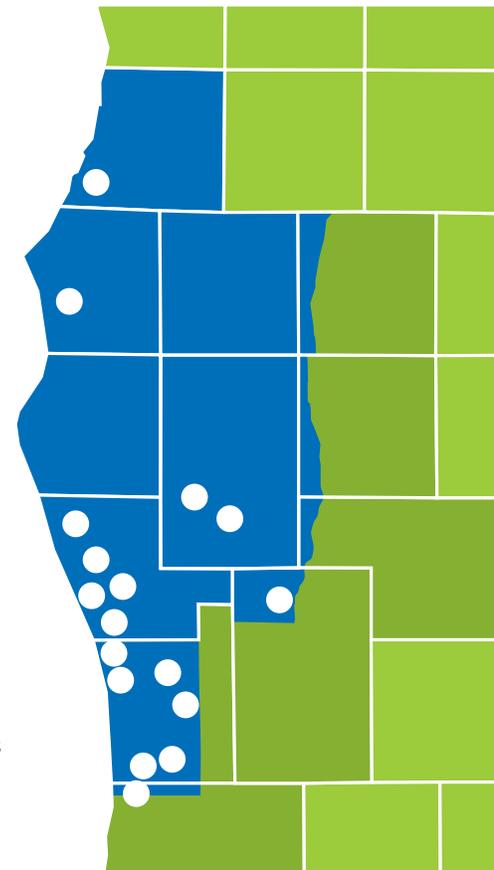
ROOSEVELT PARK
950 West Norton Avenue

WHITEHALL
3353 Underwood Drive

ZEELAND
9479 Riley Street, Suite 350



Online Auction Store
www.shopgoodwill.com



Goodwill Industries of West Michigan service territory is shown in blue.

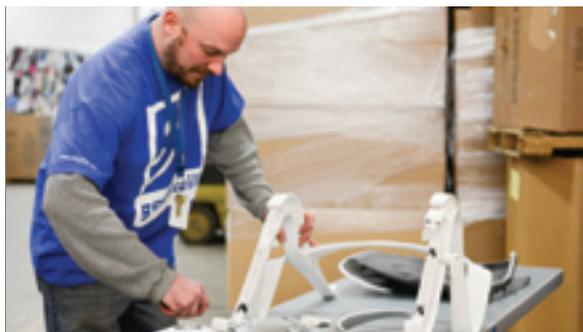
Goodwill B2B Services

Goodwill's sustainable business-to-business services generate income while providing training, work experience, and job opportunities for people with disabilities and other barriers to employment.



Industrial Services

Goodwill Industrial Services offers cost-effective, time-saving outsourcing services to local businesses and manufacturers. Services include: parts assembly, packaging, labeling, heat-sealing, mailing, as well as custom projects. ISO 9001:2015 certified, all work is inspected for quality assurance. Contracts range from short-term to long-term and can be fulfilled at our Holland or Muskegon facility, or workers can be transported to the customer's site.



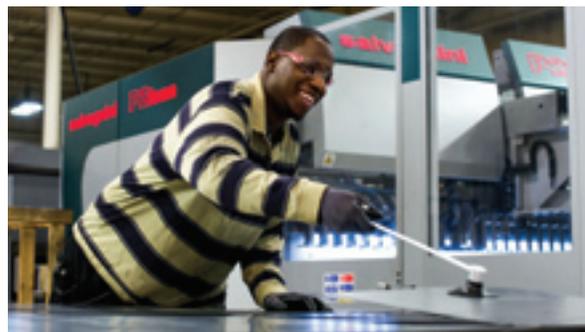
Recycling + Reuse Services

Goodwill Recycling + Reuse Services helps area businesses and manufacturers manage surplus corporate assets — such as office furniture, obsolete equipment or machinery, and other supplies — in an environmentally responsible way. Our team handles all the logistics for pick-up and proper recycling. Partnering with Goodwill can help companies save time and money, eliminate their corporate liability, and keeps 95 percent of the material out of landfills.



Janitorial Services

Goodwill Janitorial Services provides quality commercial cleaning and comprehensive floor care using cost-effective, industry best-practice methods and equipment. With over 25 years of experience, services are quality assured, competitively priced, and insured. Customized plans are developed for each customer and environmentally-friendly products are available on request.



GoodTemps

A subsidiary of Goodwill Industries, GoodTemps is a temporary staffing agency fulfilling a variety of short- and long-term personnel needs for area businesses. Employers save time and hassle through deferment of time-consuming screening and recruitment for quality workers, and there are no fees or waiting periods for permanent hires. GoodTemps manages all the employee paperwork, wages, and benefits. Workers are guaranteed and must pass extensive screening, skills testing, and reference checks.



GOODWILL INDUSTRIES ACHIEVER OF THE Year

Mark



“When I first started it was hard. You can’t quit. You have to try, try, try ... and I did.”

MARK WAS REFERRED to Goodwill’s **Work Readiness** program by HealthWest for some assistance with job skills training. As a person with a mild cognitive impairment and some physical limitations, Mark developed skills in various work settings through the program.

Mark was placed in Goodwill’s Industrial Services Center where he learned to carry out light industrial work contracted with area manufacturers. Mark’s paid vocational training included tasks such as packaging and assembly. He was such a strong worker that he advanced to Goodwill’s Retail Processing Center where he learned to operate the textile bale machine and sort donations. Mark once again demonstrated a strong work ethic and desire to advance further.

With the support of Michigan Rehabilitation Services, Mark was enrolled in Goodwill’s **Supported Employment** program with the goal of community-based employment. Working one-on-one with Goodwill Employment Specialist Trinell Payne-Scott, Mark was placed in a full-time production associate job at Seaver Finishing, a paint finishing company in Grand Haven.

“Mark faced a few obstacles in the beginning but because Seaver is the type of company that wants to accommodate people with barriers they found a different position that worked better for him,” said Trinell. “He’s been rocking and rolling ever since.”

Although Mark is a strong, capable, and energetic worker he does experience body tremors as a result of being struck by a car as a child. “The doctor said I wouldn’t walk or talk,” Mark said.

“Mark is a hanger,” Seaver Supervisor Robert Veihl explained. “He takes parts from the bin that are to be coated, hangs them, and gives them a visual inspection to make sure they are hung correctly. I hired Mark in the spring of 2018 and he has been working out great ever since.”

The work is fast-paced with shifts as long as 10 hours but Mark’s determination and drive have never failed him. “I’m a hard worker,” Mark said. “I have fun at work. I like being with people and earning money.”

“Mark does not need direct supervision,” Robert said. “At Seaver, there is always room for Mark to advance. He could become the secondary line lead, or years down the line, be the line lead.”

“He is not going to let anything stop him from achieving what he sets out to achieve,” Trinell said. “He persevered because he wanted to not only make the people at Seaver proud, but the people here at Goodwill proud.”

Mark lives with his parents and is now able to contribute financially to the household. “I’m going to buy my dad a boat!”



Trinell Payne-Scott
Employment Specialist
Goodwill Industries



Perseverance

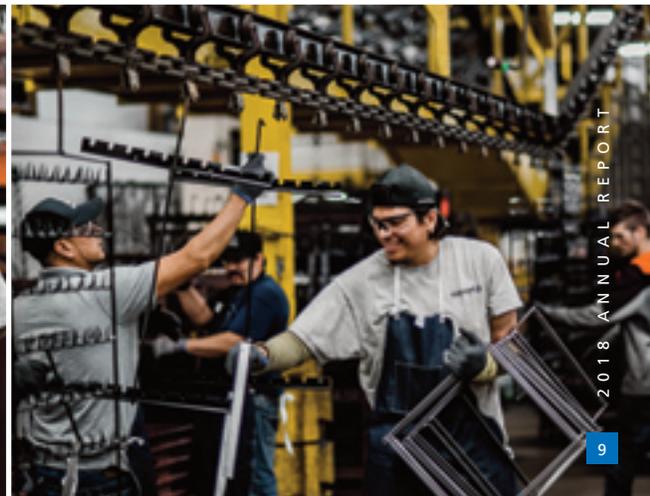
SUPPORTED EMPLOYMENT

Targeted primarily toward people with developmental disabilities or mental impairment, this model of service provides one-on-one training and on-going support for a successful transition to community-based employment. The program combines community job development, job coaching, and long-term follow-up to maximize employment potential. Participants are referred through Michigan Rehabilitation Services.



“Mark is awesome. Every single day he comes in he is happy, he feels good, and he gets the job done.”

Andy Bereza
Operations Manager
Seaver Finishing





GOODWILL INDUSTRIES ACHIEVER OF THE Year

Alex



“I love to work. I like the job; it’s pretty neat.”

DON'T BE FOOLED by Alex's side-splitting Elvis impersonation. When it comes to work, this wise-cracking goofball takes his job very seriously.

Alex was referred to Goodwill's **Work Readiness** program by Community Mental Health of Ottawa County for vocational training. The program is offered at Goodwill Employment & Training Center (ETC) in Holland. Participants are given paid work skills training opportunities performing light industrial tasks such as packaging for Holland-area manufacturers.

Goodwill ETC Site Supervisor Raquel Hall reached out to Zeeland food production company Dutch Treat Foods and together they created a unique partnership. Owner and President Scott Brookens was intrigued, and they designed a mutually beneficial arrangement.

Every Tuesday and Friday, two Work Readiness program participants are transported to Dutch Treat Foods to work for two hours in the food production facility. Goodwill Skills Development Trainer Alexis Lubbers accompanies, trains, and supervises the workers to ensure quality standards. One of those workers is Alex. The other position is rotated among other participants and they receive a regular employee hourly wage for their work.

“When Alex started working at Dutch Treat it was clear to me this was something he was truly interested in,” Raquel said. “He maintained his humorous personality but in a much more professional manner. He was eager to learn the different skills involved in the job. It was the first time I had seen him exceed expectations by his own drive to learn and grow.”

Locally-owned Dutch Treat Foods produces and packages a variety of deli salads (pasta, potato, cole slaw, etc.) that are sold throughout the Midwest. Alex and his teammate often work on packaging shredded cheese into small packets to be used as salad kit components. Cheese must be weighed to a specific quantity, bagged, labeled, and heat-sealed.

“Alex has such a bright and genuine attitude when he walks in,” Scott said. “He is here and ready to work. He takes his job very seriously but at the same time he can have fun. It’s nice having the work consistency and knowing our tasks are getting completed and getting completed really well.”

“This is a whole new environment for him,” Alexis said. “He has grown so much from being here. He has this really infectious smile. He is just a positive person and it spreads.”

“This unique program is something more employers should consider doing,” Scott said. “It’s great to have Alex showing up and just building a really great culture and vibe and just having fun with the other employees on the team.”



Alexis Lubbers
Skills Development Trainer
Goodwill Industries



Attitude

WORK READINESS

This program is designed to provide psychosocial / vocational rehabilitation for persons with developmental disabilities and mental impairments who need facility-based training and employment services, or who choose not to seek community-based employment. Participants may select from paid vocational training, basic skill building, community-based education, and volunteer opportunities. Participants are referred from HealthWest, MAISD, Community Mental Health of Ottawa County, local school districts, and other referral sources. Frequency of participation in programming is customized by individual service plans and needs.



“The thing about Alex is that when he walks into a room he kind of brightens it up.”

Scott Brookens
President / Owner
Dutch Treat Foods





GOODWILL INDUSTRIES ACHIEVER OF THE Year

Joe



“At the end of the day, I feel proud of my work.”

ANYONE MEETING JOE TODAY would have a hard time imagining him as his former self.

“When Joe first came to us he was very quiet and he didn’t want to engage too much with people,” said Goodwill Janitorial Supervisor Ron Henry. “He was extremely shy and guarded.”

Joe was a transition student at Muskegon Area Intermediate School District (MAISD) when he enrolled in Goodwill’s **Janitorial Occupational Training (JOT)** program. His caseworker at Michigan Rehabilitative Services (MRS) encouraged him to participate in the program to help him learn employment skills he would need once he graduated high school.

When he began training he lacked confidence and he could be emotional. His mild speech impediment made him self-conscious about talking. “Sometimes he would be afraid to try anything new,” said Goodwill Janitorial Services Manager Kathy Harris. “But that all changed.”

As Joe learned and developed his janitorial skills he began to open up. As the weeks passed, he became more and more self-confident and expressive, sharing his thoughts on what he was learning. He developed friendships with his coworkers, and began to laugh and smile, and have friendly conversations with everyone he met.

Six months after completing his training, a position on the Janitorial Services staff at Goodwill became available. Joe applied and was awarded the position. Since then Joe has learned to run the floor scrubbers, the carpet machine, and the art of floor finishing. These processes are often elaborate and detailed, but Joe has proven himself to be a reliable and skilled technician. He operates the equipment safely and correctly and produces a quality result.

“Joe not only does great work but he is a mentor for the rest of his crew,” Kathy said. “We just adore him and are blessed to have him on our team.”

“If he sees anybody struggling he is quick to lend a hand,” Ron said.

The more Joe practices his craft, the more confident and vocal he becomes. Joe has an excellent sense of humor and likes to share jokes with his teammates.

“I love my job. Before I came to Goodwill I did not go out in the community much,” Joe said. “Then I just blossomed and now I’m not shy.”

Joe’s outgoing attitude also fueled his interest in volunteering for local nonprofits such as United Way, Hackley Public Library, and Kids’ Food Basket. “I like to volunteer because I like to meet new people,” he said.

“He’s the only guy I know that will take a vacation day and go volunteer somewhere in the community,” Ron said. “And he finds great joy in doing it.”

Joe lives at home with his family and their menagerie of pets including cats, dogs, a rabbit named Tater Tots, Bulldozer the tortoise, a parrot, and a monkey named Maxwell.



Kathy Harris
Janitorial Services Manager
Goodwill Industries



Transformation

JANITORIAL OCCUPATIONAL TRAINING (JOT)

Designed to prepare individuals to meet the quality standards of janitorial services, participants gain valuable training combined with paid on-the-job training in a community setting. Participants learn tools and techniques of the field including: safe chemical handling, customer service, floor care, restroom cleaning, kitchen cleaning, trash and recycling, windows and glass, personal safety, and cleaning versus sanitizing. The curriculum is tailored to the needs of the participants. Job placement assistance is provided.



“As Joe got to know people and learn the job he became a whole different person. I see him accomplishing more and more all of the time.”

Ron Henry
Lead Supervisor
Goodwill Janitorial Services





GOODWILL INDUSTRIES *VOLUNTEERS* OF THE *Year*

Armando Alamillo and Steven Clark

Muskegon Community officers Armando and Steven generously volunteer their time to conduct mock interviews with Goodwill's ex-offender program participants at Goodwill's Career Center.

"Having the opportunity to help people in need and give them hope that things will get better is the best gift I receive in return," Armando said. "It's been a pleasure to help Goodwill."

For several years now, these friendly neighborhood officers stop by as often as several times a week to build skills and confidence for ex-offenders entering the workforce, sometimes for the very first time.

"I volunteer at Goodwill to help individuals obtain knowledge and opportunities they may not otherwise have access to," Steven said.

THANK YOU!

Goodwill Industries works with the Michigan Department of Corrections Parole Board and the Muskegon County Probation Office to provide job training, case management, mentoring, and other supports to participants enrolled in the Offender Success and EXIT programs.

GOODWILL INDUSTRIES *EMPLOYER PARTNER* OF THE *Year*

Seaver Finishing

Seaver Finishing is a powder-coating and e-coating business located in Grand Haven. Founded in 1953, this family-owned company caters mainly to the automotive and furniture markets. The company is dedicated to customer satisfaction, continuous improvement systems, and environmentally conscious practices; offering competitively priced, on-time delivery to their customers. www.seaverfinishing.com



Dutch Treat Foods

Dutch Treat Foods manufactures a variety of fresh food products, including potato salads, pasta salads, slaws, hummus, salsa, baked beans, apple sauce, and more. This second-generation, family-owned company has been producing handcrafted, fresh food products for customers throughout the Midwest for over 30 years. www.dutchtreatfoods.com



Industrial Metal Cleaning Corporation

Industrial Metal Cleaning (IMCC) is a leader in the metal cleaning industry. They provide a variety of processes tailored to the requirements of each job including: deburring, blasting, burn off, chemical cleaning, rust removal, surface preparation, grease removal, and high-volume parts washing. Located in Muskegon, IMCC services a large geographical area offering prompt and cost-effective cleaning solutions. www.imc-corp.net



GOODWILL INDUSTRIES *CONTRACT PARTNER* OF THE *Year*



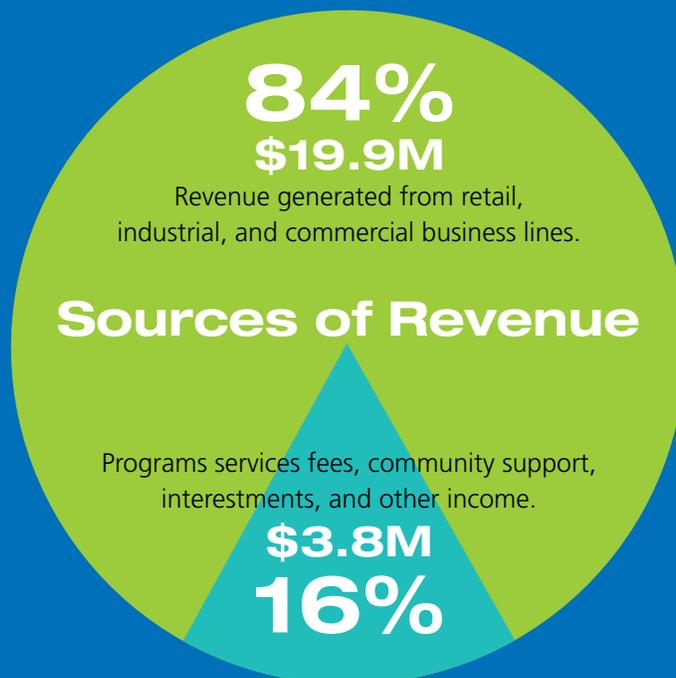
Haven Innovation

Haven Innovation is a full-service engineering and manufacturing organization located in Grand Haven. From food service equipment, to medical devices and automotive safety, Haven Innovations takes ideas from concept to reality.

Creator of the HotLogic brand of on-the-go slow-cook ovens, the company subcontracts the packaging work of its HotLogic MINI to Goodwill, providing meaningful work opportunities for people with disabilities. www.haveninnovation.com

Sustainability

Goodwill sustains a triple-bottom line of jobs and employment services, sound environmental practices, and a strong financial position. In 2018, Goodwill funded most of its own operating budget through its business enterprises.



Financial Report for 2018

STATEMENT OF FINANCIAL POSITION

Cash and Cash Equivalents*	\$24,693,708
Accounts Receivable	\$282,427
Inventory	\$490,894
Prepaid Expenses	\$127,295
Property, Plant & Equipment	\$6,643,956
Operating Assets	\$32,238,280
Restricted Assets	\$0
Total Assets	\$32,238,280
Accounts Payable	\$44,009
Accrued Expenses	\$931,385
Deferred Revenue	\$45,653
Long-Term Debt	\$5,339,381
Total Liabilities	\$6,360,428
Net Assets	\$25,877,852
Total Liabilities & Fund Balance	\$32,238,280

*Includes assets held in Goodwill's Endowment Fund with the Community Foundation for Muskegon County.

Audited by Rehmann A complete copy of the audited financial statement by Rehmann can be provided upon request.

STATEMENT OF ACTIVITIES

INCOME

Participant Programs & Services	\$3,934,411
Contract Services (Industrial/Janitorial)	\$1,152,621
Retail Operations**	\$18,738,276
Public & Corporate Support	(\$138,116)
Fundraising	\$35,319
Agency Total	\$23,722,511

EXPENSES

Participant Programs & Services	\$3,797,198
Contract Services (Industrial/Janitorial)	\$1,125,005
Retail Operations**	\$15,313,338
Management & General	\$2,890,483
Total Operating	\$23,126,024
Fundraising	\$96,558
Agency Total	\$23,222,582

Increase in Net Assets **\$499,929**

**includes non-cash value of \$5,531,300 in 2018 representing the value of donated goods per continued application of FASB Accounting Standards Codification 958, Not-for-Profit Entities, 605 Revenue Recognition -- Contributions Received.

2018 Financial Donors

A.J. Vallier and Sons, Inc. Steven Alward Amazon Smile Foundation Guy Bailey Bank of America Joel Barrett Battle Creek Community Foundation Biosolutions Todd Bramer and Kim Kelly Richard and Susan Carlson Robert and Donna Chandonnet Libby and David Cherin Tom and Lisa Dake	Shannon Delora Beth Dick Dr. Pepper Jeffery Dykstra Sharon Edris Jim and Jacki Fisher Nancy Fisher Chudacoff in memory of Bernard Fisher Sharon Gary Rulesha Glover-Payne Thomas and Mary Griffin Kiesha Guy Meghan Hanley Brett Howell	Jeanette Hoyer and Brenda Sommers Industrial Metal Cleaning Corporation Jackson-Merkey Contractors George and Charlotte Johnson Tom and Cynthia Johnson Marcy and Charles Joy Charlie Kelly Rosemary Klemm Trynette Lottie-Harps Kelly Mast Nancy Miller Roger Morgenstern	Eileen Mullane Michael Muskovin Newkirk Electric Associates Diana and Terry Osborn Parmenter O'Toole Mary Payne Field Reichardt Marin Shields Craig and Teri Smith Rick and Brenda Snellenberger Craig and Merrily Solberg Star Truck Rentals, Inc. Marian Stefanich Alan Steinman	Christine Steinmetz Heidi Sytsema Charles and Kathryn Timmer David Timmer TisBest Donald and Jane Tjarksen Clinton Todd in memory of Vester Todd Uline Aimee Vandenzelen L.J. Verplank Joel Westhoff Liz Witzler John and Kathleen Workman
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Although great care has been given to accurately list all names, please contact Resource Development Coordinator Kim Harsch of any errors or omissions at (231) 722-7871, ext. 1057 or kharsch@goodwillwm.org

2018 Grants and Sponsorships

Berends Hendricks Stuit Insurance Agency, Inc Community Economic Development Association of Michigan Community Foundation for Muskegon County	Community Foundation for Oceana County Community Shores Bank Fremont Area Community Foundation Goodwill Industries International, Inc. HealthWest	Horizon Bank Kendall Electric Lighthouse Group Mediation & Restorative Services Merill Lynch - Howell and Sharp Group	Michigan Department of Transportation Mike Rose Landscape and Irrigation Morgan Stanley Muskegon Area Intermediate School District	Muskegon Community College Pinnacle Construction Group Rhode Island Foundation United Way of the Lakeshore Winberg Construction
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2018 Contract Partners

242 Kitchen & Farmer's Market A.L.S. Enterprises Action Industrial AGS Company Automotive Solutions LLC Almond Corporation Andrews Scheuerle + Huss PLLC Arconic Power & Propulsion Area Community Services and Training Automatic Spring Products Bennett Pump Company Biosolutions, LLC Blue Lake Fine Arts Camp Bold Companies Call 2-1-1 Cannon Muskegon Catholic Charities of West Michigan Center for Women in Transition Christian Concrete of Western Michigan City Of Muskegon	Columbus McKinnon Corp. Commercial Manufacturing and Assembly Disability Network of the Lakeshore Dutch Treat Foods Eagle Cnc Technologies Earthtronics Engine Power Components EXIT Fastenal Formed Solutions, Inc. Fruitport Schools Global Concepts Enterprise, Inc. Grand Haven Powder Coating, Inc. Greater Harvest Missionary Baptist Church H & H Lawn Service & Snowplowing Habitat for Humanity Haven Innovation Health West Heat & Warmth Fund	Hines Building Condo's Assoc. Industrial Metal Cleaning Corp. Internal Revenue Service J & M Machine Company Kautex Textron, Cwc Div. Kendall Electric, Inc. Knoll Group Lakeshore Chamber of Commerce Lakeshore Museum LifeCircles Macski Services LLC MAISD Medallion Instrumentation Systems Mediation & Restorative Services Metal Arc Inc. Michigan Department of Corrections Michigan Spring Co Michigan Irish Music Festival Michigan Rehabilitation Services	Michigan Works! West Central Mobile Haulaway MPRI Muskegon Area District Library Muskegon County Muskegon County Probation Office Muskegon Heights Housing Commission Nichols Northwest Michigan Community Action Agency Omt - Veyhl USA O'Neil Tents and Party Supplies Ottawa County Ottawa County Community Mental Health Padnos Paramelt Peer Resources Pinnacle Construction Pioneer Resources Premier Auto	Rail Components Inc. Re-Source Industries Richey Nursery Company, LLC SAF Holland Sanctuary at the Oaks Seabrook Plastics SGW Sales Silver Creek Manufacturing, Inc. Social Security Administration Srook 's Plastics TGW Ermanco Inc. Trendway Corporation Trinity Health Senior Communities Trophy House Turbo Components, Inc. United Way of the Lakeshore Urban Thread USA USS LST 393 Veteran Museum Ship Wells Index West Michigan Works!
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**Corporate Headquarters
Goodwill Career Center
GoodTemps Offices**

271 East Apple Avenue
Muskegon, MI 49442
Phone: (231) 722-7871
Fax: (231) 728-6408

Employment & Training Center

12330 James Street, Suite H115
Holland, MI 49424
Phone: (616) 377-4044

GOODWILL WEBSITE
www.goodwillwm.org

GOODTEMPS WEBSITE
www.goodtempsmi.com



Accredited by CARF,
the Commission on
Accreditation of
Rehabilitation Facilities

