



2020 ANNUAL REPORT

Through every challenge we face, Goodwill Detroit is
COMMITTED. DETERMINED. STRONGER TOGETHER.





DANIEL S. VARNER

President & CEO
Goodwill Industries
of Greater Detroit

Friends,

2020 was bruising. It was bruising in so many ways, both collectively and personally, that it has left me whipsawing back and forth between a recognition of our fragility and an equally important recognition of the healing power of relationships and love. We are individually and collectively fragile, and at the same time, we are committed, determined, and stronger together.

In addition to the pandemic and racial reckoning that we collectively experienced in 2020, I also faced the challenge of a personal battle with throat cancer. The treatment left me terribly weakened, in the hospital for a week, and on short-term disability from February through June. Our team at Goodwill Detroit had to carry on without me, and in the face of a global pandemic at that. As you'll read in the pages that follow, the team not only persevered through the challenge, but excelled through it. We are stronger together, indeed.

So, as I thought about how to introduce this annual report, it became clear to me that you should hear from two of the other people charged with leading Goodwill Detroit in 2020: Chief Mission Officer Felicia Hunter, who served as Interim CEO in my absence, and Board Chairperson Tom Margosian. Their brief notes, and the stories that follow, reflect the commitment, determination, and collective strength of the Goodwill Detroit family.

That family is made up of employees and board members, as well as trainees and job seekers, corporate and government partners, donors, and other stakeholders. All together, we are a powerful force for good that truly has become the most successful social enterprise in the region at helping people grow their independence and dignity. It is an honor to work alongside you in service of our mission.

Sincerely,
Dan Varner

FELICIA HUNTER

Chief Mission Officer & Executive Vice President

Friends,

2020 was a challenging mission year, yet it offered Goodwill the opportunity to pivot creatively, to continue to deliver quality services for our program trainees and social enterprise customers. It was my privilege to serve as Interim CEO for Goodwill Detroit. With a supportive Board, dedicated executive leadership, and committed services team, we were able to provide mission services for 26,000 people during an unprecedented time.

Each day we focused on the health and safety of our trainees and employees, the development of an operational playbook to guide our decisions, the purchasing of adequate personal protection equipment (PPE), and the implementation of an effective communication strategy across the organization to ensure minimal program services and business interruption.

We collaborated with community entities to provide COVID-19 testing for employees and telehealth services for persons served at home. Together we implemented hybrid service delivery for most program participants and rotational remote work employees. Lastly, we provided support for Detroit and Oakland County Michigan Works! agencies to respond to thousands of customer calls for unemployment insurance benefits applications.

As an organization, we demonstrated collective resilience and diligence in our mission work and operations. As we look towards the future, we will continue to revisit lessons learned to further our mission of building up our community and helping individuals live a life of dignity and respect.

We are grateful for your generous support and confidence in our mission.

Sincerely,
Felicia Hunter



TOM MARGOSIAN

Board Chairperson

Friends,

As I reflect on 2020, it was like a perfect storm. As newly appointed Chairperson, the immediate challenges of Dan's illness and medical leave, in addition to a global pandemic, were somewhat of a rude awakening. However, the Goodwill team and the Board stepped up and came through with flying colors! Under the leadership of Felicia Hunter (Interim CEO), the Goodwill Detroit team skillfully managed through the pandemic by taking care of employees, while serving the mission to the best extent possible. I was equally impressed with the Board engagement, as each Board member leaned in and contributed their time, knowledge, and experience to help the organization navigate through financial, workforce, and facility challenges. Through it all, the organization never lost focus on the mission and the people we serve, who, undoubtedly, needed our support more than ever.

In retrospect, I couldn't be more proud of the Goodwill Detroit leadership team and thankful for such a dedicated team of Board members.

As we look ahead, we see different challenges that will require the same dedication and thought from the Goodwill Detroit leadership team and the Board. I'm confident that we will address those challenges and continue to serve and grow the mission. In 2021, Goodwill Detroit will recognize and celebrate its 100th anniversary. Congratulations on such a magnificent milestone! It's a remarkable achievement and a testament to everyone that has supported Goodwill Detroit over the past 100 years. I'm honored to be part of this great organization and to have served on the Board for the past 15 years.

I have been personally touched by the success stories of the people we serve and humbled in so many ways. The work that we do and the people we serve is not only personally gratifying, but also critically important. I look forward to helping Goodwill Detroit continue to fulfill its mission in our region.

Sincerely,
Tom Margosian



MISSION

Co-creating independence and dignity through the power of personal and workforce development.

Goodwill Detroit provides best-in-class personal and workforce development training to Metro Detroit residents living with mental health challenges or developmental disabilities, returning citizens, and residents who have been chronically underemployed or unemployed. Providing a range of support services—from financial coaching and tax preparation to resume development and job training—Goodwill Detroit's work is founded on helping people and their families move from poverty and dependence to prosperity and independence. For a full description of our programs and services, visit www.goodwilldetroit.org.



VALUES

INTEGRITY

We are truthful and honest in our interactions

DIGNITY & RESPECT

We treat all people with dignity and respect

CONTINUOUS IMPROVEMENT

We engage in **intentional** practices to improve our trainee and customer outcomes, our people and our productivity

DIVERSITY, EQUITY & INCLUSION

We create environments where everyone's participation is valued and celebrated

HEALTH, SAFETY & WELLBEING

We maintain safe environments and focus on the holistic well-being of our employees and trainees.

COMMITTED. DETERMINED. STRONGER TOGETHER.

Through every challenge we face, Goodwill Detroit is **COMMITTED. DETERMINED. STRONGER TOGETHER.** Goodwill Detroit is a social enterprise comprised of three distinct operations, including Goodwill Donated Goods Retail stores, Goodwill's Green Works, and Goodwill Integrated Solutions. Goodwill's enterprises generate income while providing training, work experience, and job opportunities.

MISSION IMPACT

PEOPLE SERVED **26,900**

COMMUNITY & BASIC SERVICES (School to Work, Unemployment/Retention, and Walk-in Services)	8,245
INTENSIVE PERSONAL DEVELOPMENT SERVICES (Ongoing Intensive Personal Development Services not focused on job entry)	399
INTENSIVE JOB PLACEMENT SERVICES (Employability skills, job readiness, and job development services)	1,939
VIRTUAL SERVICES (Virtual Unemployment Insurance Agency Liaison)	16,316

**JOB
PLACEMENT
RATE**
86%

1,337 persons obtained competitive employment out of 1,553 job-ready candidates

**JOB
RETENTION**
95%

The skills gained through Goodwill services help individuals maintain employment beyond 90 days

**AVG. STARTING
HOURLY WAGES**
\$15.95

Job-ready individuals who participate in Goodwill programs earn competitive wages

**GOODWILL
WAGES PAID**
\$480,333

Goodwill Wages paid to persons in transitional work experience programs



ORGANIZATION SPOTLIGHTS

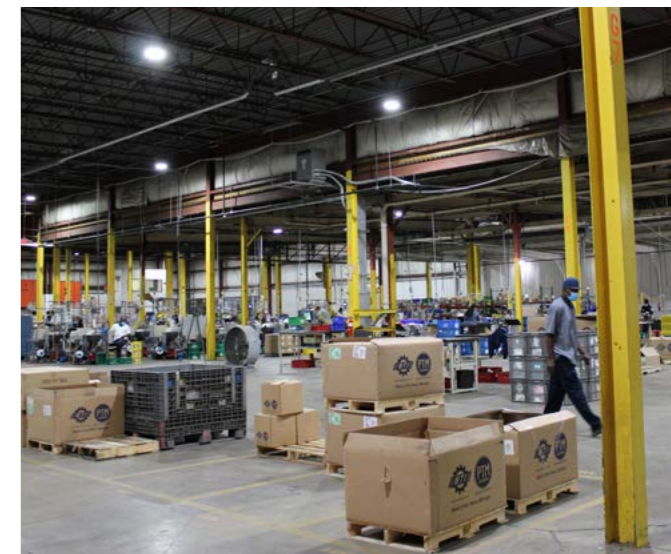
GOODWILL INTEGRATED SOLUTIONS (GIS)

Goodwill Integrated Solutions, a tier 1 automotive supplier and subsidiary of Goodwill Detroit, successfully moved at the end of October 2020 into a 170,000-square-foot facility. This expansion will create over 200 additional jobs for Metro Detroiters, ranging from entry level to middle management.

BLAIR VESTERFELT

"Our new facility provides GIS with the opportunity to grow its business and expand client services to people with employment challenges throughout our communities. GIS is now positioned to generate more revenue that can be reinvested to further the mission of Goodwill Industries of Greater Detroit."

CEO, Goodwill Integrated Solutions & Executive Vice President, Goodwill Detroit



DONATED GOODS RETAIL

After being closed for two months, Goodwill Detroit reopened all retail stores and implemented COVID-19 sanitization and safety standards and protocols within the stores to create a safe and comfortable shopping environment for employees and customers.



JEFF UKRAINEC

"Coming out of the pandemic, there were several unknowns and many people were reluctant to venture out to shop and work. However, we received tremendous support from our loyal supporters through the difficult time, and we saw a significant increase in both donations and sales. Much to our surprise, that continued throughout the end of 2020 and well into 2021, which resulted in record sales growth for the agency. All of this contributes to additional job training and placement programs for those we serve, which is why we exist. We are thankful for the continued support."

Vice President Donated Goods Retail

GOODWILL'S GREEN WORKS

Goodwill's Green Works was deemed essential work and pivoted to packaging and selling hand sanitizer in response to the COVID-19 health and safety demands and to meet customer and supplier needs. Additionally, GGW prepared and distributed PPE kits to vulnerable Detroit residents and the community providing six schools and two community organizations with over \$10,000 worth of PPE.

CALEB RUTLEDGE

"I am proud Goodwill's Green Works is an employment opportunity for those who often have challenges finding a job. We have so many success stories of people starting here and are now managers at other companies."

President & CEO of Goodwill's Green Works & Vice President, Goodwill Detroit



SUCCESS STORIES

Christopher Chapman

Goodwill's Oakland County
Michigan Works! Pontiac

In March of 2020, Christopher was laid off due to COVID-19 and was struggling to find other options for employment. In June a friend told him that the Pontiac career center was offering funding for a CDL class, so he jumped at the opportunity. Christopher is dedicated and focused on doing better.

"I can't tell you what this program means to me. I am wanted and desired by companies, where before I wasn't. This program has helped me gain back that confidence I had lost and I know that someone out there wants me to work for them. With this license I get to travel and meet new people."



Darrin McNeely

Goodwill's Green Works

Darrin came to Goodwill's Green Works in 2020 after hearing about it from his parole officer. Darrin worked hard and took advantage of opportunities for growth and training, learning how to drive a forklift and becoming a stand-out team member at GW.

"I knew that I needed to do something with my life after getting out," said Darrin. "I'm glad that I did." GW has made Darrin more independent, showing him that he has what it takes to make it on the outside.



James Traylor

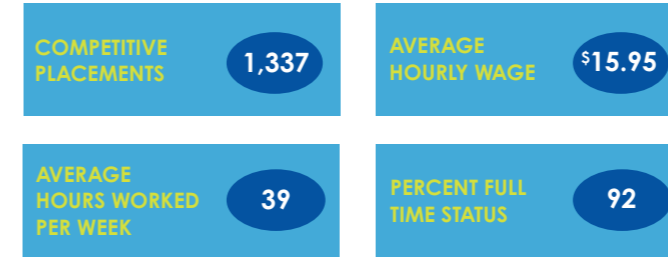
Flip the Script

James came to Goodwill Detroit's Flip the Script re-entry program through the Michigan Department of Corrections parolee early release program. James attended financial literacy and workforce development workshops and began working with the Center for Working Families (CWF) team. James needed help locating housing and securing employment. His CWF Employment Coach quickly obtained free housing for James through a local veterans program (James is an Air Force veteran) and found him work through Allegiance Staffing.

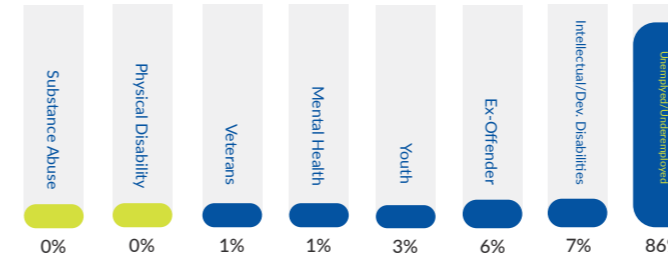
"James has taken a great deal of initiative to improve the quality of his life in a very short period of time. He is a phenomenal example of how returning citizens with a sense of purpose, along with the willingness and determination to improve the quality of their lives, can do just that." - Kathryn Henry, Goodwill Financial Coordinator



DATA AND FINANCIALS



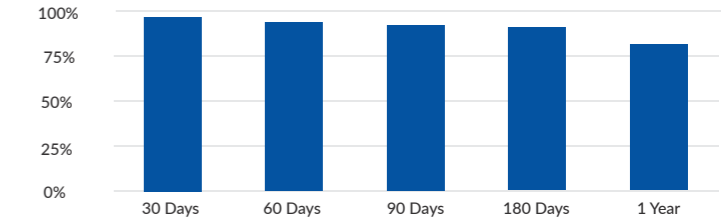
PERSONS SERVED PROFILE



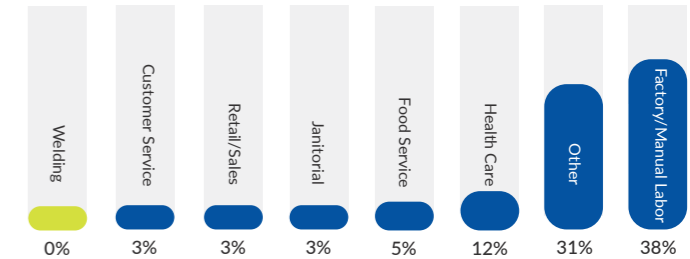
Substance Abuse	5
Physical Disability	26
Veterans	121
Mental Health	127
Youth	283
Ex-Offender	575
Intellectual/Developmental Disabilities	305
Unemployed/Underemployed	9,142

Total 10,584

EMPLOYMENT RETENTION OUTCOMES



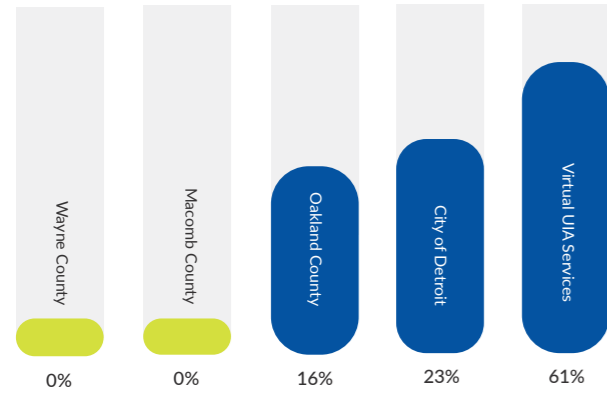
EMPLOYMENT TYPE



Welding	2
Customer Service	30
Retail/Sales	42
Janitorial	38
Food Service	63
Health Care	169
Other (Tech., Prof., Transportation)	478
Factory/Manual Labor	509

Total 1,337

PERSONS SERVED BY COUNTY



ENROLLMENTS

Wayne County
 Macomb County
 Oakland County
 City of Detroit
 Virtual UIA Services

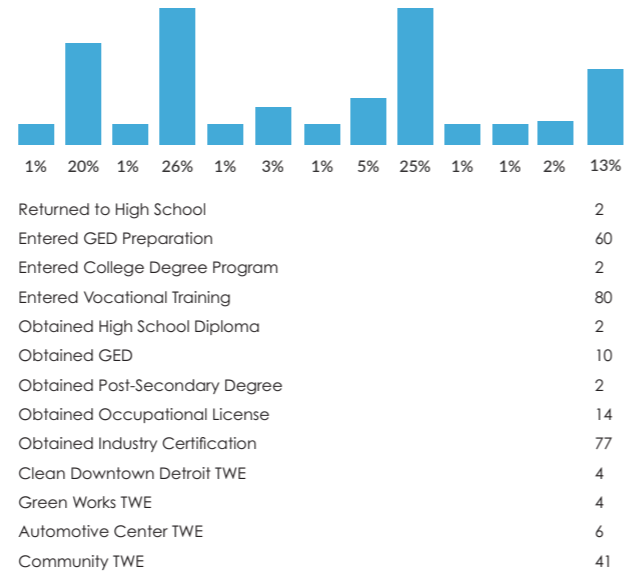
SERVED

52
 148
 4,194
 6,190
 16,316

Total

26,900

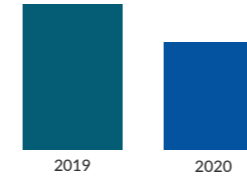
POSITIVE OUTCOMES OTHER THAN EMPLOYMENT



Total

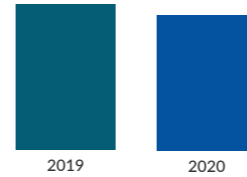
304

FINANCIALS



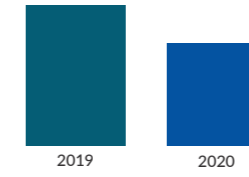
Total Revenue and Support

2019: \$48,113,246
 2020: \$36,654,315



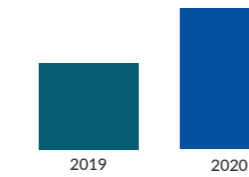
Net Assets at Beginning of Year

2019: \$23,858,671
 2020: \$22,388,200



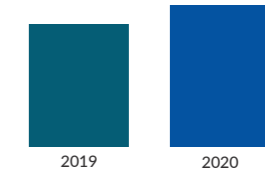
Total Expenses

2019: \$49,347,976
 2020: \$39,225,123



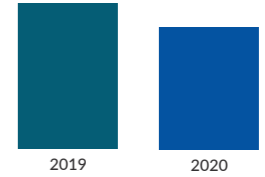
Change (+/-) in Unrestricted

2019: (-1,470,471)
 2020: (-3,073,416)



Total Gains/Losses

2019: (-1,234,730)
 2020: (-2,570,808)



Net Assets at End of Year

2019: \$22,388,200
 2020: \$19,314,784

GOODWILL DETROIT LEADERSHIP

OFFICERS

Thomas Margosian
Chairperson
Retired Director IT Audit Services
Ford Motor Company

Deirdre Groves
Vice Chairperson
Executive Director
Challenge Detroit

Randal Leslie
Secretary, Retired Vice President
Marketing, Distribution &
Product Support-Global
Johnson Controls

Jeff Huebner
Treasurer
Managing Member
Pointe Capital Mangement

Laura Byars
Immediate Past Chairperson
Vice President Human Performance
Blue Cross Blue Shield of Michigan

BOARD MEMBERS

Lena Barkley
Area 7 Manager Workforce
Initiatives CVS Health

Dennis Curtis
Partner, Risk Assurance
PricewaterhouseCoopers (PwC)

Amy Good
CEO Alternatives for Girls

Ryan Hoyle
Senior Director of GalaxE.Solutions

Talvis Love
Senior Vice President,
Chief Information Officer
Baxter International, Inc.

Lisa Muschong
Corporate Secretary & Chief
of Staff DTE Energy

Terrah Opferman
Managing Director & Region
Manager / JP Morgan Chase

Erica Robertson
Chief Executive Officer
Education at Scale

Daniel S. Varner
President & Chief Executive Officer
Goodwill Detroit

EXECUTIVE TEAM

Daniel S. Varner
President & Chief Executive Officer,
Goodwill Detroit

Felicia Hunter
Chief Mission Officer &
Executive Vice President,
Goodwill Detroit

Jeffrey Ukrainec
Vice President Donated
Goods Retail, Goodwill Detroit

Raymond Byers (thru August 2020)
Vice President Finance,
Goodwill Detroit

Michael Kleinheksel (September 2020)
Chief Financial Officer & Executive
Vice President, Goodwill Detroit

Mark Maher
Vice President Information
Technology, Goodwill Detroit

Jen Merz
Vice President Fund Development,
Goodwill Detroit

Blair Vesterfelt
CEO, Goodwill Integrated Solutions
& Executive Vice President,
Goodwill Detroit

Joni Nelson
Vice President Human Resources &
Organizational Development,
Goodwill Detroit

Caleb Rutledge
President Goodwill's Green Works
& Vice President, Goodwill Detroit

Karen Gamber
Executive Assistant Office of the
President & Compliance Officer,
Goodwill Detroit

GOODWILL DETROIT DONORS

OUR SUPPORTERS

\$50,000 - above

DTE Foundation
The McGregor Fund
United Way for
Southeastern Michigan
W.K. Kellogg Foundation

\$10,000 - \$49,999

Ally Financial Foundation
Barbara Smith
Goodwill Store Shoppers
CVS Match Campaign
Helen L. Kay Foundation
Rose Ann Comstock Living Trust
Vera and Joseph
Dresner Foundation

\$5,000- \$9,999

Dennis Curtis
Dr. Douglas and Lynda Hock
Fifth Third Bank
Motor City Casino Hotel

\$1,500- \$4,999

The Northern Trust Company
Cardinal Health Foundation
Hudson-Webber Foundation
Alpha USA
Aaron Contracting
Detroit Golf Club
XFER Communications
Blue Cross Blue Shield of
Michigan & Blue Care Network
Barton Malow Foundation

Wall Colmonoy
Ground Effects
JPMorgan Chase
MCL Jasco Inc.
SEEL, LLC
Jane McKee
Barbara and Jeffrey Duncan
Talvis Love
Frank and Maria Angileri
Jane Bowman
Patrick Brady
Kirk Martin
Harry Pearce
Leo and Marie Stevenson
Blair Vesterfelt
Frank and Mary Agosti
Sharlene Gage
Amanda Van Dusen
Jay Wilber

\$500- \$1,499

Annis Pratt
Barbara Cooper
Bruce Brorby
Daniel Varner
David Parzen
DeLois Whitaker-Caldwell
Dennis Matthews
Detrex Corporation
Donna Baird
Douglas Neff
Felicia Hunter
Frances T. De Basco
Integrated Care Partners
Iron Workers Local 25
J. Simon and Sons Electric
James Gotch

Joni Nelson
Judy Trunsky
Julie Zube
Lena Barkley
Mark Reuss
Mark and Heidi Maher
Michael Gorge
Michael Kleinheksel
Michael Mihalich
Philip and Patricia Gerwert
Raymond and Nancy Ebbing
Robert and Mary Schroeder
Ruth Jones
Ryan and Kimberly Hoyle
Scott Ward
Shirley Krol
Solomon Plumbing
Ted and Janet Payne
Terrah Opferman
Thomas Margosian
Thomas and Missy Mark
Walmart
William and Martha Ford Fund

\$499 AND BELOW

Alan Poole
Alan Sheets
Alan and Carole Farnstrom
Alan and Cheryl Ann Novack
Alan and Joanne Glantz
Alayna Stagg
Aletha Risher
Alfred and Wanda Parks
Alfreda Robinson
Alice Ahearn
Alice Steffe
Allan Leonard

Allan Olson
Allan and Loretta Kalt
Amanda Martinez
Amazon Smile
Amy Good
Amy Kessler
Amy Holihan
Andrea Tarver
Andreas Perakes
Andrew Rosnik
Andrew and Eleanor Cleary
Andrew W. and
Susan J.Hermann
Angela Maday
Angela Thomson
Angelita Smith
Angelo Gaggos
Anita Wolf
Ann Massad
Anne Leightner
Anonymous Donors
Anthony and Julia Panson
Ari-El Enterprises
Armerion Fowler
Arthur and Mary Carlson
Audrey Eldridge
Audrey Johnson
Ava Thrower
B S J Christian Seminars, Inc
Barbara Bartlett
Barbara Cunningham
Barbara O'Hair
Barbara Andres
Barbara Lowe
Barbara Pasciolla
Barbara Bowman
Barbara Preston
Basil and Karen Oneill

Betsy Smith
Bettie Lyons
Betty Smiley
Beulah Taylor
Beverley Hines
Bill and Gail Hansen
Bobbette Jackson
Bomi Hathikhanavala
Bonnie Brooks
Bonnie Kelley
Bradley and Laura Host
Brenda Krachenberg
Brenda Trotter
Brett Cohen
Brian T. Sharrow CRPS
Bridgette Andrews
Bruce Glidden
Bruce and Bernadette Tayler
C. Arthur and Linda Brakel
Caleb Rutledge
Candice Betts
Carl Holth
Carl Robinson
Carla Fitch Putans
Carly Evich
Carole Bannister
Carolyn Pope
Cathy Mozham
Cecilia Locke
Charles Dupuis
Charles and Myra Hoover
Charlotte Polgar
Charlotte Wolfe
Chelsea Mckinney
Christian and Ruth Ann Remus
Christine Peele
Christine Sargent
Christopher and Debra Hughes

OUR SUPPORTERS

Clarence Pozza
Clarence and Cynthia La Budde
Clyde Reggins
Connie VonBernthal
Constance Roberts
Craig and Detranell Reynolds
Curtis Bigby
Cynthia Hill
Cynthia Hutchison
Dan Chandler
Daniel Holowicki
Daniel Woelmer
Daniel Muszynski
Danielle Carter
Darlene Pelkey
Darryl Ward
David Rayford
David Grossman
David Cain
David Carter
David Lussier
David and Bernadette
Broughton
David and Isabelle Smith
David and Joann Maguran
David and Joanne Piasecki
David and Karen Pyrcce
David and Kathy Guest
David and Rose Ann Padowicz
Dawn Finn
Deborah Gentry
Deepak and Amita Gupta
Deirdre Groves
Delisa Norris
Denese Turner
Denis Carroll
Denise Ratfray
Dennis Spensley

Diane Arnold
Dennis Karczynski
Dennis Brown
Desi Simpson
Diane Buzzelli
Diane Maier
Dietrich Vincent
Dolores Bradway
Domingo Vidal
Donald and Elizabeth Titus
Donald and Ingrid Lanese
Donald and Joanne Povlitz
Donald and Marietta Johnson
Donald and Michele Mullen
Donna Johnson
Donnie Lytle
Doreen Chandler
Dorine Miller
Doris Adler
Doris Topping
Dorothy Knox
Dorothy Conrad
Dorris Fleming
Douglas and Kimberly Sinclair
Dr. Craig and Diane Wernette
Dr. Eugene Herman
Dr. Gregory and
Margene Henry
Dr. Myron and Joyce La Ban
Dr. Sidney Berkowitz
Dr. William Bowman
DTE Energy
E. Irene Greene
E. Lucas Dowler
Earl and Susan Belger
Ebony Thomas
Eddie and Judy Floyd
Edgar Oliver

Edward Hustoles
Edward and Joan Zamenski
Edwin Nacci
Edwina Stallworth
Eileen Shobe
Elaine Bono
Eleanor Saxon
Elizabeth Rice
Elizabeth Kline
Elizabeth Hill
Elizabeth Vuylsteke
Elizabeth Fidler
Emily Borus
Eva Packard
Evelyn Gianino
Fareed Jannah
Felicia Romberger
Fidelity Charitable
Frank and Phyllis Vroom
Fred and Karen Gamber
Fred and Kathleen Harris
Frederick and Sheila Hatch
Fredrick Cottingham
Gail Fromes
Gary Houck
Gary Jackson
Gary and Mary Gorski
George Thompson
George Wojdacki
George Element
George Verghese
George and Colleen Mills
George and Maiga Friess
George Karakashian
Barbara Forte
Georgia Hardin
Gerald Pichler
Gerald Matthews

Gloria Bates
GiAnna Cheairs
Glenn and Ella Dee Pearson
Glenn and Margretta Potts
Gloria Becker
Graziano Canini
Gregory Dean
Gregory Kroodsma
Gregory Masel
Gregory and Patricia Stejskal
Gregory and Sharon
Lynn Gwizdowski
Gregory and Suzanne
Gardocki
Gretchen Weber
Harmon and Leah Tron
Harry Hodgson
Harry and Susan Letzmann
Heather Yerebeck
Helen Santiz
Helen Kropik
Henry Schreiber
Henry and Carolyn Stormer
Holly Windom
Hugh Larkin
Irene Cavanaugh
Irvin Poston
Jack Strickland
Jacqueline Moon
James Cole
James Boyes
James Jacobs
James Sukkar
James VanSlambrouck
James Jordan
James Gully
James and Elizabeth Galbraith
James and Elizabeth Truba

James and Kimberly L. Gray
James and Marjory Conley
James and Mary Stephens
James and Patricia Duerr
James and Sharon Nowakowski
James and Sharon Gatch
James and Trudy Hatch
Janet Drabecki
Janet Lannen
Janice Zehnder
Janice Porter
Jasen Wyatt
Jay Gulley
Jean King
Jeanette Flowers
Jeanette Onachuk
Jeanne Stine
Jeffrey Huebner
Jeffrey Stehlik
Jeffrey and Marilyn Gilbert
Jeffrey and Rachelle Ukrainec
Jennifer Frederick
Jen Merz
Jennifer Mayor
Jerald and Mary Krampitz
Jerome Harris
Jerrell and Patricia Calvert
Jerry Hannenberg
Jessica McGlynn
Jewell Yarbrough
Jim Galloway
Joan Ford
Joan Allen
Joann Gray
Joanne Carmichael
John Kosidlo
John Gayer Jr.
John Novak

OUR SUPPORTERS

John Catello
John Washington
John Samuels
John and Carol Gasior
John and Farran Heenan
John and Janice Pacente
John and Karen Antczak
John and Paula Acton
John and Sandra Fleck
Johnny and Carolyn Slaughter
Jon and Cynthia Stults
Jonathan Gniatczyk, Sr.
Joseph Galasso
Joseph Marusic
Joseph Nance
Joseph and Barbara Frattarola
Joseph and Barbara Ann Brierly
Joseph and Denise Doyle
Joseph and Susan Bulat
Joseph and Virginia Farrug
Joya DCruz
Joyce Tucker
Joycelene Carter
Juanita Wood
Judith Coucouvans
Judith Lacher
Judith Raetz
Judith and Karnig Dabanian
Judy Crup
Judy Adams
Jules Breslow
Julia Koths
Julie Aggeler
Karen Kanniaainen
Karen Gates
Karen Bellamy
Karen Erickson
Karen Lasater

Karen Quarstrom
Karen Price
Karen Deb Gupta
Karen Herzog
Karla Joeger
Kate Marsack
Kathleen Keyes
Kathleen Zolewski
Kathleen Fastiggi
Kathleen and John Liadis
Kathryn Ellis
Kathy Hayrynen
Katie Malisow
Kay Wasinger
Kenneth Ogilvie
Kenneth and Barbara Lane
Kenneth Mary
Seaberg King
Kevin Tutt
Kevin and Margaret Schmidt
Khurshed Kasad
Kristin Fontichiaro
Kronos
Krystyna Brusca
Kyle Turner
Lakisha Morgan
Lambro Niforos
Latina Fauconier
Latrease Perry
Laura Byars
Laura Varga
Laurel Robinson
Lauren Mosley
Laurence Winokur
Lawrence Taylor
Lawrence and Linda Bolam
Leah Speights

Lee Thomas
Leeann Gevercer
Leo and Helen Rumpitz
Leonard and Marta Boehm
Leonard and Minnie Schwartz
LeRoy Asher
Leroy Schopieray
Leroy and Brenda Etheridge
Leslie Augustyn
Leslie Smith
Libby Adler
Lillian Crowder
Lilliana Rosati
Linda Wheeler
Linda Heritage
Linda Culpepper
Livonia Chamber
of Commerce
Lois Norman
Loretta Conti
Lorna Pollock Dieter
Louis and Michele Przybylski
Louise Bergiel
Lynn Norton
Madeleine O'Neill
Manohar Jagasia
Manuel and Isolina Ramos
Marco Knapp
Marcyl Pesti
Margaret Danigelis
Margo Lesser
Marie VanMarter
Marilee Clark
Marilyn Ricard
Marilyn Smith
Marilyn Webster
Marjorie Covert
Marjorie Mack

Mark Pierzecki
Mark Schwing
Mark and Anna Gruca
Marli Basso Rodrigues
Mary Weast
Mary McLeod
Mary Sepe
Mary Stone
Mary Paros
Mary Hood
Mary Myska
Mary Pryor
Mary Rodgers
Mary Ellen Stroup
Mary Grace Wilbert
Mary Margaret Sweeten
Marybeth White
Marylou Sepke
Matthew Grimes
Matthew and Terri Franzen
Maurie Leising
Maxwell and Jeanette
Spilsbury
Megan Daniels
Megha Mehta
Melvin Lee
Melvin and Sylvia Herner
Michael Locricchio
Michael Yatsko
Michael Radner
Michael Kelly
Michael Zeller
Michael Drayback
Michael Rogers
Michael Sampson
Michael Newson
Michael and Laurice Platzke
Michele Benton

Michelle Monk
Nadalie Riddle
Nancy Norling
Nancy Giannone
Nancy Sutherland
Nancy Nixon
Nancy and David Pembroke
Natalie Simon
National Association of Letter-
Carriers
National Charity Services
Neale Hoener
Nicole Braxton
Nicole Navarro
Noah and Mary Greenhill
Norine Jachym
Norma Regenold
Norma Jones
Oliver Price
Onadette Coleman
Paige Bishop
Pamela McKinney
Patricia Canfield
Patricia Csatari
Patricia Gillis
Patricia Morris
Patricia Ressler-Biloon
Patricia Shephard
Patrick McMahon
Paul Marcelli
Paul Walters
Paul Stec
Paul and Angell Wolber
Paul and Judy Glassman
Paul and Susan Martzowka
Peter De Steiger
Peter and Sue Ann Vernia
Phillip Nicolai

OUR SUPPORTERS

Ralph Raciti
 Randal and Susan Leslie
 Randall Murphy
 Randall and Terry Lange-Winkel
 Randy Pantelis
 Raymond Byers
 Raymond Keeling
 Raymond and Christine Janisse
 Reates Curry
 Regina Williams
 Reginald and
 Barbara Campbell
 Renate Reimer
 Rich Teets and Mary Pickett
 Richard Higginbottom
 Richard Mangol
 Richard Migliore
 Richard Hall
 Richard Arsineau
 Richard Snella
 Richard and Carol Crowe
 Richard and Cheryl Bowman
 Richard and Christine Marsack
 Richard and Elaine Hansen
 Richard and Emily Moellering
 Richard and Jane Manoogian
 Foundation
 Richard and Judith Koelzer
 Robert Randall
 Robert Sedler
 Robert Lippitt
 Robert Appelle
 Robert Jungwirth
 Robert Singer
 Robert and Carol Anne Riganon
 Robert and Ethel Hull
 Robert and Jacquelin Riley
 Robert and Linda Nicolai

Robert and Mary Strong
 Robert and Patricia Sweitzer
 Rodney III and Georgia
 Roman and Yuliya Koval
 Romona Sipes
 Ronald Charfoos
 Ronald Hitt
 Ronald Frechen
 Ronald Jones
 Ronald Majka
 Ronald Tracy
 Ronald and Arlene Ross
 Ronald and Valderes Clinton
 Rosemarie Piskoti
 Roxanne Reinhardt
 Roy Caskey Sr.
 Roy and Bettye Pope
 Russell and Suzanne Carpenter
 Ruth Schmidt
 Sandra Gray
 Scott Cooley
 Scott Stewart
 Sean Abney
 Seetha Uthappa
 Senthil Kumar Kairaj
 Shani Waite
 Sharday Tiller
 Sharon Miller
 Sheila Gardner
 Shirley Anderson
 Sonia Plata
 Stephen Bugin
 Steven Richardson
 Stuart Trager
 Susan Cranfield
 Susan Henry
 Susan McGraw
 Susan Najmowicz

Susan Tarpley
 Susan Farquhar
 Susanne Lawrence Carlson
 Suzanne Johnson
 Suzanne Lappin
 Suzanne Kapcia
 Tanesha Hunter
 Ted and Joan Bokano
 Teresa Hale
 The Frank and Ethel Bresto
 Family Foundation
 The Helppie Family Charitable
 Foundation
 The Kroger Company
 The O'Brien Family Fund
 Theresa Mahoney
 Thomas Rinehart III
 Thomas Hauswirth
 Thomas Moore
 Thomas Guith
 Thomas Holleman
 Thomas and Diane Linn
 Thomas and Jeanette Itchue
 Thomas and Maureen
 Wightman
 Thomas and Patricia Hill
 Thomas and Suzanne Ensch
 Tibor and Judith Czako
 Timothy Roach
 Timothy Smola
 Tina Baker
 Tomalynne Srabian
 Tommie Spiller
 Tricia Hashimoto
 Val Jean Phillips
 Violet Hoyer
 Vinay Pallegar
 Vincent and Hortense Fields

Virginia Torosian
 Virginia Reichenbach
 Vivian Stroman
 Vytautas and Mary Kaunelis
 W.N. and L.M. Ament
 Wade McCain
 Wallace Hopp
 Walter Watson
 Walter Kwik
 Wanda Bohannon
 Wilberta Johnson
 William Moore
 William Friske
 William and Donna Sanders
 William and Lorraine
 Kapushinski
 Willie and Loretta Phillips
 Xavier Pankovits
 Yin Hing Klisowski
 Yusser Qazwini
 Yvonne Hogan
 Zora Hargrave

OUR LOCATIONS

OFFICES & PROGRAM SITES

Corporate Headquarters
 3111 Grand River Avenue Detroit, MI 48208
 313.964.3900

Detroit Skill Building Services
 3111 Grand River Avenue Detroit, MI 48208
 313.557.8635

Supports Coordination Services
 3111 Grand River Avenue Detroit, MI 48208
 313.557.8610

Flip the Script
 2777 East Grand Boulevard Detroit, MI 48211
 313.557.4848

A Place of Our Own Clubhouse
 1401 Ash Street Detroit, MI 48208
 313.931.0901

North Oakland Career Center - Pontiac
 1850 N. Perry Street Pontiac, MI 48340
 248.276.1777

North Oakland Career Center - Novi
 31186 Beck Road Novi, MI 48377
 248.926.1820

Detroit at Work Career Center
 Northwest Activity Center
 18100 Meyers Rd, Detroit, MI 48235
 313.578.7500

OTHER LOCATIONS

Goodwill's Green Works, Inc.
 6421 Lynch Road Detroit, MI 48234
 313.499.3100

Goodwill Integrated Solutions
 14301 Prospect Street
 Dearborn, MI 48126
 313.964.3900

RESALE LOCATIONS

Canton
 41937 Ford Road Canton, MI 48187
 734.981.1692

Commerce Township
 3281 Crumb Rd. Commerce
 Township, MI 48390
 248.859.5927

Dearborn
 22451 Michigan Avenue
 Dearborn, MI 48124
 313.288.5927

Livonia
 12651 Middlebelt Road
 Livonia, MI 48150
 734.245.0115

Woodhaven
 20080 West Road
 Woodhaven, MI 48183
 734.301.3902

Ypsilanti
 3782 Carpenter Road
 Ypsilanti, MI 48197
 734.272.0667