

GOODWILL

INDUSTRIES

OF THE CONEMAUGH VALLEY INC

sin' er jē (noun) – the cooperative action of two or more elements achieving a common goal

2008 Annual Report

GOODWILL INDUSTRIES

OF THE CONEMAUGH VALLEY INC

540-542 Central Avenue
Johnstown, PA 15902
(814) 536-3536
TTY/TDD: (814) 536-2649
www.goodwillsouthcentralpa.org

Our Vision

Individuals and families with employment barriers in our region will become employed, self-sufficient, and integrated into the community

Our Mission

To empower individuals and families with employment barriers to achieve their fullest potential in the community through work services

Our Values

Respect

The recognition of basic human rights and dignities of all people

Learning

The recognition, acceptance, and development of individual abilities

Stewardship

The provision of quality goods and services

Ethics

Operating with integrity in all areas

*Serving the six-county area of
Bedford, Blair, Cambria, Huntingdon,
Indiana, and Somerset*

2008 Annual Report

At Goodwill Industries of the Conemaugh Valley (GICV), Inc., “the business of changing lives” has been at the core of our philosophy since 1962. Putting people to work has never been at a higher priority for society or government than it is today. We find that our programs are in greater demand than ever before. In 2008 alone, we served 26,422 people in this region.

Our ability to serve is based on the continued support we receive from the community. We graciously acknowledge the support of those who shop in our retail stores, donate clothing and household items, provide in-kind donations, provide financial support, contract with our businesses, and hire GICV clients.

We have to agree with renowned author Stephen Covey in that “Synergy is the highest activity of life; it creates new untapped alternatives; it values the mental, emotional, and psychological differences between people.”

Our commitment to partnerships and collaboration creates a powerful synergy that multiplies the value of our combined efforts. The underlying theme of synergy is evident throughout our annual report.



Phyllis J. Bandstra, President/CEO

synergy

Our Services

Workforce Development

Career development, job-skills strengthening, résumé development and preparation, interview preparation, job shadowing, and paid work experience

Community Employment for People with Disabilities

Extensive training, job-placement, and employment services to individuals with physical, mental, or developmental disabilities

Employer Services

Employee screening, training, and hiring programs; subsidy programs; on-the-job-training; tax incentives; onsite employee workshops; and disability awareness training

Recovery and Community Integration Program

State-licensed psychiatric rehabilitation services to help those with mental illness improve skills in the living, learning, vocational, and social environments

Retail Operations

Major venue for workforce development services for those with barriers to acquire work histories and develop positive work habits that transfer to other industries

Commercial Contracts

Cost-effective outsourcing options in areas of custodial services, document imaging, and light assembly

2008 Figures

Individuals Served

Youth	19,095
Adults/Dislocated Workers	6,347
Recipients of Welfare	644
Disabilities	<u>336</u>
Total Served	26,422

Job Placement

Youth	26
Adults	22
Dislocated Workers	49
Recipients of Welfare	173
Disabilities*	<u>54</u>
Total Placements	324

*Youth with disabilities counted under Disabilities

Revenue Summary \$

Donated Goods	\$ 1,739,820
Contracts	\$ 302,192
Workforce Development	\$ 3,155,688
Retail	<u>\$ 4,873,144</u>
Total Revenue	\$10,070,844

Expense Summary \$

Program Services	\$ 8,820,604
Supportive Services	\$ 609,422
Reinvestment in Community	<u>\$ 640,818</u>
Total Expenses	\$10,070,844

2008 Worksite Award of Appreciation

Sherry Lynn's Ballroom Dance Center

Sherry Lynn, owner

for providing youth with a creative and positive environment that teaches how learning business skills doubles as an education for valuable life skills

syn

2008 Employer Award of Appreciation

Westwood Garden Haven

Glenn Rosage, owner

for fostering an atmosphere where abilities, rather than disabilities, are recognized and are developed to their fullest potential through patience, understanding, and reward

2008 Achievement Award Barton L. Seltmann, Jr.



© GICV, Inc.

Bart held several jobs..., but it wasn't until GICV set Bart up with a job-shadowing opportunity with the Westwood Garden Haven... that Bart found his true calling.

In 1993, **Barton L. Seltmann, Jr.** was in a severe automobile accident that resulted in traumatic brain injury. He received physical and cognitive rehabilitation services at Reading Rehabilitation Hospital, then subsequently enrolled at the Hiram G. Andrews Center and received a Medical Clerical diploma. In the fall of 2004, Bart enrolled in GICV's Community Employment Services and completed Transitional Employment Training at the PA CareerLink, Cambria County. Bart held several jobs in different industries, but it wasn't until GICV set Bart up with a job-shadowing opportunity with the Westwood Garden Haven in the spring of 2006 that Bart found his true calling.

Bart performed so well in his job shadowing that owner Glenn Rosage hired Bart as a seasonal garden laborer. Bart takes great pride in his work and has excellent attendance, using public transportation to get to and from his job with a nearly one-hour commute each way. Bart feels that the nature of his job is suited to helping him to maintain his balance and gait, which were compromised following his accident. Bart is proud of the fact that he maintains his own apartment, manages his finances, and accesses community resources independently.

One day after devoting several weeks to weeding and organizing the perennial greenhouse, Bart was thrilled to find a hand-lettered sign that his manager placed on the greenhouse door that reads: "This greenhouse professionally maintained by Bart." He was also given a T-shirt with his name monogrammed on the front. Bart always felt valued, but this was tangible proof. Bart is now in his fourth season with the Westwood Garden Haven.

GICV proudly presented Barton L. Seltmann, Jr. with a 2008 Achievement Award.

New in 2008

YouthBuild Johnstown

GICV is enabling Cambria County at-risk youth to earn their GEDs while gaining important on-the-job training in the construction trade by building affordable housing for low-income families. In collaboration with a 13-member partnership*, the 11-month program consists of five comprehensive components of education, job-training, leadership, youth-development, and service learning. In March 2009, the program proudly graduated its first cohort.

Successful Teens Achieving Results (STAR) Day Treatment Program

GICV is collaborating with Nulton Diagnostic & Treatment Center, PC to create a mental health, outpatient day treatment program for at-risk children and adolescents with an integrated approach of academic, behavioral, emotional, and family-focused therapy to help them to avoid placement in residential facilities.

Peer Support

GICV is delivering an action-oriented, skills-based approach to community integration by training individuals with mental illness to become Certified Peer Specialists to assist peers in self-identified goals of living, learning, working, and socialization through a mutual relationship.

“Connecting Families with the Community” Resource Fair

GICV organized and operated this premier resource fair with a focus on family strengthening to connect local residents with service providers and local community organizations. More than 300 Cambria County residents and 92 agencies participated. GICV is continuing with family strengthening efforts both externally with other service providers and internally with its staff.

PA WORKWEAR

GICV is providing proper attire for job training, interviews, and employment for individuals in the welfare system, allowing them to confidently pursue and obtain employment dressed for success.

Drop-Out Prevention and Credit Recovery

GICV is helping high school students to “recover” credits they lost through class failure, poor attendance, or scheduling omission, with the goal to stay on track, get back on track, or remain in school and graduate. The initial rollout was with Forest Hills High School in Sidman.

YouthBuild Johnstown Synergy

- *Cambria County Assistance Office
- Environmental Protection Agency
- *GJ/Cambria County Chamber of Commerce
- *Greater Johnstown Career & Technology Ctr
- *Greater Johnstown Community YMCA
- *Greater Johnstown School District
- *Home Builders Assoc of the Alleghenies
- *Johnstown Housing Authority
- *Juvenile Court Cambria County Admin Office
- *Office of Vocational Rehabilitation
- Pennsylvania Department of Labor
- *Pennsylvania Highlands Community College
- *Redevelopment Authority of Cambria Cnty
- *S. Alleghenies Workforce Investment Board
- *YWCA of Greater Johnstown

STAR Synergy

Behavioral Health of Cambria County
Cambria County Juvenile Probation Dept
Cambria County Children and Youth
Community Behavioral HealthCare Ntk of PA
Greater Johnstown Career & Technology Ctr
Nulton Diagnostic & Treatment Center
Somerset County Probation Youth Services

Peer Support Synergy

Behavioral Health of Cambria County
Pennsylvania Department of Welfare
Value Behavioral Health

Resource Fair Synergy

City of Johnstown
Goodwill Industries International
Health & Welfare Council
Memorial Medical Center
92 agencies
Northwestern Mutual Foundation
Pasquerilla Conference Center
300+ Cambria County Residents
Windber Medical Center

PA WORKWEAR Synergy

Cambria County Assistance Office
Cambria Rowe Business College
Community Action Partnership of C. County
Pennsylvania Highlands Community College
Pennsylvania Department of Welfare
S. Alleghenies Planning & Dev Commission
S. Alleghenies Workforce Investment Board
Teen Parenting Program of GJSD

Drop-Out Prevention Synergy

Forest Hills High School
Pennsylvania Department of Education
S. Alleghenies Workforce Investment Board

2008 Achievement Award Ronald B. Wetzel



© GICV, Inc.

Although Ron has a severe visual impairment, he maintains a positive attitude, and figures out how to do something rather than saying it cannot be done.

In the spring of 2008, **Ronald B. Wetzel** was referred to GICV's Community Employment Services (CES) paid training program for adults with disabilities by the Office of Vocational Rehabilitation/Bureau of Blind and Visual Services. Although Ron has a severe visual impairment, he maintains a positive attitude, and figures out how to do something rather than saying it cannot be done. Ron began GICV's paid training program in the production department at Goodwill's Ebsburg Retail Store in December 2008 affixing price tags on clothing and merchandise in preparation for the sales floor. Textured friction tape was applied to the floor to delineate boundaries. A fellow associate assists Ron with resetting his pricing gun for each price point. His coworkers monitor the work area to ensure that pathways remain unobstructed. Ron is fluent in reading and "writing" Braille and personally labeled the presort bins with Braille markings. He keeps his work schedule by using alarms on his cell phone and a tape recorder. He's also quite adept at using a computer and Window-Eyes™ talking software.

Ron successfully completed his paid training and secured employment with GICV as a Production Associate in Goodwill's Ebsburg Retail Store and new Richland Retail Store and Donation Center on Eisenhower Boulevard.

Further proof of Ron's "if there's a will, there's a way" attitude is the fact that he is a volunteer firefighter and Communications Officer and has served as Vice President/Radio Operator and Emergency Management Coordinator for different volunteer fire companies. On August 8, 2007, Ron's experience and training proved to be life-saving when he was instrumental in assisting residents to safely escape a serious apartment fire. Ron was recognized for his efforts with Certificates of Valor from the Pennsylvania Senate, the House of Representatives, and five additional associations. He was also named Firefighter and Member of the Year by the Spangler Volunteer Fire Company.

GICV proudly presented Ronald B. Wetzel with a 2008 Achievement Award.

GICV's Board of Directors

Jeff Wood, *Chair*
DRS Laurel Technologies

Kathleen Wallace, *Vice Chair*
Catanese Group

Jerry Clark, *Secretary*
Clark Productions, LLC

Dennis Stidinger, *Treasurer*
The EADS Group, Inc.

Howard Bernstein
Penn Installations, Inc.

Lisa Corrente
Laurel Highlands Advanced Imaging

Phyllis Forman
Silverman, Tokarsky & Forman, LLC

Francis Fregly
Johnstown Area Heritage Assoc

Monica Garver
PrimeSOLUTIONS Advisors, LLC

Charlie Himmelreich
Laurel Legal Services, Inc.

Steven Matthews
SupplySource Office Interiors

Eileen Melvin
Economic Development Strategies

Glenn Miller, Jr.
VCS Group, Inc.

Douglas Oakley
Coldwell Banker Prestige Realty

Joseph Orr, III
J.C. Orr & Son, Inc.

Raymond Wrabley
University of Pgh at Johnstown

GICV's Business Advisory Council

Debi Balog
Johnstown Area Regional Industries

Richard Burkert
Johnstown Heritage Association

Angela Burkey
CBIZ

Jonna Contacos-Sawyer
HR Consultants, Inc.

Valerie Deater
Tribune-Democrat

Anita Faas
Lee Initiatives, Inc.

Kevin Gardner
Manpower

Sherry Kuhns
First National Bank

Christy Lingenfelter
Metropolitan Life Insurance

Rose Lucey-Noll
Cambria County Transit Authority

James Neely
LaurelWood Care Center

John Reed
Johnstown Chemical

Doug Sedlemeyer
Bed, Bath & Beyond

Nikki Simpson
Lockheed Martin Aeroparts, Inc.

GICV's Goodwill Retail Stores and Donation Sites

Altoona
22 Park Hills Drive
Altoona, PA 16602
814-946-0902

Bedford
9481 Lincoln Highway
Bedford, PA 15522
814-623-9990

Blairsville
164 Market Street
Blairsville, PA 15717
724-459-9066

Ebensburg
Wal-Mart Plaza #8
300 Jamesway Road
Ebensburg, PA 15931
814-471-0426

Huntingdon
7513 Huntingdon Plaza
Huntingdon, PA 16652
814-641-0250

Indiana
1470 Oakland Avenue
Indiana, PA 15701
724-463-6212

Northern Cambria
4211 Crawford Avenue
Northern Cambria, PA 15714
814-948-7940

Richland
1326 Eisenhower Boulevard
Johnstown, PA 15904
814-266-6143

Somerset
Somerset Plaza
1606 N. Center Avenue
Somerset, PA 15501
814-444-8319

Westwood
1715 Lyter Drive
Johnstown, PA 15905
814-255-4310

2008 Achievement Award Harry A. Vatavuk



Photo by Roger Kerekes

With the guidance of GICV, Harry recognized an opportunity to turn an unfortunate situation into an aspiring one by pursuing the career he always wanted.

After becoming a dislocated worker from Freight Car America in March 2007, **Harry A. Vatavuk** didn't know it, but he was about to fulfill his long-time goal of working in the healthcare field. Upon graduation from high school, Harry wanted to pursue an education to become a nurse, but his father helped him to obtain a position working in the steel mills with high wages and excellent benefits. It was an opportunity he couldn't pass up at the time, but was in an industry that would later decrease its workforce.

When Harry visited the PA CareerLink, Cambria County, GICV enrolled him in the Trade and Workforce Invest Act (WIA) program upon learning of his aspiration of becoming a nurse. Harry enrolled in the Greater Johnstown Career & Technology Center's Licensed Practical Nurse (LPN) program and began classes in September 2007. He utilized Supportive Services through the WIA for childcare assistance.

Harry successfully graduated from the program and on October 28, 2008, was offered full-time employment as an LPN at the Golden Living Center in Richland Township. With a work attire implement allowance through the WIA, Harry was able to obtain the proper "scrubs" and shoes for his new job.

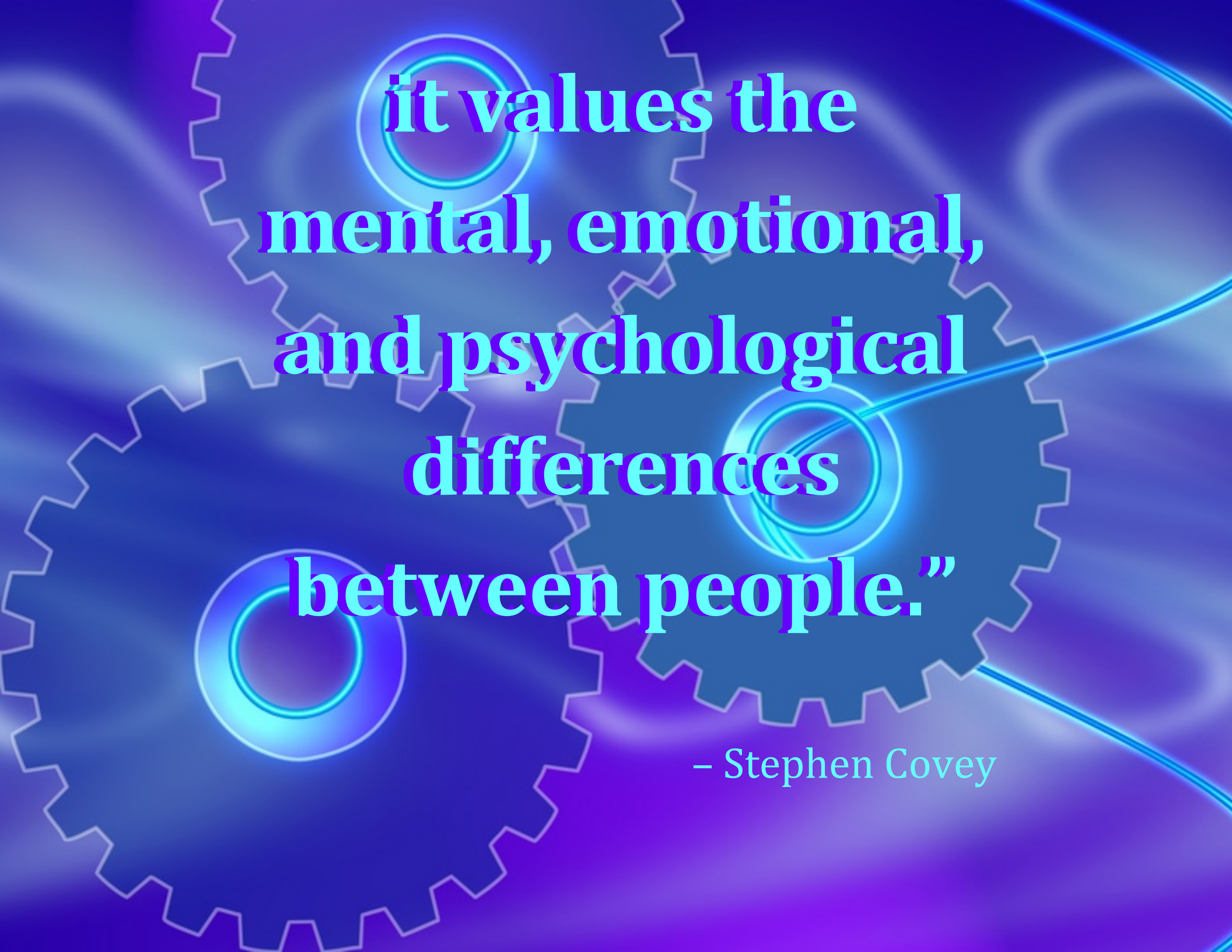
His GICV career counselors say that he is the perfect example of taking lemons and making lemonade. With the guidance of GICV, Harry recognized an opportunity to turn an unfortunate situation into an aspiring one by pursuing the career he always wanted.

GICV proudly presented Harry A. Vatavuk with a 2008 Achievement Award.

"the business of changing lives"



**“synergy
is the highest
activity of life;
it creates new
untapped
alternatives;**

The background features a dark blue gradient with several glowing, concentric circles and interlocking gears. The gears are rendered in a lighter blue color with a white outline, and the circles have a bright blue glow. The overall aesthetic is futuristic and mechanical.

**it values the
mental, emotional,
and psychological
differences
between people.”**

– Stephen Covey

Goodwill's Richland Retail Store and Donation Center

“the business of changing lives”



Photo by Roger Kerekes