

“Goodwill gave me a lot of confidence to go out and do things for myself.”

Houston Leek
Achiever of the Year



GOODWILL INDUSTRIES OF CENTRAL INDIANA, INC.

WORKINGTIMES

Goodwill honors award recipients at annual luncheon

Each year, Goodwill recognizes some outstanding individuals who have made substantial progress overcoming barriers and organizations that have helped them do so. This year's award recipients were recognized at Goodwill's May 6 Celebration of Achievement luncheon at the Marriott in downtown Indianapolis. Christel DeHaan, founder of Christel House International and co-founder of Resort Condominiums International, was the keynote speaker.

During her address to more than 300 attendees, DeHaan congratulated the award recipients and commended Goodwill for being awarded charters to open the Indianapolis Metropolitan Career Academies this fall.

“Goodwill, in keeping with its mission, is now reaching out to help students graduate with an innovative, relevant

and custom-made education model,” DeHaan said. “They are reaching out to at-risk students and are offering them a pathway to succeed.”

As the founder of Christel House Academy, an Indianapolis-based charter school that opened two years ago, DeHaan stressed the value and importance of educating young people and preparing them for adulthood.

“The key is education. Education has been and always will be the road to a better life,” DeHaan said. “It's the great equalizer, transcending socioeconomic boundaries and offering immense opportunity irrespective of class.”

Following DeHaan's address, Goodwill President Jim McClelland and C. Perry Griffith, Jr., Goodwill board chair, introduced the award recipients.

(continued on page 3)

Pictured above: This year's annual awards winners are front: **Houston Leek**, Achiever of the Year. Second row, from left, **Steve Wallace** and **Constance McClure** of the Noblesville Store, which received the Store of the Year award; **Joe Forehand**, Barbara Robinson Memorial Award recipient; **Felicia Caldwell** of the Noblesville Store; and **Ted Polk**, Polk Food Services, Employer of the Year. Back row, from left, **Ron Fleming**, **Larry Sample** and **Steve McPherson**, all of Lincoln Tech, Partner of the Year.

President's Message

The stories in this issue touch on several facets of Goodwill's work. While very different from each other, all make important contributions to the accomplishment of our mission, and all are consistent with Goodwill's philosophy, which follows:

We believe in the power of work to transform lives. Work is central to economic self-sufficiency and the ability to support one's family. The community is a better place when its citizens are able to work and contribute to the community's strengths and success.

We believe our primary business is to train and develop people to meet the needs of our customers and those who will employ the people we assist. Our approach is to help each unemployed person prepare for and find a job that utilizes his or her aptitudes and abilities to meet the needs of an employer. In doing so, we seek to identify and utilize resources that directly help a person prepare for and find a suitable position, as well as other resources such as those related to transportation, family care or health that may be needed to support the individual's continued employment. We also will work with cooperating employers to enhance the career development and advancement potential of selected motivated individuals who are in our target population groups.

With youth who are still in school but at high-risk of dropping out, we seek or help provide educational alternatives that will increase the individual's future ability to become successfully employed and economically self-sufficient.



Overall, we seek to maximize mission-related impact while maintaining a financial position that enhances the organization's long-term viability. In all of our work, we blend business and human development skills in ways that result in opportunities for as many people as possible, while simultaneously maintaining or increasing the organization's ability to grow and improve. We lead and manage Goodwill as a business with a social mission, and the ability to effectively blend business with our mission may be Goodwill's most unique characteristic. We also believe strongly in leveraging our assets and capabilities with those of other entities in all three sectors (public, private for-profit and private not-for-profit), developing and maintaining relationships that make better use of resources in the community, helping people develop and alleviating serious workforce and social problems.

A handwritten signature in black ink, which appears to read "Jim McClelland". The signature is fluid and cursive, with a large initial "J" and "M".

Jim McClelland, President

Goodwill to open its 26th store near Mooresville

Goodwill Industries of Central Indiana will open its 26th store this summer in the Heartland Crossing shopping area near the Hendricks-Morgan county line.

The new store, located at 10333 Prosperity Circle in Camby, is scheduled to open in August. It will employ 25 people, have 15,000 square feet of retail space, three check-

out lanes and a drive-thru donation center. Store hours will be 9 a.m. to 9 p.m. Monday through Saturday and noon to 6 p.m. on Sunday.

Goodwill sells a variety of gently used clothing, shoes, housewares, furniture, toys and books. Retail sales help fund Goodwill's employment programs in central Indiana.

(continued from page 1)

Houston Leek **Achiever of the Year**

Five years ago, Houston Leek was left a quadriplegic after a shooting that resulted from an argument over a drug deal. With the support of the Indiana Bureau of Vocational Rehabilitation, Leek began a training program in computer graphic design at Goodwill.

Today, Leek works from his wheelchair as a graphic designer and is vice president of the board of directors for the Indianapolis Resource Center for Independent Living, an organization that helps people who are leaving nursing and rehabilitation facilities to live independently.

"Goodwill gave me a lot of confidence to go out and do things for myself," Leek said. "I'm taking classes and going to conferences to increase my advocacy skills to help people with disabilities who want to go out and live on their own."

Joe Forehand **Barbara Robinson Award**

For many of us, the road to success is never marked by a single, triumphant moment. Instead, we measure success as the attainment of incremental progress. For thousands of people at Goodwill, that progress was made possible by the devoted service of Barbara Robinson.

In the spirit of this award, Joe Forehand has maintained a steady progression toward his ultimate goal of economic self-sufficiency. Before Forehand began working for Goodwill in 1983, he was a migrant worker, traveling state-to-state

looking for jobs picking ripe produce as a means of supporting his drinking habit.

Eventually, the many years of heavy drinking and living on the streets took a physical and mental toll on Joe. He returned home to Indianapolis, sought counseling and supportive services from the former Central State Hospital and found a job at Goodwill where he's been a source of encouragement to others.

Lincoln Technical Institute **Partner of the Year**

Shortly after Sept. 11, 2001, Lincoln Technical Institute and Goodwill started helping laid-off airline industry workers prepare for new careers. Lincoln Tech created a Diesel & Truck Technology program, specifically with the 1,200 laid-off United Airlines Aircraft Mechanics in mind, and Goodwill staff provided support services to the mechanics and helped them find funding to enroll in the program.

Recognizing that many of the laid-off mechanics were struggling to support their families, Lincoln Tech developed an accelerated curriculum for the mechanics, allowing them to substitute their work experience for credit hours. The move cut the length of the program in half and allowed many workers to go back to work sooner with complete certification.

The match worked wonderfully for Goodwill and Lincoln Tech. More importantly, it worked for hundreds of laid-off workers.

Polk Food Services **Employer of the Year**

The Employer of the Year Award is presented to a company that demon-

strates an ongoing commitment to hire and retain people who face barriers to employment. For more than 30 years, Polk Food Services has hired individuals who might have difficulty finding work anywhere else.

Polk Food Services manages the cafeteria and catering business at the University of Indianapolis and every day takes on the massive task of serving thousands of meals to students. The management staff is patient with its employees and provides lots of support and a willingness to help resolve work and personal issues. One of Goodwill's employment consultants calls them "one of the most supportive and tolerant environments one could hope to have for anyone with special needs."

That patience, coupled with compassion and flexibility, makes Polk Food Services a valuable ally to Goodwill.

Noblesville Store **Store of the Year**

In many ways, Goodwill's 25 retail stores exemplify the organization's operating philosophy. The revenue the stores generate provides the financial backbone of Goodwill and helps fund employment services for thousands of people. At the same time, the retail stores employ more than 700 people, many of whom have barriers to employment.

The Noblesville Goodwill Store is consistently one of Goodwill's best performing retail sites. In addition to being a top financial performer, the Noblesville staff has shown a real commitment to finding ways for all employees to excel in the workplace while meeting the needs of customers.

Goodwill Scholarship recipient overcomes obstacles to start all over with new career

Imagine studying for a new career but being unable to afford all the textbooks needed for success.

That's what Lisa Geesy faced – until she found help through Goodwill's scholarship program.

The Winchester resident had worked for a Randolph County casket manufacturing company for 15 years, a job she took right out of high school and thought she would work until retirement. The company had been bought and sold a few times throughout her tenure, and Lisa always had survived the layoffs and changes that new management brought.

But after another change in ownership in the fall of 2002, Lisa was told her services were no longer needed. She found herself with no paycheck and entering a job search with only a high school diploma and limited skills from her manufacturing experience.

After consulting with staff at the Randolph County WorkOne Center, Lisa knew that if she found another manufacturing job, she most likely would be laid off again in a matter of time. So she began searching for a new direction in her career, one that would provide long-term security for her and her family.

With the assistance of dislocated worker funds and her unemployment payments, Lisa entered a licensed practical nurse (LPN) program at Ivy Tech State College in nearby Muncie. The school offered a program that she could complete in one year and re-enter the workforce quickly.

"Financially, that was a big issue," she said.

To complicate her family's situation, Lisa's husband, Floyd, who worked at the same casket factory, suffered an injury on the job. His injury required spinal



Lisa Geesy was laid off from her job at a casket factory in the fall of 2002. This May, with the help of Goodwill's scholarship program, Lisa completed her licensed practical nurse training at Ivy Tech State College and started a new career at St. Vincent's Randolph Hospital in Winchester, Ind. Lisa says her path to an in-demand career field has been "well worth the struggle."

column surgery and six months off work to recuperate. For Lisa, Floyd and their teen-age son, Josh, having no steady paycheck meant paying the bills and Lisa's tuition with Floyd's disability check and the assistance Lisa was receiving.

But despite the obstacles, Lisa persevered. Money was tight for the Geesys, and after classes Lisa would occasionally stop by the Muncie Goodwill Store, 5035 W. Hessler Road, to pick up a few needed items.

As her dislocated worker funds began to run out, Lisa knew her family's budget would be tighter than ever as she continued the final semester of her LPN

program. Lisa already was struggling to pay her tuition. In fact, she received C's in two classes because she couldn't afford to buy the books and relied on absorbing information from classes instead of the textbook.

Then Lisa saw a poster in the Muncie Goodwill Store advertising the organization's scholarship program to help people in training for a new career. She applied for the scholarship and was granted assistance with her books and tuition for the spring 2004 semester, the final classes she needed to complete the LPN program.

"The Goodwill scholarship program has made me able to afford the books and workbooks and the resource materials," Lisa said. "Through WorkOne, the Goodwill scholarship and the grace of God, everything has worked out."

Now, Lisa is beginning a new chapter in her life. In May, Lisa graduated from Ivy Tech's LPN program and began working full-time as a third-shift LPN nurse at St. Vincent's Randolph Hospital in Winchester. With Lisa's husband recuperated and back on the job, the Geesys now have two full-time incomes again.

But Lisa's work isn't finished yet. This summer, with the assistance of the Goodwill scholarship program, she will begin her prerequisite classes for Ivy Tech's registered nurse (RN) program. Lisa's long-term goals are to complete her RN prerequisite classes at the end of the spring 2005 semester and begin the three-semester RN program next summer.

Lisa's perseverance and positive attitude shine through as she talks about her journey.

"It's been hard, don't get me wrong," Lisa said. "But the end is in sight, and it's well worth the struggle."

Foundation Report

Memorial gifts to the Goodwill Industries Foundation honor the memory of a relative or friend and provide lasting help to people served by Goodwill Industries. Honor gifts received by the Foundation recognize birthdays, anniversaries or other significant occasions in people's lives. The names listed below indicate those memorialized or honored by donors during the period from February 3, 2004, through May 15, 2004.

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continued on Page 6

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(continued from Page 5)

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The Highest Form of Giving

Maimonides (also known by the nickname Ramba'm) was a 12th Century philosopher, physician and rabbi. His writings have inspired many over the centuries. A recent book by Julie Salamon, "Ramba'm's Ladder: A Meditation on Generosity and Why it is Necessary to Give," has highlighted an interesting theory of giving that will have special meaning to Goodwill donors.

According to Ramba'm, the top rung of the ladder is a gift that provides someone with the capacity to become self-sufficient. Giving someone the skills they need to provide for themselves and their families, thus breaking the cycle of dependence, is the highest form of giving.

Goodwill donors practice this top-level giving every day. When you make a gift to Goodwill, you offer individuals a chance to create (or, often, recreate) their own lives through achieving self-sufficiency.

Planned giving donors to Goodwill take this a step further. By establishing a planned gift to the Goodwill Foundation, donors not only provide help in the short term, but they also join with others to support Goodwill's mission of helping people to self-sufficiency far into the future.

Contact Ann Updegraff Spleth, director of major gift planning, at (317) 524-4226 or auspleth@goodwillindy.org to discuss a planned gift to Goodwill. Maimonides would approve!

Indianapolis Metropolitan Career Academy

A new public charter high school. Quality, real-world learning...

One Student at a Time

This past school year, Warren Stewart was home schooled. This fall, Warren will be a student at the Indianapolis Metropolitan Career Academy, commonly referred to as the Indianapolis Met and operated by Goodwill Education Initiatives, Inc.

His mother, Brenda Stewart, became interested in the Indianapolis Met because she believes the small class size and the "learning through internships program" will help Warren, who has a partial hearing loss, thrive in school.

The Indianapolis Met is modeled after The Metropolitan Regional Career and Technical Center (The Met Center) in Providence, R. I. Opened in 1996 by The Big Picture Company, the founders believed it would be more effective for a school to integrate learning goals with interests of the students, instead of working with a preset curriculum. They also believed that students learn more when they are engaged personally in meaningful work related to a chosen topic.

Warren said he is fascinated with money and is interested in being an accountant. At Indianapolis Met, Warren will be given the opportunity

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to explore the accounting field through internships and a customized learning plan developed around his professional interests, strengths and talents. If he decides that he does not want to be an accountant, the learning through internships coordinator will help him explore other interests and options.

At Indianapolis Met, the basics of reading, writing and arithmetic are not taught in a traditional manner but are a mainstay of each student's individual learning plan. For example, if a student

is interested in fashion design, then the student will research how much material is needed, how many hours it will take to make a product line and how much it will cost.

Students demonstrate their knowledge of a subject through exhibitions conducted several times a year. During the exhibitions, students present evidence of learning and finished projects to a panel of teachers, family members, mentors, fellow students and community members who bring field expertise to the topic. When the students are preparing to apply to college, they will have work portfolios to submit, along with their applications and state-required test scores.

The goal of the Indianapolis Met is to significantly increase the high school graduation rate and college enrollment of young people. Goodwill began working with Big Picture Schools after reviewing their results in Providence. For example, 96 percent of entering ninth-graders graduate four years later; 85 percent of graduates enroll in a two- or four-year college; and 78 percent of those who enroll are the first in their families to attend college.



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