

DECEMBER 2022

The Goodwill Grapevine

Monthly Organizational Updates



GOODWILL'S MISSION IMPACT EVOLUTION CONTINUES

By David Oliver

It seems like just yesterday I was writing my January 2022 Grapevine column, and now I am already writing my final column for this year. Maybe it is just because I am getting older, but this year seems as if it has just flown by.

For me personally, and for the overall organization, this has been a year of transition. With many long-serving members of our leadership team retiring, it necessitated that we reconstitute our leadership team in a way that would prepare us to continue growing our mission impact in the coming years. A significant amount of time and effort went into this process during 2022. I am pleased to let everyone know that we have nearly completed that work with the addition of Celia Armstrong in late November as Goodwill's new Chief Administrative Officer. In this role, Celia will be responsible for the Finance, Human Resources, Safety & Training departments, as well as providing oversight for our Financial Resilience Programs and a new program that we will be rolling out in 2023: the Grow with Goodwill initiative. You will be hearing a lot more about Grow with Goodwill in the coming months. Celia has an extensive background in human resources and training, and we are very excited to have her join the Goodwill Tulsa team.



Celia Armstrong

Newsletter Content

2022 Holiday Party

November Retail Update

Holiday Safety Tips

FEC Networking Extends to NYC

Flu Shots Available

December Paydays:
9 & 23



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I believe that with the team that we have in place today, the sky is the limit for Goodwill Tulsa in 2023. With the projects currently in the works and the planning that is in place to identify new initiatives, I fully expect to see Goodwill Tulsa reach heights in 2023 that we could only imagine just a short time ago. It will take all of us working together as a cohesive team, but we are truly positioned to take off and expand our mission impact in a way that we have never seen before. I personally cannot wait to see how all of this comes together to make 2023 a true inflection point in the life of an organization that is already 95 years old.

While I am excited about the opportunities of 2023, I do not want to neglect the rest of 2022. On December 22, we will be holding our annual holiday luncheon, and it is one of my favorite Goodwill activities every year. In addition to sharing a wonderful holiday lunch and fellowship with one another, we will be honoring our employees who have achieved milestone anniversaries with Goodwill and announcing our annual STAR Award winners. I want to close by thanking all Goodwill team members for your hard work and commitment to our mission in 2022 and wishing you and your families a happy holiday season.

Holiday Party

FOOD, AWARDS, AND MERRIMENT

DECEMBER 22 | 11:30 - 2:30

CHANDLER PARK

Holiday Party

FESTIVE SWEATER CONTEST

WEAR YOUR FAVORITE HOLIDAY SWEATER TO THE LUNCHEON ON DECEMBER 22 AND ENTER THE FESTIVE SWEATER CONTEST!

Categories

MOST CREATIVE FUNNIEST VINTAGE

UGLIEST MOST LIKE GRANDMA'S

Prizes

EACH OF OUR FIVE WINNERS WILL RECEIVE A SUPER COOL TROPHY, BRAGGING RIGHTS FOR THE NEXT YEAR, AND A QUIKTRIP GIFT CARD.

A few rules

SWEATERS MUST FOLLOW THE DRESS CODE FOR YOUR DEPARTMENT. ABSOLUTELY NO POLITICAL, INAPPROPRIATE, OR OFFENSIVE SWEATERS WILL BE ALLOWED. WE WANT YOU TO HAVE FUN, BUT PLEASE REMEMBER THAT THIS IS A WORK FUNCTION.

NOVEMBER RETAIL UPDATE

By Vanessa Pelton

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We made it to December! This has been a challenging year, but the store teams have stayed the course. November was a very successful month, with most stores making their monthly sales goals.

Congratulations to the following teams who exceeded their November goals:

November 2022 Goal:
+1.9%

Average Sale vs November 2021:
\$23.17 vs. \$21.23

Broken Arrow +11.3%
Claremore +11.0%
Glenpool +9.8%
Garnett +8.7%
McAlester +8.0%

Stone Creek +5.8%
Bartlesville +4.6%
Bixby +0.9%
SW Blvd +0.6%

SUN	MON	TUE	WED	THU	FRI	SAT
				1	2	3
4	5	6 	7	8	9	10
11	12	13	14	15	16	17
18	19	20 	21	22	23	24 
25 	26	27	28	29	30 	31



DECEMBER
2022



Senior Day
55+ receive 25 %
off total purchase



**Customer
Appreciation Day**
25 % off total
purchase



Let's get social!
Stay connected on
sales and more at
goodwilltulsa.org

211 EASTERN OKLAHOMA 2022 HOLIDAY ASSISTANCE GUIDE

The 211 Eastern Oklahoma 2022 Holiday Assistance Guide is now available. This guide includes programs and services community partners are offering in eastern Oklahoma to support those in need this holiday season.

You may access the Holiday Assistance Guide at
CSCTulsa.org/Seasonal.

Dial 211 to speak with Community Resource Specialists:
Monday - Friday 7 a.m. - 8 p.m. | Saturday - Sunday 8 a.m. - 5 p.m.



5 CRUCIAL HOLIDAY SAFETY TIPS YOU'RE PROBABLY OVERLOOKING

By Scott Stotts

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The stockings are hung by the chimney with care, and the Christmas tree is safely placed three feet away from the fireplace. OK, that might not be how the old Christmas poem goes. But it's a good tip to keep in mind! Have a disaster-free holiday by practicing these simple (but essential) safety tips.

1. If You Are Traveling

Do not post your travel plans online! Make sure to keep travel plans off your social media networks. Don't post where you are going, when you are leaving, or when you will be back. Sharing that information just makes a thief's job easier. Let a trustworthy neighbor know if you plan to go out of town for the holiday season so they can keep an eye on your house, and have that neighbor grab your mail and newspapers while you are away. And don't hide a key outside the house!

2. Electrical Fires

Before you string lights on your house or trees, inspect the strands for frayed cords or cracked bulbs. Also, do not use indoor lights outside or vice versa. Check the tag on the string of lights if you are unsure.

3. Heating Equipment Fires

Heating equipment such as furnaces and fireplaces can cause house fires if mismanaged. Have a professional inspect your furnace and clean the chimney before you heat your home. Find a professional in your area by searching this keyword phrase: heating and cooling.

4. General Fire Safety

Be safe with small flames and fires this holiday. Don't leave candles unattended, and don't put stockings near a heat source (chimney or fireplace). Install or check smoke alarms, and unplug your Christmas tree during sleeping hours.

5. Grease Fires

Know what to do in case of a grease fire. Take extra precautions with turkey fryers (be sure the oil used to fry the turkey is the right temperature, and always fry outside, in a well-ventilated area.) Don't use water to extinguish a grease fire. Instead, douse the fire with baking soda.

Follow these simple safety tips to ensure you and your family have a safe and happy holiday season!



DECEMBER 2022

AN FEC STATE OF MIND: STAFF ATTEND ALL-FEC PARTNER CONVENING IN NYC

By Modi Kwanza

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In October, the Financial Empowerment Center (FEC) team attended the All-FEC Partner Convening in New York City. Cities for Financial Empowerment Fund hosted the event at Baruch College for two days of learning, networking, and a little fun.

When he participated in a panel discussion, City of Tulsa Mayor G.T. Bynum shared how the FEC fits into Tulsa's goals for building a resilient city. He specifically highlighted our Financial Resilience team's work with Afghan refugee families.



In our group sessions, we explored the FEC's role in promoting racial wealth equity and supporting legacy planning and generational wealth transfer for Black families. We learned about the City of Detroit's work to boost sustainable homeownership and combat foreclosures by adding financial counseling to homeowner tax relief programs.

Our breakout sessions allowed us to discuss with our peers the best ways to build effective partnerships and motivate clients, and the ins and outs of our client management database.

I gained a lot of insights. A key takeaway was that we all had something to offer to the CFE/FEC enterprise, no matter how long we have been in operation. I was part of a panel on counselor retention and professional development, and I shared tips on training and running reports in our manager breakouts. That experience was, well, empowering.

As of November, we are two months into the Year 2 phase of the FEC. Our counselors served 69 clients (25 new) in 79 sessions this month. We have 525 clients with pending appointments and another 170 new referrals, which should enable us to meet our Year 2 target of 200 sessions per month in the future. This month, clients achieved 17 outcomes and 41 achievements (the small steps that lead to outcomes).

Data quality is another focus for Year 2. We instituted a plan with time set aside each week for data checks and to catch up on data entry. This effort also helps us identify issues with reports or database glitches that we relay back to CFE.

Don't forget! The services offered by FEC are available to employees who are Tulsa residents. There is still time to create a holiday spending plan. If you would like a worksheet to help you set one up, then call extension 249.

City of Tulsa FEC as of 11/29/22



\$195K in client
debt reduced



\$231K in
savings built



565 clients
served



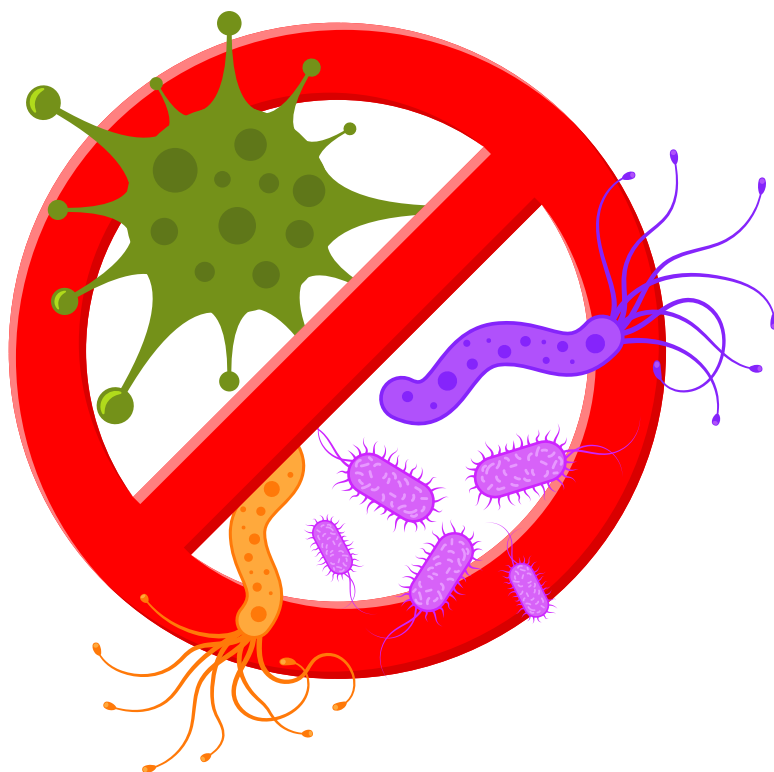
1,519
sessions



179
outcomes



GET YOUR FLU SHOT



You can receive a no-cost flu shot at any Walgreens location this year. You'll need to bring either a medical insurance card or a voucher. Anyone without an insurance card can request a voucher from HR by calling (918) 584-7291.

Vouchers are valid through **December 31, 2022.**



WELCOME TO THE TEAM

Get to Know Some of Your New Coworkers



Tyler Nye

Donated Goods Retail Associate

Tyler recently joined the retail staff in Carthage. He enjoys spending his free time with friends, and he says his ideal vacation would include a hiking trip in the mountains.



Miqan Prince

E-Commerce Associate

Miqan joined Tulsa's new E-Commerce team after finding a job posting online. He says the best vacation would be to take a trip anywhere with his brother.



Janet Fernandez

Production Associate

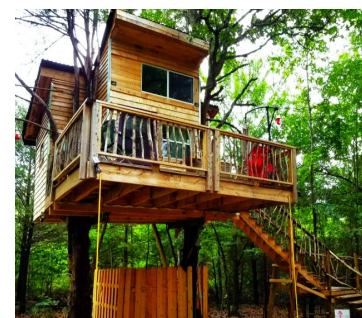
Jan is one of the newest members of processing. An avid rock hound, Jan likes to spend her free time looking for interesting rocks.



Shalett Smallwood

Production Associate

California native Shalett says she learned about a job in Goodwill's processing department through a friend. She tells us the best way to spend a vacation is in one of the tree houses at Lake Eufala.



NOVEMBER NEW HIRES

Celia Armstrong
Edward Baker
Tiffany Barngrover
Susan Curran
Jarrod Davis
Lisa Downing
Nathanial Draeger
Janet Fernandez
Adriana Flores
Delton Forrester
Carley Grimes

Kenneth Hall III
Jeffery Hall
Paul Henderson
Michel Kallstrom
Barbara Lee
Avery Lingenfelter
Grace Matzkvech
Craig McKinney
Cintia Moreno
Don Nuam
Tyler Nye

Jerrica Paulk
Jeffrey Phillips II
Mikel Prince
Miqan Prince
Chandra Sallis
Juanita Seals
Joana Silverio
Melinda Stevens
Noah Young

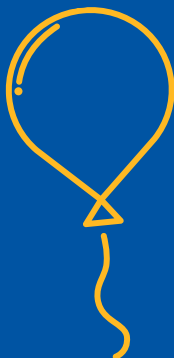
December Anniversaries

Number in parentheses indicates years of service

Indira Artigas (2)
Dustin Barton (3)
Elizabeth Campbell (18)
Rebecca Chesser (1)
Naesion Douglas (1)
Debbie Hoffman (7)
Michael Huffman (8)
Dana Jordan (5)
Kyle Lindemann (10)
Maceo Lucas (27)
Stacy McCage (3)
Anna Payne (3)
Billy Perkins (4)
Sarah Saltzberg (1)
Jonathan Shacklett (17)
Nichole Voris (3)
Julie Wilson (1)
Claudia Zuaznabar (1)

January Birthdays

3 - Morgan McKenzie
4 - Janta Burnley
4 - Spencer Smith
5 - Melvin Hildebrand
6 - Anya Marshall
6 - Katlin Walters
7 - Morgan Hance
7 - Lameka Miller
8 - Libby Lyon
9 - Ashley Richie
10 - Jacquelyn Kwe Kwe
10 - Kevin Peugh
11 - Canyon Holloway
12 - Brook Losornio
12 - Tina Maali
12 - McKenzie Qualls
13 - Miquan Prince
14 - Bridget Jones
14 - Mattie Jordan
15 - Jeryn Jack
15 - Jennifer Love
15 - Alford Montgomery
15 - Jonathan Shacklett
16 - Frank Dailey
16 - Christopher Kendall
16 - Ita Troglin
17 - Shelli English
17 - Briana Feeler
18 - Arthur Matzkvech
21 - Paul Henderson
21 - Felton Trammell
22 - Modisane Kwanza
22 - Anna Payne
22 - Reagan Schmitz
22 - Jessica Settles
24 - Lawanna Arthur
24 - Pernella Leon
24 - Vanessa Pelton
25 - Joseph Styve
26 - Connie Deleon
26 - Scott Drobinko
26 - Lisa Uhl
27 - Rebecca Lay
29 - Roleishia Neff
30 - Brent Mitchell



NOVEMBER BIRTHDAY PARTY



NOW HIRING: YOUR BEST FRIEND



EMPLOYEE REFERRAL PROGRAM

THE BIG PICTURE

- **WHO**—You
- **WHAT**—Refer a great new employee. Each of you can earn a bonus up to **\$750**.
- **WHEN**—\$250 after 90 days and another \$500 after 180 days.
- **WHERE**—Submit a Candidate Referral Form, then have the candidate apply (online at goodwilltulsa.org/jobs or in person).
- **WHY**—Because we need great employees, and it takes one to know one!
- **HOW**—Ask your manager or HR for a Candidate Referral Form.

THE FINE PRINT

- See HR for a complete set of Terms and Conditions. Some restrictions apply.

WHO WE ARE LOOKING FOR

Do you know anyone who sounds like this?

- Ready to work
- Strong interpersonal skills
- Eager to learn
- Positive attitude
- Dependable
- Team player

CURRENT OPENINGS:



GoodwillTulsa.org/Jobs
918-584-7291