

DAVID E. OLIVER
President

A Special Thank You!

At the end of this month, two long-time key members of our Goodwill management team will be retiring. For nearly 30 years I have had the pleasure of working side-by-side with Doug Webster and Nancy Webster to grow this organization, and most importantly, expand the impact of our mission.

Nancy has served this organization for over 27 years and Doug has been a fixture at Goodwill Tulsa for almost 29 years. Their fingerprints are all over this fine organization we refer to as Goodwill Industries of Tulsa. I don't think there is a single building that Goodwill owns that either wasn't built or remodeled under the watchful eye of Doug Webster. Nancy has been instrumental in marketing and promoting Goodwill, along with coordinating all the events that we look forward to and enjoy every year.

During their time here together, their impact is far too great, for me to try and chronicle everything in one Grapevine article. Trust me, it is a very long list. But I also do not think that just listing accomplishments is the best way to measure a career. For me, the best way for measuring a Goodwill career should be "Is Goodwill Industries of Tulsa a better place today than it was when you arrived? The answer to that question for Doug & Nancy Webster is unequivocally a resounding YES!

As a friend and colleague, I want to express my heartfelt thanks and appreciation to Doug & Nancy for all your outstanding efforts to support and grow Goodwill Industries of Tulsa's mission, in any way that you could. It has been a pleasure to serve at Goodwill with you. You will be missed; I wish you nothing but the best going forward.

Goodwill Pay Periods

Friday, Feb. 4, 2022
Friday, Feb. 18, 2022

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Editor: Nancy Webster, Community Relations Director

January 2022 ... Retail Outcomes!

Retail ended the month ... stores exceed their goals in January!

Congratulations to the following teams:

Owasso	+6.9%
Broken Arrow	+4.1%
Stone Creek	+3.8%
SW Blvd	+1.0%

Retail also saw some changes in staffing.
Help me congratulate the following on their promotions/transfers!

Stephanie Bodmann — Moved from Glenpool Store Manager to Owasso Store Manager.

McKenzie Qualls — Promoted to Store Manager of the Glenpool Store.

Magyn Passmore — Promoted to 1st Assistant of the Owasso Store.

January 2022 Goal: -1.4%

January 2022 vs January 2021: +10.8%

Customer count vs January 2021: +4.3% +2,583

Average sale vs January 2021: \$21.67 vs. \$20.41 +6.2%

February Retail Store Specials



Our mission is to provide work opportunities,
job training and support services for people
with disabilities or other employment barriers.

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					

FEBRUARY
2022



Senior Day
55+ receive 25 %
off total purchase



Half-Price Sale
50 % off all clothing



Valentine's Day
50% off one jewelry
item



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

Goodwill donation centers and retail stores exist to support our mission
services. Your support is what allows us to continue to support our community.

THANK YOU FOR DONATING AND SHOPPING GOODWILL



Let's get social!

Stay connected on
sales and more at
goodwilltulsa.org

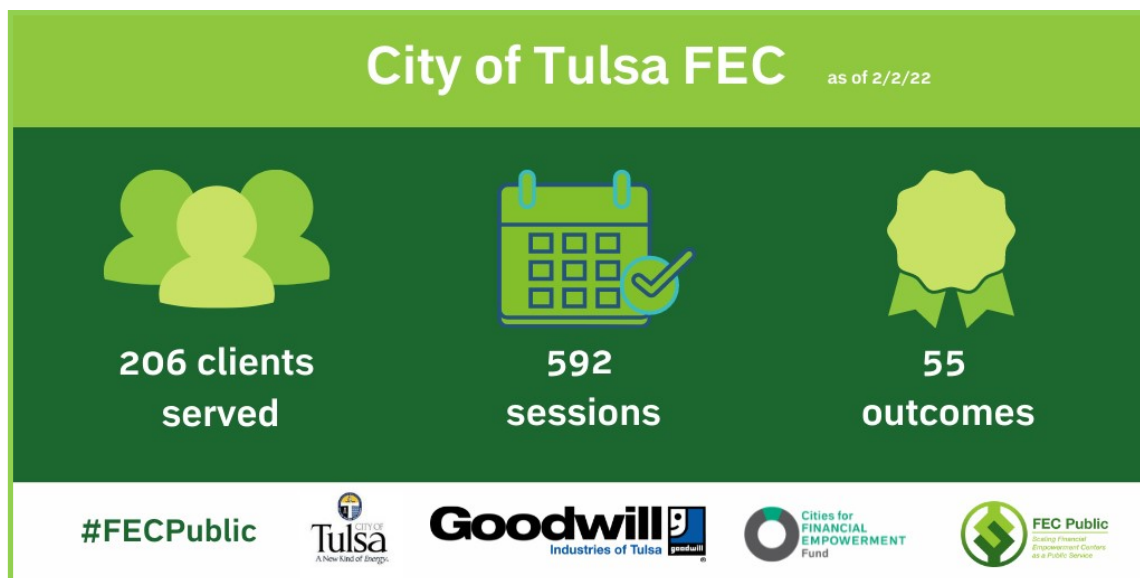
Financial Resilience February 2022

MODI KWANZA

VITA Coordinator/ Financial Resilience
Programs Manager

At the Tulsa FEC

Last month, the FEC reached the milestone of 200 clients now served! To date, our counselors have helped clients reduce \$41K in non-mortgage while increasing savings by \$57K.



At Goodwill VITA

The appointment page went live January 17th and by the end of the month 100 taxpayers had already signed up.

Reminder, we will have in-person tax preparation by appointment at Goodwill HQ on Saturdays.

www.goodwilltulsa.org/freetaxprep You can call 918-802-7279 ext. 330 for help if needed.

Be well.

Modi Kwanza

Ext. 249

We have our first established integration with the VITA program. Now we will be able to help all the VITA clients get their returns via direct deposit instead of waiting for a check in the mail. We are also working with the Afghan Refugee program and Resonance Center to establish account opening procedures for their programs. If you know of an organization that serves an unbanked population, Kelsey would be happy to speak to them about how Bank On Tulsa can help. Our official Bank On Tulsa Coalition launch will be on March 22nd.



If you are interested in participating in our coalition, contact *Kelsey Schultz, Bank On Fellowship Coordinator, Financial Empowerment Center, Goodwill Industries of Tulsa.*

Our Health Is Everything—The Annual Checkup

It is human nature to be reactive instead of being proactive in many aspects of life. Our health is one area where many people do not take steps to improve it until after a problem occurs. This is a reactive approach. It is important to have a proactive approach to protecting your health. Going to your doctor for an annual checkup is an important part of a proactive approach towards maintaining good health.



1. Why People Don't Go to the Doctor

- They use the excuse “*I feel healthy, nothing is wrong*”
- Money issues or no insurance
- They say they do not have time

They rather wait until they get sick or hurt

The reasons listed above represent only a few of many reasons why people do not go to the doctors annually. None of the reasons listed above should serve as an excuse to avoid going to the doctor. Time and money especially should not hold us back from going to the doctor. If a small problem develops into a large problem, so will the time and money needed to address it.

2. Why We Should Go to the Doctor Every Year

There are many benefits of going for an annual checkup. The most obvious benefit is catching problems before they start or very early before they develop into something major. As we get older it is important to get screened for certain diseases. A few examples of things that could be screened for is skin cancer, breast cancer, cholesterol levels, high blood pressure, and prostate cancer. There are many more ailments and diseases that should be looked at depending on your family history and risk factors.



3. At the Doctor's Office

It is important to help the doctor treat you as well as he or she can. It takes effort on your end to make sure they have the information they need. Fill out health questionnaires as accurately and honestly as possible. Have a plan and write down key things you want to talk about with the doctor when you get to the appointment. Be open with the doctor. Do not be shy or embarrassed to talk about any problems or concerns you may have. They need the right information from you to be able to do the best job they can.

4. Summary

Our health is everything. Without it we have nothing. Everything you do in your life right now depends on your good health. Make it a point to get to the doctor every year, whether you feel good or not. Catching a small problem before it grows into something major may make all the difference between a premature death and living strong for a few more decades.

Goodwill Employee Referral Program

You could earn up to \$150 (less taxes) for your referral!

Goodwill Tulsa is on the lookout for talented people!

We need more talent to join us to build a strong organization.

KAMERYN CHAPMAN
Human Resources
Representative



Who is eligible for the Referral Bonus Program?

All Goodwill Team Members except those who are responsible for candidate placement, recruiting and hiring, and the leadership team (i.e. V.P.s, Directors, Coordinators, Supervisors, Managers, Job Connection Staff and HR employees are excluded).

What you can look forward to?

The applicant you refer could begin a promising new career, and Goodwill would gain a valuable new member of our team. *You will receive a \$50 bonus payment (less taxes) if*

the candidate you referred is hired and is employed for at least 30 days and you will receive another \$100 bonus payment (less taxes) if the candidate is employed for at least 90 days.

How it works

You're invited to refer people you've worked with, your family and friends, and people you meet in your everyday life. To refer an individual, complete a Candidate Referral form and submit it to Kameryn Chapman, Human Resources. Encourage your candidate to view and apply for current open positions posted on our career site: goodwilltulsa.org/jobs. The candidate's qualifications will be reviewed for the position applied for. If there is a match, Goodwill will contact your referral to arrange an interview.

If the candidate is hired by Goodwill and works 30 days as a Goodwill Team Member, you will receive \$50 (less taxes) and you will receive another \$100 (less taxes) if the candidate works at least 90 days as a Goodwill Team Member. Note: you must be an active Goodwill Team Member at the time of the award in order to receive it. Please review official Terms and Conditions for additional information.

Employee Referral Program Terms and Conditions

1. The program is effective for applications submitted through April 30, 2022 and the program will be re-evaluated after the initial referral date.
2. V.P.s, Directors, Coordinators, Supervisors, Store Managers, Job Connection Staff, and HR employees are excluded from receiving referral bonuses.
3. To be eligible for an award, the applicant must submit a completed application (online or in person) and the Goodwill employee must submit a Candidate Referral Form (CRF) to Kameryn Chapman, Human Resources Representative. The CRF can be submitted in person at 2800 Southwest Blvd or by email to kameryn.chapman@goodwilltulsa.org.
4. Once a referral is hired and completes 30 calendar days of service in good standing, the referring employee will receive the \$50 referral bonus on their next paycheck. After the referred employee completes 90 days (approximately three months) of service in good standing, the referring employee will receive an additional \$100 referral bonus on their next paycheck. (Normal taxes will be withheld). ***(continued next page ...)***

Employee Referral Program *(continued from previous page ...)*

5. The first employee to refer a candidate will be the only referring employee eligible for payment.
6. The referral must be submitted prior to an applicant being extended a job offer.
7. If you are referring more than one candidate, please use an additional form and provide the required information for each candidate you refer.
8. The referring employee must agree to have HR use his/her name for contact purposes if necessary.
9. Only candidates who meet the essential functions of the position will be considered, appropriate accommodation is provided when necessary.
10. All candidates will be evaluated for employment consistent with Goodwill Industries of Tulsa's policies and procedures, and all information regarding the hiring decision will remain strictly confidential, even to the referring Goodwill employee.
11. The referring Goodwill employee must still be employed with Goodwill Industries of Tulsa during the hired candidate's days of service to receive any of the referral bonuses.
12. Any questions and/or interpretations of the program will be handled through Human Resources.
13. Employees may refer relatives, but employees that are relatives cannot work under the same supervisor according to Goodwill policy.

Training Tips ...

Showing Respect At Work

With all of the turmoil that the world has seen recently, this seems to be the prime opportunity for us to focus on one of our core values – Respect – we treat all people with dignity and respect. The Oxford Dictionary defines respect as “a feeling of deep admiration for someone or something elicited by their abilities, qualities, or achievements.” But what if you disagree with the other person or don't admire their point of view – just what does respect really mean and how can we show it in the workplace?

Respect begins with actively listening to what another person has to say and taking the time to try to understand how their background, heritage, and culture have shaped them. Valuing and recognizing someone else's thoughts and opinions – even if we don't necessarily agree with them – is the first step to creating a sense of respect.

As Martin Luther King, Jr. once said, “An individual has not started living until he can rise above the narrow confines of his individualistic concerns to the broader concerns of all humanity.” Acknowledging that another person's opinion matters as much as your own can be very powerful in opening up candid conversations, which may lead you to discover that you actually have the same end goal in mind. For example, we all want to see the country improve, although our opinions on how to do that may differ.

To truly be successful, we must **respect** the differences we all have, including our diversity of thought and opinion. Consider your words and actions carefully, and above all else, always show empathy and kindness toward others!

ART MATZKVECH
Human Resources
Director



Meet Your Co-Workers



Meet
Ashley Richie

Ashley joined the Goodwill Retail Team in January as a Book Clerk. She is an avid book lover people person so the position was perfect for her. She is an avid OU fan, she loves to read and go to the park. A week in Greece with a tour of the Parthenon would be her ideal vacation.



Meet
Tyree Davis

"Ty" joined the Goodwill team in January in the Wares Department as a Material Handler. He is an avid sports fan of the Las Vegas Raiders, the Oakland Athletics and the Golden State Warriors. His idea of a fun weekend would be a weekend at a cabin in a new town/city.



Meet
Sonia Crooks

Sonia is from Denville New Jersey. She works for Goodwill as a Retail Book Clerk. She learned about Goodwill when she was taking classes in 2012. She has one child and one grandchild. Yankees baseball is her favorite sports team. A trip to Ireland is her dream!



Meet
Joetta Davis

Joetta or Juliet as she prefers to be called works for Goodwill in the Processing/Textiles Department. She has two children. Her hometown is Kansas City, Missouri, so she likes to cheer for the KC Chiefs and the KC Royals. Her ideal vacation would be a trip to Canada.

Take a moment next time you see one of these new employees & welcome them to Goodwill!!!

January New Hires

Please extend a warm welcome to our new employees.

Processing: Reanna Blair, LaShawnda Butler, Joetta Davis, Tyree Davis, SheRonda Jackson, Brenda Jones, Charity Joseph Rena Parks, Terin Prescott, Amber Smith, Jasmine Smith, Kaitlyn Woods

Donations: Samuel Agnitsch, Lakisha Glazier

Retail: Trevor Cashmere, Sonia Crooks, Ashley Richie, Theresa Williams, Emily Clayton, Alexis Smith

Community Services: Lourie Champion

March Birthdays



Daylen Wortham—3/2
Brandon Yates—3/2
Keith Baker—3/4
Amber Philbin—3/5
Beck Flynt—3/6
James Shaffer—3/6
Kim Dodge—3/7
Chris Hunt—3/9
Trey Washmon—3/11
Raque Flemons—3/12
Leah Hibbs—3/12
SheRonda Jackson—3/14
Scott Lynch—3/14
Jesse Angel-Barragan—3/15
Elizabeth Davis—3/15
Christina Hayes—3/15
Jill Tackett—3/16
Carol McNemar—3/17
Teresa Harmon—3/18
Brenda Jones—3/18
Lisa Baker—3/19
Madison Thomas—3/19
Anthony Palmer—3/20
Stephanie Kinsey—3/21
Dawn Williams—3/22
Rachel Krater—3/24
Mitchell Bryant—3/25
Judith Furry—3/30

February Anniversaries

Congratulations!!! Your commitment and dedication to Goodwill Industries of Tulsa is very much appreciated!!

19 Years: Danny Moxley

16 Years: Lamarcus Singleton

13 Years: Franklin Sweeten

12 Years: William White

10 Years: Kendal Kearney

9 Years: Tina Yates, Cheryl Mullins

6 Years: Darryl Jackson

5 Years: Aaron Thompson

4 Years: Tonia Turner

3 Years: Carol Keith

2 Years: Pernella Leon, Shakela Lewis

1 Year: Sally Clifford, Garrett Wilson

Job Openings

If you know someone who is looking for a job, Goodwill's Human Resources Department would like for you to refer that person to us. **Openings are subject to change ...**

2800 & Warehouse: Material Handlers—(Dock, Belt, Textiles), CDL Truck Driver, Forklift Driver, Utility Processors, Textile Price Supervisor, Lead Shipper

Retail: Sales Associates, Customer Service Manager, Assistant Manager I & II, Customer Service Manager, Floor Supervisor (Retail)

Donation: Donation Attendants

TulsaWORKS: Career Navigator (Manufacturing/Forklift)

Workforce Development: Employment Consultant, Program Manager (Supported Employment & Transition Services), Job Coach (Contract Services, Donations (ADC), Hospitals), Transition Specialist (Autism)

Administrative: VITA Program Manager, VITA Program Specialist

Janitorial: Floor Specialist I & II

For anyone interested in applying for an open position:

The Goodwill Job Application is available on-line at ...

www.goodwilltulsa.org

