

NOVEMBER 2022

The Goodwill Grapevine

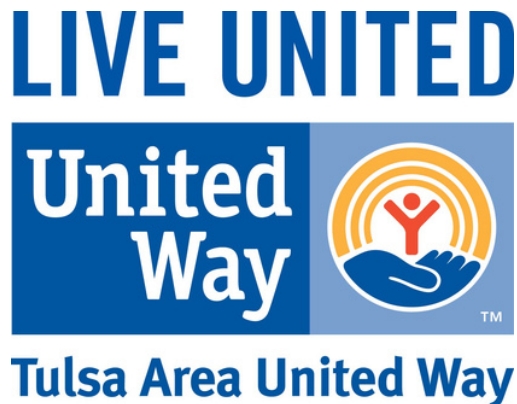
Monthly Organizational Updates



OCTOBER SEES SUCCESS, GROWTH FOR GOODWILL TULSA

By David Oliver

I always enjoy starting off my monthly column with good news. That is the case this month concerning our United Way fundraising campaign. Last month I wrote about what an outstanding partner the Tulsa Area United Way is to Goodwill Tulsa and the broader community as a whole. Today I am extremely pleased to let you know that our internal fundraising campaign exceeded our goal of \$47,039! I want to thank all of you for your support and commitment to making this a success.



Last month I also discussed the launch of our e-commerce initiative. I am very pleased to let you know that Goodwill Tulsa officially began listing items for sale on ShopGoodwill.com/Tulsa on October 24. This will allow us to expand our customer base for many of the unique items that we receive and supplement the sales from our bricks & mortar retail locations. This will also provide us with a retail stream in the event of a store closure like the one that occurred during COVID. We have discussed starting this program for many years, and it is extremely exciting to see it come to fruition.

Historically, October is our best retail sales month, and this year was no exception. I wanted to congratulate all our Donated Goods Team Members for your efforts in October and let you know that they were reflected in our sales for the month. Thanks to all of you, we recorded the highest October retail sales month in our organization's history, with sales increasing 12.4% over last October.

Newsletter Content

Sales Rise in October

STAR Award Nominations Open

Halloween Party Photos

Safety Tip: Make Sleep a Priority

Recovery Statements in Action

November Paydays 11 and 25



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The safety of our employees is very important to Goodwill Tulsa, and we are pleased to have a new Safety Coordinator, Scott Stotts, join our team and lead these efforts. Scott has visited many of our locations to observe our operations and learn more about Goodwill. When you have the opportunity to meet him, please welcome him to the Goodwill team and share any safety concerns or suggestions you have with him. In our continuing efforts to improve safety, I wanted to let you know that we are currently in the process of replacing our textile storage boxes with nesting storage boxes with matching hard plastic pallets. This will make them easier to move and stack, and also to work out of (since they are only 32 inches tall instead of 44). We are currently looking at additional changes to implement in our continuing efforts to make all of our processes as safe as possible.

I want to close this month by reminding all of you to take a few minutes and nominate your fellow team members for our annual STAR Awards. I look forward to handing out the STAR Awards along with our Years of Service Awards at our Holiday Luncheon on December 22.

GOODWILL EMPLOYEES GRADUATE FROM TULSAWORKS



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SALES CONTINUE TO RISE THROUGH OCTOBER

By Vanessa Pelton

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What a great October! We beat our goal by 2.3%! A big thank you to all of our retail stores and processing for helping to make that happen. We increased the average dollar sale by 7.2% or \$1.48 per transaction from last October!

Congratulations to the following teams who exceeded their October goals:

October 2022 Goal:
+2.3%

Average Sale vs October 2021:
\$20.48 vs \$21.96
+\$1.48 or +7.2%

Claremore +14.6%
B.A. +13.7%
Glenpool +9.4%
McAlester +7.7%

Garnett +5.8%
SW Blvd +4.9%
Stone Creek +4.0%
Carthage +0.2%

Hello, November! Spooky season is over, and cooler weather has started. It is the month of being thankful. On November 25, all customers will receive 25% off their purchase for our Customer Appreciation Day Sale.

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			

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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

Open Management Positions:

Stone Creek: Customer Service Manager
Bixby: Customer Service Manager

Bixby: 2nd Assistant Manager
Broken Arrow: 2nd Assistant Manager

NOMINATE THE STAR ON YOUR TEAM!

KNOW ANY FANTASTIC GOODWILL EMPLOYEES?

Employees who go above and beyond should be celebrated for their outstanding contributions. And so every year, we set aside time at our holiday luncheon in December to recognize exceptional Goodwill Tulsa employees with STAR (Special Thanks And Recognition) Awards.

And that's where you come in: If you know of someone who is worthy of being recognized, ask Julie Rettinger (Julie.Rettinger@goodwilltulsa.org, or 918-581-1232) for a nomination form. Fill out the form (one form per nominee, please) and return it to Julie by December 2. That's it! And then get ready to celebrate some amazing Goodwill Tulsa employees at the holiday luncheon.

CHANGE OF ADDRESS FORMS

As the end of the year approaches, it's time to make sure that Payroll has your correct address on file! This is to ensure that W-2s are sent to the correct location in January.

Please take a moment to review the address on your earnings statement. If it needs to be updated, please contact Dana in Payroll to get the Employee Change of Address Notification form to make your changes.





MONSTER MASH HALLOWEEN PARTY





Fatigue leads to mistakes and injuries.



Make sleep a priority.



Get 7-9 hours of sleep every day.

FATIGUE AT WORK

nsc.org/fatigue



SAFETY TIP: MAKE SLEEP A PRIORITY

By G. Scott Stotts

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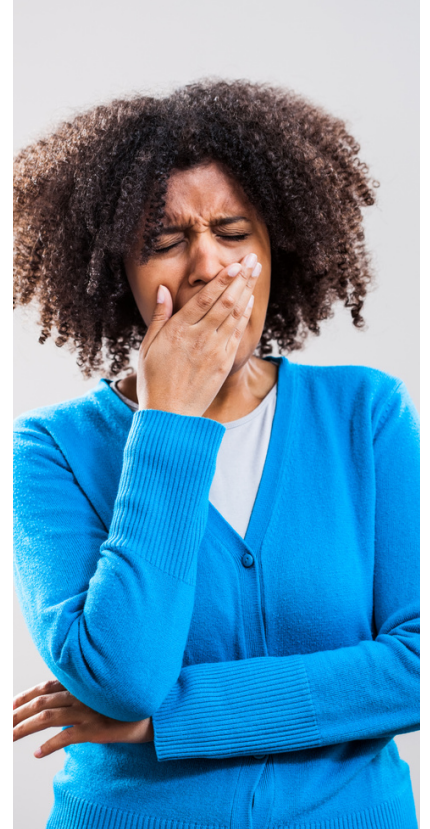
It's time once again to prepare for the holidays! If it weren't hard enough to get a good night's sleep as is, this time of year brings even more obstacles that can interfere with our sleep schedule. Parties, family gatherings, travel, and stress all affect us and the amount of sleep that we get.

Think of your body as you would your cell phone; if you don't recharge it completely every night, then it won't be able to function properly the next day! Fatigue at work can lead to many problems:

- Difficulty concentrating or thinking clearly
- Misunderstanding communications
- Making errors or missing things
- Slow decision making
- Slow reaction time
- Poor attention to detail
- Taking extra effort to get normal things done

Fatigue is an impairment that can put your safety and the safety of those around you at risk. If you feel impaired due to fatigue, or notice one of your co-workers is acting out of sorts, talk to your supervisor!

Remember, you ARE your brother's keeper! If we all work together as one work family, we will achieve our goal of zero accidents and incidents and make Goodwill Tulsa a safe home away from home!



RECOVERY STATEMENTS IN ACTION

By Jeff Holloway

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Goodwill store employees continue to use recovery statements to prevent loss! A recovery statement is a non-accusatory statement said to someone our team suspects of attempting to shoplift. It lets an individual know that our staff is suspicious while giving that individual a chance to make the right choice.

On Halloween, Brittany Geren noticed a man pick up a backpack that was for sale in our Garnett store. Geren watched as the man and a woman selected several items before moving to the back of the store. As Brittany approached them, she noticed neither the man nor the woman had any merchandise in their hands except for the backpack. Brittany offered to take the backpack to the front or to grab a cart for the couple.

The man handed the backpack over to Brittany, and he left without making a purchase. The backpack had more than \$50 in merchandise inside! Great job, Brittany!





WELCOME TO THE TEAM

Get to Know Some of Your New Coworkers



Aubriayna Rios
Donated Goods Retail Associate

Aubri tells us that the people she meets are the best part of working at Goodwill. Someday, she'd love to take a trip to Africa.



G. Scott Stotts
Safety Coordinator

Scott joined Goodwill as our new safety coordinator after finding the job posting online. The father of eight and grandfather of three loves to spend his free time fishing.



Michaelon Davis
Electronic Processor

Mike found out about the job at Goodwill through his son, Tyree. He says the people he works with are the best part of the job. Mike's dream vacation is a cruise through the Caribbean.



Sandra Dunham
Donated Goods Retail Associate

Sandra joined the Goodwill team because she says it was already her favorite place to shop. On a day off, she enjoys getting outside with her three children.



Nathan Klaassen
Utility Processor

Nathan, who goes by Nate, says the best part of sorting shoes at Goodwill is getting to work hard while having fun. When not at work, Nathan loves to read a good book.



OCTOBER NEW HIRES

Jane Adams
Anna Bates
Anita Bottom
Alayasia Caldwell
Michaelon Davis
Reagan Davis
Jasmine Dixon-Martin
Sandra Dunham
Shawna Goswick

Anthony Green
Jerzey Griffith
Harold Gulick
Macy Horn
Nathan Klaassen
Elena Lewis
Skye Loughrey
Holly McCully
Lexus Mcfarland

Natreece Miller
Alford Montgomery
Caitlin Parker
Chelsea Rexroat
Aubriayna Rios
Edmund Sak
Reagan Schmitz
Adrin Simiron
G. Scott Stotts

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November Anniversaries

Number in parentheses indicates years of service

Tina Abshier (5)	Brooklyn Littlebear (1)
Lawanna Arthur (11)	Libby Lyon (2)
William Barrett (12)	Tina Maali (2)
William Brechka (4)	Lester Morris (1)
Melissa Buckner (7)	Stephen Naquin (1)
Troy Carr (15)	Roleishia Neff (1)
Eva Cevallos Jalil (2)	Penny Nickels (7)
Lian Cing (2)	Jennifer Nobile (4)
Heather Conn (3)	Randy Putnam (33)
Kathi Cornell (18)	Spencer Smith (7)
Trisha Davis (1)	Deborah Snyder (5)
Shelli English (17)	Ita Troglin (8)
Kanyon Holloway (1)	Kathryn Walker (13)
Joanna Horne (2)	Nancy Wallace (15)
Judy Lamb (13)	



December Birthdays

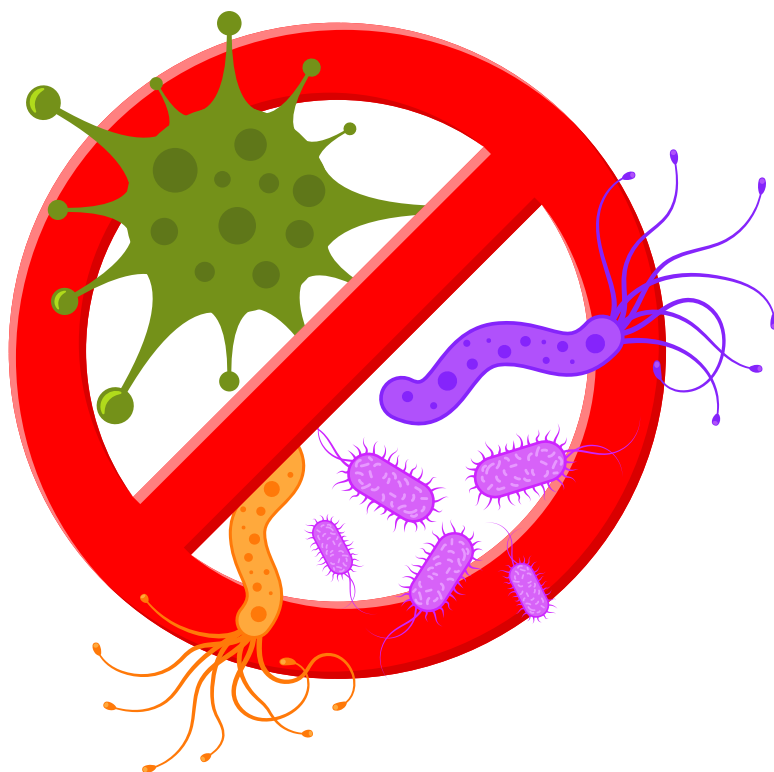
1 - Alvin Davidson	12 - Joseph Canaan
2 - Victoria Annesley	12 - Bruce Phipps
2 - David Smith	13 - Keli O'Neal
3 - Leonard Stout	14 - Walter Clary
4 - Stephen Almanza	15 - Amy Cates
4 - Stephen Hill	15 - Andrew Raney
4 - Cody Knight	17 - Joshua Shannon
4 - Tabitha Tewell	18 - Kirk Hines
5 - Tina Abshier	19 - Thomas Henderson
5 - Margaret Smith	21 - Renee Roy
5 - Bryan Weimer	22 - Vera Grimes
7 - Anthony Antelman	23 - Richard Stubblefield
7 - Sheila Farrara	25 - Brandon Scott
7 - Jael Leon	26 - Romie Clark
8 - Billy Perkins	27 - Lorena Lyons
9 - Dustin Barton	29 - Craig Byrom
10 - Keonna Wright	29 - Anne Dean
11 - Ioneosha Pearson	31 - Dylisia Markham
11 - Thomas Weber	

OCTOBER GROOVY BIRTHDAY PARTY





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.**

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