

# 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>
<b>Total Served</b>	<b>26,422</b>

### Job Placement

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

\*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>
<b>Total Revenue</b>	<b>\$10,070,844</b>

### Expense Summary \$

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

## 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

## 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.

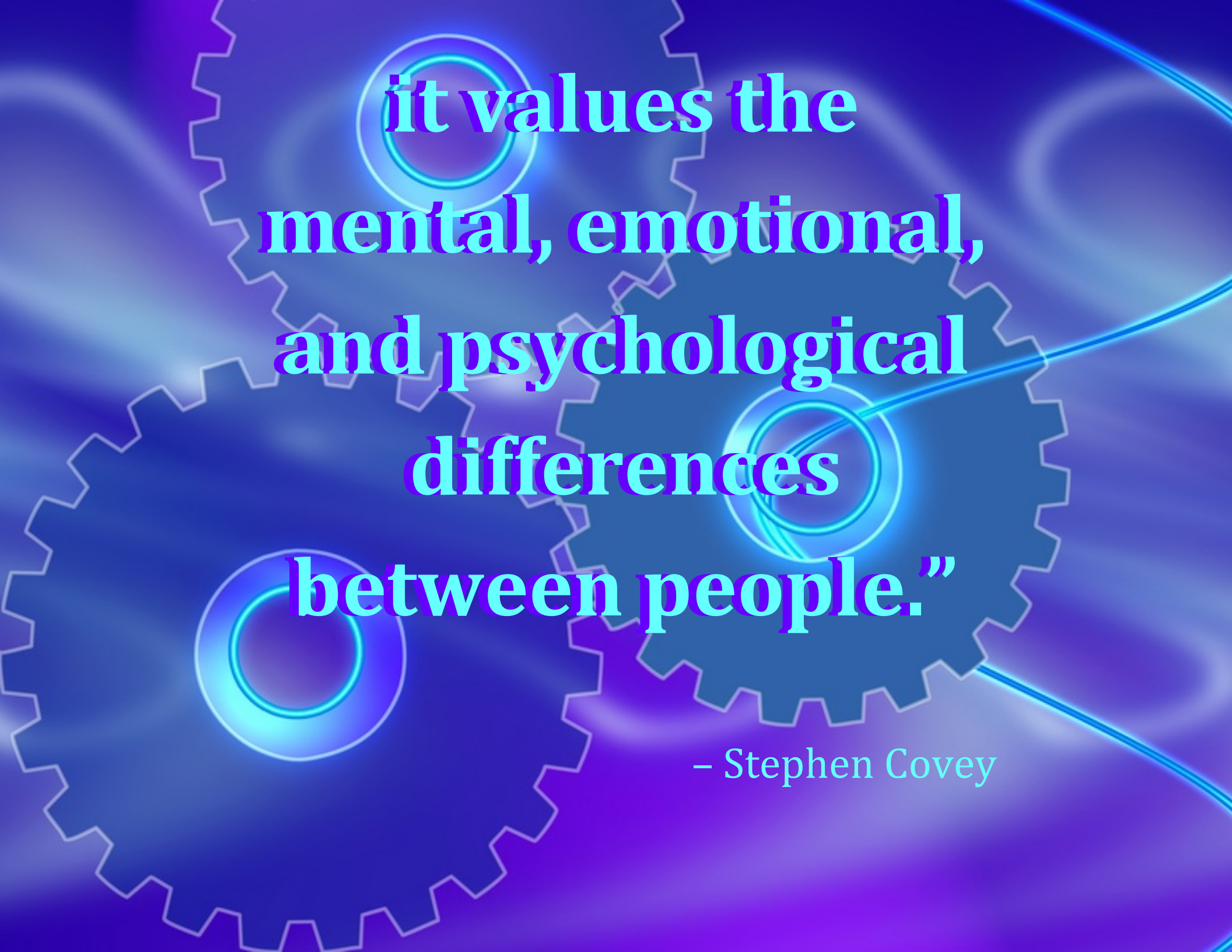
His GICV career counselors say that he is the perfect example of taking lemons and making lemonade. With the guidance of GICV, Harry recognized an opportunity to turn an unfortunate situation into an aspiring one by pursuing the career he always wanted.

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;**



**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