

# Goodwill

Industries of South Central California



2025

ANNUAL REPORT TO THE  
COMMUNITY



# 2025 REPORT

**Dear Friends,**

Your donation can change a life. Your purchase can change a life. When you and others in our community support Goodwill, you are creating jobs, and jobs provide purpose, hope and stability to those who have encountered barriers to gainful employment. Goodwill Industries of South Central California serves those with some of the toughest barriers, including individuals with physical or mental disabilities, little formal education or work experience, prior dependence on government assistance or anyone with a disadvantaging condition that prevents obtaining employment. At Goodwill we help individuals break through these barriers by providing full time jobs, skills training and other services.

We are pleased to share some of our successes with you in this 2025 Annual Report to the Community. In the following pages, you will read about the work of our local Goodwill and the impact on the individuals we serve on our communities and the environment. We thank you for helping us to build stronger communities by donating, shopping and supporting Goodwill.



**Cindy Uetz, Chairwoman of the Board**



**Jake Slayton, President and CEO**

**Our mission is to provide work opportunities and skills development to people with barriers to employment.**

Website: [www.thegoodwill.org](http://www.thegoodwill.org)

Facebook: [facebook.com/goodwillindustriesscc](https://facebook.com/goodwillindustriesscc)

Instagram: [instagram/@goodwillindustriesscc](https://instagram/@goodwillindustriesscc)

# OUR PURPOSE



## Our Vision

Every person in Kern, Kings and southern Tulare counties has the opportunity to achieve his/her fullest potential through the power of work.

## Our Mission

Goodwill Industries of South Central California provides work opportunities and skills development to people with barriers to employment.

## Our Values

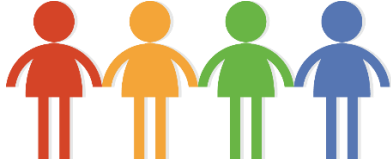
\* Accountability \* Integrity \* Dignity \* Diversity & Inclusion \* Ingenuity \* Opportunity \*



Goodwill Industries of South Central California has earned the Gold participation level through the GuideStar Exchange, a testament to our organization's commitment to data transparency.



Goodwill Industries of South Central California is accredited by CARF (Commission on the Accreditation of Rehabilitation Facilities) for Affirmative Business Enterprise with Governance Standards Applied



# PROGRAM SERVICES

## Donated Goods Retail Program

Goodwill's Donated Goods Retail Program provides multiple benefits to the community. It provides a low cost, high quality shopping alternative for consumers, a convenient recycling alternative that keeps useable items out of the landfill and gives them a second life, and most importantly, it provides a vehicle for employment and job training programs. Through the collection and sale of donated clothing and other household items, critical revenue is generated to support the mission through needed jobs in the communities served. The retail stores, donation centers, and warehouses employ hundreds of people. In 2025 Goodwill provided employment at multiple locations in Kern, Kings, and Tulare Counties.



## Donated Goods Retail Program by the Numbers

Number of donations: 259,822

Pounds of donations: 19,486,650

Number of retail stores and donation centers: 11

Number of retail employees: 289

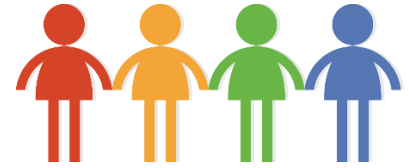
Number of retail transactions: 946,245

Number of pounds of goods diverted from landfill: 11,691,990

Number of pounds of electronic waste recycled: 704,977



# MISSION SERVICES



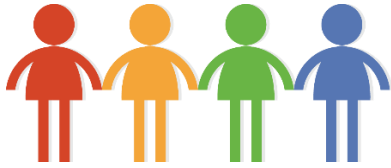
## Employment Services

Through the Goodwill employment program funded by proceeds from the sale of donated goods, Goodwill hires individuals with barriers to employment and provides them with steady income and benefits to help them achieve financial independence. Goodwill utilizes its retail stores, donation centers, and warehouse salvage operations to provide employment and job training to people with vocational disabilities or disadvantages and others having a hard time finding employment. Goodwill accepts donations of clothing and household goods from the public and sells these donations in Goodwill's community-based and online retail stores. Revenue from the sale of these goods goes directly toward supporting and growing the Goodwill employment program. Participants in the program learn basic life and employability skills, as well as specific skills that prepare them for employment in a variety of jobs requiring customer service proficiency.

In 2025, Goodwill hired 130 local individuals, 53.8% of whom had a documented, declared barrier to employment. The average hourly wage of those 130 individuals was \$17.14 plus benefits and 98% were hired into full time jobs of 35 or more hours per week. Goodwill was able to promote 60 individuals during the year at an average annual wage increase of 57%. The internal promotions took an average of 11.9 months to achieve.

## Community Services

Goodwill provided placement and assessment services for the California Department of Rehabilitation (DOR) in Fresno, Kern, Kings, and Tulare Counties. DOR is an employment and independent living resource for people with disabilities. In 2025, Goodwill provided 30 Situational Assessments and placed 34 individuals in community employment with 43% retention at 90 days. The people served through this program have vocational barriers including psychiatric, cognitive, and physical disabilities. Goodwill provided job readiness training, resume development, interview preparedness, job placement, and retention assistance.



# FINANCIAL REPORT

## The Community Gave to Goodwill (Revenues)

Sales of goods contributed by the community	\$ 21,249,070	95.0%
Proceeds from surplus, salvage and recycling programs	807,254	3.6%
Fees for professional rehabilitation services	203,979	0.9%
Cash contributions from the community	16,075	0.1%
Investment Income	97,571	0.4%
<b>Total Community Investment</b>	<b>\$ 22,373,949</b>	<b>100.0%</b>

## Goodwill Gave Back to the Community (Expenses)

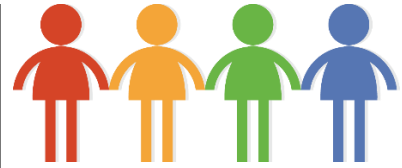
Salaries, benefits, taxes and related expenses	\$12,786,874	58.3%
Occupancy, utilities, telephone and insurance	3,700,592	16.9%
Supplies, services, dues, fees, and cost of goods sold	1,107,736	5.1%
Vehicles, travel, equipment rental and maintenance	589,790	2.7%
Depreciation	305,699	1.4%
Advertising, printing, publications, postage and fundraising	225,135	1.0%
Other	3,218,690	14.7%
<b>Total Return to the Community</b>	<b>21,934,516</b>	<b>100.0%</b>
Change in net assets	439,433	
Administrative costs	2,585,680	

## Corporate Documents

The public may find copies of the IRS 990 (tax return), annual report, audit report, and other corporate documents on our website at [www.thegoodwill.org](http://www.thegoodwill.org) or at [www.Guidestar.org](http://www.Guidestar.org).



# LOCATIONS



## Retail Stores and Donation Locations

### Bakersfield

Store and Donation Drop Off  
1115 Olive Drive, Bakersfield, CA 93308

Store and Donation Drop Off  
13121 Rosedale Highway, Bakersfield, CA 93314

Store and Donation Drop Off  
6051 White Lane, Bakersfield, CA 93309

Store and Donation Drop Off  
2671-E Oswell Street, Bakersfield, CA 93306

Store and Donation Drop Off  
6465 Ming Avenue # 175, Bakersfield, CA 93309

Store and Donation Drop Off  
3025 Coffee Road, Bakersfield, CA 93312

Clearance Center  
4901 Stine Road, Bakersfield, CA 93313

E-Commerce  
424 California Avenue, Bakersfield, CA 93304

### Delano

902 Main Street, Delano, CA 93215

### Taft

411 Finley Drive, Taft, CA 93268

### Porterville

1491 Olive Avenue, Porterville, CA 93257

### Hanford

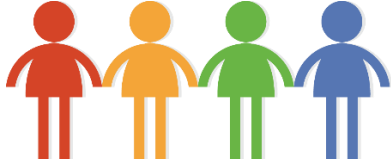
700 N. 11<sup>th</sup> Ave, Hanford, CA 93230

### Tehachapi

655 Tucker Road Suite B, Tehachapi, CA 93561

## Administrative Office

3511 Union Avenue, Bakersfield, CA 93305



# LEADERSHIP

## The Board of Directors

### **Cindy Uetz, Chair**

Chief Deputy Director at Kern County Department of Human Services-Retired

### **Mayra Estrada, Vice Chair**

Attorney, Klein Denatale Goldner

### **Sean Barker, Treasurer**

Agent, Clifford and Bradford Insurance Agency

### **Joel Askew, Secretary**

Certified Financial Professional, Anchor Point Financial

### **Myrna Arias**

Lecturer, California State University Bakersfield

### **Tim Diaz**

Lieutenant, Bakersfield Police Department

### **Tori Jacobs,**

Marketing & Physician Relations Manager, CBCC

### **Jessica Janssen**

Government Affairs Director, Bakersfield Association of REALTORS®

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Senior Vice President, Colliers International

### **Jeremy Shumaker**

Assistant Director, Employers Training Resource

### **Steven Teglia**

General Manager, Kern Delta Water District

### **Jesse Valencia**

Vice President, Citizens Business Bank

**Kaelyn Peterson**

Director of Communications & Engagement, Grimmway Farms

**Mac Parson III**

Partner, Parsons Vickers Parsons & Company, LLP

**Cameron Illingworth**

Vice President, Urners

**Heather Kimmel**

Assistant Executive Director, Housing Authority of Kern County

## **The Executive Team**

**Jake Slayton, President and Chief Executive Officer**

**Justin Ahart, VP of Donated Goods and Retail**

**Aleah Howze, VP of HR and Safety**

**Brianda Ibarra, Controller**