

**GOODWILL INDUSTRIES OF SOUTH MISSISSIPPI  
FULL BOARD MEETING**

**MINUTES DRAFT**

Tuesday, January 17, 2017 . 4:00 P.M.  
LeRoy Modenbach Training Center  
Gulfport, Mississippi

MEMBERS PRESENT: Eric Hurst, Deann Alewine, Dawn Stough, Michelle Evans, Reed Allison, Carolyn Carson-Collins, Loretta Bridges, Allytra Perryman, Shelby Fox

MEMBERS ABSENT: Guy Johnson, Jennifer Sutton, Patsy Anderson, Zeleder Barnes

STAFF PRESENT: Pam Tomasovsky, Trish Pinkerton, Mitch Bauman, Sue Rye, Val Ward, Delinda Hanson

OTHERS PRESENT:

**I. Call to Order / Proceedings:** *provided by Board Chairman, Eric Hurst*

After welcoming remarks, Board Chairman, Eric Hurst called the meeting to order at 4:00. Prayer was led by Reed Allison. Nine board members were present at the meeting. A round-table introduction was conducted for the benefit of new President and Chief Executive Officer, Richmond Vincent. On motion properly made, seconded, and unanimously passed, the Minutes of the December 17, 2017 Board Meeting were approved.

**II. Mission Moments:** *provided by President / CEO, Richmond Vincent and Kevin Windham*

Goodwill employee, Kevin Windham was introduced and asked to give a short testimony of his experience at Goodwill of South Mississippi. Kevin shared how Goodwill has made a positive impact on his life. He began work at Goodwill in 2008, following an on-the-job accident at a former job. This accident left him unable to work for over a year. Eventually, he was told that he would not be allowed to return to his former job. Although, he was receiving workman's compensation benefits, Kevin still wanted to return to work. He stated that staying home long-term was not for him. He was referred to Goodwill through the Mississippi State Department of Vocational Rehabilitation. Kevin stated that he started working part-time, but was quickly promoted to full-time employment. His current job title at Goodwill is Plant Operational Manager. Kevin enjoys the work he does at Goodwill. He appreciates that he is able to earn a living doing something productive.

**III. President's Report:** *provided by President & CEO, Richmond Vincent*

Richmond Vincent began by thanking board members for allowing him the opportunity to lead and serve Goodwill of South Mississippi. Richmond then stated that one of the top priorities during his first two weeks at Goodwill of South Mississippi was to reassign job responsibilities to appropriate departments. This will streamline activity and allow for a greater focus on individual departmental goals and objectives while providing greater stability for the organization. Security issues are also being addressed. We will be adding doors with keypads to the administrative building. The security alarm will be activated. All of these changes are in accordance with the organizational assessment provided by Goodwill International.

Richmond then shared his vision for Goodwill of South Mississippi. He would like to transform Workforce Development operations to become a regional leader in Mississippi. His vision calls for the elimination of poverty in Mississippi beginning on the Gulf Coast. The elimination of poverty starts with jobs and job training. These services are needed and can be provided by Goodwill of South Mississippi. Richmond also stated that he would like to instill a culture of pride throughout the organization. A team instilled with a sense of pride will excel and make the impossible possible. Unmistakably, Workforce Development programs need revenue to run. Increasing revenue in a fiscally responsible manner will be ongoing.

#### **IV. 2017 Departmental Priority Summary:**

Retail . The retail department will continue to implement Kaizen in all stores. Val Ward stated that retail team members have really embraced the Kaizen process. This has increased productivity and efficiency. It has also been a team building experience. Other retail department priorities for 2017 include opening two new stores and expanding e-commerce. We also anticipate converting from cash registers to a point of sale system this year. Two regional managers will be added in the near future to facilitate retail operations.

Information Technology . The information technology department will be implementing new technology that will assist Goodwill with expanding business outcomes and mission services. Human Resources, Workforce Development and Contract services will be receiving up-to-date data management software. The retail department will be converting to a point of sale cash register system. This will not only potentially increase revenue; it will also serve as a way to engage with our customers.

Workforce Development . The workforce development department will conduct a community needs assessment. We will then be able to narrow our focus and deliver services most needed in the community. We will ensure that all workforce development services are delivered in an exceptional manner. We will also identify and secure key community partnerships within the community.

Human Resources . The human resources department will concentrate on building Goodwill's reputation as an employer. We would like to become an employer of choice on the Mississippi coast. Efforts will be made to develop a more competitive wage scale and benefits package for our employees. We will also be working on employee training programs.

Finance . The finance department will work to ensure the financial health of the organization by supervising all financial functions of the organization. We will evaluate the profitability of revenue operations and provide recommendations to the CEO. We will conduct a financial analysis of all prospective store openings and commercial service contract procurements. Safety and loss prevention will also be managed by the finance department. Other finance department priorities in 2017 include ensuring an unqualified opinion audit for 2016.

Commercial Services - The contracts department will be aggressive in the expansion of contract services in 2017. These contracts may be local or county government, churches, schools, or businesses. We will be a source of revenue growth for workforce development services.

**V. Finance Report:** *provided by Chief Financial Officer, Pam Tomasovsky*

Board members were provided with financial statements for November. Chief Financial Officer, Pam Tomasovsky led discussion on the reports. Goodwill ended the month of November with a \$39,327 profit before depreciation. Year to date profit before depreciation is \$637,812. Profit is up significantly compared to prior year. Questions and comments on the financial statement were then addressed. A motion was made by Deann Alewine to file November financial reports for future audit. Shelby Fox seconded the motion. Motion was approved.

**VI. Chairman's Remarks:** *provided by Board Chairman, Eric Hurst*

Board Chair, Eric Hurst stated that he is enthusiastic about the course the organization intends to follow and is optimistic about the growth projected in 2017.

It was moved by Reed Allison and seconded by Carolyn Carson Collins to adjourn the meeting. Meeting was adjourned.

Respectfully submitted,

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Deann Alewine  
Board Secretary  
Goodwill of South Mississippi

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Eric Hurst  
Board Chairman  
Goodwill of South Mississippi

**MISSISSIPPI GOODWORKS  
FULL BOARD MEETING**

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MEMBERS ABSENT: Guy Johnson, Jennifer Sutton, Patsy Anderson, Zeleder Barnes

STAFF PRESENT: Pam Tomasovsky, Trish Pinkerton, Mitch Bauman, Sue Rye, Val Ward, Delinda Hanson

**I. Call to Order / Proceedings:** *provided by Board Chairman, Eric Hurst*

After welcoming remarks, Board Chairman, Eric Hurst called the meeting to order at 4:45. Prayer was led by Reed Allison. Nine board members were present at the meeting. A round-table introduction was conducted for the benefit of new President and Chief Executive Officer, Richmond Vincent. On motion properly made, seconded, and unanimously passed, the Minutes of the December 17, 2017 Board Meeting were approved with a correction to the call to order time.

**II. President's Report:** *provided by President & CEO, Richmond Vincent*

Richmond Vincent began by thanking board members for allowing him the opportunity to lead and serve Mississippi Goodworks. Richmond commented that Mississippi Goodworks is a Gulf Coast leader in assisting people with significant disabilities find meaningful work. These high quality and dedicated team members represent our workforce development program. We will continue to operate these government contracts and produce remarkable results.

Security Clearance . The postal service contract requires that the Chairman, 1<sup>st</sup> Vice Chairman and President/CEO receive a Secret Security Clearance. Paperwork for this process is well underway. Chief Financial Officer, Pam Tomasovsky will also have a clearance in reserve.

**III. Finance Report:** *provided by Chief Financial Officer, Pam Tomasovsky*

*Finance Report* - Board members were provided with financial statements for November. Chief Financial Officer, Pam Tomasovsky led discussion on the reports. Mississippi Goodworks ended the month of November with a \$19,624 profit before depreciation. Year to date profit before depreciation is \$166,353. Questions and comments on the financial statement were then addressed.

Shelby Fox made a motion that Financial Statements be filed for future audit. Loretta Bridges seconded the motion. Motion passed unanimously.

**IV. Chairman's Remarks** *provided by Board Chair, Eric Hurst*

Board Chair, Eric Hurst stated that he is enthusiastic about the course the organization intends to follow and is optimistic about the growth projected in 2017.

It was moved by Allytra Perryman and seconded by Loretta Bridges to adjourn the meeting. Meeting was adjourned.

Respectfully submitted,

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Deann Alewine  
Board Secretary  
Mississippi Goodworks

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Eric Hurst  
Board Chairman  
Mississippi Goodworks