

Inside Voices

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Goodwill Graduations

Goodwill Allied Health Care Certified Nursing Assistant

Summer Graduation
Friday August 1

Project MOVE Graduations

Friday, July 25

Next Issue, July 11

Next General Assembly
Monday, July 28@ 8:00AM



There Is Much to Celebrate at Goodwill



This past Friday our CARF survey was completed, culminating to our exit review, which was held later that day. I commend each and every one of you for your day to day work, that made this survey such nice process and such an over-the-top success in terms of our meeting CARF Standards. I am so proud of your work, your passion and your professionalism.

Special thanks go out to all members of the CARF Support Team, The Leadership Team and the Goodwill Board. And a double HIGH Five to all members of our Workforce Development Team. You all are walking the talk, and deserve more than my words of praise can possibly convey. Thank you all for your passion, work and believing in the mission of Goodwill.

A brief review for those who are new to Goodwill, CARF (Commission on Accreditation of Rehabilitation Facilities) is a private, not-for-profit organization that accredits organizations (such as our Goodwill) with programs and services in the fields of Aging Services, Adult Day Services, Assisted Living, Behavioral Health, Comprehensive Blind Rehabilitation Services, Medical Rehabilitation, and Opioid Treatment Programs, and Employment and Community Services. Our Goodwill is seeking accreditation under Employment and Community Services. *(For a list of the results of each category, see page four.)*

Among the results, the Surveyors also listed key strengths of our Goodwill:

- High degree of professionalism
- Great work and history of collaborations
- Financial Stability
- Notable efforts of continuous improvement
- Transparent sharing of information across divisions, with the board, and community
- Very approachable staff
- Diverse supported employment enclaves
- Workforce Developments " Positive Recruitments " vs. traditional job fairs
- Attention to the health and safety of all
- Case records documentation

Areas as cited as Exemplary (worthy of imitation, commendable) were:

Goodwill's efforts in working with ex-offenders and felony friendly businesses
Goodwill's Allied Healthcare Training Program

Job Openings

Goodwill encourages qualified employees to seek promotional opportunities or career changes at Goodwill. Eligible employees may apply for promotion and or transfer to all openings and will be given the same consideration as applicants from outside Goodwill.

To be eligible an employee must have been employed by Goodwill for a minimum of 90 days and have had no disciplinary activity of any kind within the preceding 6 months.

Applications for promotion and or transfer can be obtained from the H.R. Department and must be submitted to the employee's immediate supervisor and sent to the Division Director for approval.

Current Openings

Assistant Store Manager

Sales Associate/

Material Handler

Store Manager

Shopgoodwill Clerk

Employee Referral Program

Employees are encouraged to recommend individuals for employment. Goodwill's "Employee through Employee" Referral program equals \$50 for staff. To learn more contact your HR Dept.

Recognizing Goodwill's Safest Teams

Next presentation on Monday, July 28th, @ General Assembly, 8:00 a.m.

Get ready, because the general assembly is coming, and with it comes the safety awards.

Last quarter 11 out of 16 teams won \$15 gift card for each member. There's three more quarters to go and who will win the \$25 gift card at the end of the year?

Each year, the safety committee decides, based on the employees' suggestions, on what gifts to give to the teams who have been able to be injury-free each quarter, said **Christina Gallegos**, Risk Management Specialist. At the end of the year, the winning teams receive a \$25 gift card for not having any recordable accidents.



Last year's winners were **Production** and the **Gardena** store, for having no recordable accidents in 2007. This year, Gardena teams up with Last Chance to make Team 13, and Production with Compton make up Team 6.

The **Outsource** Team, this year's Team 2, is the most "safe and cautious," Gallegos said. They make sure that they know all the safety procedures and maintain good communication.

It is the **Maintenance** department that does not seem to win an annual prize, even though they have not had any recordable accidents for the last two years. Although their department has been safe, unfortunate events have occurred in other teams that prevented them from winning the annual awards. Members of this team are the most prone to injuries, yet not many see them. "They keep the inside and outside of the facility clean, and safe. They are the ones who need to be recognized," she said.

According to Gallegos, what makes a safe environment are good communications, asking for help when needed, teamwork, and knowing how to correctly position themselves to not get injured.

If you get injured, you should immediately report it to your supervisor, even when you think it is not important. "Because you never know, some people may have cut themselves with a piece of metal that was dirty, and an infection can grow," said Gallegos. If an injury is serious, the employee is immediately taken to the clinic.

The awards encourage employees to know safety measures. It also keeps them excited about being compensated for their efforts. "It's enjoyable to see everyone looking forward to it."

Good luck to everyone and remember to always keep it safe.

Jocelyn Gomez, PR Writer

Some of What Is Happening Around Goodwill in July

GENERAL

July 4 (Friday) Independence Day

July 14 (Monday) Sexual Harassment Training for Management

July 28 (Monday) Goodwill General Assembly @ 8:00 a.m.

WORKFORCE & DEVELOPMENT PROGRAMS

July 25 (Friday) Project MOVE Graduation

August 1 (Friday) C.N.A. 08 Graduation

Shopping Helps Spread Goodwill

As most of you probably know, Ralphs recently launched its new 'Ralphs Rewards' program. All customers will be completing a new application and receiving a new card the next time they go shopping at Ralphs.

How Does This Affect My Ralphs Card Contribution?

As long as you linked your previously enrolled Ralphs Club Card with your new Ralphs Rewards Card, your participation with GoodwillSolac will continue without change. As a confirmation point, everyone will still see the organization contribution note at the bottom of their receipt.

If you did not link your 2 cards together when you received your new Rewards Card, you will need to go online at www.ralphs.com to enroll your new Ralphs Rewards Card with GoodwillSolac. Our Non-Profit number (NPO) is 83567.

Employees who shop at Food 4 Less, their Food 4 Less community contribution card is not affected and no action is required.



How Will You Celebrate the 4th of July?



“Hi my name is **Kamesha Christopher** and I am the Goodwill’s Switchboard Operator. I have three children and one grandchild. This Fourth of July is going to be a special one, because this is my son’s very first fireworks show. We are going to buy the biggest box of fireworks possible and hold a birthday party. We will be fellowshipping with some of our church members and friends, and will be having barbeque, Mac-N-Cheese and fried cabbage. My mom is going to make her world famous potato salad! If that doesn’t make your mouth water I don’t know what will.”

Kamecha added that the Fourth is also a day to remember the soldiers who fought and gave their lives. She said her father, Glyn Christopher, was in World War II, and the 4th of July brings a rush of pride and good memories for her. Be safe and celebrate life and Freedom. Happy 4th of July!



LaVont'e Jackson, Workforce Development Department: “I will celebrate the 4th of July with family and friends, gathering at Scherer Park in Long Beach. We will enjoy food, games, fun and the company of friends from El Salvador and Trinidad and really get our party on! Afterwards we will watch the display of fireworks in Long Beach, and conclude the celebration in Compton with the grand finale firework block party!”



Brian Pham, IT Department of Goodwill: “I will celebrate the 4th of July by placing the American flag on my porch to remember our fore fathers who paved the way for our freedom. Then, I am going to meet up with my family and friends in Simi Valley to have a wonderful 4th of July celebration.”

(camera shy)

Carolyn Porter, Shopgoodwill Department: “The 4th of July holds a significant meaning for my family and I. Around this date from 2003 to 2005, my family and I experienced the loss of some of our loved ones. So when my family comes together, it’s not just for fireworks, food, and fun, but a time to remember the loved ones we have lost, which makes the day very special.”

(camera shy)

Yolanda Lopez, Shopgoodwill Department: “First of all I want to wish everyone a nice and safe 4th of July. I will be celebrating the holiday with my family and friends. We all meet at my cousin’s house to barbeque. When night falls, we gather up everybody and head out to the beach to watch the display of fireworks. After that, we all head back to my cousin’s house and sit on her front lawn to watch her neighbors light up fireworks.”

(camera shy)

Anita Austin, Associate Editor



The Employee Assistance Program (EAP) is here for you. You or your family members can use EAP for Grief and Loss, Emotional challenges, Stress management, Marriage and Family conflict services.

It's easy to reach them and it's **Confidential**. Their toll free number is **800-977-7287**. You can also send them an email at :

askaffinity@acieap.com.

Access to a computer? Surf the Net at <http://www.affinity-online.com>. Our user name is: **good** and the password is: **aci**

Editorial Staff

Editor

Richard Guiss

Assistant Editors

Anita Austin
Jocelyn Gomez

Contributing Writers

Jocelyn Gomez
Anita Austin
Janet McCarthy-Wilson

"Inside Voices" is a publication produced by the Public Relations & Development Office of Goodwill Serving the People of Southern Los Angeles County. For article submissions or story ideas, please email rguiss@goodwillsolac.org.



"America the Beautiful"

O beautiful for spacious skies,
For amber waves of grain,
For purple mountain majesties,
Above the fruited plain,
America! America!
God shed his grace on thee,
And crown thy good with brotherhood,
From sea to shinning Sea!

-Katherine Lee Bates

Quote:

Liberty is the right to choose.
Freedom is the result of the right choice!

-author unknown

CARF Review continued from page 1

Our exit review and results (keep in mind within each criterion there are many standards that must be met - in total nearly 300) are as follows:

- **Business Practices**
 Criterion A Input: **No Recommendations**
 Criterion B Accessibility: **No Recommendations**
 Criterion C Information Management: **No Recommendations**
 Criterion D Rights of People Served: **No Recommendations**
 Criterion E Health & Safety: **No Recommendations**
 Criterion F Human Resources: **No Recommendations**
 Criterion G Leadership: **No Recommendations**
 Criterion H Legal Requirements: **No Recommendations**
 Criterion I Financial Planning & Management: **No Recommendations**
- **Quality Individualized Services**
 Individual-Centered Service Planning: **No Recommendations**
 Records of Persons Served: **No Recommendations**
 Employment Principle Standards: **No Recommendations**
- **Employment Services Coordination: No Recommendations**
- **Employment Skills Training Services: No Recommendations**
- **Community Employment Services: 1 Recommendation**

Note: *We should expect to see our full written report from CARF in the next 6 weeks, and I have no doubt it will be clearly stamped:*

3 Year Accreditation Achieved

Janet McCarthy-Wilson, President & CEO