

Form 990

Return of Organization Exempt From Income Tax

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)

OMB No 1545-0047

2018

Open to Public Inspection

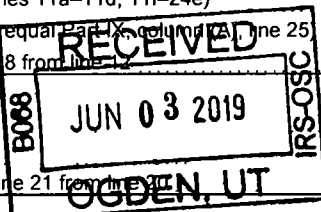
Department of the Treasury Internal Revenue Service

Do not enter social security numbers on this form as it may be made public. Go to www.irs.gov/Form990 for instructions and the latest information.

Header section A-M containing organization name (GOODWILL INDUSTRIES OF NORTHEAST INDIANA, INC.), EIN (35-1905018), address (1516 MAGNAVOX WAY, FORT WAYNE, IN 46804), and principal officer (WILLIAM WARRINER).

Part II Summary

Summary table with columns for Revenue, Expenses, and Net Assets or Fund Balances. Rows include mission statement, revenue breakdown (Total revenue: 8,992,412), expense breakdown (Total expenses: 8,864,455), and net assets (Total assets: 5,610,242).



Part III Signature Block

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.

Signature block containing signatures of William Warriner (President & CEO) and Michael R. Ziembo, CPA (Preparer), along with firm information for Baden, Gage & Schroeder, LLC.

May the IRS discuss this return with the preparer shown above? (see instructions) [X] Yes [ ] No

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**Part III** Statement of Program Service Accomplishments

Check if Schedule O contains a response or note to any line in this Part III

**1** Briefly describe the organization's mission

GOODWILL PROVIDES OPPORTUNITIES FOR PEOPLE WITH DISABILITIES AND EMPLOYMENT BARRIERS TO BUILD INDEPENDENCE THROUGH EMPLOYMENT.

**2** Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? Yes  No

If "Yes," describe these new services on Schedule O

**3** Did the organization cease conducting, or make significant changes in how it conducts, any program services? Yes  No

If "Yes," describe these changes on Schedule O

**4** Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses. Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported

**4a** (Code ) (Expenses \$ 7,974,537 including grants of \$ ) (Revenue \$ )  
SEE SCHEDULE O

**4b** (Code ) (Expenses \$ including grants of \$ ) (Revenue \$ )  
N/A

**4c** (Code ) (Expenses \$ including grants of \$ ) (Revenue \$ )  
N/A

**4d** Other program services (Describe in Schedule O )

(Expenses \$ including grants of \$ ) (Revenue \$ )

**4e** Total program service expenses ▶ 7,974,537

**Part IV Checklist of Required Schedules**

	Yes	No
1 Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If "Yes," complete Schedule A	X	
2 Is the organization required to complete Schedule B, Schedule of Contributors (see instructions)?	X	
3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? If "Yes," complete Schedule C, Part I		X
4 <b>Section 501(c)(3) organizations.</b> Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? If "Yes," complete Schedule C, Part II		X
5 Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Revenue Procedure 98-19? If "Yes," complete Schedule C, Part III		X
6 Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? If "Yes," complete Schedule D, Part I		X
7 Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part II		X
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III		X
9 Did the organization report an amount in Part X, line 21, for escrow or custodial account liability, serve as a custodian for amounts not listed in Part X, or provide credit counseling, debt management, credit repair, or debt negotiation services? If "Yes," complete Schedule D, Part IV		X
10 Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi-endowments? If "Yes," complete Schedule D, Part V		X
11 If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable		
a Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D, Part VI	X	
b Did the organization report an amount for investments—other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII		X
c Did the organization report an amount for investments—program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII		X
d Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part IX		X
e Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X		X
f Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? If "Yes," complete Schedule D, Part X	X	
12a Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Parts XI and XII	X	
b Was the organization included in consolidated, independent audited financial statements for the tax year? If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional		X
13 Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E		X
14a Did the organization maintain an office, employees, or agents outside of the United States?		X
b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? If "Yes," complete Schedule F, Parts I and IV		X
15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? If "Yes," complete Schedule F, Parts II and IV		X
16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? If "Yes," complete Schedule F, Parts III and IV		X
17 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I (see instructions)		X
18 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? If "Yes," complete Schedule G, Part II		X
19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes," complete Schedule G, Part III		X
20a Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H		X
b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?		
21 Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II		X

Part IV Checklist of Required Schedules (continued)

Table with 3 columns: Question ID, Question Text, Yes, No. Rows 22-38. Includes questions about grants, compensation, tax-exempt bonds, excess benefit transactions, and contributions.

Part IV Statements Regarding Other IRS Filings and Tax Compliance

Check if Schedule O contains a response or note to any line in this Part V

Table with 3 columns: Question ID, Question Text, Yes, No. Rows 1a, 1b, 1c. Includes questions about Form 1096, Forms W-2G, and backup withholding rules.

**Part IV** Statements Regarding Other IRS Filings and Tax Compliance (continued)

		Yes	No
<b>2a</b>	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return		
	<b>2a</b> 496		
<b>b</b>	If at least one is reported on line 2a, did the organization file all required federal employment tax returns? <b>Note.</b> If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions)	X	
<b>3a</b>	Did the organization have unrelated business gross income of \$1,000 or more during the year?		X
<b>b</b>	If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation in Schedule O		
<b>4a</b>	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?		X
<b>b</b>	If "Yes," enter the name of the foreign country ▶ See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR)		
<b>5a</b>	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?		X
<b>b</b>	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?		X
<b>c</b>	If "Yes" to line 5a or 5b, did the organization file Form 8886-T?		
<b>6a</b>	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?		X
<b>b</b>	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?		
<b>7</b>	<b>Organizations that may receive deductible contributions under section 170(c).</b>		
<b>a</b>	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?		X
<b>b</b>	If "Yes," did the organization notify the donor of the value of the goods or services provided?		
<b>c</b>	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?		X
<b>d</b>	If "Yes," indicate the number of Forms 8282 filed during the year		
	<b>7d</b>		
<b>e</b>	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?		X
<b>f</b>	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?		X
<b>g</b>	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?		
<b>h</b>	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?	X	
<b>8</b>	<b>Sponsoring organizations maintaining donor advised funds.</b> Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?		
<b>9</b>	<b>Sponsoring organizations maintaining donor advised funds.</b>		
<b>a</b>	Did the sponsoring organization make any taxable distributions under section 4966?		
<b>b</b>	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?		
<b>10</b>	<b>Section 501(c)(7) organizations.</b> Enter		
<b>a</b>	Initiation fees and capital contributions included on Part VIII, line 12		
	<b>10a</b>		
<b>b</b>	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities		
	<b>10b</b>		
<b>11</b>	<b>Section 501(c)(12) organizations.</b> Enter		
<b>a</b>	Gross income from members or shareholders		
	<b>11a</b>		
<b>b</b>	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them )		
	<b>11b</b>		
<b>12a</b>	<b>Section 4947(a)(1) non-exempt charitable trusts.</b> Is the organization filing Form 990 in lieu of Form 1041?		
<b>b</b>	If "Yes," enter the amount of tax-exempt interest received or accrued during the year		
	<b>12b</b>		
<b>13</b>	<b>Section 501(c)(29) qualified nonprofit health insurance issuers.</b>		
<b>a</b>	Is the organization licensed to issue qualified health plans in more than one state? <b>Note.</b> See the instructions for additional information the organization must report on Schedule O		
	<b>13a</b>		
<b>b</b>	Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans		
	<b>13b</b>		
<b>c</b>	Enter the amount of reserves on hand		
	<b>13c</b>		
<b>14a</b>	Did the organization receive any payments for indoor tanning services during the tax year?		X
<b>b</b>	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O		
	<b>14b</b>		
<b>15</b>	Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or excess parachute payment(s) during the year? If "Yes," see instructions and file Form 4720, Schedule N		X
<b>16</b>	Is the organization an educational institution subject to the section 4968 excise tax on net investment income? If "Yes," complete Form 4720, Schedule O		X

**Part VI Governance, Management, and Disclosure** For each "Yes" response to lines 2 through 7b below, and for a "No" response to line 8a, 8b, or 10b below, describe the circumstances, processes, or changes in Schedule O See instructions  
 Check if Schedule O contains a response or note to any line in this Part VI

**Section A. Governing Body and Management**

		Yes	No
1a	16		
If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain in Schedule O			
b	16		
2			X
3			X
4			X
5			X
6			X
7a			X
b			X
8			
a		X	
b		X	
9			X

**Section B. Policies** (This Section B requests information about policies not required by the Internal Revenue Code)

		Yes	No
10a			X
b			
11a		X	
b			
12a		X	
b		X	
c		X	
13		X	
14		X	
15			
a		X	
b		X	
16a			X
b			

**Section C. Disclosure**

- 17 List the states with which a copy of this Form 990 is required to be filed **IN**
- 18 Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A if applicable), 990, and 990-T (Section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.  
 Own website  Another's website  Upon request  Other (explain in Schedule O)
- 19 Describe in Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year
- 20 State the name, address, and telephone number of the person who possesses the organization's books and records **▶**  
**LARRY HOLZINGER** 1516 MAGNAVOX WAY  
**FORT WAYNE** IN 46804 260-478-7617

**Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors**

Check if Schedule O contains a response or note to any line in this Part VII

**Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees**

**1a** Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year.

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
- List all of the organization's **current** key employees, if any. See instructions for definition of "key employee."
- List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than \$100,000 from the organization and any related organizations.
- List all of the organization's **former** officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
- List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.

List persons in the following order: individual trustees or directors; institutional trustees; officers; key employees; highest compensated employees; and former such persons.

Check this box if neither the organization nor any related organization compensated any current officer, director, or trustee

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(1) MELISSA BEBER VICE CHAIR	1.00 0.00	X		X				0	0	0
(2) STAN BIEBERICH DIRECTOR	1.00 0.00	X						0	0	0
(3) DOUG BARROW SECRETARY	1.00 0.00	X		X				0	0	0
(4) NICHOLAS ELKINS DIRECTOR	1.00 0.00	X						0	0	0
(5) JACQUELYN FELLER DIRECTOR	1.00 0.00	X						0	0	0
(6) CHAD GLASSBURN DIRECTOR	1.00 0.00	X						0	0	0
(7) AMY HOCHSTETLER DIRECTOR	1.00 0.00	X						0	0	0
(8) LAURA MASER CHAIR	1.00 0.00	X		X				0	0	0
(9) TIMOTHY MANGES DIRECTOR	1.00 0.00	X						0	0	0
(10) TODD NICHOLS DIRECTOR	1.00 0.00	X						0	0	0
(11) JOE O'CONNOR TREASURER	1.00 0.00	X		X				0	0	0

**Part VII Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees (continued)**

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(12) RANDY RUSK IMMEDIATE PAST CHAIR	1.00 0.00	X		X				0	0	0
(13) WIL SMITH DIRECTOR	1.00 0.00	X						0	0	0
(14) EDWARD WELLING DIRECTOR	1.00 0.00	X						0	0	0
(15) GARY YARGER DIRECTOR	1.00 0.00	X						0	0	0
(16) STEVEN ZACHER DIRECTOR	1.00 0.00	X						0	0	0
(17) WILLIAM WARRINER PRESIDENT & CEO	40.00 0.00			X				116,057	0	20,206
<b>1b Sub-total</b>								116,057		20,206
<b>c Total from continuation sheets to Part VII, Section A</b>										
<b>d Total (add lines 1b and 1c)</b>								116,057		20,206

2 Total number of individuals (including but not limited to those listed above) who received more than \$100,000 of reportable compensation from the organization **1**

3 Did the organization list any former officer, director, or trustee, key employee, or highest compensated employee on line 1a? If "Yes," complete Schedule J for such individual

	Yes	No
3		X
4		X
5		X

4 For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? If "Yes," complete Schedule J for such individual

5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? If "Yes," complete Schedule J for such person

**Section B. Independent Contractors**

1 Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization Report compensation for the calendar year ending with or within the organization's tax year

(A) Name and business address	(B) Description of services	(C) Compensation

2 Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 of compensation from the organization **0**



**Part VIII Statement of Revenue**

Check if Schedule O contains a response or note to any line in this Part VIII

			(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512-514
Contributions, Gifts, Grants and Other Similar Amounts	1a	Federated campaigns				
	1b	Membership dues				
	1c	Fundraising events				
	1d	Related organizations				
	1e	Government grants (contributions)	449,116			
	1f	All other contributions, gifts, grants, and similar amounts not included above	5,004,493			
	g	Noncash contributions included in lines 1a-1f	\$ 4,905,342			
	h	<b>Total.</b> Add lines 1a-1f	5,453,609			
Program Service Revenue	2a					
	b					
	c					
	d					
	e					
	f	All other program service revenue				
	g	<b>Total.</b> Add lines 2a-2f				
Other Revenue	3	Investment income (including dividends, interest, and other similar amounts)	934			934
	4	Income from investment of tax-exempt bond proceeds				
	5	Royalties				
	6a	(i) Real				
		(ii) Personal				
		Gross rents				
	b	Less rental exps				
	c	Rental inc or (loss)				
	d	Net rental income or (loss)				
	7a	(i) Securities				
		(ii) Other				
		Gross amount from sales of assets other than inventory				
	b	Less cost or other basis & sales exps	141			
	c	Gain or (loss)	-141			
	d	Net gain or (loss)	-141	-141		
8a	Gross income from fundraising events (not including \$ of contributions reported on line 1c) See Part IV, line 18					
b	Less direct expenses					
c	Net income or (loss) from fundraising events					
9a	Gross income from gaming activities See Part IV, line 19					
b	Less direct expenses					
c	Net income or (loss) from gaming activities					
10a	a	Gross sales of inventory, less returns and allowances	8,680,278			
	b	Less cost of goods sold	5,145,275			
	c	Net income or (loss) from sales of inventory	3,535,003			3,535,003
Miscellaneous Revenue		Busn Code				
11a	MISCELLANEOUS INCOME		3,007			3,007
b						
c						
d	All other revenue					
e	<b>Total.</b> Add lines 11a-11d		3,007			
12	<b>Total revenue.</b> See instructions		8,992,412	-141	0	3,538,944

**Part IX Statement of Functional Expenses**

Section 501(c)(3) and 501(c)(4) organizations must complete all columns. All other organizations must complete column (A)

Check if Schedule O contains a response or note to any line in this Part IX

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21				
2 Grants and other assistance to domestic individuals. See Part IV, line 22				
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16				
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	136,263		131,539	4,724
6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages	4,447,442	4,044,099	403,115	228
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	67,819	48,935	18,884	
9 Other employee benefits	468,107	434,675	33,203	229
10 Payroll taxes	395,956	356,168	39,389	399
11 Fees for services (non-employees)				
a Management				
b Legal	3,801	467	3,334	
c Accounting	28,093		28,093	
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees				
g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O)	20,592	10,533	10,059	
12 Advertising and promotion	134,087	116,536	13,194	4,357
13 Office expenses	279,006	242,827	36,080	99
14 Information technology	500		500	
15 Royalties				
16 Occupancy	1,773,839	1,732,822	40,744	273
17 Travel	306,980	295,092	11,681	207
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	13,264	8,585	3,822	857
20 Interest	40,139	27,137	13,002	
21 Payments to affiliates	82,529	82,529		
22 Depreciation, depletion, and amortization	323,898	274,775	49,123	
23 Insurance				
24 Other expenses. Itemize expenses not covered above (List miscellaneous expenses in line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O)				
a MERCHANT AND BANK FEES	211,552	194,805	16,747	
b POSTAGE AND SHIPPING	62,381	60,777	1,584	20
c RENTAL AND MAINTENANCE EQ	49,758	27,770	21,988	
d MISCELLANEOUS	18,449	16,005	2,394	50
e All other expenses				
<b>25 Total functional expenses.</b> Add lines 1 through 24e	<b>8,864,455</b>	<b>7,974,537</b>	<b>878,475</b>	<b>11,443</b>
26 <b>Joint costs.</b> Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720)				

**Part X Balance Sheet**

Check if Schedule O contains a response or note to any line in this Part X

		(A) Beginning of year		(B) End of year	
<b>Assets</b>	1	Cash—non-interest bearing	600,509	1	953,082
	2	Savings and temporary cash investments	1,619,078	2	1,620,838
	3	Pledges and grants receivable, net		3	
	4	Accounts receivable, net	197,843	4	223,101
	5	Loans and other receivables from current and former officers, directors, trustees, key employees, and highest compensated employees Complete Part II of Schedule L		5	
	6	Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), persons described in section 4958(c)(3)(B), and contributing employers and sponsoring organizations of section 501(c)(9) voluntary employees' beneficiary organizations (see instructions) Complete Part II of Schedule L		6	
	7	Notes and loans receivable, net		7	
	8	Inventories for sale or use	485,513	8	507,977
	9	Prepaid expenses and deferred charges	133,608	9	120,933
	10a	Land, buildings, and equipment cost or other basis Complete Part VI of Schedule D	5,943,343		
	10b	Less accumulated depreciation	3,787,483	10c	2,155,860
	11	Investments—publicly traded securities		11	
	12	Investments—other securities See Part IV, line 11		12	
	13	Investments—program-related See Part IV, line 11		13	
	14	Intangible assets		14	
	15	Other assets See Part IV, line 11	15,512	15	28,451
16	<b>Total assets.</b> Add lines 1 through 15 (must equal line 34)	5,529,613	16	5,610,242	
<b>Liabilities</b>	17	Accounts payable and accrued expenses	500,118	17	538,224
	18	Grants payable		18	
	19	Deferred revenue		19	
	20	Tax-exempt bond liabilities		20	
	21	Escrow or custodial account liability Complete Part IV of Schedule D		21	
	22	Loans and other payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons Complete Part II of Schedule L		22	
	23	Secured mortgages and notes payable to unrelated third parties	759,737	23	674,303
	24	Unsecured notes and loans payable to unrelated third parties		24	
	25	Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24) Complete Part X of Schedule D	9,201	25	
	26	<b>Total liabilities.</b> Add lines 17 through 25	1,269,056	26	1,212,527
<b>Net Assets or Fund Balances</b>	Organizations that follow SFAS 117 (ASC 958), check here <input checked="" type="checkbox"/> and complete lines 27 through 29, and lines 33 and 34.				
	27	Unrestricted net assets	4,260,557	27	4,397,715
	28	Temporarily restricted net assets		28	
	29	Permanently restricted net assets		29	
	Organizations that do not follow SFAS 117 (ASC 958), check here <input type="checkbox"/> and complete lines 30 through 34.				
	30	Capital stock or trust principal, or current funds		30	
	31	Paid-in or capital surplus, or land, building, or equipment fund		31	
	32	Retained earnings, endowment, accumulated income, or other funds		32	
33	<b>Total net assets or fund balances</b>	4,260,557	33	4,397,715	
34	<b>Total liabilities and net assets/fund balances</b>	5,529,613	34	5,610,242	

**Part XI Reconciliation of Net Assets**

Check if Schedule O contains a response or note to any line in this Part XI

1	Total revenue (must equal Part VIII, column (A), line 12)	8,992,412
2	Total expenses (must equal Part IX, column (A), line 25)	8,864,455
3	Revenue less expenses Subtract line 2 from line 1	127,957
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4,260,557
5	Net unrealized gains (losses) on investments	
6	Donated services and use of facilities	
7	Investment expenses	
8	Prior period adjustments	
9	Other changes in net assets or fund balances (explain in Schedule O)	9,201
10	Net assets or fund balances at end of year Combine lines 3 through 9 (must equal Part X, line 33, column (B))	4,397,715

**Part XII Financial Statements and Reporting**

Check if Schedule O contains a response or note to any line in this Part XII

- 1 Accounting method used to prepare the Form 990  Cash  Accrual  Other \_\_\_\_\_  
If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O
- 2a Were the organization's financial statements compiled or reviewed by an independent accountant?  
If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both  
 Separate basis  Consolidated basis  Both consolidated and separate basis
- b Were the organization's financial statements audited by an independent accountant?  
If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both  
 Separate basis  Consolidated basis  Both consolidated and separate basis
- c If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant?  
If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O
- 3a As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?
- b If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits

	Yes	No
2a		X
2b	X	
2c	X	
3a		X
3b		

**SCHEDULE A**  
**(Form 990 or 990-EZ)**

**Public Charity Status and Public Support**

OMB No 1545-0047

**2018**

**Open to Public Inspection**

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.

▶ Attach to Form 990 or Form 990-EZ.

▶ Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information.

Department of the Treasury  
Internal Revenue Service

Name of the organization **GOODWILL INDUSTRIES OF NORTHEAST INDIANA, INC.** Employer identification number **35-1905018**

**Part I Reason for Public Charity Status** (All organizations must complete this part) See instructions

The organization is not a private foundation because it is (For lines 1 through 12, check only one box)

- 1  A church, convention of churches, or association of churches described in **section 170(b)(1)(A)(i).**
- 2  A school described in **section 170(b)(1)(A)(ii).** (Attach Schedule E (Form 990 or 990-EZ) )
- 3  A hospital or a cooperative hospital service organization described in **section 170(b)(1)(A)(iii).**
- 4  A medical research organization operated in conjunction with a hospital described in **section 170(b)(1)(A)(iii).** Enter the hospital's name, city, and state
- 5  An organization operated for the benefit of a college or university owned or operated by a governmental unit described in **section 170(b)(1)(A)(iv).** (Complete Part II )
- 6  A federal, state, or local government or governmental unit described in **section 170(b)(1)(A)(v).**
- 7  An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **section 170(b)(1)(A)(vi).** (Complete Part II )
- 8  A community trust described in **section 170(b)(1)(A)(vi).** (Complete Part II )
- 9  An agricultural research organization described in **section 170(b)(1)(A)(ix)** operated in conjunction with a land-grant college or university or a non-land-grant college of agriculture (see instructions) Enter the name, city, and state of the college or university
- 10  An organization that normally receives (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions—subject to certain exceptions, and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975 See **section 509(a)(2).** (Complete Part III )
- 11  An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in **section 509(a)(1)** or **section 509(a)(2).** See **section 509(a)(3).** Check the box in lines 12a through 12d that describes the type of supporting organization and complete lines 12e, 12f, and 12g
- 12  An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in **section 509(a)(1)** or **section 509(a)(2).** See **section 509(a)(3).** Check the box in lines 12a through 12d that describes the type of supporting organization and complete lines 12e, 12f, and 12g
  - a  **Type I.** A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving the supported organization(s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization **You must complete Part IV, Sections A and B.**
  - b  **Type II.** A supporting organization supervised or controlled in connection with its supported organization(s), by having control or management of the supporting organization vested in the same persons that control or manage the supported organization(s) **You must complete Part IV, Sections A and C.**
  - c  **Type III functionally integrated.** A supporting organization operated in connection with, and functionally integrated with, its supported organization(s) (see instructions) **You must complete Part IV, Sections A, D, and E.**
  - d  **Type III non-functionally integrated.** A supporting organization operated in connection with its supported organization(s) that is not functionally integrated The organization generally must satisfy a distribution requirement and an attentiveness requirement (see instructions) **You must complete Part IV, Sections A and D, and Part V.**
  - e  Check this box if the organization received a written determination from the IRS that it is a Type I, Type II, Type III functionally integrated, or Type III non-functionally integrated supporting organization
  - f Enter the number of supported organizations
  - g Provide the following information about the supported organization(s)

07

(i) Name of supported organization	(ii) EIN	(iii) Type of organization (described on lines 1-10 above (see instructions))	(iv) Is the organization listed in your governing document?		(v) Amount of monetary support (see instructions)	(vi) Amount of other support (see instructions)
			Yes	No		
(A)						
(B)						
(C)						
(D)						
(E)						
<b>Total</b>						

**Part II Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)**

(Complete only if you checked the box on line 5, 7, or 8 of Part I or if the organization failed to qualify under Part III. If the organization fails to qualify under the tests listed below, please complete Part III.)

**Section A. Public Support**

Calendar year (or fiscal year beginning in) ▶	(a) 2014	(b) 2015	(c) 2016	(d) 2017	(e) 2018	(f) Total
<b>1</b> Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants.")	5,075,847	5,645,068	5,469,702	5,500,357	5,453,609	27,144,583
<b>2</b> Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
<b>3</b> The value of services or facilities furnished by a governmental unit to the organization without charge						
<b>4 Total.</b> Add lines 1 through 3	5,075,847	5,645,068	5,469,702	5,500,357	5,453,609	27,144,583
<b>5</b> The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						
<b>6 Public support.</b> Subtract line 5 from line 4						27,144,583

**Section B. Total Support**

Calendar year (or fiscal year beginning in) ▶	(a) 2014	(b) 2015	(c) 2016	(d) 2017	(e) 2018	(f) Total
<b>7</b> Amounts from line 4	5,075,847	5,645,068	5,469,702	5,500,357	5,453,609	27,144,583
<b>8</b> Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources	4,172	4,819	8,762	9,652	934	28,339
<b>9</b> Net income from unrelated business activities, whether or not the business is regularly carried on					2,007	2,007
<b>10</b> Other income Do not include gain or loss from the sale of capital assets (Explain in Part VI.)	5,305	7,347	3,181	2,013	5,852	23,698
<b>11 Total support.</b> Add lines 7 through 10						27,198,627
<b>12</b> Gross receipts from related activities, etc. (see instructions)					12	
<b>13 First five years.</b> If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here ▶ <input type="checkbox"/>						

**Section C. Computation of Public Support Percentage**

<b>14</b> Public support percentage for 2018 (line 6, column (f) divided by line 11, column (f))	<b>14</b>	99.80%
<b>15</b> Public support percentage from 2017 Schedule A, Part II, line 14	<b>15</b>	99.79%
<b>16a 33 1/3% support test—2018.</b> If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization ▶ <input checked="" type="checkbox"/>		
<b>b 33 1/3% support test—2017.</b> If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization ▶ <input type="checkbox"/>		
<b>17a 10%-facts-and-circumstances test—2018.</b> If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part VI how the organization meets the "facts-and-circumstances" test The organization qualifies as a publicly supported organization ▶ <input type="checkbox"/>		
<b>b 10%-facts-and-circumstances test—2017.</b> If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part VI how the organization meets the "facts-and-circumstances" test The organization qualifies as a publicly supported organization ▶ <input type="checkbox"/>		
<b>18 Private foundation.</b> If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions ▶ <input type="checkbox"/>		

Part III Support Schedule for Organizations Described in Section 509(a)(2)

(Complete only if you checked the box on line 10 of Part I or if the organization failed to qualify under Part II. If the organization fails to qualify under the tests listed below, please complete Part II.)

Section A. Public Support

Table with 7 columns: (a) 2014, (b) 2015, (c) 2016, (d) 2017, (e) 2018, (f) Total. Rows include: 1 Gifts, grants, contributions, and membership fees received; 2 Gross receipts from admissions, merchandise sold or services performed; 3 Gross receipts from activities that are not an unrelated trade or business; 4 Tax revenues levied for the organization's benefit; 5 The value of services or facilities furnished by a governmental unit; 6 Total. Add lines 1 through 5; 7a Amounts included on lines 1, 2, and 3 received from disqualified persons; 7b Amounts included on lines 2 and 3 received from other than disqualified persons; 7c Add lines 7a and 7b; 8 Public support. (Subtract line 7c from line 6)

Section B. Total Support

Table with 7 columns: (a) 2014, (b) 2015, (c) 2016, (d) 2017, (e) 2018, (f) Total. Rows include: 9 Amounts from line 6; 10a Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources; 10b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975; 10c Add lines 10a and 10b; 11 Net income from unrelated business activities not included in line 10b; 12 Other income Do not include gain or loss from the sale of capital assets; 13 Total support. (Add lines 9, 10c, 11, and 12); 14 First five years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here

Section C. Computation of Public Support Percentage

Table with 3 columns: Description, Line Number, Percentage. Row 15: Public support percentage for 2018 (line 8, column (f), divided by line 13, column (f)) - 15 - %; Row 16: Public support percentage from 2017 Schedule A, Part III, line 15 - 16 - %

Section D. Computation of Investment Income Percentage

Table with 3 columns: Description, Line Number, Percentage. Row 17: Investment income percentage for 2018 (line 10c, column (f), divided by line 13, column (f)) - 17 - %; Row 18: Investment income percentage from 2017 Schedule A, Part III, line 17 - 18 - %

- 19a 33 1/3% support tests—2018. If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and stop here. The organization qualifies as a publicly supported organization
b 33 1/3% support tests—2017. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3%, and line 18 is not more than 33 1/3%, check this box and stop here. The organization qualifies as a publicly supported organization
20 Private foundation. If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions

**Part IV Supporting Organizations**

(Complete only if you checked a box in line 12 on Part I. If you checked 12a of Part I, complete Sections A and B. If you checked 12b of Part I, complete Sections A and C. If you checked 12c of Part I, complete Sections A, D, and E. If you checked 12d of Part I, complete Sections A and D, and complete Part V.)

**Section A. All Supporting Organizations**

	Yes	No
<b>1</b> Are all of the organization's supported organizations listed by name in the organization's governing documents? <i>If "No," describe in Part VI how the supported organizations are designated. If designated by class or purpose, describe the designation. If historic and continuing relationship, explain.</i>		
<b>2</b> Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? <i>If "Yes," explain in Part VI how the organization determined that the supported organization was described in section 509(a)(1) or (2).</i>		
<b>3a</b> Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? <i>If "Yes," answer (b) and (c) below.</i>		
<b>b</b> Did the organization confirm that each supported organization qualified under section 501(c)(4), (5), or (6) and satisfied the public support tests under section 509(a)(2)? <i>If "Yes," describe in Part VI when and how the organization made the determination.</i>		
<b>c</b> Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? <i>If "Yes," explain in Part VI what controls the organization put in place to ensure such use.</i>		
<b>4a</b> Was any supported organization not organized in the United States ("foreign supported organization")? <i>If "Yes," and if you checked 12a or 12b in Part I, answer (b) and (c) below.</i>		
<b>b</b> Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? <i>If "Yes," describe in Part VI how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations.</i>		
<b>c</b> Did the organization support any foreign supported organization that does not have an IRS determination under sections 501(c)(3) and 509(a)(1) or (2)? <i>If "Yes," explain in Part VI what controls the organization used to ensure that all support to the foreign supported organization was used exclusively for section 170(c)(2)(B) purposes.</i>		
<b>5a</b> Did the organization add, substitute, or remove any supported organizations during the tax year? <i>If "Yes," answer (b) and (c) below (if applicable). Also, provide detail in Part VI, including (i) the names and EIN numbers of the supported organizations added, substituted, or removed, (ii) the reasons for each such action, (iii) the authority under the organization's organizing document authorizing such action, and (iv) how the action was accomplished (such as by amendment to the organizing document).</i>		
<b>b</b> <b>Type I or Type II only.</b> Was any added or substituted supported organization part of a class already designated in the organization's organizing document?		
<b>c</b> <b>Substitutions only.</b> Was the substitution the result of an event beyond the organization's control?		
<b>6</b> Did the organization provide support (whether in the form of grants or the provision of services or facilities) to anyone other than (i) its supported organizations, (ii) individuals that are part of the charitable class benefited by one or more of its supported organizations, or (iii) other supporting organizations that also support or benefit one or more of the filing organization's supported organizations? <i>If "Yes," provide detail in Part VI.</i>		
<b>7</b> Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (as defined in section 4958(c)(3)(C)), a family member of a substantial contributor, or a 35% controlled entity with regard to a substantial contributor? <i>If "Yes," complete Part I of Schedule L (Form 990 or 990-EZ).</i>		
<b>8</b> Did the organization make a loan to a disqualified person (as defined in section 4958) not described in line 7? <i>If "Yes," complete Part I of Schedule L (Form 990 or 990-EZ).</i>		
<b>9a</b> Was the organization controlled directly or indirectly at any time during the tax year by one or more disqualified persons as defined in section 4946 (other than foundation managers and organizations described in section 509(a)(1) or (2))? <i>If "Yes," provide detail in Part VI.</i>		
<b>b</b> Did one or more disqualified persons (as defined in line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? <i>If "Yes," provide detail in Part VI.</i>		
<b>c</b> Did a disqualified person (as defined in line 9a) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? <i>If "Yes," provide detail in Part VI.</i>		
<b>10a</b> Was the organization subject to the excess business holdings rules of section 4943 because of section 4943(f) (regarding certain Type II supporting organizations, and all Type III non-functionally integrated supporting organizations)? <i>If "Yes," answer 10b below.</i>		
<b>b</b> Did the organization have any excess business holdings in the tax year? <i>(Use Schedule C, Form 4720, to determine whether the organization had excess business holdings.)</i>		



Part IV Supporting Organizations (continued)

Table with 3 columns: Question, Yes, No. Row 11: Has the organization accepted a gift or contribution from any of the following persons? Sub-rows 11a, 11b, 11c.

Section B. Type I Supporting Organizations

Table with 3 columns: Question, Yes, No. Row 1: Did the directors, trustees, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's directors or trustees at all times during the tax year? Row 2: Did the organization operate for the benefit of any supported organization other than the supported organization(s) that operated, supervised, or controlled the supporting organization?

Section C. Type II Supporting Organizations

Table with 3 columns: Question, Yes, No. Row 1: Were a majority of the organization's directors or trustees during the tax year also a majority of the directors or trustees of each of the organization's supported organization(s)?

Section D. All Type III Supporting Organizations

Table with 3 columns: Question, Yes, No. Row 1: Did the organization provide to each of its supported organizations, by the last day of the fifth month of the organization's tax year, (i) a written notice describing the type and amount of support provided during the prior tax year, (ii) a copy of the Form 990 that was most recently filed as of the date of notification, and (iii) copies of the organization's governing documents in effect on the date of notification, to the extent not previously provided? Row 2: Were any of the organization's officers, directors, or trustees either (i) appointed or elected by the supported organization(s) or (ii) serving on the governing body of a supported organization? Row 3: By reason of the relationship described in (2), did the organization's supported organizations have a significant voice in the organization's investment policies and in directing the use of the organization's income or assets at all times during the tax year?

Section E. Type III Functionally-Integrated Supporting Organizations

- 1 Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions)
a [ ] The organization satisfied the Activities Test Complete line 2 below
b [ ] The organization is the parent of each of its supported organizations Complete line 3 below
c [ ] The organization supported a governmental entity Describe in Part VI how you supported a government entity (see instructions)

Table with 3 columns: Question, Yes, No. Row 2: Activities Test Answer (a) and (b) below. Sub-rows 2a, 2b. Row 3: Parent of Supported Organizations Answer (a) and (b) below. Sub-rows 3a, 3b.

**Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations**

1  Check here if the organization satisfied the Integral Part Test as a qualifying trust on Nov 20, 1970 (explain in Part VI). See instructions. All other Type III non-functionally integrated supporting organizations must complete Sections A through E

Section A - Adjusted Net Income		(A) Prior Year	(B) Current Year (optional)
1	Net short-term capital gain	1	
2	Recoveries of prior-year distributions	2	
3	Other gross income (see instructions)	3	
4	Add lines 1 through 3	4	
5	Depreciation and depletion	5	
6	Portion of operating expenses paid or incurred for production or collection of gross income or for management, conservation, or maintenance of property held for production of income (see instructions)	6	
7	Other expenses (see instructions)	7	
8	<b>Adjusted Net Income</b> (subtract lines 5, 6, and 7 from line 4)	8	

Section B - Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
1	Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year)		
a	Average monthly value of securities	1a	
b	Average monthly cash balances	1b	
c	Fair market value of other non-exempt-use assets	1c	
d	<b>Total</b> (add lines 1a, 1b, and 1c)	1d	
e	<b>Discount</b> claimed for blockage or other factors (explain in detail in Part VI)		
2	Acquisition indebtedness applicable to non-exempt-use assets	2	
3	Subtract line 2 from line 1d	3	
4	Cash deemed held for exempt use Enter 1-1/2% of line 3 (for greater amount, see instructions)	4	
5	Net value of non-exempt-use assets (subtract line 4 from line 3)	5	
6	Multiply line 5 by .035	6	
7	Recoveries of prior-year distributions	7	
8	<b>Minimum Asset Amount</b> (add line 7 to line 6)	8	

Section C - Distributable Amount			Current Year
1	Adjusted net income for prior year (from Section A, line 8, Column A)	1	
2	Enter 85% of line 1	2	
3	Minimum asset amount for prior year (from Section B, line 8, Column A)	3	
4	Enter greater of line 2 or line 3	4	
5	Income tax imposed in prior year	5	
6	<b>Distributable Amount.</b> Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions)	6	

7  Check here if the current year is the organization's first as a non-functionally integrated Type III supporting organization (see instructions)

**Part V** Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations (continued)

Section D - Distributions	Current Year
1 Amounts paid to supported organizations to accomplish exempt purposes	
2 Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	
3 Administrative expenses paid to accomplish exempt purposes of supported organizations	
4 Amounts paid to acquire exempt-use assets	
5 Qualified set-aside amounts (prior IRS approval required)	
6 Other distributions (describe in Part VI) See instructions	
7 <b>Total annual distributions.</b> Add lines 1 through 6	
8 Distributions to attentive supported organizations to which the organization is responsive (provide details in Part VI) See instructions	
9 Distributable amount for 2018 from Section C, line 6	
10 Line 8 amount divided by line 9 amount	

Section E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2018	(iii) Distributable Amount for 2018
1 Distributable amount for 2018 from Section C, line 6			
2 Underdistributions, if any, for years prior to 2018 (reasonable cause required-explain in Part VI). See instructions			
3 Excess distributions carryover, if any, to 2018			
a From 2013			
b From 2014			
c From 2015			
d From 2016			
e From 2017			
f <b>Total</b> of lines 3a through e			
g Applied to underdistributions of prior years			
h Applied to 2018 distributable amount			
i Carryover from 2013 not applied (see instructions)			
j <b>Remainder</b> Subtract lines 3g, 3h, and 3i from 3f			
4 Distributions for 2018 from Section D, line 7 \$			
a Applied to underdistributions of prior years			
b Applied to 2018 distributable amount			
c <b>Remainder</b> Subtract lines 4a and 4b from 4			
5 Remaining underdistributions for years prior to 2018, if any Subtract lines 3g and 4a from line 2 For result greater than zero, explain in Part VI See instructions			
6 Remaining underdistributions for 2018 Subtract lines 3h and 4b from line 1 For result greater than zero, explain in Part VI See instructions			
7 <b>Excess distributions carryover to 2019.</b> Add lines 3j and 4c			
8 Breakdown of line 7			
a Excess from 2014			
b Excess from 2015			
c Excess from 2016			
d Excess from 2017			
e Excess from 2018			

**Part VI** **Supplemental Information.** Provide the explanations required by Part II, line 10, Part II, line 17a or 17b; Part III, line 12, Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c, Part IV, Section B, lines 1 and 2, Part IV, Section C, line 1, Part IV, Section D, lines 2 and 3, Part IV, Section E, lines 1c, 2a, 2b, 3a, and 3b, Part V, line 1, Part V, Section B, line 1e, Part V, Section D, lines 5, 6, and 8, and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information (See instructions)

PART II, LINE 10 - OTHER INCOME DETAIL

MISCELLANEOUS INCOME	\$	23,698
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SCHEDULE D (Form 990)

Supplemental Financial Statements

Complete if the organization answered "Yes" on Form 990, Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b.

Attach to Form 990.

Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No 1545-0047

2018

Open to Public Inspection

Department of the Treasury Internal Revenue Service

Name of the organization

GOODWILL INDUSTRIES OF NORTHEAST INDIANA, INC.

Employer identification number

35-1905018

Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts. Complete if the organization answered "Yes" on Form 990, Part IV, line 6

Table with 3 columns: Question, (a) Donor advised funds, (b) Funds and other accounts. Rows include total number at end of year, aggregate value of contributions, grants, and end of year, and two yes/no questions about donor advisement.

Part II Conservation Easements. Complete if the organization answered "Yes" on Form 990, Part IV, line 7

Form for Part II with multiple-choice questions (1-9) about conservation easements and a table for 'Held at the End of the Tax Year' with rows 2a-2d.

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets. Complete if the organization answered "Yes" on Form 990, Part IV, line 8.

Form for Part III with questions 1a-1b and 2a-2b regarding reporting of art and historical treasures.

**Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets (continued)**

3 Using the organization's acquisition, accession, and other records, check any of the following that are a significant use of its collection items (check all that apply)

- a  Public exhibition
- b  Scholarly research
- c  Preservation for future generations
- d  Loan or exchange programs
- e  Other

4 Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII

5 During the year, did the organization solicit or receive donations of art, historical treasures, or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection?  Yes  No

**Part IV Escrow and Custodial Arrangements.**

Complete if the organization answered "Yes" on Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21

1a Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X?  Yes  No

b If "Yes," explain the arrangement in Part XIII and complete the following table

- c Beginning balance
- d Additions during the year
- e Distributions during the year
- f Ending balance

	Amount
1c	
1d	
1e	
1f	

2a Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability?  Yes  No

b If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided on Part XIII  Yes  No

**Part IV Endowment Funds.**

Complete if the organization answered "Yes" on Form 990, Part IV, line 10

	(a) Current year	(b) Pnor year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance					
b Contributions					
c Net investment earnings, gains, and losses					
d Grants or scholarships					
e Other expenditures for facilities and programs					
f Administrative expenses					
g End of year balance					

2 Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as

- a Board designated or quasi-endowment ▶ %
- b Permanent endowment ▶ %
- c Temporarily restricted endowment ▶ %

The percentages on lines 2a, 2b, and 2c should equal 100%.

3a Are there endowment funds not in the possession of the organization that are held and administered for the organization by

- (i) unrelated organizations
- (ii) related organizations

b If "Yes" on line 3a(ii), are the related organizations listed as required on Schedule R?  Yes  No

	Yes	No
3a(i)		
3a(ii)		
3b		

4 Describe in Part XIII the intended uses of the organization's endowment funds

**Part V Land, Buildings, and Equipment.**

Complete if the organization answered "Yes" on Form 990, Part IV, line 11a. See Form 990, Part X, line 10

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land		91,805		91,805
b Buildings		2,396,861	1,382,222	1,014,639
c Leasehold improvements		1,621,991	1,131,679	490,312
d Equipment		1,832,686	1,273,582	559,104
e Other				
<b>Total.</b> Add lines 1a through 1e (Column (d) must equal Form 990, Part X, column (B), line 10c)				2,155,860

**Part VII Investments—Other Securities.**

Complete if the organization answered "Yes" on Form 990, Part IV, line 11b See Form 990, Part X, line 12.

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation Cost or end-of-year market value
(1) Financial derivatives		
(2) Closely-held equity interests		
(3) Other		
(A)		
(B)		
(C)		
(D)		
(E)		
(F)		
(G)		
(H)		
<b>Total. (Column (b) must equal Form 990, Part X, col (B) line 12) ▶</b>		

**Part VIII Investments—Program Related.**

Complete if the organization answered "Yes" on Form 990, Part IV, line 11c See Form 990, Part X, line 13.

(a) Description of investment	(b) Book value	(c) Method of valuation Cost or end-of-year market value
(1)		
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
<b>Total. (Column (b) must equal Form 990, Part X, col (B) line 13) ▶</b>		

**Part IX Other Assets.**

Complete if the organization answered "Yes" on Form 990, Part IV, line 11d See Form 990, Part X, line 15

(a) Description	(b) Book value
(1)	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
<b>Total. (Column (b) must equal Form 990, Part X, col (B) line 15) ▶</b>	

**Part X Other Liabilities.**

Complete if the organization answered "Yes" on Form 990, Part IV, line 11e or 11f. See Form 990, Part X, line 25

1. (a) Description of liability	(b) Book value	
(1) Federal income taxes		
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
<b>Total. (Column (b) must equal Form 990, Part X, col (B) line 25) ▶</b>		

2. Liability for uncertain tax positions In Part XIII, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FIN 48 (ASC 740) Check here if the text of the footnote has been provided in Part XIII

**Part XI Reconciliation of Revenue per Audited Financial Statements With Revenue per Return.**

Complete if the organization answered "Yes" on Form 990, Part IV, line 12a

1	Total revenue, gains, and other support per audited financial statements		1	8,992,412
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12			
a	Net unrealized gains (losses) on investments	2a		
b	Donated services and use of facilities	2b		
c	Recoveries of prior year grants	2c		
d	Other (Describe in Part XIII)	2d		
e	Add lines 2a through 2d		2e	
3	Subtract line 2e from line 1		3	8,992,412
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1			
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a		
b	Other (Describe in Part XIII)	4b		
c	Add lines 4a and 4b		4c	
5	Total revenue Add lines 3 and 4c. (This must equal Form 990, Part I, line 12)		5	8,992,412

**Part XII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return.**

Complete if the organization answered "Yes" on Form 990, Part IV, line 12a

1	Total expenses and losses per audited financial statements		1	8,864,455
2	Amounts included on line 1 but not on Form 990, Part IX, line 25			
a	Donated services and use of facilities	2a		
b	Prior year adjustments	2b		
c	Other losses	2c		
d	Other (Describe in Part XIII)	2d		
e	Add lines 2a through 2d		2e	
3	Subtract line 2e from line 1		3	8,864,455
4	Amounts included on Form 990, Part IX, line 25, but not on line 1			
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a		
b	Other (Describe in Part XIII)	4b		
c	Add lines 4a and 4b		4c	
5	Total expenses Add lines 3 and 4c. (This must equal Form 990, Part I, line 18)		5	8,864,455

**Part XIII Supplemental Information.**

Provide the descriptions required for Part II, lines 3, 5, and 9, Part III, lines 1a and 4, Part IV, lines 1b and 2b, Part V, line 4, Part X, line 2, Part XI, lines 2d and 4b, and Part XII, lines 2d and 4b Also complete this part to provide any additional information

PART X - FIN 48 FOOTNOTE

GOODWILL IS A PUBLICLY SUPPORTED ORGANIZATION AND IS EXEMPT FROM INCOME TAXES UNDER SECTION 501(C)(3) OF THE INTERNAL REVENUE CODE. THEREFORE, NO PROVISION FOR INCOME TAXES IS INCLUDED IN THESE FINANCIAL STATEMENTS.

GOODWILL HAS BEEN CLASSIFIED AS AN ORGANIZATION THAT IS NOT A PRIVATE FOUNDATION UNDER SECTION 509(A)(2) OF THE INTERNAL REVENUE CODE.

THE ACCOUNTING STANDARD THAT PROVIDES GUIDANCE ON ACCOUNTING FOR UNCERTAINTY IN INCOME TAXES ADDRESSES THE DETERMINATION OF WHETHER TAX BENEFITS CLAIMED OR EXPECTED TO BE CLAIMED ON A TAX RETURN SHOULD BE RECORDED IN THE FINANCIAL STATEMENTS. UNDER THIS GUIDANCE, GOODWILL MAY RECOGNIZE THE TAX BENEFIT FROM AN UNCERTAIN TAX POSITION ONLY IF IT IS MORE



**Part XIII** Supplemental Information (continued)

LIKELY THAN NOT THAT THE TAX POSITION WILL BE SUSTAINED ON EXAMINATION BY TAXING AUTHORITIES, BASED ON THE TECHNICAL MERITS OF THE POSITION. EXAMPLES OF TAX POSITIONS INCLUDE THE TAX-EXEMPT STATUS OF GOODWILL AND VARIOUS POSITIONS RELATED TO THE POTENTIAL SOURCES OF UNRELATED BUSINESS TAXABLE INCOME. THE TAX BENEFITS RECOGNIZED IN THE FINANCIAL STATEMENTS FROM SUCH A POSITION ARE MEASURED BASED ON THE LARGEST BENEFIT THAT HAS A GREATER THAN 50 PERCENT LIKELIHOOD OF BEING REALIZED UPON ULTIMATE SETTLEMENT. THERE WERE NO UNRECOGNIZED TAX BENEFITS IDENTIFIED OR RECORDED AS LIABILITIES FOR THE YEARS ENDED DECEMBER 31, 2018 AND 2017.

GOODWILL FILES TAX RETURNS IN THE U.S. FEDERAL JURISDICTION AND THE STATE OF INDIANA. GOODWILL BELIEVES IT IS NO LONGER SUBJECT TO INCOME TAX EXAMINATIONS FOR YEARS PRIOR TO 2015.

**SCHEDULE M  
(Form 990)**

**Noncash Contributions**

OMB No 1545-0047

**2018**

**Open To Public  
Inspection**

Department of the Treasury  
Internal Revenue Service

- ▶ Complete if the organizations answered "Yes" on Form 990, Part IV, lines 29 or 30.
- ▶ Attach to Form 990.
- ▶ Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information

Name of the organization

GOODWILL INDUSTRIES OF NORTHEAST  
INDIANA, INC.

Employer identification number

35-1905018

**Part I Types of Property**

	(a) Check if applicable	(b) Number of contributions or items contributed	(c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g	(d) Method of determining noncash contribution amounts
1 Art — Works of art				
2 Art — Historical treasures				
3 Art — Fractional interests				
4 Books and publications				
5 Clothing and household goods	X		4,902,442	RESALE VALUE
6 Cars and other vehicles	X	1	2,900	FAIR MARKET VALUE
7 Boats and planes				
8 Intellectual property				
9 Securities — Publicly traded				
10 Securities — Closely held stock				
11 Securities — Partnership, LLC, or trust interests				
12 Securities — Miscellaneous				
13 Qualified conservation contribution — Historic structures				
14 Qualified conservation contribution — Other				
15 Real estate — Residential				
16 Real estate — Commercial				
17 Real estate — Other				
18 Collectibles				
19 Food inventory				
20 Drugs and medical supplies				
21 Taxidermy				
22 Historical artifacts				
23 Scientific specimens				
24 Archeological artifacts				
25 Other ▶ ( )				
26 Other ▶ ( )				
27 Other ▶ ( )				
28 Other ▶ ( )				

29 Number of Forms 8283 received by the organization during the tax year for contributions for which the organization completed Form 8283, Part IV, Donee Acknowledgement

29

30a During the year, did the organization receive by contribution any property reported in Part I, lines 1 through 28, that it must hold for at least three years from the date of the initial contribution, and which isn't required to be used for exempt purposes for the entire holding period?

b If "Yes," describe the arrangement in Part II

31 Does the organization have a gift acceptance policy that requires the review of any nonstandard contributions?

32a Does the organization hire or use third parties or related organizations to solicit, process, or sell noncash contributions?

b If "Yes," describe in Part II

33 If the organization didn't report an amount in column (c) for a type of property for which column (a) is checked, describe in Part II

	Yes	No
30a		X
31	X	
32a		X

**Part II**

**Supplemental Information.** Provide the information required by Part I, lines 30b, 32b, and 33, and whether the organization is reporting in Part I, column (b), the number of contributions, the number of items received, or a combination of both. Also complete this part for any additional information.

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**SCHEDULE O**  
(Form 990 or 990-EZ)

Department of the Treasury  
Internal Revenue Service

**Supplemental Information to Form 990 or 990-EZ**

Complete to provide information for responses to specific questions on  
Form 990 or 990-EZ or to provide any additional information.

▶ Attach to Form 990 or 990-EZ.

▶ Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for the latest information.

OMB No 1545-0047

**2018**

**Open to Public  
Inspection**

Name of the organization	GOODWILL INDUSTRIES OF NORTHEAST INDIANA, INC.	Employer identification number 35-1905018
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FORM 990, PART III, LINE 4A - FIRST ACCOMPLISHMENT

SEE SCHEDULE O

GOODWILL WAS FOUNDED IN 1902 IN BOSTON, MA BY REV. EDGAR J. HELMS, A METHODIST MINISTER AND EARLY SOCIAL INNOVATOR. HELMS COLLECTED UNWANTED HOUSEHOLD GOODS AND CLOTHING IN WEALTHIER AREAS OF THE CITY AND EMPLOYED JOBLESS MEN AND WOMEN TO REFURBISH THEM. INCOME FROM THE RESOLD GOODS PAID THE WORKER'S WAGES. THE SYSTEM WORKED, AND THE GOODWILL PHILOSOPHY OF "A HAND UP, NOT A HAND OUT" WAS BORN.

TODAY REVEREND HELM'S PHILOSOPHY FLOURISHES AMONG 162 INDEPENDENT, COMMUNITY-BASED GOODWILL MEMBER AGENCIES IN THE UNITED STATES AND CANADA, AS WELL AS 14 INTERNATIONAL AFFILIATES IN OTHER COUNTRIES INCLUDING SOUTH KOREA, FINLAND, PHILIPPINES, TRINIDAD, VENEZUELA, THAILAND, BRAZIL, MEXICO, PANAMA, COSTA RICA AND URUGUAY. THE GOODWILL CAN TRACE ITS FORT WAYNE ROOTS BACK TO 1936, WHEN REVEREND HELMS PROPOSED A FEDERATION OF GOODWILL INDUSTRIES ACROSS NORTHERN INDIANA. THE FORT WAYNE GOODWILL WAS INCORPORATED WITH THE INDIANA SECRETARY OF STATE IN 1937 AND OPENED ITS DOORS ON JANUARY 3, 1938 AT 112 EAST COLUMBIA STREET.

GOODWILL INDUSTRIES OF NORTHEAST INDIANA, INC., HEADQUARTERED IN FORT WAYNE, PROVIDES OPPORTUNITIES FOR PEOPLE WITH DISABILITIES AND EMPLOYMENT BARRIERS TO BUILD INDEPENDENCE THROUGH EMPLOYMENT. WE BELIEVE THAT WORK IS THE KEY FACTOR IN THE ABILITY OF PEOPLE TO ACHIEVE DESIRABLE LIFE OUTCOMES.

WITH IT COMES MORE THAN A PAYCHECK OR BENEFITS. WORK PROVIDES A SENSE OF PURPOSE, BUILDS SELF-ESTEEM, CREATES INDEPENDENCE, AND OPPORTUNITY TO

Name of the organization GOODWILL INDUSTRIES OF NORTHEAST	Employer identification number 35-1905018
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PARTICIPATE IN THE GREATER ECONOMIC AND SOCIAL LIFE OF OUR COMMUNITY. EVERY PERSON WHO DONATES TO, SHOPS IN OUR STORES, HIRES SOMEONE THROUGH GOODWILL, OR SPREADS THE WORD ABOUT OUR MISSION, CREATES OPPORTUNITIES FOR OUR FRIENDS, FAMILY AND NEIGHBORS WITH DISABILITIES AND DISADVANTAGES.

GOODWILL ADDS UNIQUE VALUE IN OUR COMMUNITY BY EQUIPPING PEOPLE WHOSE OPTIONS ARE LIMITED BECAUSE OF DISABILITY, CRIMINAL HISTORY, LOW EDUCATION LEVEL, LACK OF WORK EXPERIENCE OR OTHER SIGNIFICANT BARRIER WITH JOBS (60% OR 296 EMPLOYEES AND 100% OF 635 CLIENTS SERVED FIT THESE CRITERIA IN 2018). \$2,649,855.00 MILLION IN WAGES (58% OF TOTAL PAYROLL) WERE EARNED BY PEOPLE WITH DISABILITIES AND EMPLOYMENT BARRIERS EMPLOYED BY GOODWILL LAST YEAR. THE PROJECTED FIRST-YEAR WAGES OF 40 CLIENTS PLACED INTO WORK EVALUATIONS (3) OR COMMUNITY EMPLOYMENT (37) TOTALED AN ADDITIONAL \$564,948.00.

GOODWILL IS OPERATING UNDER ITS NINTH CONSECUTIVE HIGHEST-POSSIBLE THREE-YEAR ACCREDITATION FROM THE COMMISSION ON ACCREDITATION OF REHABILITATION FACILITIES (CARF) FOR ITS COMMUNITY EMPLOYMENT SERVICES AND JOB DEVELOPMENT. GOODWILL'S CARF ACCREDITATION IS A PUBLIC COMMITMENT TO: 1) INVOLVE CLIENTS IN USING SERVICES THAT OPTIMIZE THEIR CHOSEN GOALS AND OUTCOMES; 2) BE ACCOUNTABLE TO OUR FUNDING SOURCES, REFERRAL AGENCIES AND COMMUNITY AT LARGE; AND 3) DELIVER EFFICIENT, CLIENT-FOCUSED PROGRAMS AND SERVICES THAT MEET NATIONAL STANDARDS FOR PERFORMANCE.

GOODWILL INDUSTRIES OF NORTHEAST INDIANA, INC. IS GOVERNED BY A 15 PERSON UNCOMPENSATED, INDEPENDENT VOLUNTEER BOARD OF DIRECTORS. THE GOODWILL BOARD AVERAGED 84% MEETING ATTENDANCE OVER CALENDAR YEAR 2018. 100% OF

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BOARD MEMBERS MADE A FINANCIAL CONTRIBUTION TO GOODWILL DURING 2018. 100% OF BOARD MEMBERS SIGNED AND ADHERED TO CODE OF ETHICS AND CONFLICT OF INTEREST POLICIES. PEOPLE WITH DISABILITIES, VETERANS AND PEOPLE OF DIFFERENT RACE, ETHNICITY, SEX, RELIGION, ETC. COMPRISED 53% OF GOODWILL'S BOARD.

THE ORGANIZATIONAL VALUES THAT GUIDE GOODWILL'S OPERATION AND WORKFORCE INCLUDE: RESPECT; STEWARDSHIP; ETHICS; GROWTH; AND WORK. THE STRATEGIC IMPERATIVES OF GOODWILL'S 2017-19 STRATEGIC PLANS CONTINUE TO FOCUS ON GROWTH AND INCLUDE: GROW THE MISSION; GROW THE BUSINESS; GROW THE PEOPLE; GROW ORGANIZATIONAL EXCELLENCE; AND GROW THE BRAND.

GOODWILL COLLABORATES WITH MANY DIFFERENT ORGANIZATIONS: IN DIVISION OF DISABILITY & REHABILITATION SERVICES; TRANSITION PARTNERS OF NORTHEAST IN; GAPP GROUP (GOODWILL, PARK CENTER & PATHFINDERS COLLABORATION); NORTHEAST IN SCHOOL SYSTEMS; DELL (COMPUTER RECYCLING); AND GOODWILL INDUSTRIES INTERNATIONAL. PARTNERING WITH 5 OTHER AGENCIES ACROSS NORTHERN INDIANA (OPPORTUNITY ENTERPRISES, LOGAN COMMUNITY RESOURCES, PATHFINDERS, CORVILLA AND PARK CENTER), GOODWILL PROVIDES PRE-EMPLOYMENT TRANSITION SERVICES TO YOUTH WITH DISABILITIES AGES 14-22. THIS LED TO NEW PARTNERSHIPS WITH METROPOLITAN SCHOOL DISTRICT (MSD) OF STEUBEN COUNTY, DEKALB COUNTY CENTRAL UNITED SCHOOL DISTRICT, DEKALB COUNTY EASTERN SCHOOL DISTRICT, EAST NOBLE SCHOOL CORPORATION AND EAST ALLEN COUNTY SCHOOLS. GOODWILL INDUSTRIES' PRE-ETS IS PROVIDING JOB EXPLORATION COUNSELING, WORK-BASED LEARNING EXPERIENCES, COUNSELING ON POSTSECONDARY OPPORTUNITIES, WORKPLACE READINESS, AND INSTRUCTION OF SELF-ADVOCACY TO STUDENTS WITH DISABILITIES.

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PROFESSIONAL AFFILIATIONS (2018) INCLUDED: INDIANA ASSOCIATION OF REHABILITATION FACILITIES (INARF); GOODWILL INDUSTRIES INTERNATIONAL, INC.; INDIANA ASSOCIATION FOR PEOPLE IN SUPPORTED EMPLOYMENT (INAPSE); INDIANA UNIVERSITY INSTITUTE ON DISABILITY & COMMUNITY; NORTHERN INDIANA HUMAN RESOURCES ASSOCIATION (NIHRA); TRANSITION PARTNERS OF NORTHEAST INDIANA; GAPP GROUP (GOODWILL, PARK CENTER & PATHFINDERS COLLABORATION); TRANSPORTATION ADVISORY COMMITTEE; NATIONAL ASSOCIATION OF SOCIAL WORKERS; THE COMMISSION ON ACCREDITATION OF REHABILITATION FACILITIES (CARF); AND THE DISABILITY EXPO.

THE ONGOING INTERNAL AND EXTERNAL AUDITS THAT EVALUATE GOODWILL'S PROGRAM AND ORGANIZATIONAL EFFECTIVENESS INCLUDED: CARF ON-SITE SURVEY OF PROGRAMS; INDEPENDENT FINANCIAL AUDIT BY EXTERNAL CPA FIRM; GOODWILL INDUSTRIES INTERNATIONAL MEMBERSHIP STANDARDS; AND OUTCOMES MEASURES REPORT ON PROGRAM SERVICES. GOODWILL FINANCIAL MANAGEMENT ANALYTICS FOR 2018 WERE VERY HEALTHY FOR THE NONPROFIT SECTOR AND INCLUDED: 89.5% OF TOTAL BUDGET TO PROGRAMS; 10.4% MANAGEMENT/GENERAL EXPENSE; AND .1% FUNDRAISING EXPENSE.

GOODWILL'S SERVICE AREA COVERS 10 NORTHEAST INDIANA COUNTIES—ALLEN, ADAMS, DEKALB, HUNTINGTON, JAY, LAGRANGE, NOBLE, STEUBEN, WELLS, AND WHITLEY. GOODWILL PROVIDES EMPLOYMENT COUNSELING, JOB TRAINING AND JOBS FOR PEOPLE WHO FACE BARRIERS TO FINDING AND KEEPING A JOB, INCLUDING PEOPLE WITH DISABILITIES, YOUTH WITH DISABILITIES, RECIPIENTS OF PUBLIC ASSISTANCE, AND PEOPLE WITH LIMITED EDUCATION OR WORK HISTORY. GOODWILL'S MISSION IS CARRIED OUT THROUGH A VARIETY OF PROGRAMS AND SERVICES, ALL WITH ONE GOAL—TO HELP PEOPLE WITH DISABILITIES OR OTHER DISADVANTAGES BECOME MORE SUCCESSFUL, PRODUCTIVE, AND INDEPENDENT. OUR SERVICES ARE INDIVIDUALIZED

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TO MEET THE NEEDS OF PROGRAM PARTICIPANTS AND INCLUDE:

1. DISCOVERY (JOB SHADOWS, INFORMATIONAL INTERVIEWS, SITUATIONAL ASSESSMENTS, WORK EXPERIENCE, VOCATIONAL GUIDANCE AND COUNSELING, VOCATIONAL TESTING AND CAREER EXPLORATION);
2. JOB DEVELOPMENT AND PLACEMENT (RESUME PREPARATION, JOB SEEKING SKILLS TRAINING, INTERVIEWING, NETWORKING, JOB READINESS TRAINING AND PLACEMENT ASSISTANCE);
3. JOB COACHING / ON THE JOB SUPPORTS (LEARNING JOB DUTIES, UNDERSTANDING THE RULES OF WORK, EMPLOYMENT COUNSELING, NATURAL SUPPORT STRATEGIES AND EMPLOYMENT ADVOCACY);
4. EXTENDED SERVICES / FOLLOW-ALONG (ONGOING SUPPORT PROVIDED TO HELP PERSONS WITH SEVERE DISABILITIES MAINTAIN EMPLOYMENT); AND
5. PRE-EMPLOYMENT TRANSITION SERVICES (TO YOUTH WITH DISABILITIES AGES 14-22) INCLUDING JOB EXPLORATION COUNSELING, WORK-BASED LEARNING EXPERIENCES, COUNSELING ON POSTSECONDARY OPPORTUNITIES, WORKPLACE READINESS, AND INSTRUCTION OF SELF-ADVOCACY TO STUDENTS WITH DISABILITIES.

THE NUMBER OF CLIENTS WITH DISABILITIES AND/OR EMPLOYMENT BARRIERS SERVED BY GOODWILL IN 2018 TOTALED 635.

174 PEOPLE RECEIVED JOB PLACEMENT INTENSIVE SERVICES IN 2018 INCLUDING:  
\$564,948.00 PROJECTED FIRST-YEAR WAGES OF 40 CLIENTS PLACED INTO COMMUNITY



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EMPLOYMENT OR WORK EVALUATIONS; STARTING WAGES RANGED FROM \$7.25 TO \$17.10 HOURLY; 72% OF CLIENTS PLACED INTO EMPLOYMENT HAD MULTIPLE DISABILITIES AND 28% A SINGLE DISABILITY. THE BREAKDOWN OF PERSONS' SERVED PRIMARY DISABILITIES INCLUDED: (57.5% COGNITIVE) LEARNING DISABILITY, TRAUMATIC BRAIN INJURY, AUTISM, FETAL ALCOHOL SYNDROME AND DOWN SYNDROME; (22.5% MENTAL HEALTH) MAJOR DEPRESSIVE DISORDER, BIPOLAR, PTSD AND SCHIZOPHRENIA; (17.5% PHYSICAL) DUANE'S SYNDROME, CARDIOGENIC SYNCOPE, FIBROMYALGIA AND ARTHRITIS; AND (2.5% SENSORY) VISUAL IMPAIRMENT. 228 WAS THE NUMBER OF HIGH-SCHOOL AGED STUDENTS WITH DISABILITIES (FROM 5 NORTHEAST INDIANA SCHOOL SYSTEMS) THAT RECEIVED WORK EXPERIENCE AND TRAINING OPPORTUNITIES AT GOODWILL.

GOODWILL RELIES UPON THE SALES OF DONATED ITEMS TO CREATE JOBS AND FUND OUR PROGRAMS FOR PEOPLE WITH DISABILITIES, DISADVANTAGES, AND OTHER BARRIERS TO EMPLOYMENT. IN FACT, 89.5 CENTS OF EVERY DOLLAR IS REINVESTED BACK INTO OUR NORTHEAST INDIANA COMMUNITY THROUGH JOBS, SERVICES AND PROGRAM RELATED EXPENSE. SIMPLY PUT, DONATIONS HELP GOODWILL CREATE JOBS AND PUT PEOPLE BACK TO WORK, AND WE BELIEVE THAT WORK HAS THE POWER TO TRANSFORM LIVES. THE POWER OF WORK ALLOWS THOSE WE EMPLOY AND SERVE TO GAIN SELF-ESTEEM, SKILLS, EXPERIENCE AND THE RESOURCES NEEDED TO LEAD MORE INDEPENDENT LIVES.

496 PEOPLE WHO WORKED FOR GOODWILL DURING 2018 (IN JOBS RANGING FROM EMPLOYMENT SERVICES STAFF, STORE STAFF, TRUCK DRIVERS, MATERIAL HANDLERS, E-COMMERCE TECHNICIANS, ADMINISTRATIVE AND SUPPORT STAFF) PAID \$1,166,098.00 IN FEDERAL, STATE AND LOCAL TAXES.

476,409 PURCHASES WERE MADE IN GOODWILL'S 10 THRIFT STORES BY WOMEN, MEN, TEENAGERS, FAMILIES AND SENIOR CITIZENS WHO WERE PROVIDED A LOW-COST,

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HIGH-QUALITY SHOPPING EXPERIENCE. GOODWILL'S WIDE-ARRAY OF DONATED MERCHANDISE ATTRACTS SHOPPERS OF ALL AGES AND FROM ALL WALKS OF LIFE.

33,934 ADDITIONAL ON-LINE PURCHASES WERE MADE THROUGH GOODWILL'S E-COMMERCE STORE SHOPGOODWILL.COM.

\$475,826.00 WAS COLLECTED IN SALES TAX THROUGH THE GOODWILL STORES AND REMITTED TO THE STATE OF INDIANA.

\$2,454,177.00 WAS RETURNED TO THE LOCAL ECONOMY FROM THE OPERATION OF GOODWILL'S PROGRAMS AND SERVICES.

351 HOUSEHOLDS, BUSINESSES, CHURCHES AND NEIGHBORHOODS RECEIVED FREE PICK-UP OF DONATED GOODS FROM GOODWILL. THE DONATION OF HOUSEHOLD GOODS ENTRUSTED TO GOODWILL, DRIVES THE ORGANIZATION'S ABILITY TO HELP PEOPLE OVERCOME THEIR BARRIERS TO EMPLOYMENT.

4,091,737 POUNDS OF DONATED TEXTILES, SHOES, PLASTICS AND OTHER GOODS UNSUITABLE FOR SALE IN THE GOODWILL STORES WERE REPURPOSED OR RECYCLED AND KEPT OUT OF THE WASTE STREAM. GOODWILL HAS BEEN A PIONEER OF THE "REDUCE, REUSE, REPURPOSE" PRACTICE OF UNWANTED, BUT STILL USABLE, ITEMS TO HELP CREATE A HEALTHIER ENVIRONMENT.

OUT-OF-DATE COMPUTER WORKSTATIONS AND DEVICES ARE WORTH A LOT TO GOODWILL. IN FACT, WE'VE PARTNERED WITH DELL'S RECONNECT PROGRAM TO HELP NORTHEAST INDIANA RESIDENTS EASILY AND RESPONSIBLY RECYCLE HOUSEHOLD ELECTRONIC WARES AT NO COST TO THE DONOR. IN 2018, AN ADDITIONAL 69,478 ELECTRONIC WASTE

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POUNDS (COMPUTERS AND PERIPHERALS) WERE RECYCLED AND DIVERTED FROM AREA LANDFILLS.

WE THANK OUR GOODWILL DONORS, SHOPPERS AND SUPPORTERS FOR SEEING THE VALUE OF GIVING UNWANTED ITEMS NEW LIFE, PROTECTING THE ENVIRONMENT AND HELPING TO LIFT OTHERS UP THROUGH THE POWER OF WORK.

FORM 990, PART VI, LINE 11B - ORGANIZATION'S PROCESS TO REVIEW FORM 990 THE GOODWILL CEO SHALL ENSURE THAT TAX PAYMENTS AND OTHER GOVERNMENT-ORDERED PAYMENTS OR FILINGS ARE FILED IN A TIMELY AND ACCURATE MANNER (WITHOUT USE OF EXTENSIONS UNLESS REQUIRED BY UNUSUAL CIRCUMSTANCES). THE CEO SHALL SIGN AND CERTIFY THAT THE IRS FEDERAL FORM 990 IS ACCURATE AND COMPLETE. THE FINANCE & RISK MANAGEMENT COMMITTEE SHALL REVIEW (FOR COMPLETENESS AND ACCURACY) AND APPROVE THE IRS FORM FEDERAL 990 ANNUAL TAX FILING PRIOR TO SUBMISSION, AND THE FULL BOARD SHALL RECEIVE A COPY OF THE DOCUMENT BEFORE ITS SUBMISSION. THE COMMITTEE'S REVIEW OF THE FEDERAL FORM 990 SHALL BE SUMMARIZED IN MEETING MINUTES AND INCLUDE THE FOLLOWING POINTS: DATE OF THE REVIEW, THE BOARD MEMBERS IN ATTENDANCE, SCOPE OF THE REVIEW, AND FEEDBACK AND/OR SUGGESTED REVISIONS.

FEEDBACK AND/OR SUGGESTED REVISIONS SHALL BE TRANSMITTED VIA EMAIL OR TELEPHONE (BY PERSONS DESIGNATED BY THE COMMITTEE) DIRECTLY TO THE INDEPENDENT FINANCIAL AUDITORS ENGAGED TO COMPLETE THE FEDERAL FORM 990.

FORM 990, PART VI, LINE 12C - ENFORCEMENT OF CONFLICTS POLICY THE BOARD, OFFICERS, AND MANAGEMENT EMPLOYEES HAVE THE RESPONSIBILITY OF ADMINISTERING THE AFFAIRS OF GOODWILL HONESTLY AND PRUDENTLY, AND OF EXERCISING THEIR BEST CARE, SKILL, AND JUDGMENT FOR THE SOLE BENEFIT OF

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GOODWILL. THOSE PERSONS SHALL EXERCISE THE UTMOST GOOD FAITH IN ALL TRANSACTIONS INVOLVED IN THEIR DUTIES, AND THEY SHALL NOT USE THEIR POSITIONS WITH GOODWILL OR KNOWLEDGE GAINED THEREFROM FOR THEIR PERSONAL BENEFIT. THE INTERESTS OF THE ORGANIZATION MUST BE THE FIRST PRIORITY IN ALL DECISIONS AND ACTIONS. ALL OFFICERS, MANAGEMENT EMPLOYEES AND BOARD MEMBERS SHALL FULLY ADHERE TO THE CONFLICT OF INTEREST POLICY, ANNUALLY DISCLOSE IN WRITING ANY ACTIVITY OR RELATIONSHIP, WHICH MAY BE PERCEIVED AS A CONFLICT OF INTEREST, AND A RECORD OF THAT DISCLOSURE IS MAINTAINED.

FORM 990, PART VI, LINE 15A - COMPENSATION PROCESS FOR TOP OFFICIAL  
THE GOODWILL EXECUTIVE COMMITTEE SHALL ALSO SERVE AS THE "COMPENSATION COMMITTEE" TO CONDUCT THE ANNUAL PERFORMANCE EVALUATION OF AND GOAL-SETTING WITH THE GOODWILL PRESIDENT/CEO. GOODWILL WILL FOLLOW THE PROCEDURE OF "REBUTTABLE PRESUMPTION" TO ENSURE COMPLIANCE WITH IRS GUIDELINES (IRC 4958) THAT PLACES RESTRICTIONS ON THE EXECUTIVE COMPENSATION OF "DISQUALIFIED PERSONS" WITHIN TAX-EXEMPT ORGANIZATIONS. GOODWILL WILL MEET THE THREE CRITERIA ESSENTIAL TO ESTABLISH THAT A TRANSACTION WAS NOT AN EXCESS BENEFIT TRANSACTION: (1) THE TRANSACTION WAS APPROVED IN ADVANCE BY AN AUTHORIZED BODY OF THE NONPROFIT ORGANIZATION COMPOSED OF INDEPENDENT/UNRELATED INDIVIDUALS WHO DO NOT HAVE A CONFLICT OF INTEREST; (2) THE AUTHORIZED BODY OBTAINED RELIED UPON APPROPRIATE DATA, SUCH AS A COMPENSATION REPORT OR PROOF OF FAIR MARKET VALUE, AS TO COMPARABILITY BEFORE MAKING ITS DECISION; AND (3) THE AUTHORIZED BODY ADEQUATELY DOCUMENTED THE BASIS FOR ITS DETERMINATION AT THE TIME IT MADE ITS DECISION.

FORM 990, PART VI, LINE 15B - COMPENSATION PROCESS FOR OFFICERS

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SEE PART VI, SECTION B, LINE 15A.

FORM 990, PART VI, LINE 19 - GOVERNING DOCUMENTS DISCLOSURE EXPLANATION CONSISTENT WITH THE REQUIREMENTS OF SECTION 6104(D) OF THE INTERNAL REVENUE CODE AND THE REGULATIONS HEREUNDER, COPIES OF THE ORGANIZATION'S FEDERAL FORM 990 SHALL BE MADE AVAILABLE, UPON REQUEST, IN A CURRENT, ACCESSIBLE AND TIMELY MANNER TO ANY INDIVIDUALS WHO REQUEST IT. THE FEDERAL FORM 990 SHALL ALSO BE POSTED ON GOODWILL'S WEBSITE FOR PUBLIC INSPECTION.

FORM 990, PART XI, LINE 9 - OTHER CHANGES IN NET ASSETS EXPLANATION

CHANGE IN INTEREST RATE SWAP \$ 9,201