

Gulfstream Goodwill Industries Annual Report 2024



Building Pathways
Changing Lives
Transforming Communities

Annual Report 2024

In 2024, Gulfstream Goodwill experienced a period of significant transformation, marked by growth, innovation, and an expanded reach across the region. We advanced our housing efforts by adding new units, including the M Street development, while continuing to invest in sustainable and affordable housing solutions that promote long term stability. Alongside this progress, we grew our programs throughout Palm Beach County, Belle Glade, Pahokee, and the Treasure Coast, extending workforce development, supportive services, and community based resources to more individuals and families. Together, these efforts reflect an organization that continues to adapt, expand, and lead with purpose, ensuring lasting impact for the communities we serve.



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Karen Davidson
President & CEO



Joan McCabe
Executive Board President



Empowering *message from our CEO*

As we present Gulfstream Goodwill's 2024 Annual Report, I am honored to reflect on a year defined by transformation, innovation, and resilience. This report not only chronicles our impact—it is a tribute to the strength of our mission and the lives changed through our work.

Throughout 2024, Gulfstream Goodwill has remained deeply committed to our core purpose: providing pathways to independence and dignity through employment, training, housing, and support services.

In the face of economic uncertainty, housing challenges, and shifting workforce demands, our team rose to meet these realities with bold solutions and unwavering compassion.

This year, we expanded vital programs that address the most urgent needs of our community—from transitional housing and reentry services to youth mentoring, vocational training, and mental health support. Each service reflects our belief that every individual deserves the opportunity to reach their fullest potential, regardless of their background or circumstances.

Our progress is possible because of the exceptional dedication of our employees, volunteers, donors, partners, and supporters. Whether working behind the scenes or on the front lines, each person plays an essential role in shaping the impact reflected in these pages. It is their commitment and heart that bring our mission to life each day.

Our Team



Carol Richmond
Chief Financial Officer



Laurie Meyers
Vice President of People and Culture



Erin Kozlowski
Chief Development Officer



Kerri-Ann Brown
VP of Housing Services



Karl Tomecek
VP of Information Technology



Lisa Mason
Assistant VP of
Community Programs



Shannon McGhee
VP of Education and Development



Joshua Lee
Senior Director of Business
Development & Contract Operations



Laura Waterman
Director of Community Programs

Gulfstream Goodwill's team is united by a commitment to helping individuals and families achieve stability through housing, workforce development, and supportive services.

Our Board



Daniel Barsky
Board Vice Chair



Amy Testa
Secretary



Katie Colon
Treasurer



Mark Aitken



John Banister



Douglas Campbell



Orlando Chiang



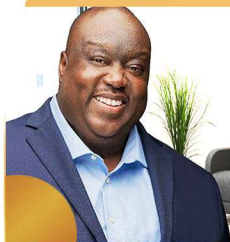
Michael Cowan



Carl Nicola



Donna Smolens



Cedrick Thomas



Dede Trefts



Raymond Zucaro



Martin Zipern

Gulfstream Goodwill's Board of Directors provides strategic leadership and stewardship that strengthens our mission and ensures long-term sustainability.

Our History *empowering Palm Beach county*

Founded in 1966, Gulfstream Goodwill Industries, Inc. has been dedicated to changing lives through the power of work for nearly six decades. Serving communities across Southeast Florida, we support individuals and families facing barriers to independence, including unemployment, homelessness, and other economic challenges. Through a comprehensive network of employment services, job training, affordable housing, Prevention, and supportive programs, Gulfstream Goodwill creates pathways that help people stabilize their lives and build toward lasting self sufficiency.

Our mission is carried out through innovative workforce development programs, social enterprises, and community based partnerships that address real world needs. By combining practical skills training with wraparound support, we empower individuals to gain meaningful employment, strengthen their confidence, and achieve long term stability.

Our Impact *by the numbers*



Nights of safe shelter



Individuals with barriers
that secured employment
through GGI



Total hours of training
for individuals
experiencing barriers to
employment



Cents of every dollar
goes directly to our
programs and services



GULFSTREAM



®

Financial Overview

SUPPORT FROM THE COMMUNITY

\$21,084,006.00



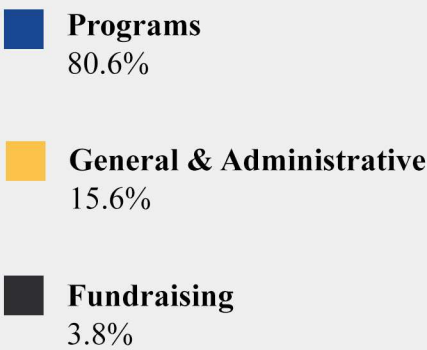
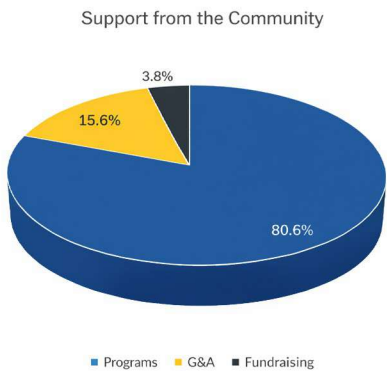
\$15,397,985.00



\$3,289,638.00



\$809,934.00



Summary

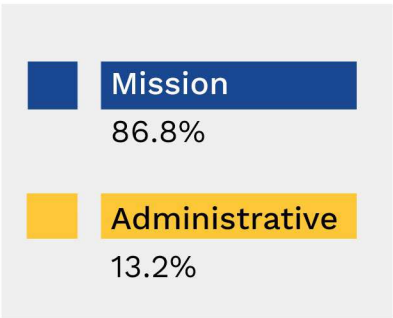
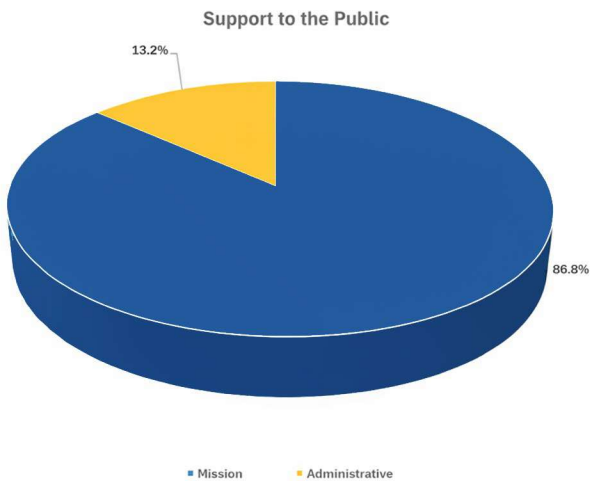
Gulfstream Goodwill’s resources are thoughtfully invested across mission driven programs, general and administrative operations, and fundraising to ensure both immediate impact and long term sustainability.

Our support is directed to programs that provide safe, affordable housing, workforce training, and comprehensive supportive services for individuals as they move toward stability and independence.

General and administrative functions play a vital role in maintaining strong governance, financial stewardship, and efficient day to day operations, allowing programs to scale responsibly and effectively

Fundraising efforts further strengthen community partnerships, attract new supporters, and expand our capacity to grow services, ensuring that Gulfstream Goodwill can continue meeting evolving community needs while building a resilient future.

SUPPORT TO THE PUBLIC





All Programs

Housing and Residential Programs

Gulfstream Goodwill's Housing and Residential Programs help individuals and families move from crisis to stability. Through supportive and transitional housing paired with comprehensive wraparound services, those experiencing or at risk of homelessness find safety, guidance, and the tools needed to achieve lasting independence.

Career Academy of the Palm Beaches

The Career Academy of the Palm Beaches provides students with intellectual and developmental disabilities a dynamic environment where learning meets purpose. Through hands-on training, job readiness, and real-world internships, students gain the skills and confidence to enter the workforce prepared and empowered for success.

Capabilities of the Palm Beaches & Treasure Coast

Capabilities of the Palm Beaches & Treasure Coast offers a supportive space where adults with disabilities build independence and self-advocacy. Through daily living skills, supportive employment and community engagement, participants develop the confidence and abilities needed to achieve meaningful work and fulfillment.

Okeechobee Waterways

Preserves and restores the natural environments surrounding Lake Okeechobee. With a team comprised of more than 75% individuals with disabilities, we work to revitalize public spaces, protect vital waterways, and demonstrate how meaningful work fosters confidence, purpose, and community connection.

Justice Services

Gulfstream Goodwill's Justice Services provides second chances for individuals reentering the community after incarceration. With case management, job placement, and supportive housing, participants rebuild their lives, reunite with families, and create pathways toward long-term stability.

Micro Enterprises

Good Grub

Good Grub is a culinary training kitchen where students with intellectual and developmental disabilities master food preparation, safety, and customer service. Every meal nourishes the community while preparing students for careers in hospitality and food service.

Good Prints

Good Prints is Gulfstream Goodwill's in-house print and design enterprise, specializing in screen printing, embroidery, and custom apparel. Participants gain real-world experience operating equipment, managing orders, and collaborating in a production environment, all while earning a prevailing wage.

Blue Box/3PL

Third Party Logistics(3PL) is Gulfstream Goodwill's up cycling micro enterprise that sources surplus, salvage, or overstock items and re purposes them for resale through an e-commerce platform. The program hires students and participants with intellectual and developmental disabilities, giving them hands-on experience in inventory management, product re manufacturing, and online sales, all while helping reduce landfill waste and promote sustainability.

I.D.D Services *Intellectual & Developmental Disabilities*

All ages

Gulfstream Goodwill creates clear timelines that assist families in understanding early childhood development and key intervention milestones. These tools outline developmental screenings, Early Steps services, school based evaluations, and Individual Family Support Plans, giving caregivers a structured way to stay informed and on track as children access early education services and foundational therapies.

Middle and High School

During middle and high school, Disability Services shifted toward transition planning and long term independence. Gulfstream Goodwill provides caregiver education nights, guidance on Agency for Persons with Disability Medicaid Waiver applications, and support in preparing for Transition IEPs. We helped families understand career readiness planning, self advocacy development, and independent living skills, while also assisting with decisions around guardianship, deferred diploma options, and vocational rehabilitation services. These supports ensured students and families were not navigating these critical decisions alone.

Pre-Graduation and Young Adulthood

Before graduation, Gulfstream Goodwill continued to support individuals through structured pathways such as the Career Academy of the Palm Beaches and Capabilities of the Palm Beaches. These programs provided job training, paid internships, job coaching, life skills development, and therapeutic supports. Individuals gained real world experience in employment settings while continuing to build communication, social skills, and independence in a supportive environment designed for long term success.

Adult Disability Services and Lifelong Support

Focusing on meaningful daily engagement, employment readiness, and community inclusion through Capabilities of the Palm Beaches and Treasure Coast, individuals received person centered services including paid on the job training, career exploration, case management, social skills building, health and safety education, and caregiver support. These services were designed to adapt as individuals' needs evolved, ensuring stability, dignity, and continued growth throughout adulthood.



Shelter Operations & Services



Across all four shelters, Gulfstream Goodwill staff directly operate day-to-day shelter services while providing emergency and transitional housing, assessment, and case management. Each location plays a defined role within the continuum of care, ensuring individuals and families receive consistent, appropriate support as they work toward stability.



The Philip D Lewis Center

The Senator Philip D Lewis Center provides temporary housing for up to 90 days for individuals experiencing homelessness in Palm Beach County. Navigation Services provide single point of access for the coordinated entry process, where guests are assessed and connected to the appropriate shelter placement.



Central County Housing Resource Center (HRC II)

The Central County Housing Resource Center provides interim housing and assessment for individuals experiencing homelessness while awaiting stable housing placement. Services emphasize short-term 90 day shelter and individualized housing planning, with ongoing case management to support stability and further next steps.

Emergency Housing for Families Facing Homelessness



Belle Glade Transitional Shelter

The Belle Glade Transitional Shelter serves the Western Community for individuals and families. The shelter functions as the primary intake and assessment location in that region. It provides shelter beds plus referrals and services such as medical support, employment assistance, and life skills training, with access through the coordinated entry system.



Melissa's Place, Lake Village of the Glades

Melissa's Place provides 42 one bedroom units for families, seniors, couples, and individuals, with options ranging from 90 day emergency housing to supportive housing for up to 24 months. Residents receive individually determined wraparound services while they work toward long term stability.

Owned Housing & Support

Gulfstream Goodwill's residential housing programs provide safe affordable, supported living options beyond emergency shelter, helping individuals and families move toward lasting stability. In addition to operating four shelter locations, we manage more than 150 scattered-site rental units and transitional housing resources paired with case management, referrals, and wrap-around services that address employment, health, and life-skills needs.



Home at M Street

This newly developed 9-unit housing complex provides affordable housing for families earning between 30 percent and 110 percent of area median income who are experiencing housing insecurity. The M Street property includes nine individual units, each designed to support independent living.



Home at J Street

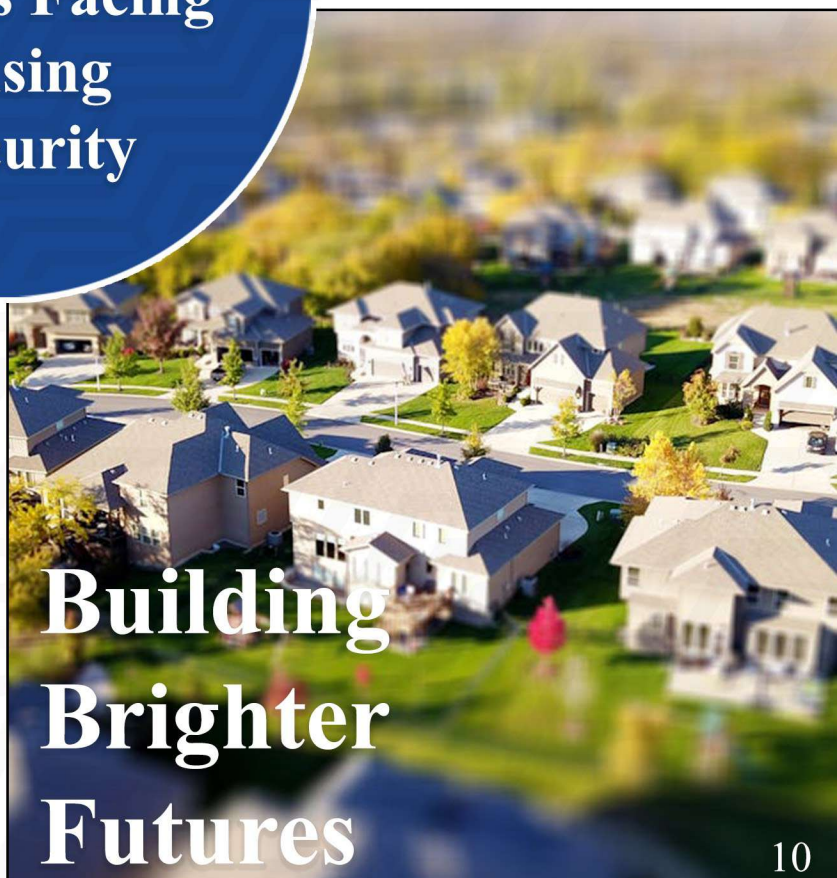
This affordable housing initiative offers stable housing for individuals who have experienced homelessness. The J Street project provides living accommodations for up to 17 residents in a community-centered environment, with access to individualized long-term support services and wraparound care.

**Affordable
Housing for
Families Facing
Housing
Insecurity**



Home at Tamarind

This initiative provides affordable housing for individuals with documented developmental disabilities who are homeless or at risk of homelessness. The project consists of six one-bedroom units, with three reserved for individuals earning at or below 30 percent of the area median income, and residents benefit from long-term support services.

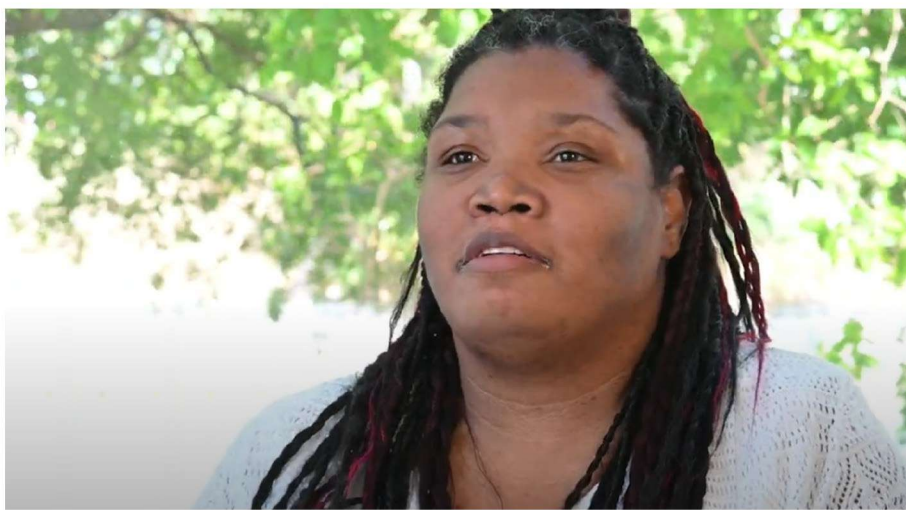


**Building
Brighter
Futures**

Victory Stories *of resilience*

Breaking Barriers: Meet Louisna

Louisna's story is one of courage, perseverance, and triumph over adversity. A proud and resilient individual originally from Louisiana, Louisna has faced life's challenges head-on, particularly those associated with an intellectual disability. Her journey has been anything but easy, marked by periods of hardship, including homelessness.



At the heart of Louisna's progress is her involvement with the Capabilities Program at Gulfstream Goodwill. This transformative program provides individuals with disabilities the opportunity to gain life skills, employment support, and pathways to greater independence. For Louisna, the Capabilities Program became more than just a place for services, it became a community, a source of empowerment, and a launchpad for change.

With the program's guidance and resources, Louisna has made remarkable strides. She has achieved a level of independence that once seemed out of reach, managing daily responsibilities, contributing to her community, and participating in meaningful activities. Her dedication to self-improvement and willingness to embrace every opportunity are clear indicators of her strength and tenacity.



A Journey of Strength: Meet Kym

Kym's journey is a powerful testament to resilience, courage, and the enduring strength of the human spirit. Her story, marked by incredible challenges and unwavering determination, reminds us all of what is possible when compassion meets perseverance. For months, Kym navigated the harsh realities of homelessness.

With no safe place to rest, she walked for miles each day, searching not just for shelter but for a sense of security and stability that had long eluded her. The physical toll of constant movement and the emotional burden of uncertainty pushed her to the brink. Eventually, the exhaustion caught up with her, and she was hospitalized, her body depleted from the relentless struggle for survival.

Recently Kym was in a safe, supportive environment in one of our shelters. With a warm bed, nourishing meals, and compassionate care, she finally has the space to rest, to heal, and to begin again. More than that, she now has a community rallying behind her, a team of people dedicated to walking with her every step of the way.

Her story is not just one of survival, but of profound transformation. It is a reminder that behind every face experiencing homelessness is a person with dreams, strength, and the potential to thrive, if only given the chance.

Changing Lives

through events in the community

Drive to Provide

The Gulfstream Goodwill Drive to Provide is more than a car show—it's a movement that turns passion into purpose. Each year, car enthusiasts, community leaders, and supporters come together to celebrate automotive excellence while fueling hope for individuals and families experiencing homelessness. Through generous donations, sponsorships, and vehicle registrations, the 2024 Drive to Provide raised an incredible \$195,000, every dollar helping to pave the road toward stability and independence.



Driving Families Toward Stability

Thanks to our events and the community's support, Gulfstream Goodwill was able to make a transformative investment, purchasing a nine-unit affordable housing complex on M Street dedicated to helping struggling families find a safe place to call home. This new development provides affordable housing opportunities for households earning between 30% and 110% of the Area Median Income (AMI) who are facing housing insecurity. Each unit represents more than a roof—it's a foundation for families to rebuild, grow, and thrive.

Our Talent Show

Gulfstream Goodwill's Career Academy and Capabilities of the Palm Beaches teamed up for a powerful evening of creativity and self-expression. Hosted at the Palm Beach Eissey Theater, the Annual Talent Show gave participants the chance to shine through singing, dancing, and more.

Guests also enjoyed an art gallery featuring original works by participants, proudly displayed and available for purchase. The event celebrated not only talent, but also inclusion, entrepreneurship, and the belief that every individual deserves a platform to be seen, heard, and celebrated.





Looking Ahead Together

Strengthening Lives & Communities

Gulfstream Goodwill Industries turns purpose into progress, across classrooms, career paths, housing, and hope. Every program and every story reflects one truth, together, we change lives.

Through Career Academy, Capabilities, Justice Services, Okeechobee Waterways, and Housing and Residential Programs, individuals are overcoming barriers and building brighter futures. Our micro enterprises, Good Grub, Good Prints, and Blue Box, provide real world experience that builds skills, confidence, and independence. None of this is possible without our donors, partners, staff, and volunteers.

As we look ahead, our focus remains innovation, inclusion, and impact. Thank you for walking this journey with us, your support is not just a gift, it is a lifeline, and together, the future is bright.

Plan for 2023 - 2025

MISSION

Changing lives and transforming our community by building pathways to independence for persons with barriers through housing, education, training, and employment.

VISION

A community of goodwill where differences are valued, individual potential is realized, and opportunities are abundant

Upholding Core Values to Drive Purpose and Impact

RESPECT

Communicating professionally, allowing options to be heard, acknowledging that each person has their own morals and ethics

APPRECIATION

Employees as well as the organization will seek ways to positively reinforce other employees.

ACCOUNTABILITY

Accepting responsibility for tasks and actions

INTEGRITY

Conducting business with a high degree of honesty and ethical standards in order to inspire trust and confidence from employees, clients, donors and the community, alignment of ones promise and reliability to complete expectations, open and effective communication

INNOVATION

Cultivation of new ideas and business strategies

SERVICE EXCELLENCE

Servant leadership; service delivery beyond the recipient's expectation

EQUITY

Supporting and encouraging employees to enhance their skills; modeling the behavior expected from all employees of Goodwill, inclusivity of all team members and persons served.

EMPOWERMENT

Investing in ourselves; professional development to achieve optimal performance

Sustaining Growth and Enhancing Mission

I. Fiscal Health and Sustainability

We will strengthen the fiscal health of the organization by exercising sound business and finance/investment strategies. We will prioritize the strategic building of operational reserves and organizational assets.

II. Growing, Diversifying Revenue

We will diversify and increase revenue through programs, partnerships, investments, grants, and mission program areas

III. Enhancing Mission

We will enhance our mission by increasing focus on education, training, and employment as pathways out of poverty

IV. Investing in Ourselves

We will invest in infrastructure including capital improvements, technology, and workforce development. We will prioritize assets, our people, and our impact.

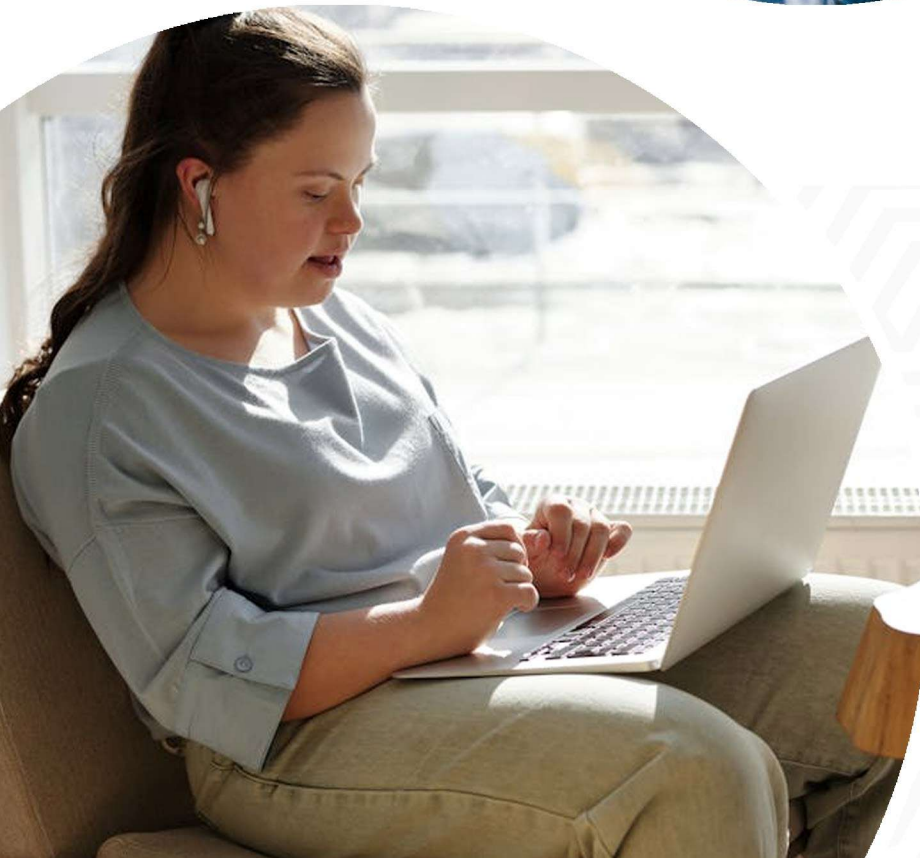
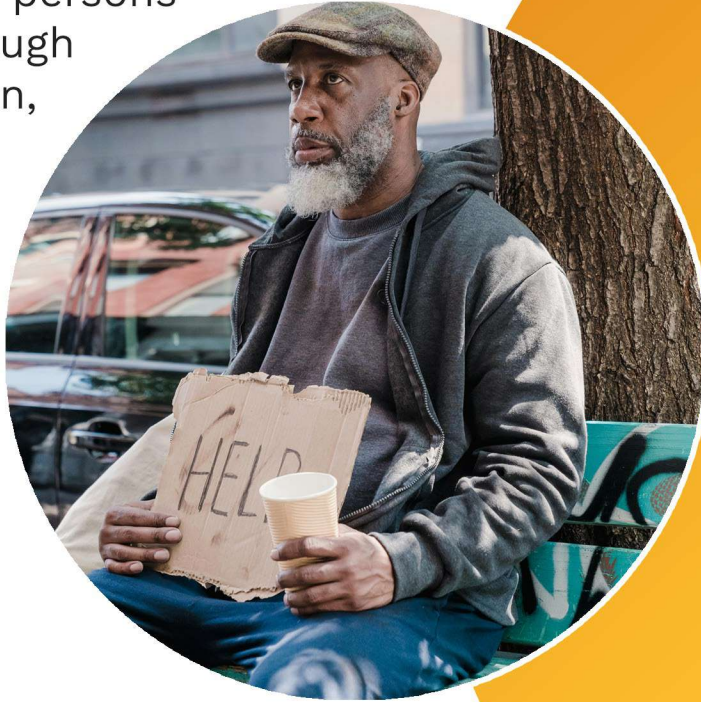
V. Telling Our Story

We will share our work with integrity and transparency, highlighting the lives we serve, the impact we create, and the value we bring to the community. We will ensure our voice reflects our mission and strengthens engagement with supporters and partners.



Our Mission

Changing lives and transforming our community, by building pathways toward independence for persons with barriers through housing, education, training, and employment.



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