

Form 990

Department of the Treasury
Internal Revenue Service

Return of Organization Exempt From Income Tax

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except black lung benefit trust or private foundation)

The organization may have to use a copy of this return to satisfy state reporting requirements

OMB No 1545-0047

2001

Open to Public Inspection

A For the 2001 calendar year, or tax year period beginning

and ending

B Check if applicable:

- ☐ Address change
☐ Name change
☐ Initial return
☐ Final return
☐ Amended return
☐ Application pending

Please use IRS label or print or type. See Specific Instructions

C Name of organization
GOODWILL INDUSTRIES OF NORTH CENTRAL WISCONSIN, INC

D Employer identification number

39-1144913

Number and street (or P O box if mail is not delivered to street address)

Room/suite

E Telephone number

1800 APPLETON ROAD

920-731-6601

City or town, state or country, and ZIP + 4

MENASHA, WI 54952

F Accounting method: ☐ Cash ☒ Accrual
☐ Other (specify) _____

Section 501(c)(3) organizations and 4947(a)(1) nonexempt charitable trusts must attach a completed Schedule A (Form 990 or 990-EZ)

H and I are not applicable to section 527 organizations

H(a) Is this a group return for affiliates? ☐ Yes ☒ No

H(b) If "Yes," enter number of affiliates _____

H(c) Are all affiliates included? ☐ Yes ☒ No
(If "No," attach a list)H(d) Is this a separate return filed by an organization covered by a group ruling? ☐ Yes ☒ No

I Enter 4-digit GEN _____

G Web site WWW.GWICC.ORG

J Organization type (check only one) ☒ 501(c)(3) (insert no) ☐ 4947(a)(1) or ☐ 527K Check here ☐ if the organization's gross receipts are normally not more than \$25,000. The organization need not file a return with the IRS, but if the organization received a Form 990 Package in the mail, it should file a return without financial data. Some states require a complete return.M Check ☒ if the organization is not required to attach Sch B (Form 990, 990-EZ, or 990-PF)

L Gross receipts. Add lines 6b, 8b, 9b, and 10b to line 12 20,320,072.

Part I Revenue, Expenses, and Changes in Net Assets or Fund Balances

1	Contributions, gifts, grants, and similar amounts received			
a	Direct public support	1a	535,446.	
b	Indirect public support	1b		
c	Government contributions (grants)	1c	2,568,416.	
d	Total (add lines 1a through 1c) (cash \$ 2,807,970. noncash \$ 295,892.)	1d	3,103,862.	
2	Program service revenue including government fees and contracts (from Part VII, line 93)	2	16,845,447.	
3	Membership dues and assessments	3		
4	Interest on savings and temporary cash investments	4	20,948.	
5	Dividends and interest from securities	5		
6a	Gross rents SEE STATEMENT 1	6a	209,531.	
b	Less rental expenses	6b		
c	Net rental income or (loss) (subtract line 6b from line 6a)	6c	209,531.	
7	Other investment income (describe _____)	7		
8a	Gross amount from sale of assets other than inventory	(A) Securities	(B) Other	
b	Less cost or other basis and sales expenses	8a	109,217.	
c	Gain or (loss) (attach schedule)	8b	92,447.	
d	Net gain or (loss) (combine line 8c, columns (A) and (B))	8c	16,770.	
9	Special events and activities (attach schedule)	8d	16,770.	
a	Gross revenue (not including \$ _____ of contributions reported on line 1a)	9a		
b	Less direct expenses other than fundraising expenses	9b		
c	Net income or (loss) from special events (subtract line 9b from line 9a)	9c		
10a	Gross sales of inventory, less returns and allowances	10a		
b	Less cost of goods sold	10b		
c	Gross profit or (loss) from sales of inventory (attach schedule) (subtract line 10b from line 10a)	10c		
11	Other revenue (from Part VII, line 103)	11	31,067.	
12	Total revenue (add lines 1d, 2, 3, 4, 5, 6c, 7, 8d, 9c, 10c, and 11)	12	20,227,625.	
13	Program services (from line 44, column (B))	13	16,402,630.	
14	Management and general (from line 44, column (C))	14	2,853,219.	
15	Fundraising (from line 44, column (D))	15	62,160.	
16	Payments to affiliates (attach schedule)	16		
17	Total expenses (add lines 13 and 14, column (A))	17	19,318,009.	
18	Excess or (deficit) for the year (subtract line 17 from line 12)	18	909,616.	
19	Net assets or fund balances at beginning of year (from line 73, column (A))	19	7,988,916.	
20	Other changes in net assets or fund balances (attach explanation)	20	0.	
21	Net assets or fund balances at end of year (combine lines 18, 19, and 20)	21	8,898,532.	

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IRS - OSC / 513

JUL 07 2002

OGDEN, UTAH

SCANNED AUG 20 2002

GOODWILL INDUSTRIES OF NORTH CENTRAL

Form 990 (2001)

WISCONSIN, INC

39-1144913

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Part II. Statement of Functional Expenses

All organizations must complete column (A). Columns (B), (C), and (D) are required for section 501(c)(3) and (4) organizations and section 4947(a)(1) nonexempt charitable trusts but optional for others

Do not include amounts reported on line 6b, 8b, 9b, 10b, or 16 of Part I	(A) Total	(B) Program services	(C) Management and general	(D) Fundraising
22 Grants and allocations (attach schedule)				
cash \$ _____ noncash \$ _____	22			
23 Specific assistance to individuals (attach schedule)	23			
24 Benefits paid to or for members (attach schedule)	24			
25 Compensation of officers, directors, etc	25 167,183.	167,183.	0.	0.
26 Other salaries and wages	26 8,637,416.	6,948,439.	1,649,902.	39,075.
27 Pension plan contributions	27			
28 Other employee benefits	28 1,609,091.	1,311,506.	290,530.	7,055.
29 Payroll taxes	29			
30 Professional fundraising fees	30			
31 Accounting fees	31 16,275.		16,275.	
32 Legal fees	32 8,355.		8,355.	
33 Supplies	33 3,197,351.	3,086,893.	104,877.	5,581.
34 Telephone	34 87,699.	64,335.	23,060.	304.
35 Postage and shipping	35 205,255.	179,552.	21,977.	3,726.
36 Occupancy	36 2,333,336.	2,304,890.	28,446.	
37 Equipment rental and maintenance	37 236,056.	178,299.	57,757.	
38 Printing and publications	38 307,521.	250,096.	56,344.	1,081.
39 Travel	39 458,102.	366,749.	90,614.	739.
40 Conferences, conventions, and meetings	40 54,464.	18,098.	35,086.	1,280.
41 Interest	41 194,057.	194,057.		
42 Depreciation, depletion, etc (attach schedule)	42 758,944.	645,103.	113,841.	
43 Other expenses not covered above (itemize)				
a _____	43a			
b _____	43b			
c _____	43c			
d _____	43d			
e SEE STATEMENT 3	43e 1,046,904.	687,430.	356,155.	3,319.
44 Total functional expenses (add lines 22 through 43) Organizations completing columns (B)-(D), carry these totals to lines 13-15	44 19,318,009.	16,402,630.	2,853,219.	62,160.

Joint Costs Check ☐ if you are following SOP 98-2

Are any joint costs from a combined educational campaign and fundraising solicitation reported in (B) Program services?

☐ Yes ☒ No

If "Yes," enter (i) the aggregate amount of these joint costs \$ _____, (ii) the amount allocated to Program services \$ _____,

(iii) the amount allocated to Management and general \$ _____, and (iv) the amount allocated to Fundraising \$ _____

Part III. Statement of Program Service AccomplishmentsWhat is the organization's primary exempt purpose? **SEE STATEMENT 4**

All organizations must describe their exempt purpose achievements in a clear and concise manner. State the number of clients served, publications issued, etc. Discuss achievements that are not measurable. (Section 501(c)(3) and (4) organizations and 4947(a)(1) nonexempt charitable trusts must also enter the amount of grants and allocations to others.)

Program Service Expenses
(Required for 501(c)(3) and (4) orgs., and 4947(a)(1) trusts, but optional for others.)

a SEE STATEMENT 5		
	(Grants and allocations \$)	13,537,302.
b SEE STATEMENT 6		
	(Grants and allocations \$)	2,865,328.
c		
	(Grants and allocations \$)	
d		
	(Grants and allocations \$)	
e Other program services (attach schedule)	(Grants and allocations \$)	
f Total of Program Service Expenses (should equal line 44, column (B), Program services)		16,402,630.

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Form 990 (2001)

09250627 759830 43-3609-3

2001 05020 GOODWILL INDUSTRIES OF NORTH CENTRAL

Part IV Balance Sheets

Note Where required, attached schedules and amounts within the description column should be for end-of-year amounts only

		(A) Beginning of year	(B) End of year
Assets	45 Cash - non-interest-bearing		45
	46 Savings and temporary cash investments	318,527.	46 1,224,564.
	47 a Accounts receivable	47a 690,888.	
	b Less allowance for doubtful accounts	47b	47c 690,888.
	48 a Pledges receivable	48a 10,367.	
	b Less allowance for doubtful accounts	48b	48c 10,367.
	49 Grants receivable		49
	50 Receivables from officers, directors, trustees, and key employees		50
	51 a Other notes and loans receivable	51a	51c
	b Less allowance for doubtful accounts	51b	
	52 Inventories for sale or use	1,407,892.	52 1,575,814.
	53 Prepaid expenses and deferred charges	192,084.	53 159,738.
	54 Investments - securities	Cost FMV	54
	55 a Investments - land, buildings, and equipment basis	55a	
	b Less accumulated depreciation	55b	55c
56 Investments - other	SEE STATEMENT 7	56 504,913.	
57 a Land, buildings, and equipment basis	57a 19,066,886.		
b Less accumulated depreciation STMT 8	57b 5,158,533.	57c 13,908,353.	
58 Other assets (describe)		58	
59 Total assets (add lines 45 through 58) (must equal line 74)	11,374,220.	59 18,074,637.	
Liabilities	60 Accounts payable and accrued expenses	978,483.	60 1,159,010.
	61 Grants payable		61
	62 Deferred revenue		62
	63 Loans from officers, directors, trustees, and key employees		63
	64 a Tax-exempt bond liabilities	STMT 9	64a 2,293,638.
	b Mortgages and other notes payable	STMT 10 STMT 11	64b 5,723,457.
	65 Other liabilities (describe)		65
66 Total liabilities (add lines 60 through 65)	3,385,304.	66 9,176,105.	
Net Assets or Fund Balances	Organizations that follow SFAS 117, check here <input checked="" type="checkbox"/> and complete lines 67 through 69 and lines 73 and 74		
	67 Unrestricted	7,988,916.	67 8,898,532.
	68 Temporarily restricted		68
	69 Permanently restricted		69
	Organizations that do not follow SFAS 117, check here <input type="checkbox"/> and complete lines 70 through 74		
	70 Capital stock, trust principal, or current funds		70
	71 Paid-in or capital surplus, or land, building, and equipment fund		71
	72 Retained earnings, endowment, accumulated income, or other funds		72
	73 Total net assets or fund balances (add lines 67 through 69 OR lines 70 through 72, column (A) must equal line 19, column (B) must equal line 21)	7,988,916.	73 8,898,532.
	74 Total liabilities and net assets / fund balances (add lines 66 and 73)	11,374,220.	74 18,074,637.

Form 990 is available for public inspection and, for some people, serves as the primary or sole source of information about a particular organization. How the public perceives an organization in such cases may be determined by the information presented on its return. Therefore, please make sure the return is complete and accurate and fully describes, in Part III, the organization's programs and accomplishments.

Part IV-B	Reconciliation of Expenses per Audited Financial Statements With Expenses per Return
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a Total expenses and losses per audited financial statements	▶	a 19318009
b Amounts included on line a but not on line 17, Form 990	▶	b 0
(1) Donated services and use of facilities \$ _____	▶	c 19318009
(2) Prior year adjustments reported on line 20, Form 990 \$ _____	▶	d 0
(3) Losses reported on line 20, Form 990 \$ _____	▶	e 19318009
(4) Other (specify) \$ _____	▶	
Add amounts on lines (1) through (4)	▶	
c Line a minus line b	▶	
d Amounts included on line 17, Form 990 but not on line a	▶	
(1) Investment expenses not included on line 6b, Form 990 \$ _____	▶	
(2) Other (specify) \$ _____	▶	
Add amounts on lines (1) and (2)	▶	
e Total expenses per line 17, Form 990 (line c plus line d)	▶	a 19318009

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Yes	No
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- | | | | | |
|------|---|-----|-----|-----|
| 76 | Did the organization engage in any activity not previously reported to the IRS? If "Yes," attach a detailed description of each activity | | | X |
| 77 | Were any changes made in the organizing or governing documents but not reported to the IRS?
If "Yes," attach a conformed copy of the changes | | | X |
| 78 a | Did the organization have unrelated business gross income of \$1,000 or more during the year covered by this return? | | | X |
| b | If "Yes," has it filed a tax return on Form 990-T for this year? | N/A | | |
| 79 | Was there a liquidation, dissolution, termination, or substantial contraction during the year?
If "Yes," attach a statement | | | X |
| 80 a | Is the organization related (other than by association with a statewide or nationwide organization) through common membership, governing bodies, trustees, officers, etc., to any other exempt or nonexempt organization? | | | X |
| b | If "Yes," enter the name of the organization _____ and check whether it is <input type="checkbox"/> exempt OR <input type="checkbox"/> nonexempt | | | |
| 81 a | Enter direct or indirect political expenditures See line 81 instructions | 81a | 0. | |
| b | Did the organization file Form 1120-POL for this year? | | | X |
| 82 a | Did the organization receive donated services or the use of materials, equipment, or facilities at no charge or at substantially less than fair rental value? | 82a | X | |
| b | If "Yes," you may indicate the value of these items here Do not include this amount as revenue in Part I or as an expense in Part II (See Instructions in Part III) | 82b | | |
| 83 a | Did the organization comply with the public inspection requirements for returns and exemption applications? | 83a | X | |
| b | Did the organization comply with the disclosure requirements relating to quid pro quo contributions? | 83b | | |
| 84 a | Did the organization solicit any contributions or gifts that were not tax deductible? | 84a | | X |
| b | If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible? | 84b | | |
| 85 | 501(c)(4), (5), or (6) organizations. a Were substantially all dues nondeductible by members? | 85a | | |
| b | Did the organization make only in-house lobbying expenditures of \$2,000 or less? | 85b | | |
| | If "Yes" was answered to either 85a or 85b, do not complete 85c through 85h below unless the organization received a waiver for proxy tax owed for the prior year | | | |
| c | Dues, assessments, and similar amounts from members | 85c | N/A | |
| d | Section 162(e) lobbying and political expenditures | 85d | N/A | |
| e | Aggregate nondeductible amount of section 6033(e)(1)(A) dues notices | 85e | N/A | |
| f | Taxable amount of lobbying and political expenditures (line 85d less 85e) | 85f | N/A | |
| g | Does the organization elect to pay the section 6033(e) tax on the amount in 85f? | 85g | N/A | |
| h | If section 6033(e)(1)(A) dues notices were sent, does the organization agree to add the amount in 85f to its reasonable estimate of dues allocable to nondeductible lobbying and political expenditures for the following tax year? | 85h | N/A | |
| 86 | 501(c)(7) organizations Enter a Initiation fees and capital contributions included on line 12 | 86a | N/A | |
| b | Gross receipts, included on line 12, for public use of club facilities | 86b | N/A | |
| 87 | 501(c)(12) organizations Enter a Gross income from members or shareholders | 87a | N/A | |
| b | Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them) | 87b | N/A | |
| 88 | At any time during the year, did the organization own a 50% or greater interest in a taxable corporation or partnership, or an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3?
If "Yes," complete Part IX | 88 | | X |
| 89 a | 501(c)(3) organizations Enter Amount of tax imposed on the organization during the year under section 4911 <u>0.</u> , section 4912 <u>0.</u> , section 4955 <u>0.</u> | | | |
| b | 501(c)(3) and 501(c)(4) organizations Did the organization engage in any section 4958 excess benefit transaction during the year or did it become aware of an excess benefit transaction from a prior year?
If "Yes," attach a statement explaining each transaction | 89b | | X |
| c | Enter Amount of tax imposed on the organization managers or disqualified persons during the year under sections 4912, 4955, and 4958 | | | 0. |
| d | Enter Amount of tax on line 89c, above, reimbursed by the organization | | | 0. |
| 90 a | List the states with which a copy of this return is filed <u>WISCONSIN</u> | | | |
| b | Number of employees employed in the pay period that includes March 12, 2001 | 90b | | 592 |

91 The books are in care of ► **STEPHEN A. WHITE** Telephone no ► (920) 731-6601

Located at ► 1800 APPLETON ROAD, MENASHA, WI

ZIP + 4 ► 54952

92 *Section 4947(a)(1) nonexempt charitable trusts filing Form 990 in lieu of Form 1041 - Check here*
and enter the amount of tax-exempt interest received or accrued during the tax year

92

N/A

Part VII Analysis of Income-Producing Activities (See Specific Instructions on page 32.)

Note Enter gross amounts unless otherwise indicated

	Unrelated business income		Excluded by section 512, 513, or 514		(E) Related or exempt function income
	(A) Business code	(B) Amount	(C) Exclu- sion code	(D) Amount	
93 Program service revenue					
a RETAIL PROGRAM					16,428,658.
b CONTRACT REVENUE					106,495.
c ACCOUNTING SERVICES					310,294.
d					
e					
f Medicare/Medicaid payments					
g Fees and contracts from government agencies					
94 Membership dues and assessments					
95 Interest on savings and temporary cash investments			14	20,948.	
96 Dividends and interest from securities					
97 Net rental income or (loss) from real estate					
a debt-financed property					
b not debt-financed property			16	209,531.	
98 Net rental income or (loss) from personal property					
99 Other investment income					
100 Gain or (loss) from sales of assets other than inventory			18	16,770.	
101 Net income or (loss) from special events					
102 Gross profit or (loss) from sales of inventory					
103 Other revenue					
a MISCELLANEOUS					90,055.
b COMMUNITY FOUNDATION					<58,988.>
c					
d					
e					
104 Subtotal (add columns (B), (D), and (E))		0.		247,249.	16,876,514.
105 Total (add line 104, columns (B), (D), and (E))					17,123,763.

Note Line 105 plus line 1d, Part I, should equal the amount on line 12, Part I.

Part VIII Relationship of Activities to the Accomplishment of Exempt Purposes (See Specific Instructions on page 32.)

Line No Explain how each activity for which income is reported in column (E) of Part VII contributed importantly to the accomplishment of the organization's exempt purposes (other than by providing funds for such purposes)

SEE STATEMENT 12

Part IX Information Regarding Taxable Subsidiaries and Disregarded Entities (See Specific Instructions on page 33.)

(A) Name, address, and EIN of corporation, partnership, or disregarded entity	(B) Percentage of ownership interest	(C) Nature of activities	(D) Total income	(E) End-of-year assets
N/A	%			
	%			
	%			
	%			

Part X Information Regarding Transfers Associated with Personal Benefit Contracts (See Specific Instructions on page 33.)

(a) Did the organization, during the year, receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?

☐ Yes☒ No

(b) Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?

☐ Yes☒ No

I am preparing this return and accompanying schedules and statements and to the best of my knowledge and belief, it is true, correct, and complete, and the information of which preparer has any knowledge.

Department of the Treasury
Internal Revenue Service

(Except Private Foundation) and Section 501(c)(6), 501(c)(7), 501(c)(8),
501(c)(9), or Section 4947(a)(1) Nonexempt Charitable Trust

Supplementary Information-(See separate instructions.)
▶ MUST be completed by the above organizations and attached to their Form 990 or 990-EZ

OMB No. 1545-0047

2001

Name of the organization **GOODWILL INDUSTRIES OF NORTH CENTRAL WISCONSIN, INC**

Employer Identification number
39 1144913

Part I	Compensation of the Five Highest Paid Employees Other Than Officers, Directors, and Trustees
---------------	---

(See page 1 of the instructions List each one If there are none, enter "None")

(a) Name and address of each employee paid more than \$50,000	(b) Title and average hours per week devoted to position	(c) Compensation	(d) Contributions to employee benefit plans & deferred compensation	(e) Expense account and other allowances
SCOTT COPELAND ----- 2355 LOST DAUPHIN RD DEPERE, WI 54115	COO MARKET/OP 40	94,205.	5,463.	
STEVE WHITE ----- 1517 CLARA STREET APPLETON, WI 54915	CFO FINANCE 40	85,297.	10,515.	
JOANNE SIMON ----- 1531 HARDING DR APPLETON, WI 54915	DIR MARKETING 40	60,560.	3,707.	
KEITH WILK ----- 273 RIVER DR APPLETON, WI 54915	COO PROGRAMS 40	70,297.	10,617.	
KENNETH WEBER ----- W2174 MAPLE HTS CHILTON, WI 53014	COO ADMIN 40	67,436.	883.	
Total number of other employees paid over \$50,000	4			

Part II	Compensation of the Five Highest Paid Independent Contractors for Professional Services
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(See page 2 of the instructions. List each one (whether individuals or firms). If there are none, enter "None".)

(a) Name and address of each independent contractor paid more than \$50,000	(b) Type of service	(c) Compensation
NONE		
Total number of others receiving over \$50,000 for professional services	0	

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990 and Form 990-EZ.

Schedule A (Form 990 or 990-EZ) 2001

GOODWILL INDUSTRIES OF NORTH CENTRAL

Schedule A (Form 990 or 990-EZ) 2001 WISCONSIN, INC

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Part III Statements About Activities (See page 2 of the instructions)

Yes No

- 1 During the year, has the organization attempted to influence national, state, or local legislation, including any attempt to influence public opinion on a legislative matter or referendum? If "Yes," enter the total expenses paid or incurred in connection with the lobbying activities **\$** _____ **\$** _____ (Must equal amounts on line 38, Part VI-A, or line 1 of Part VI-B)

1 X

Organizations that made an election under section 501(h) by filing Form 5768 must complete Part VI-A. Other organizations checking "Yes," must complete Part VI-B AND attach a statement giving a detailed description of the lobbying activities

- 2 During the year, has the organization, either directly or indirectly, engaged in any of the following acts with any substantial contributors, trustees, directors, officers, creators, key employees, or members of their families, or with any taxable organization with which any such person is affiliated as an officer, director, trustee, majority owner, or principal beneficiary? (If the answer to any question is "Yes," attach a detailed statement explaining the transactions)

2a X

a Sale, exchange, or leasing of property?

2b X

b Lending of money or other extension of credit?

2c X

c Furnishing of goods, services, or facilities?

2d X

d Payment of compensation (or payment or reimbursement of expenses if more than \$1,000)? SEE PART V, FORM 990

2e X

e Transfer of any part of its income or assets?

- 3 Does the organization make grants for scholarships, fellowships, student loans, etc? (See Note below)

3 X

- 4 Do you have a section 403(b) annuity plan for your employees?

4 X

Note Attach a statement to explain how the organization determines that individuals or organizations receiving grants or loans from it in furtherance of its charitable programs "qualify" to receive payments

Part IV Reason for Non-Private Foundation Status (See pages 3 through 6 of the instructions)

The organization is not a private foundation because it is (Please check only ONE applicable box.)

- 5 ☐ A church, convention of churches, or association of churches Section 170(b)(1)(A)(i)
- 6 ☐ A school Section 170(b)(1)(A)(ii) (Also complete Part V)
- 7 ☐ A hospital or a cooperative hospital service organization Section 170(b)(1)(A)(iii)
- 8 ☐ A Federal, state, or local government or governmental unit Section 170(b)(1)(A)(v)
- 9 ☐ A medical research organization operated in conjunction with a hospital Section 170(b)(1)(A)(iii) Enter the hospital's name, city, and state **▶** _____
- 10 ☐ An organization operated for the benefit of a college or university owned or operated by a governmental unit Section 170(b)(1)(A)(iv) (Also complete the Support Schedule in Part IV-A)
- 11a ☒ An organization that normally receives a substantial part of its support from a governmental unit or from the general public Section 170(b)(1)(A)(vi) (Also complete the Support Schedule in Part IV-A)
- 11b ☐ A community trust Section 170(b)(1)(A)(vi) (Also complete the Support Schedule in Part IV-A)
- 12 ☐ 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 charitable, etc., 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) (Also complete the Support Schedule in Part IV-A)
- 13 ☐ An organization that is not controlled by any disqualified persons (other than foundation managers) and supports organizations described in (1) lines 5 through 12 above, or (2) section 501(c)(4), (5), or (6), if they meet the test of section 509(a)(2) (See section 509(a)(3))

Provide the following information about the supported organizations (See page 5 of the instructions)

(a) Name(s) of supported organization(s)	(b) Line number from above

- 14 ☐ An organization organized and operated to test for public safety Section 509(a)(4) (See page 6 of the instructions)

Schedule A (Form 990 or 990-EZ) 2001

GOODWILL INDUSTRIES OF NORTH CENTRAL

Schedule A (Form 990 or 990-EZ) 2001 WISCONSIN, INC

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Part IV-A Support Schedule (Complete only if you checked a box on line 10, 11, or 12) Use cash method of accounting.
Note You may use the worksheet in the instructions for converting from the accrual to the cash method of accounting

Calendar year (or fiscal year beginning in)	(a) 2000	(b) 1999	(c) 1998	(d) 1997	(e) Total
15 Gifts, grants, and contributions received (Do not include unusual grants. See line 28.)	2,596,857.	457,654.	629,958.	800,508.	4,484,977.
16 Membership fees received					
17 Gross receipts from admissions, merchandise sold or services performed, or furnishing of facilities in any activity that is related to the organization's charitable, etc., purpose	14568221.	14403332.	13710062.	12469023.	55,150,638.
18 Gross income from interest, dividends, amounts received from payments on securities loans (section 512(a)(5)), rents, royalties, and unrelated business taxable income (less section 511 taxes) from businesses acquired by the organization after June 30, 1975	245,356.	202,978.	80,057.	66,582.	594,973.
19 Net income from unrelated business activities not included in line 18					
20 Tax revenues levied for the organization's benefit and either paid to it or expended on its behalf					
21 The value of services or facilities furnished to the organization by a governmental unit without charge. Do not include the value of services or facilities generally furnished to the public without charge.					
22 Other income. Attach a schedule. Do not include gain or (loss) from sale of capital assets	54,460.	30,695.	SEE STATEMENT 13	11,141.	129,308.
23 Total of lines 15 through 22	17464894.	15094659.	14453089.	13347254.	60,359,896.
24 Line 23 minus line 17	2,896,673.	691,327.	743,027.	878,231.	5,209,258.
25 Enter 1% of line 23	174,649.	150,947.	144,531.	133,473.	
26 Organizations described on lines 10 or 11	a Enter 2% of amount in column (e), line 24				26a 104,185.
b Prepare a list for your records to show the name of and amount contributed by each person (other than a governmental unit or publicly supported organization) whose total gifts for 1997 through 2000 exceeded the amount shown in line 26a. Do not file this list with your return. Enter the total of all these excess amounts					26b 185,830.
c Total support for section 509(a)(1) test. Enter line 24, column (e)					26c 5,209,258.
d Add: Amounts from column (e) for lines 18 594,973. 19 22 129,308. 26b 185,830.					26d 910,111.
e Public support (line 26c minus line 26d total)					26e 4,299,147.
f Public support percentage (line 26e (numerator) divided by line 26c (denominator))					26f 82.5290%
27 Organizations described on line 12	a For amounts included in lines 15, 16, and 17 that were received from a "disqualified person," prepare a list for your records to show the name of, and total amounts received in each year from, each "disqualified person." Do not file this list with your return. Enter the sum of such amounts for each year: N/A				
(2000)	(1999)	(1998)	(1997)		
b For any amount included in line 17 that was received from each person (other than "disqualified persons"), prepare a list for your records to show the name of, and amount received for each year, that was more than the larger of (1) the amount on line 25 for the year or (2) \$5,000 (include in the list organizations described in lines 5 through 11, as well as individuals). Do not file this list with your return. After computing the difference between the amount received and the larger amount described in (1) or (2), enter the sum of these differences (the excess amounts) for each year: N/A					
(2000)	(1999)	(1998)	(1997)		
c Add: Amounts from column (e) for lines 15 16 17 20					27c N/A
d Add: Line 27a total and line 27b total					27d N/A
e Public support (line 27c total minus line 27d total)					27e N/A
f Total support for section 509(a)(2) test. Enter amount on line 23, column (e)					27f N/A
g Public support percentage (line 27e (numerator) divided by line 27f (denominator))					27g N/A %
h Investment income percentage (line 18, column (e) (numerator) divided by line 27f (denominator))					27h N/A %
28 Unusual Grants. For an organization described in line 10, 11, or 12, that received any unusual grants during 1997 through 2000, prepare a list for your records to show, for each year, the name of the contributor, the date and amount of the grant, and a brief description of the nature of the grant. Do not file this list with your return. Do not include these grants in line 15					NONE

GOODWILL INDUSTRIES OF NORTH CENTRAL

Schedule A (Form 990 or 990-EZ) 2001 WISCONSIN, INC

39-1144913 Page 4

Part V Private School Questionnaire (See page 7 of the instructions)

N/A

(To be completed ONLY by schools that checked the box on line 6 in Part IV)

29 Does the organization have a racially nondiscriminatory policy toward students by statement in its charter, bylaws, other governing instrument, or in a resolution of its governing body?

Yes No

29

30 Does the organization include a statement of its racially nondiscriminatory policy toward students in all its brochures, catalogues, and other written communications with the public dealing with student admissions, programs, and scholarships?

30

31 Has the organization publicized its racially nondiscriminatory policy through newspaper or broadcast media during the period of solicitation for students, or during the registration period if it has no solicitation program, in a way that makes the policy known to all parts of the general community it serves?

31

If "Yes," please describe, if "No," please explain (If you need more space, attach a separate statement)

32 Does the organization maintain the following

a Records indicating the racial composition of the student body, faculty, and administrative staff?

32a

b Records documenting that scholarships and other financial assistance are awarded on a racially nondiscriminatory basis?

32b

c Copies of all catalogues, brochures, announcements, and other written communications to the public dealing with student admissions, programs, and scholarships?

32c

d Copies of all material used by the organization or on its behalf to solicit contributions?

32d

If you answered "No" to any of the above, please explain (If you need more space, attach a separate statement)

33 Does the organization discriminate by race in any way with respect to

a Students' rights or privileges?

33a

b Admissions policies?

33b

c Employment of faculty or administrative staff?

33c

d Scholarships or other financial assistance?

33d

e Educational policies?

33e

f Use of facilities?

33f

g Athletic programs?

33g

h Other extracurricular activities?

33h

If you answered "Yes" to any of the above, please explain (If you need more space, attach a separate statement)

34 a Does the organization receive any financial aid or assistance from a governmental agency?

34a

b Has the organization's right to such aid ever been revoked or suspended?

34b

If you answered "Yes" to either 34a or b, please explain using an attached statement

35 Does the organization certify that it has complied with the applicable requirements of sections 4 01 through 4 05 of Rev Proc 75-50, 1975-2 C B 587, covering racial nondiscrimination? If "No," attach an explanation

35

Schedule A (Form 990 or 990-EZ) 2001

N/A

Check ☐ a ☐ if the organization belongs to an affiliated group

(b)
To be completed for ALL
electing organizations

Caution If there is an amount on either line 43 or line 44, you must file Form 4720.

(Some organizations that made a section 501(h) election do not have to complete all of the five columns below. See the instructions for lines 45 through 50 on page 11 of the instructions.)

	Lobbying Expenditures During 4-Year Averaging Period				N/A
Calendar year (or fiscal year beginning in) ►	(a) 2001	(b) 2000	(c) 1999	(d) 1998	(e) Total
45 Lobbying nontaxable amount					0.
46 Lobbying ceiling amount (150% of line 45(e))					0.
47 Total lobbying expenditures					0.
48 Grassroots nontaxable amount					0.
49 Grassroots ceiling amount (150% of line 48(e))					0.
50 Grassroots lobbying expenditures					0.

N/A

[illegible]

If "Yes" to any of the above, also attach a statement giving a detailed description of the lobbying activities.

	Yes	No
51a(i)		X
a(ii)		X
b(i)		X
b(ii)		X
b(iii)		X
b(iv)		X
b(v)		X
b(vi)		X
c		X

N/A

[illegible]

▶ ☐ Yes ☒ No

N/A

[illegible]

Asset No	Description	Date Acquired	Method	Life	Line No	Unadjusted Cost Or Basis	Bus % Excl	Reduction In Basis - ITC, 179, Salvage	Basis For Depreciation	Accumulated Depreciation	Current Sec 179	Amount Of Depreciation
	BUILDINGS											
2	BUILDING AND IMPROVEMENTS	VARIABLES		33.30	16	11,413,697			11,413,697	1,564,835		315,067
	* 990 PAGE 2 TOTAL											
	BUILDINGS					11,413,697		0	11,413,697	1,564,835	0	315,067
	FURNITURE & FIXTURES											
3	FURNITURE AND EQUIPMENT	VARIABLES		5.00	16	3,779,116			3,779,116	2,273,293		375,730
	* 990 PAGE 2 TOTAL											
	FURNITURE & FIXTURES					3,779,116		0	3,779,116	2,273,293	0	375,730
	TRANSPORTATION EQUIPMENT											
4	VEHICLES	VARIABLES		5.00	16	588,060			588,060	441,586		52,175
	* 990 PAGE 2 TOTAL											
	TRANSPORTATION EQUIPMENT					588,060		0	588,060	441,586	0	52,175
	LAND											
1	LAND AND IMPROVEMENTS	VARIABLES		20.00	16	3,237,550			3,237,550	119,875		15,972
	* 990 PAGE 2 TOTAL											
	PROGRAM SERVICES					3,237,550		0	3,237,550	119,875	0	15,972
5	CONSTRUCTION IN PROGRESS	VARIABLES		.00	16	48,463			48,463			0
	* 990 PAGE 2 TOTAL											
	PROGRAM SERVICES					48,463		0	48,463	0	0	0
	* GRAND TOTAL 990 PAGE 2											
	DEPR					19,065,886		0	19,065,886	4,399,589	0	758,944

FORM 990	RENTAL INCOME	STATEMENT	1
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KIND AND LOCATION OF PROPERTY	ACTIVITY NUMBER	GROSS RENTAL INCOME
GOODWILL MENASHA LOCATION	1	209,531.
TOTAL TO FORM 990, PART I, LINE 6A		209,531.

FORM 990	GAIN (LOSS) FROM SALE OF OTHER ASSETS	STATEMENT	2
----------	---------------------------------------	-----------	---

DESCRIPTION	DATE ACQUIRED	DATE SOLD	METHOD ACQUIRED
1991 NAVISTAR TRUCK	01/01/92	12/01/01	PURCHASED

NAME OF BUYER	GROSS SALES PRICE	COST OR OTHER BASIS	EXPENSE OF SALE	DEPREC	NET GAIN OR (LOSS)
	10,272.	21,000.	0.	21,000.	10,272.

DESCRIPTION	DATE ACQUIRED	DATE SOLD	METHOD ACQUIRED
CHIPPEWA FALLS PROPERTY	12/15/99	12/15/01	DONATED

NAME OF BUYER	GROSS SALES PRICE	COST OR OTHER BASIS	EXPENSE OF SALE	DEPREC	NET GAIN OR (LOSS)
	98,945.	100,000.	0.	7,553.	6,498.
TO FM 990, PART I, LN 8	109,217.	121,000.	0.	28,553.	16,770.

FORM 990	OTHER EXPENSES	STATEMENT	3
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DESCRIPTION	(A) TOTAL	(B) PROGRAM SERVICES	(C) MANAGEMENT AND GENERAL	(D) FUNDRAISING
PROFESSIONAL FEES	221,889.	96,877.	123,339.	1,673.
MISCELLANEOUS	120,169.	38,162.	81,062.	945.
MEMBERSHIP DUES	126,620.	9,165.	116,754.	701.
TRASH REMOVAL AND DUMPING FEES	190,437.	190,437.		
STORE REFERRALS	183,289.	183,289.		
BAD DEBTS	204,500.	169,500.	35,000.	
TOTAL TO FM 990, LN 43	1,046,904.	687,430.	356,155.	3,319.

FORM 990	STATEMENT OF ORGANIZATION'S PRIMARY EXEMPT PURPOSE	STATEMENT	4
	PART III		

EXPLANATION

TO DEVELOP PROGRAMS AND SERVICES TO ENABLE PEOPLE OF ALL AGES HAVING SPECIAL NEEDS TO LIVE, LEARN AND PLAY IN THE MAINSTREAM OF COMMUNITY LIFE.

FORM 990	STATEMENT OF PROGRAM SERVICE ACCOMPLISHMENTS	STATEMENT	5
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DESCRIPTION OF PROGRAM SERVICE ONE

THE RETAIL AND CONTRACTS PROGRAMS SERVED 181 CLIENTS DURING 2001. THE SPECIFIC PROGRAM SERVICE ACCOMPLISHMENTS CONSISTED OF WORK SERVICES 58 CLIENTS; WORK ADJUSTMENT 33 CLIENTS; EVALUATION 56 CLIENTS; AND SPECIAL EDUCATION 24 CLIENTS.

	GRANTS	EXPENSES
TO FORM 990, PART III, LINE A		13,537,302.

FORM 990	STATEMENT OF PROGRAM SERVICE ACCOMPLISHMENTS	STATEMENT	6
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DESCRIPTION OF PROGRAM SERVICE TWO

FEEs FROM VARIOUS GOVERNMENTAL AGENCIES, STATE OF WISCONSIN, DIVISION OF VOCATIONAL REHABILITATION, WINNEBAGO, OUTAGAMIE, AND CALUMET COUNTIES SERVING 2,372 CLIENTS. SPECIFIC CLIENTS SERVED, BIRTH TO THREE 259, CHILDREN FIRST 47, SKILL TRAINING 369, PLACEMENT SERVICES 217 AND COORDINATED COMMUNITY SERVICES 1,079.

	GRANTS	EXPENSES
TO FORM 990, PART III, LINE B		2,865,328.

FORM 990	OTHER INVESTMENTS	STATEMENT	7
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DESCRIPTION	VALUATION METHOD	AMOUNT
COMMUNITY FOUNDATION INVESTMENTS	MARKET VALUE	504,913.
TOTAL TO FORM 990, PART IV, LINE 56, COLUMN B		504,913.

FORM 990	DEPRECIATION OF ASSETS NOT HELD FOR INVESTMENT	STATEMENT	8
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DESCRIPTION	COST OR OTHER BASIS	ACCUMULATED DEPRECIATION	BOOK VALUE
LAND AND IMPROVEMENTS	3,237,550.	135,847.	3,101,703.
BUILDING AND IMPROVEMENTS	11,413,697.	1,879,902.	9,533,795.
FURNITURE AND EQUIPMENT	3,779,116.	2,649,023.	1,130,093.
VEHICLES	588,060.	493,761.	94,299.
CONSTRUCTION IN PROGRESS	48,463.	0.	48,463.
TOTAL TO FORM 990, PART IV, LN 57	19,066,886.	5,158,533.	13,908,353.

FORM 990	TAX-EXEMPT BOND LIABILITIES OUTSTANDING	STATEMENT	9
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PURPOSE OF ISSUE	ISSUE DATE
------------------	------------

PURCHASE BUILDING	12/01/00
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ORIGINAL ISSUE AMOUNT	PROJECT COMPLETION DATE	UNEXPENDED BOND PROCEEDS	TYPE OF FORM 8038 FILED	FORM 8038 DATE
562,000.		0.	FORM 8038	12/01/00

AMOUNT OF ISSUE OUTSTANDING

THIRD PARTY INFORMATION

532,878.

PURPOSE OF ISSUE	ISSUE DATE
------------------	------------

PURCHASE BUILDING	10/27/88
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ORIGINAL ISSUE AMOUNT	PROJECT COMPLETION DATE	UNEXPENDED BOND PROCEEDS	TYPE OF FORM 8038 FILED	FORM 8038 DATE
750,000.		0.	FORM 8038	10/27/88

AMOUNT OF ISSUE OUTSTANDING

THIRD PARTY INFORMATION

262,500.

PURPOSE OF ISSUE	ISSUE DATE
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PURCHASE BUILDING	10/01/96
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ORIGINAL ISSUE AMOUNT	PROJECT COMPLETION DATE	UNEXPENDED BOND PROCEEDS	TYPE OF FORM 8038 FILED	FORM 8038 DATE
1,750,000.		0.	FORM 8038	10/01/96

AMOUNT OF ISSUE OUTSTANDING

THIRD PARTY INFORMATION

1,498,260.

TOTAL INCLUDED ON FORM 990, PART IV, LINE 64A

2,293,638.

FORM 990

MORTGAGES PAYABLE

STATEMENT 10

DESCRIPTION

BALANCE DUE

WELLS FARGO - CONSTRUCTION NOTE

4,843,457.

TOTAL INCLUDED ON FORM 990, PART IV, LINE 64B, COLUMN B

4,843,457.

FORM 990

OTHER NOTES AND LOANS PAYABLE

STATEMENT 11

LENDER'S NAME

TERMS OF REPAYMENT

TRI-PARK COMMERCE LAND
CONTRACT

DATE OF NOTE	MATURITY DATE	ORIGINAL LOAN AMOUNT	INTEREST RATE
12/21/01	01/15/02	880,000.	7.63%

SECURITY PROVIDED BY BORROWER

PURPOSE OF LOAN

PURCHASE TOMAH STORE

RELATIONSHIP OF LENDER

NONE

DESCRIPTION OF CONSIDERATION

FMV OF CONSIDERATION	BALANCE DUE
0.	880,000.

TOTAL INCLUDED ON FORM 990, PART IV, LINE 64, COLUMN B

880,000.

FORM 990

PART VIII - RELATIONSHIP OF ACTIVITIES TO
ACCOMPLISHMENT OF EXEMPT PURPOSES

STATEMENT 12

LINE EXPLANATION OF RELATIONSHIP OF ACTIVITIES

93A	RETAIL PROGRAM PROVIDES TRAINING STATIONS USED TO PROVIDE WORK ADJUSTMENT, WORK EXPERIENCE, SKILLS ACQUISITION AND SHELTERED EMPLOYMENT EVALUATION FOR PERSONS WITH A VOCATIONAL DISABILITY OR DISADVANTAGE THROUGH THE PROCESSING AND SELLING OF DONATED AND PURCHASED MERCHANDISE.
93B	PROVIDE TRAINING STATIONS TO WORK ADJUSTMENT, WORK EXPERIENCES, SKILLS ACQUISITION AND SHELTERED EMPLOYMENT PERSONS WITH A VOCATIONAL DISABILITY OR DISADVANTAGE THROUGH THE PROVISION OF GOODS OR SERVICES ON A CONTRACTUAL BASIS TO PRIVATE BUSINESSES AND GOVERNMENT AGENCIES.
93C	ADMINISTRATIVE, PAYROLL AND BOOKKEEPING SERVICES PROVIDED TO TWO CHARITABLE ORGANIZATIONS WITH SIMILAR OBJECTIVES AS GOODWILL.
103A	REVENUE GENERATED FROM STORES' CASH OVER/SHORT, DISCOUNTS AND OTHER MISCELLANEOUS RECEIPTS.
103B	REALIZED, UNREALIZED, FEES AND INTEREST FOR VARIOUS COMMUNITY FOUNDATION INVESTMENTS.

SCHEDULE A	OTHER INCOME			STATEMENT 13
DESCRIPTION	2000 AMOUNT	1999 AMOUNT	1998 AMOUNT	1997 AMOUNT
MISCELLANEOUS	54,460.	30,695.	33,012.	11,141.
TOTAL TO SCHEDULE A, LINE 22	54,460.	30,695.	33,012.	11,141.

Board Members	Position Hours/week
Barbara Brazier P O Box 260 Menasha, WI 54952-0260	Board Member 1 hr/week
Joyce Bytof 650 Westhill Blvd Appleton, WI 54914	Board Member 1 hr/week
I Gregg Curry P O Box 860 Kaukauna, WI 54130	Board Member 1 hr/week
Richard C Detienne 3010 E Venture Dr Appleton, WI 54912	Board Member 1 hr/week
Ronald Dunlap 1000 N Mason St Appleton, WI 54912	Board Member 1 hr/week
Wesley C Drumm 1700 Munroe St Two Rivers, WI 54241	Board Member 1 hr/week
Ken Eiden 4 Systems Dr, Suite E Appleton, WI 54914	Board Member 1 hr/week
Joanne Fischer 4351 W College Ave Suite 418 Appleton, WI 54911	Vice Chair 1 hr/week
Nancy Gossell 4321 N Ballard Rd Appleton, WI 54919	Board Member 1 hr/week
Nancy Heykes 1540 Capitol Dr Green Bay, WI 54303	Board Member 1 hr/week
Joi Kennedy W6214 Aerotech Dr Appleton, WI 54911	Board Member 1 hr/week
Lisa Kennedy 118 S State St Appleton, WI 54911	Board Member 1 hr/week
Michael Krause 500 N Commercial St Neenah, WI 54956	Board Member 1 hr/week

Gary Lichtenberg
1024 E Sunset
Appleton, WI 54911

Chairman
10 hr/week

John McFadden
724 E South River
Appleton, WI 54915

Secretary
1 hr/week

David Ogilvie
W8546 Whitetail Trail
Hortonville, WI 54944

Treasurer
1 hr/week

Thomas Scullen
P O Box 2019
Appleton, WI 54913-2019

Board Member
1 hr/week

Robert Turner
1506 S Oneida St
Appleton, WI 54915

Board Member
1 hr/week

Robert Underhill
2525 W Prospect Ave
Appleton, WI 54914

Board Member
1 hr/week



Virchow, Krause & Company, LLP

Certified Public Accountants & Consultants

INDEPENDENT AUDITORS' REPORT

Board of Directors
Goodwill Industries of North Central Wisconsin, Inc
Menasha, Wisconsin

We have audited the accompanying statements of financial position of Goodwill Industries of North Central Wisconsin, Inc. as of December 31, 2001 and 2000, and the related statements of activities, functional expenses, and cash flows for the years then ended. These financial statements are the responsibility of the Organization's management. Our responsibility is to express an opinion on these financial statements based on our audits.

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audits provide a reasonable basis for our opinion.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of Goodwill Industries of North Central Wisconsin, Inc. as of December 31, 2001 and 2000, and the changes in its net assets and its cash flows for the years then ended in conformity with accounting principles generally accepted in the United States of America.

As discussed in Note 8 to the financial statements, Goodwill Industries of North Central Wisconsin, Inc. began recording its investments in various community foundation funds during 2000.

Virchow, Krause & Company, LLP

Appleton, Wisconsin
May 21, 2002

GOODWILL INDUSTRIES OF NORTH CENTRAL WISCONSIN, INC.

STATEMENTS OF FINANCIAL POSITION December 31, 2001 and 2000

ASSETS		
	<u>2001</u>	<u>2000</u>
CURRENT ASSETS		
Cash and cash equivalents	\$ 1,224,564	\$ 318,527
Accounts receivable	690,888	774,393
Unconditional promises to give	10,367	75,189
Inventories	1,575,814	1,407,892
Prepaid expenses	<u>159,738</u>	<u>192,084</u>
Total Current Assets	<u>3,661,371</u>	<u>2,768,085</u>
OTHER ASSETS		
Property and equipment	13,908,353	8,042,234
Investments	<u>504,913</u>	<u>563,901</u>
Total Other Assets	<u>14,413,266</u>	<u>8,606,135</u>
TOTAL ASSETS	<u>\$ 18,074,637</u>	<u>\$ 11,374,220</u>
LIABILITIES AND NET ASSETS		
CURRENT LIABILITIES		
Current portion of long-term debt	\$ 1,086,467	\$ 110,337
Accounts payable	643,974	431,706
Accrued expenses	<u>515,036</u>	<u>546,777</u>
Total Current Liabilities	2,245,477	1,088,820
LONG-TERM DEBT	<u>6,930,628</u>	<u>2,296,484</u>
Total Liabilities	9,176,105	3,385,304
NET ASSETS - UNRESTRICTED	<u>8,898,532</u>	<u>7,988,916</u>
TOTAL LIABILITIES AND NET ASSETS	<u>\$ 18,074,637</u>	<u>\$ 11,374,220</u>

GOODWILL INDUSTRIES OF NORTH CENTRAL WISCONSIN, INC.

STATEMENTS OF ACTIVITIES Years Ended December 31, 2001 and 2000

	2001	2000
SUPPORT AND REVENUE		
Contributions	\$ 535,446	\$ 394,167
Retail program	16,428,658	14,327,973
Fees and grants from governmental agencies	2,568,416	2,202,690
Contract program	106,495	60,725
Accounting services	310,294	179,523
Gain (loss) on sale of property and equipment	16,770	(10,644)
Rental income	209,531	188,214
Investment income	20,948	10,106
Investment earnings (loss) on community foundation investments	(58,988)	47,036
Miscellaneous	90,055	54,460
Total Support and Revenue	<u>20,227,625</u>	<u>17,454,250</u>
EXPENSES		
Program services	16,402,630	14,629,026
Management and general	2,853,219	2,314,533
Fund-raising	62,160	48,872
Total Expenses	<u>19,318,009</u>	<u>16,992,431</u>
CHANGE IN UNRESTRICTED NET ASSETS BEFORE CUMULATIVE EFFECT OF CHANGE IN ACCOUNTING PRINCIPLE	909,616	461,819
CUMULATIVE EFFECT ON PRIOR YEARS OF ACCOUNTING CHANGE	<u>-</u>	<u>516,865</u>
Change in Unrestricted Net Assets	909,616	978,684
NET ASSETS - UNRESTRICTED - BEGINNING OF YEAR	<u>7,988,916</u>	<u>7,010,232</u>
NET ASSETS - UNRESTRICTED - END OF YEAR	<u>\$ 8,898,532</u>	<u>\$ 7,988,916</u>

GOODWILL INDUSTRIES OF NORTH CENTRAL WISCONSIN, INC

STATEMENT OF FUNCTIONAL EXPENSES

Year Ended December 31, 2001

(With Summarized Comparative Information for the Year Ended December 31, 2000)

	Program Services			Management and General
	Retail	Rehabilitation	Total	
Salaries and wages	\$ 5,167,168	\$ 1,948,454	\$ 7,115,622	\$ 1,649,902
Payroll taxes and benefits	<u>938,736</u>	<u>372,770</u>	<u>\$ 1,311,506</u>	<u>290,530</u>
Total Salaries and Related Expenses	<u>6,105,904</u>	<u>2,321,224</u>	<u>8,427,128</u>	<u>1,940,432</u>
Professional fees	85,197	11,680	96,877	147,969
Supplies and cost of sales	3,053,514	33,379	3,086,893	104,877
Telephone	37,389	26,946	64,335	23,060
Postage and shipping	173,626	5,926	179,552	21,977
Occupancy	2,281,537	23,353	2,304,890	28,446
Equipment rental and maintenance	168,183	10,116	178,299	57,757
Printing and publications	239,937	10,159	250,096	56,344
Local transportation	268,388	98,361	366,749	90,614
Conferences and conventions	5,455	12,643	18,098	35,086
Interest	194,057	-	194,057	-
Membership dues	7,704	1,461	9,165	116,754
Trash removal and dumping fees	190,437	-	190,437	-
Bad debts	169,500	-	169,500	35,000
Miscellaneous	18,046	203,405	221,451	81,062
Depreciation	<u>538,428</u>	<u>106,675</u>	<u>645,103</u>	<u>113,841</u>
TOTAL FUNCTIONAL EXPENSES	<u>\$13,537,302</u>	<u>\$ 2,865,328</u>	<u>\$ 16,402,630</u>	<u>\$ 2,853,219</u>

Fund- Raising	Totals	
	2001	2000
\$ 39,075	\$ 8,804,599	\$ 7,454,267
<u>7,055</u>	<u>1,609,091</u>	<u>1,455,270</u>
<u>46,130</u>	<u>10,413,690</u>	<u>8,909,537</u>
1,673	246,519	207,120
5,581	3,197,351	2,948,765
304	87,699	84,340
3,726	205,255	94,005
-	2,333,336	2,111,915
-	236,056	397,103
1,081	307,521	318,626
739	458,102	387,781
1,280	54,464	47,039
-	194,057	173,853
701	126,620	116,222
-	190,437	210,768
-	204,500	-
945	303,458	297,761
<u>-</u>	<u>758,944</u>	<u>687,596</u>
<u>\$ 62,160</u>	<u>\$19,318,009</u>	<u>\$16,992,431</u>

GOODWILL INDUSTRIES OF NORTH CENTRAL WISCONSIN, INC.

STATEMENT OF FUNCTIONAL EXPENSES Year Ended December 31, 2000

	Program Services	Management and General	Fund- Raising	Total
Salaries and wages	\$ 6,170,841	\$ 1,260,288	\$ 23,138	\$ 7,454,267
Payroll taxes and benefits	<u>1,210,705</u>	<u>237,170</u>	<u>7,395</u>	<u>1,455,270</u>
Total Salaries and Related Expenses	<u>7,381,546</u>	<u>1,497,458</u>	<u>30,533</u>	<u>8,909,537</u>
Professional fees	103,237	103,883	-	207,120
Supplies	2,881,311	62,812	4,642	2,948,765
Telephone	65,149	18,921	270	84,340
Postage and shipping	73,304	16,420	4,281	94,005
Occupancy	2,090,543	21,527	(155)	2,111,915
Equipment rental and maintenance	319,511	77,442	150	397,103
Printing and publications	276,111	40,711	1,804	318,626
Local transportation	314,931	70,684	2,166	387,781
Conferences and conventions	13,618	29,335	4,086	47,039
Interest	165,996	7,857	-	173,853
Membership dues	8,465	107,382	375	116,222
Trash removal and dumping fees	210,574	194	-	210,768
Miscellaneous	37,134	259,907	720	297,761
Depreciation	<u>687,596</u>	<u>-</u>	<u>-</u>	<u>687,596</u>
TOTAL FUNCTIONAL EXPENSES	<u>\$ 14,629,026</u>	<u>\$ 2,314,533</u>	<u>\$ 48,872</u>	<u>\$ 16,992,431</u>

GOODWILL INDUSTRIES OF NORTH CENTRAL WISCONSIN, INC.

STATEMENTS OF CASH FLOWS Years Ended December 31, 2001 and 2000

	2001	2000
CASH FLOWS FROM OPERATING ACTIVITIES		
Change in unrestricted net assets	\$ 909,616	\$ 978,684
Adjustments to reconcile change in unrestricted net assets to net cash flows from operating activities		
Cumulative effect of a change in accounting principle	-	(516,865)
Investment (earnings) loss on community foundation investments	58,988	(47,036)
Depreciation	758,944	687,596
(Gain) loss on sale of property and equipment	(16,770)	10,643
Changes in certain operating assets and liabilities		
Accounts receivable	83,505	(258,994)
Unconditional promises to give	64,822	23,770
Inventories	(167,922)	(46,414)
Prepaid expenses	32,346	(21,527)
Accounts payable	187,518	(235,869)
Accrued expenses	(31,741)	(30,107)
Net Cash Flows from Operating Activities	<u>1,879,306</u>	<u>543,881</u>
CASH FLOWS FROM INVESTING ACTIVITIES		
Proceeds from sale of property and equipment	109,217	17,200
Purchase of property and equipment	<u>(969,303)</u>	<u>(425,302)</u>
Net Cash Flows from Investing Activities	<u>(860,086)</u>	<u>(408,102)</u>
CASH FLOWS FROM FINANCING ACTIVITIES		
Proceeds of long-term debt	-	547,671
Repayment of long-term debt	<u>(113,183)</u>	<u>(434,097)</u>
Net Cash Flows from Financing Activities	<u>(113,183)</u>	<u>113,574</u>
Net Change in Cash and Cash Equivalents	906,037	249,353
CASH AND CASH EQUIVALENTS - BEGINNING OF YEAR	<u>318,527</u>	<u>69,174</u>
CASH AND CASH EQUIVALENTS - END OF YEAR	<u>\$ 1,224,564</u>	<u>\$ 318,527</u>
Supplemental cash flow information		
Cash paid during the year for interest	\$ 184,603	\$ 173,852

Supplemental disclosure of noncash financing activities

During 2001, the Organization financed land and building acquisitions totaling \$5,748,207

GOODWILL INDUSTRIES OF NORTH CENTRAL WISCONSIN, INC.

NOTES TO FINANCIAL STATEMENTS December 31, 2001 and 2000

NOTE 1 - Nature of Activities and Significant Accounting Policies

Nature of Activities

Goodwill Industries of North Central Wisconsin, Inc. (Organization) exists to improve the community by improving the lives of its people through services, partnership, collaboration and the responsible use of community resources. The Organization's support comes primarily from retail sales in 17 store locations throughout North Central Wisconsin and fees and grants from governmental agencies. The Organization is incorporated under the laws of Wisconsin as a not-for-profit organization and is exempt from income tax under Section 501(c)(3) of the Internal Revenue Code.

Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect certain reported amounts and disclosures. Accordingly, actual results could differ from those estimates.

Basis of Presentation

The Organization reports information regarding its financial position and activities according to three classes of net assets: unrestricted net assets, temporarily restricted net assets, and permanently restricted net assets. The Organization does not currently have any temporarily restricted or permanently restricted net assets.

Cash Equivalents

The Organization considers all highly liquid investments with an initial maturity of three months or less when purchased to be cash equivalents.

Concentrations of Credit Risk

The Organization maintains cash deposits at several banks located throughout north central Wisconsin. Deposits at each bank are insured by the Federal Deposit Insurance Corporation up to \$100,000. As of December 31, 2001, uninsured portions of balances at those banks aggregated approximately \$1,318,000.

Accounts Receivable

The Organization considers accounts receivable to be fully collectible; accordingly, no allowance for doubtful accounts is required. If amounts become uncollectible, they are charged to operations when that determination is made.

GOODWILL INDUSTRIES OF NORTH CENTRAL WISCONSIN, INC.

NOTES TO FINANCIAL STATEMENTS December 31, 2001 and 2000

NOTE 1 - Nature of Activities and Significant Accounting Policies (cont)

Promises to Give

Contributions are recognized when the donor makes a promise to give to the Organization that is, in substance, unconditional. Donor-restricted contributions are reported as increases in temporarily or permanently restricted net assets depending on the nature of the restrictions. When a restriction expires or is fulfilled, temporarily restricted net assets are reclassified to unrestricted net assets. If a restriction is fulfilled in the same time period in which the contribution is received, the Organization reports the support as unrestricted. Conditional promises to give are recognized when the conditions on which they depend are substantially met.

Inventories

Inventories of new goods that are purchased are valued at the lower of cost or market, determined on the first-in, first-out (FIFO) method.

Inventories of donated goods held for resale are recognized as contributions and as inventory and valued at fair value when received. The costs associated with refurbishing such goods are charged to operations as incurred.

Property and Equipment

Property and equipment are stated at cost, or if donated, at estimated fair market value at the date of donation. Expenditures for additions and improvements greater than \$1,000 are capitalized while replacements, maintenance and repairs which do not improve or extend the lives of the respective assets are expensed currently as incurred. Property and equipment sold or otherwise disposed of are removed from the accounts, with gains or losses on disposal credited or charged to the results of operations.

Depreciation is provided over the estimated useful lives of the respective assets using the straight-line method.

Investments

Investments are stated at market value and consist entirely of assets held at various community foundations as further discussed in Note 7 to the financial statements.

Contributed Services

No amounts have been reflected in the financial statements for donated services since no objective basis is available to measure the value of such services. However, a substantial number of volunteers have donated significant amounts of their time in the Organization's program services and in its fund-raising campaigns.

Advertising Costs

Advertising costs are expensed as incurred. During 2001 and 2000, advertising costs totaled \$276,909 and \$290,666, respectively.

GOODWILL INDUSTRIES OF NORTH CENTRAL WISCONSIN, INC.

NOTES TO FINANCIAL STATEMENTS December 31, 2001 and 2000

NOTE 1 - Nature of Activities and Significant Accounting Policies (cont)

Functional Allocation of Expenses

Expenses are charged to each program based on direct expenditures incurred. Support service expenses are allocated to program services systematically based on the program benefited. The Organization considers all of the programs and services offered to be functionally related.

NOTE 2 - Property and Equipment

Property and equipment consists of the following at December 31, 2001 and 2000:

	<u>2001</u>	<u>2000</u>
Land and land improvements	\$ 3,237,550	\$ 1,627,880
Buildings and improvements	11,413,697	6,887,148
Furniture and equipment	3,779,116	3,414,993
Vehicles	588,060	540,355
Construction in progress	<u>48,463</u>	<u>-</u>
	19,066,886	12,470,376
Less accumulated depreciation	<u>5,158,533</u>	<u>4,428,142</u>
Property and Equipment, Net	<u>\$ 13,908,353</u>	<u>\$ 8,042,234</u>

The Organization has commitments with various contractors for improvements to its two newly acquired warehouses. Total commitments at December 31, 2001 were approximately \$550,000.

NOTE 3 - Line of Credit

The Organization has a \$600,000 line of credit with Wells Fargo at December 31, 2001 and 2000 with interest at the prime rate. The line of credit is collateralized by equipment and inventory. The line of credit expires September 1, 2002. No amounts were outstanding on this line of credit at December 31, 2001 and 2000.

GOODWILL INDUSTRIES OF NORTH CENTRAL WISCONSIN, INC.

NOTES TO FINANCIAL STATEMENTS December 31, 2001 and 2000

NOTE 4 - Long-Term Debt

The Organization has the following long-term debt outstanding at December 31, 2001 and 2000

	<u>2001</u>	<u>2000</u>
City of Wisconsin Rapids, Wisconsin, Industrial Revenue Bonds, payable in monthly installments of \$4,223 including interest at a fixed rate of 6.6% for five years. The rate will be adjusted to 96% of the federal T-bill rate in January 2006, January 2011 and January 2016. The bonds mature on January 15, 2021 and are secured by land and buildings	\$ 532,878	\$ 547,671
Wells Fargo Bank loan with interest payable monthly at 4.75% and principal due in one lump sum on June 30, 2002. This note is secured by land and buildings (A)	4,843,457	-
Village of Ashwaubenon, Wisconsin, Industrial Revenue Bonds, payable in quarterly principal installments of \$9,375, plus interest through 2008. The interest rate is periodically adjusted to 96% of the federal T-bill rate (effectively 3.936% at December 31, 2001). The next interest rate adjustment is October 2003. The bonds are secured by land and buildings	262,500	300,000
Town of Grand Chute, Wisconsin, Industrial Revenue Bonds, payable in monthly installments of \$12,904, including interest at 6.36% through November 2006. The bonds are secured by land and buildings	1,498,260	1,559,150
Tri-Park Commerce Center LLP Land Contract, due January 2002 plus interest at 7.625%	<u>880,000</u>	<u>-</u>
Total Long-Term Debt	8,017,095	2,406,821
Less current maturities	<u>1,086,467</u>	<u>110,337</u>
Long-Term Portion	<u>\$ 6,930,628</u>	<u>\$ 2,296,484</u>

(A) This debt represents interim financing for several buildings and land. This debt will be refinanced into long-term industrial revenue bonds in July 2002. As a result, this debt is classified as long-term on the accompanying December 31, 2001 statement of financial position.

Certain notes described above are subject to certain performance and financial covenants.

Maturities of long-term debt at December 31, 2001 are as follows:

2002	\$ 1,086,467
2003	310,295
2004	326,037
2005	342,699
2006	1,507,268
Thereafter	<u>4,444,329</u>
Total	<u>\$ 8,017,095</u>

GOODWILL INDUSTRIES OF NORTH CENTRAL WISCONSIN, INC.

NOTES TO FINANCIAL STATEMENTS December 31, 2001 and 2000

NOTE 5 - Leases

The Organization conducts a portion of its operations in leased facilities under noncancelable operating leases. The Organization is required to pay all operating expenses, maintenance costs, repairs and insurance on the leased facilities.

Future minimum payments, by year and in the aggregate, under the noncancelable operating leases with initial or remaining terms in excess of one year consist of the following at December 31, 2001:

2002	\$ 1,076,682
2003	955,419
2004	947,251
2005	972,203
2006	989,314
Thereafter	<u>11,434,833</u>
Total	<u>\$16,375,702</u>

Rental expenses for all building leases totaled \$1,514,392 and \$1,533,172 for the years ended December 31, 2001 and 2000, respectively.

NOTE 6 - Pension Plan

The Organization has a defined contribution pension plan covering substantially all employees who work at least 1,000 hours during the plan year. The plan provides for a matching contribution by the Organization equal to 50% of the employee's total contribution with the maximum contribution being equal to 3% of the employee's total compensation. In addition, the Organization can make a discretionary contribution in an amount determined annually by the Board of Directors. Pension expense totaled \$214,429 and \$192,229 for the years ended December 31, 2001 and 2000, respectively.

NOTE 7 - Community Foundations

As of December 31, 2001 and 2000, funds totaling \$504,913 and \$563,901, respectively, were held for the use and future benefit of Goodwill Industries of North Central Wisconsin, Inc., at the following foundations: Community Foundation for the Fox Valley Region, Greater Green Bay Community Foundation, South Wood County Community Foundation, Wausau Area Community Foundation, LaCrosse Community Foundation, Oshkosh Foundation, and Stevens Point Area Foundation.

The Organization has granted variance power to the various foundations. As such, the boards of directors of the foundations have the power to modify any restriction or condition on the distribution of funds if in their judgment such restrictions become inconsistent with the charitable needs of the Organization or inconsistent with the charitable needs served by the foundations.

Annually, the foundations determine amounts available for distribution to the Organization based on various distribution policies of the foundations. The Organization can elect to receive these distributions or have them added to the principal of the respective funds at the foundations.

GOODWILL INDUSTRIES OF NORTH CENTRAL WISCONSIN, INC.

NOTES TO FINANCIAL STATEMENTS December 31, 2001 and 2000

NOTE 8 - Change in Accounting Principle

During 2000, the Organization adopted Financial Accounting Standards Board Statement No. 136 "Transfers of Assets to a Not-for-Profit Organization or Charitable Trust that Raises or Holds Contributions for Others." As a result of this change, the Organization was required to record the assets held by the various community foundations described in Note 7. The cumulative effect of this change in accounting on net assets at the beginning of the year is \$516,865. The effect of this change in accounting on the change in unrestricted net assets for the year ended December 31, 2000 was an increase of approximately \$47,000. Had this accounting standard been adopted in prior years the change in unrestricted net assets would have increased by approximately \$61,000 for the year ended December 31, 1999.

Application for Extension of Time To File an Exempt Organization Return

OMB No 1545 1709

► File a separate application for each return

- I you are filing for an Automatic 3-Month Extension, complete only Part I and check this box ☒ **X**
- If you are filing for an Additional (not automatic) 3-Month Extension, complete only Part II (on page 2 of this form)
- Note. Do not complete Part II unless you have already been granted an automatic 3-month extension on a previously filed Form 8868

Part I Automatic 3-Month Extension of Time - Only submit original (no copies needed)

Note: Form 990-T corporations requesting an automatic 6-month extension - check this box and complete Part I only ☐

All other corporations (including Form 990-C filers) must use Form 7004 to request an extension of time to file income tax returns. Partnerships, REMICs and trusts must use Form 8736 to request an extension of time to file Form 1065, 1066, or 1041

Type or print	Name of Exempt Organization GOODWILL INDUSTRIES OF NORTH CENTRAL WISCONSIN, INC	Employer identification number 39-1144913
File by the due date for filing your return See instructions.	Number, street, and room or suite no. If a P O box, see instructions. 1800 APPLETON ROAD	
	City, town or post office, state, and ZIP code. For a foreign address, see instructions. MENASHA, WI 54952	

Check type of return to be filed (file a separate application for each return)

- | | | |
|--|--|------------------------------------|
| <input checked="" type="checkbox"/> Form 990 | <input type="checkbox"/> Form 990-T (corporation) | <input type="checkbox"/> Form 4720 |
| <input type="checkbox"/> Form 990-BL | <input type="checkbox"/> Form 990-T (sec 401(a) or 408(a) trust) | <input type="checkbox"/> Form 5227 |
| <input type="checkbox"/> Form 990-EZ | <input type="checkbox"/> Form 990-T (trust other than above) | <input type="checkbox"/> Form 6069 |
| <input type="checkbox"/> Form 990-PF | <input type="checkbox"/> Form 1041 A | <input type="checkbox"/> Form 8870 |

- If the organization does not have an office or place of business in the United States, check this box ☐
- If this is for a Group Return, enter the organization's four digit Group Exemption Number (GEN) _____ If this is for the whole group, check this box ☐ If it is for part of the group, check this box ☐ and attach a list with the names and EINs of all members the extension will cover

I request an automatic 3 month (6-month, for 990-T corporation) extension of time until AUGUST 15, 2002
to file the exempt organization return for the organization named above. The extension is for the organization's return for
► ☒ calendar year 2001 or
► ☐ tax year beginning _____, and ending _____

2 If this tax year is for less than 12 months, check reason ☐ Initial return ☐ Final return ☐ Change in accounting period

3a If this application is for Form 990-BL, 990-PF, 990-T, 4720, or 6069, enter the tentative tax, less any nonrefundable credits See instructions \$ _____

b If this application is for Form 990-PF or 990-T, enter any refundable credits and estimated tax payments made Include any prior year overpayment allowed as a credit \$ _____

c Balance Due Subtract line 3b from line 3a Include your payment with this form, or, if required, deposit with FTD coupon or, if required, by using EFTPS (Electronic Federal Tax Payment System) See instructions \$ _____ N/A

Signature and Verification

Under penalties of perjury, I declare that I have examined this form, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete, and that I am authorized to prepare this form

Signature ► Joseph Salameh Title ► CFO Date ► 11/1/02
LHA For Paperwork Reduction Act Notice, see instruction Form 8868 (12-2000)