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

2004

Open to Public Inspection

A For the 2004 calendar year, or tax year beginning 07/01 , 2004, and ending 06/30/2005

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: MORGAN MEMORIAL GOODWILL INDUSTRIES, INC

Number and street (or P O box if mail is not delivered to street address): 1010 HARRISON AVENUE | Room/suite:

City or town, state or country, and ZIP + 4: BOSTON, MA 02119

D Employer identification number: 04-2106765

E Telephone number: (617) 541-1288

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 See instructions)

H(d) Is this a separate return filed by an organization covered by a group ruling? ☐ Yes ☒ No

I Group Exemption Number ▶

G Website: ▶ WWW.GOODWILLMASS.ORG

J Organization type (check only one) ▶ ☒ 501(c) (3) ◀ (insert no) ☐ 4947(a)(1) or ☐ 527

K 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 ▶ 41,178,536.

Part I Revenue, Expenses, and Changes in Net Assets or Fund Balances (See page 18 of the instructions)

		(A) Securities		(B) Other		
1	Contributions, gifts, grants, and similar amounts received					
a	Direct public support		1a	12,129,298.		
b	Indirect public support		1b			
c	Government contributions (grants)		1c			
d	Total (add lines 1a through 1c) (cash $ 4,313,886. noncash $ 7,815,412.)				1d	12,129,298.
2	Program service revenue including government fees and contracts (from Part VII, line 93)				2	7,414,862.
3	Membership dues and assessments				3	
4	Interest on savings and temporary cash investments				4	11.
5	Dividends and interest from securities				5	367,343.
6 a	Gross rents		6a			
b	Less rental expenses		6b			
c	Net rental income or (loss) (subtract line 6b from line 6a)				6c	
7	Other investment income (describe ▶)				7	
8 a	Gross amount from sales of assets other than inventory	14,309,113.	8a	175,000.		
b	Less cost or other basis and sales expenses	14,009,972.	8b	11,321.		
c	Gain or (loss) (attach schedule)	299,141.	8c	163,679.		
d	Net gain or (loss) (combine line 8c, columns (A) and (B))				8d	462,820.
9	Special events and activities (attach schedule) If any amount is from gaming, check here ▶ ☐					
a	Gross revenue (not including $ 50,460. of STMT 1 contributions reported on line 1a) STMT 2		9a	43,500.		
b	Less direct expenses other than fundraising expenses		9b	29,683.		
c	Net income or (loss) from special events (subtract line 9b from line 9a)				9c	13,817.
10 a	Gross sales of inventory, less returns and allowances		10a	6,715,506.		
b	Less cost of goods sold		10b	4,007,828.		
c	Gross profit or (loss) from sales of inventory (attach schedule) (subtract line 10b from line 10a)				10c	2,707,678.
11	Other revenue (from Part VII, line 103)				11	23,903
12	**Total revenue** (add lines 1d, 2, 3, 4, 5, 6c, 7, 8d, 9c, 10c, and 11)				12	23,119,732.
13	Program services (from line 44, column (B))				13	16,080,110.
14	Management and general (from line 44, column (C))				14	1,885,155.
15	Fundraising (from line 44, column (D))				15	764,907.
16	Payments to affiliates (attach schedule)				16	
17	**Total expenses** (add lines 16 and 44, column (A))				17	18,730,172.
18	Excess or (deficit) for the year (subtract line 17 from line 12)				18	4,389,560.
19	Net assets or fund balances at beginning of year (from line 73, column (A))				19	14,889,720.
20	Other changes in net assets or fund balances (attach explanation) STMT 3				20	195,093.
21	Net assets or fund balances at end of year (combine lines 18, 19, and 20)				21	19,474,373.

Revenue / Expenses / Net Assets

SCANNED DEC 1 9 2005

RECEIVED
NOV 21 2005
OGDEN, UT

For Privacy Act and Paperwork Reduction Act Notice, see the separate instructions

JSA
4E1010 1 000

31981H 649N 11/14/2005 18:05:33 V04-8 04-2106765

G1316

3

24

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 (See page 22 of the instructions)

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	816,261.	473,788.	178,498.	163,975.
26 Other salaries and wages	26	8,587,857.	7,432,354.	1,008,096.	147,407.
27 Pension plan contributions	27	17,211.	11,258.	4,558.	1,395.
28 Other employee benefits	28	955,557.	762,174.	147,473.	45,910.
29 Payroll taxes	29	802,015.	668,487.	107,371.	26,157.
30 Professional fundraising fees	30				
31 Accounting fees	31	54,750.		54,750.	
32 Legal fees	32	47,480.	27,615.	18,826.	1,039.
33 Supplies	33	669,501.	639,465.	16,569.	13,467.
34 Telephone	34	130,151.	118,392.	8,274.	3,485.
35 Postage and shipping	35	115,680.	15,944.	7,679.	92,057
36 Occupancy	36	2,819,381.	2,759,712.	47,898.	11,771.
37 Equipment rental and maintenance	37	266,440.	229,442.	35,074.	1,924.
38 Printing and publications	38	189,030.	50,007.	11,349.	127,674.
39 Travel	39	625,596.	609,005.	14,540.	2,051.
40 Conferences, conventions, and meetings	40	101,605.	86,751.	11,278.	3,576.
41 Interest	41	411,039.	351,034.	45,558.	14,447.
42 Depreciation, depletion, etc (attach schedule)	42	798,330.	778,105.	17,912.	2,313.
43 Other expenses not covered above (itemize) STMT 4	43a	1,322,288.	1,066,577.	149,452.	106,259.
b	43b				
c	43c				
d	43d				
e	43e				
44 **Total functional expenses** (add lines 22 through 43) *Organizations completing columns (B)-(D), carry these totals to lines 13-15*	44	18,730,172.	16,080,110.	1,885,155.	764,907

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 Accomplishments (See page 25 of the instructions)

What is the organization's primary exempt purpose? ▶ STMT 5

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	STATEMENT C (Grants and allocations $)	8,056,945.
b	STATEMENT D (Grants and allocations $)	8,023,165.
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) ▶	16,080,110.

Part IV Balance Sheets (See page 25 of the instructions)

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			100,505.	45	249,300.
46 Savings and temporary cash investments			13,831.	46	2,530.
47a Accounts receivable	47a	1,038,738.			
b Less allowance for doubtful accounts	47b	20,000.	1,119,902.	47c	1,018,738.
48a Pledges receivable	48a	5,426,095.			
b Less allowance for doubtful accounts	48b	50,000.	1,163,334.	48c	5,376,095.
49 Grants receivable				49	
50 Receivables from officers, directors, trustees, and key employees (attach schedule)				50	
51a Other notes and loans receivable (attach schedule)	51a				
b Less allowance for doubtful accounts	51b			51c	
52 Inventories for sale or use			359,442.	52	373,547.
53 Prepaid expenses and deferred charges			186,378.	53	79,893.
54 Investments - securities (attach schedule) STMT 6 ▶ ☐ Cost ☒ FMV			7,745,416.	54	7,457,147.
55a Investments - land, buildings, and equipment basis	55a				
b Less accumulated depreciation (attach schedule)	55b			55c	
56 Investments - other (attach schedule) STMT. 7			94,608.	56	275,693.
57a Land, buildings, and equipment basis	57a	19,492,184.			
b Less accumulated depreciation (attach schedule)	57b	11,506,372.	7,886,309.	57c	7,985,812.
58 Other assets (describe ▶ STMT 8)			4,286,923	58	4,414,557.
59 **Total assets** (add lines 45 through 58) (must equal line 74)			22,956,648.	59	27,233,312.
Liabilities					
60 Accounts payable and accrued expenses			1,642,813.	60	1,777,048.
61 Grants payable				61	
62 Deferred revenue			8,195.	62	5,638.
63 Loans from officers, directors, trustees, and key employees (attach schedule)				63	
64a Tax-exempt bond liabilities (attach schedule)				64a	
b Mortgages and other notes payable (attach schedule)			6,394,356.	64b	5,805,953.
65 Other liabilities (describe ▶ STMT 9)			21,564.	65	170,300.
66 **Total liabilities** (add lines 60 through 65)			8,066,928.	66	7,758,939.
Net Assets or Fund Balances					
Organizations that follow SFAS 117, check here ▶ ☒ and complete lines 67 through 69 and lines 73 and 74					
67 Unrestricted			3,772,497.	67	3,739,531.
68 Temporarily restricted			3,331,663.	68	7,825,973.
69 Permanently restricted			7,785,560.	69	7,908,869.
Organizations that do not follow SFAS 117, check here ▶ ☐ 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)			14,889,720.	73	19,474,373.
74 **Total liabilities and net assets / fund balances** (add lines 66 and 73)			22,956,648.	74	27,233,312.

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-A Reconciliation of Revenue per Audited Financial Statements with Revenue per Return (See page 27 of the instructions.)

a	Total revenue, gains, and other support per audited financial statements ▶	a	27,352,336.
b	Amounts included on line a but not on line 12, Form 990		
(1)	Net unrealized gains on investments $ 71,784.		
(2)	Donated services and use of facilities $		
(3)	Recoveries of prior year grants $		
(4)	Other (specify) STMT 10 $ 123,309.		
	Add amounts on lines (1) through (4) ▶	b	195,093.
c	Line a minus line b ▶	c	27,157,243.
d	Amounts included on line 12, Form 990 but not on line a:		
(1)	Investment expenses not included on line 6b, Form 990 $		
(2)	Other (specify) STMT 11 $ -4,037,511.		
	Add amounts on lines (1) and (2) ▶	d	-4,037,511.
e	Total revenue per line 12, Form 990 (line c plus line d) ▶	e	23,119,732.

Part IV-B Reconciliation of Expenses per Audited Financial Statements with Expenses per Return

a	Total expenses and losses per audited financial statements ▶	a	22,767,683.
b	Amounts included on line a but not on line 17, Form 990		
(1)	Donated services and use of facilities $		
(2)	Prior year adjustments reported on line 20, Form 990 $		
(3)	Losses reported on line 20, Form 990 $		
(4)	Other (specify) STMT 12 $ 4,037,511.		
	Add amounts on lines (1) through (4) ▶	b	4,037,511.
c	Line a minus line b ▶	c	18,730,172.
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) ▶	d	
e	Total expenses per line 17, Form 990 (line c plus line d) ▶	e	18,730,172.

Part V List of Officers, Directors, Trustees, and Key Employees (List each one even if not compensated, see page 27 of the instructions.)

(A) Name and address	(B) Title and average hours per week devoted to position	(C) Compensation (If not paid, enter -0-.)	(D) Contributions to employee benefit plans & deferred compensation	(E) Expense account and other allowances
SEE STATEMENT 13		816,261.	55,945.	9,176.

75 Did any officer, director, trustee, or key employee receive aggregate compensation of more than $100,000 from your organization and all related organizations, of which more than $10,000 was provided by the related organizations? ▶ ☐ Yes ☒ No
If "Yes," attach schedule - see page 28 of the instructions

Part VI Other Information (See page 28 of the instructions.)

			Yes	No
76	Did the organization engage in any activity not previously reported to the IRS? If "Yes," attach a detailed description of each activity	76		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	77		X
78a	Did the organization have unrelated business gross income of $1,000 or more during the year covered by this return?	78a		X
b	If "Yes," has it filed a tax return on Form 990-T for this year?	78b	N/A	
79	Was there a liquidation, dissolution, termination, or substantial contraction during the year? If "Yes," attach a statement	79		X
80a	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?	80a		X
b	If "Yes," enter the name of the organization ▶ ____ and check whether it is ☐ exempt or ☐ nonexempt			
81a	Enter direct and indirect political expenditures See line 81 instructions	81a NONE		
b	Did the organization file Form 1120-POL for this year?	81b		X
82a	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		
83a	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	X	
84a	Did the organization solicit any contributions or gifts that were not tax deductible?	84a	N/A	
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?	84b	N/A	
85	*501(c)(4), (5), or (6) organizations* a Were substantially all dues nondeductible by members?	85a	N/A	
b	Did the organization make only in-house lobbying expenditures of $2,000 or less?	85b	N/A	
	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 on line 85f?	85g	N/A	
h	If section 6033(e)(1)(A) dues notices were sent, does the organization agree to add the amount on line 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) orgs* 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) orgs* 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
89a	*501(c)(3) organizations* Enter Amount of tax imposed on the organization during the year under section 4911 ▶ N/A , section 4912 ▶ N/A , section 4955 ▶ N/A			
b	*501(c)(3) and 501(c)(4) orgs* 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	▶ N/A		
d	Enter Amount of tax on line 89c, above, reimbursed by the organization	▶ N/A		
90a	List the states with which a copy of this return is filed ▶ MASSACHUSETTS			
b	Number of employees employed in the pay period that includes March 12, 2004 (See instructions)	90b 259		
91	The books are in care of ▶ THE ORGANIZATION Telephone no ▶ 617-541-1288			
	Located at ▶ 1010 HARRISON AVENUE, BOSTON, MA ZIP + 4 ▶ 02119			
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 page 33 of the instructions.)

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) Exclusion code	(D) Amount	
93 Program service revenue					
a PRIVATE PAYMENTS					3,138,265.
b					
c					
d					
e					
f Medicare/Medicaid payments					729,837.
g Fees and contracts from government agencies					3,546,760.
94 Membership dues and assessments					
95 Interest on savings and temporary cash investments			14	11.	
96 Dividends and interest from securities			14	367,343.	
97 Net rental income or (loss) from real estate					
a debt-financed property					
b not debt-financed property					
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	462,820.	
101 Net income or (loss) from special events					13,817.
102 Gross profit or (loss) from sales of inventory					2,707,678.
103 Other revenue. a					
b MISCELLANEOUS			01	23,903.	
c					
d					
e					
104 Subtotal (add columns (B), (D), and (E))				854,077.	10,136,357.

105 Total (add line 104, columns (B), (D), and (E)) ▶ 10,990,434.

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 page 34 of the instructions.)

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)
93	STATEMENT E
102	STATEMENT E

Part IX Information Regarding Taxable Subsidiaries and Disregarded Entities (See page 34 of the instructions.)

(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 page 34 of the instructions.)

(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

Note. *If "Yes" to (b), file Form 8870 and Form 4720 (see instructions)*

Please Sign Here

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

▶ Cindy Wood Lyman, CFO | 11-15-05

Signature of officer | Date

▶ [redacted], CFO

Date 11/14/05 | Check if self-employed ▶ ☐ | Preparer's SSN or PTIN (See Gen Inst W)

EIN ▶

SCHEDULE A (Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Organization Exempt Under Section 501(c)(3)

(Except Private Foundation) and Section 501(e), 501(f), 501(k), 501(n), 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

2004

Name of the organization: MORGAN MEMORIAL GOODWILL INDUSTRIES, INC

Employer identification number: 04-2106765

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
ADAM DOSSAS 1010 HARRISON AVENUE BOSTON, MA 02119	RETAIL OPER DIR 40	82,874.	9,730.	NONE
JEFFREY BEMIS 1010 HARRISON AVENUE BOSTON, MA 02119	CONTROLLER 40	81,568.	817.	NONE
JUDI JACKSON 1010 HARRISON AVENUE BOSTON, MA 02119	DIR ANNUAL GIVING 40	79,704.	3,855.	NONE
JOSEPH FITZPATRICK 1010 HARRISON AVENUE BOSTON, MA 02119	DIR OF FACILITIES 40	74,457.	9,701.	NONE
KATHLEEN MELLEY 1010 HARRISON AVENUE BOSTON, MA 02119	DIR COMMUNICATIONS 40	65,235.	4,043.	NONE
Total number of other employees paid over $50,000 . . . . ▶	9			

Part II Compensation of the Five Highest Paid Independent Contractors for Professional Services

(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
CAMP AMERICA 9 WEST BOARD STREET, STAMFORD, CT 06902	SUMMER CAMP STAFFING	84,855.
CATALYTIC MANAGEMENT 20 ROBINWOOD ROAD, DEDHAM, MA 02026	BUSINESS DEVELOPMENT	72,169.
GRANT THORNTON LLP 226 CAUSEWAY STREET, BOSTON, MA 02114	ACCOUNTING SERVICES	54,750.
Total number of others receiving over $50,000 for professional services . . . . ▶	NONE	

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 ▶ $ 21,650. (Must equal amounts on line 38, Part VI-A, or line i 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)* SEE STATEMENT B			
a	Sale, exchange, or leasing of property?	2a		X
b	Lending of money or other extension of credit?	2b		X
c	Furnishing of goods, services, or facilities?	2c	X	
d	Payment of compensation (or payment or reimbursement of expenses if more than $1,000)? STMT 15	2d	X	
e	Transfer of any part of its income or assets?	2e		X
3a	Do you make grants for scholarships, fellowships, student loans, etc ? (If "Yes," attach an explanation of how you determine that recipients qualify to receive payments)	3a		X
b	Do you have a section 403(b) annuity plan for your employees?	3b	X	
4a	Did you maintain any separate account for participating donors where donors have the right to provide advice on the use or distribution of funds?	4a		X
b	Do you provide credit counseling, debt management, credit repair, or debt negotiation services?	4b		X

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 5 of the instructions)

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) 2003	(b) 2002	(c) 2001	(d) 2000	(e) Total
15 Gifts, grants, and contributions received (Do not include unusual grants See line 28)	7,424,188.	6,749,979.	6,602,100.	7,392,524.	28,168,791.
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	14,230,192.	14,037,342.	13,768,198.	13,514,665.	55,550,397.
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	406,536.	422,749.	391,433.	415,027.	1,635,745.
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	16,955	20,504.	98,509.	34,723.	170,691
23 Total of lines 15 through 22	22,077,871.	21,230,574.	20,860,240.	21,356,939.	85,525,624.
24 Line 23 minus line 17	7,847,679.	7,193,232.	7,092,042.	7,842,274.	29,975,227.
25 Enter 1% of line 23	220,779.	212,306.	208,602.	213,569.	

26 **Organizations described on lines 10 or 11.** a Enter 2% of amount in column (e), line 24 ▶ 26a 599,505.

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 2000 through 2003 exceeded the amount shown in line 26a **Do not file this list with your return** Enter the total of all these excess amounts ▶ 26b 728,782.

c Total support for section 509(a)(1) test Enter line 24, column (e) ▶ 26c 29975227.

d Add Amounts from column (e) for lines 18 1,635,745. 19 ______ 22 170,691. 26b 728,782. STMT 16 ▶ 26d 2,535,218.

e Public support (line 26c minus line 26d total) ▶ 26e 27440009.

f **Public support percentage (line 26e (numerator) divided by line 26c (denominator))** ▶ 26f 91.5423 %

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

(2003) ______ (2002) ______ (2001) NOT APPLICABLE (2000) ______

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

(2003) ______ (2002) ______ (2001) ______ (2000) ______

c Add Amounts from column (e) for lines 15 ______ 16 ______ 17 ______ 20 ______ 21 ______ ▶ 27c

d Add Line 27a total ______ and line 27b total ______ ▶ 27d

e Public support (line 27c total minus line 27d total) ▶ 27e

f Total support for section 509(a)(2) test Enter amount from line 23, column (e) ▶ 27f

g **Public support percentage (line 27e (numerator) divided by line 27f (denominator))** ▶ 27g %

h **Investment income percentage (line 18, column (e) (numerator) divided by line 27f (denominator))** ▶ 27h %

28 **Unusual Grants** For an organization described in line 10, 11, or 12 that received any unusual grants during 2000 through 2003, 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

Part V **Private School Questionnaire** (See page 7 of the instructions) NOT APPLICABLE
(To be completed ONLY by schools that checked the box on line 6 in Part IV)

			Yes	No
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?	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)			
34a	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		

Part VI-A **Lobbying Expenditures by Electing Public Charities** (See page 9 of the instructions.)
(To be completed **ONLY** by an eligible organization that filed Form 5768) NOT APPLICABLE

Check ▶ a [ ] if the organization belongs to an affiliated group Check ▶ b [ ] if you checked "a" and "limited control" provisions apply

Limits on Lobbying Expenditures (The term "expenditures" means amounts paid or incurred)		(a) Affiliated group totals	(b) To be completed for ALL electing organizations
36 Total lobbying expenditures to influence public opinion (grassroots lobbying)	36		
37 Total lobbying expenditures to influence a legislative body (direct lobbying)	37		
38 Total lobbying expenditures (add lines 36 and 37)	38		
39 Other exempt purpose expenditures	39		
40 Total exempt purpose expenditures (add lines 38 and 39)	40		
41 Lobbying nontaxable amount Enter the amount from the following table -	41		
42 Grassroots nontaxable amount (enter 25% of line 41)	42		
43 Subtract line 42 from line 36 Enter -0- if line 42 is more than line 36	43		
44 Subtract line 41 from line 38 Enter -0- if line 41 is more than line 38	44		

If the amount on line 40 is -	**The lobbying nontaxable amount is -**
Not over $500,000	20% of the amount on line 40
Over $500,000 but not over $1,000,000	$100,000 plus 15% of the excess over $500,000
Over $1,000,000 but not over $1 500,000	$175,000 plus 10% of the excess over $1,000,000
Over $1,500,000 but not over $17,000,000	$225,000 plus 5% of the excess over $1,500,000
Over $17,000,000	$1,000,000

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

4-Year Averaging Period Under Section 501(h)

(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				
Calendar year (or fiscal year beginning in) ▶	(a) 2004	(b) 2003	(c) 2002	(d) 2001	(e) Total
45 Lobbying nontaxable amount					
46 Lobbying ceiling amount (150% of line 45(e))					
47 Total lobbying expenditures					
48 Grassroots nontaxable amount					
49 Grassroots ceiling amount (150% of line 48(e))					
50 Grassroots lobbying expenditures					

Part VI-B **Lobbying Activity by Nonelecting Public Charities**
(For reporting only by organizations that did not complete Part VI-A) (See page 11 of the instructions)

During the year, did the organization attempt to influence national, state or local legislation, including any attempt to influence public opinion on a legislative matter or referendum, through the use of	Yes	No	Amount
a Volunteers		X	
b Paid staff or management (Include compensation in expenses reported on lines **c** through **h**)	X		
c Media advertisements		X	
d Mailings to members, legislators, or the public		X	
e Publications, or published or broadcast statements		X	
f Grants to other organizations for lobbying purposes		X	
g Direct contact with legislators, their staffs, government officials, or a legislative body STMT 17	X		21,650.
h Rallies, demonstrations, seminars, conventions, speeches, lectures, or any other means		X	
i Total lobbying expenditures (Add lines c through h)			21,650.

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

Part VII Information Regarding Transfers To and Transactions and Relationships With Noncharitable Exempt Organizations (See page 11 of the instructions.)

51 Did the reporting organization directly or indirectly engage in any of the following with any other organization described in section 501(c) of the Code (other than section 501(c)(3) organizations) or in section 527, relating to political organizations?

		Yes	No
a Transfers from the reporting organization to a noncharitable exempt organization of			
(i) Cash	51a(i)		X
(ii) Other assets	a(ii)		X
b Other transactions			
(i) Sales or exchanges of assets with a noncharitable exempt organization	b(i)		X
(ii) Purchases of assets from a noncharitable exempt organization	b(ii)		X
(iii) Rental of facilities, equipment, or other assets	b(iii)		X
(iv) Reimbursement arrangements	b(iv)		X
(v) Loans or loan guarantees	b(v)		X
(vi) Performance of services or membership or fundraising solicitations	b(vi)		X
c Sharing of facilities, equipment, mailing lists, other assets, or paid employees	c		X

d If the answer to any of the above is "Yes," complete the following schedule Column (b) should always show the fair market value of the goods, other assets, or services given by the reporting organization If the organization received less than fair market value in any transaction or sharing arrangement, show in column (d) the value of the goods, other assets, or services received

(a) Line no	(b) Amount involved	(c) Name of noncharitable exempt organization	(d) Description of transfers, transactions, and sharing arrangements
N/A			

52a Is the organization directly or indirectly affiliated with, or related to, one or more tax-exempt organizations described in section 501(c) of the Code (other than section 501(c)(3)) or in section 527? ▶ ☐ Yes ☒ No

b If "Yes," complete the following schedule

(a) Name of organization	(b) Type of organization	(c) Description of relationship
N/A		

FORM 990, PART I - EXCLUDED CONTRIBUTIONS

DESCRIPTION	AMOUNT
GOLF OUTING	50,460.
TOTAL	50,460.

FORM 990, PART I - SPECIAL FUNDRAISING EVENTS AND ACTIVITIES

DESCRIPTION	GROSS REVENUE	DIRECT EXPENSES	NET INCOME
GOLF OUTING	43,500.	29,683.	13,817.
TOTALS	43,500.	29,683.	13,817.

FORM 990, PART I - OTHER INCREASES IN FUND BALANCES

DESCRIPTION	AMOUNT
RESTRICTED GAIN PERPETUAL TRUSTS	123,309.
UNREALIZED GAIN ON INVESTMENT	71,784.
TOTAL	195,093.

STATEMENT 3

FORM 990, PART II - OTHER EXPENSES

DESCRIPTION	TOTAL	PROGRAM SERVICES	MANAGEMENT AND GENERAL	FUNDRAISING
TEMPORARY HELP	440,847.	338,038.	102,809.	NONE
EVENTS	91,323.	41,072.	32,157.	18,094.
BAD DEBT EXPENSE	15,380.	15,380.	NONE	NONE
PROFESSIONAL FEES	774,738.	672,087.	14,486.	88,165.
TOTALS	1,322,288.	1,066,577.	149,452.	106,259.

FORM 990, PART III - ORGANIZATION'S PRIMARY EXEMPT PURPOSE

FOR 110 YEARS, THE MISSION OF MORGAN MEMORIAL GOODWILL INDUSTRIES HAS BEEN TO PROVIDE EXEMPLARY JOB TRAINING AND RELATED SERVICES TO HELP INDIVIDUALS WITH DISABILITIES AND OTHER BARRIERS TO SELF-SUFFICIENCY TO ACHIEVE INDEPENDENCE AND DIGNITY THROUGH WORK. NOT CHARITY, BUT A CHANCE.

FORM 990, PART IV - INVESTMENTS - SECURITIES

DESCRIPTION	ENDING BOOK VALUE
EQUITY SECURITIES	4,346,277.
CORPORATE BONDS	1,523,782.
GOVERNMENT BONDS	1,587,088.
TOTALS	7,457,147.

FORM 990, PART IV - INVESTMENTS - OTHER

DESCRIPTION	ENDING BOOK VALUE
CASH & CASH EQUIVALENTS	275,693.
TOTALS	275,693.

STATEMENT 7

FORM 990, PART IV - OTHER ASSETS

DESCRIPTION	ENDING BOOK VALUE
OTHER CURRENT ASSETS	2,152.
DEFERRED BOND EXPENSE, NET	22,305.
INTEREST PERPETUAL TRUSTS	4,319,714.
OTHER ASSETS	70,386.
TOTALS	4,414,557.

FORM 990, PART IV - OTHER LIABILITIES

DESCRIPTION	ENDING BOOK VALUE
CAPITAL LEASE OBLIGATIONS	14,376.
OPERATING LEASE OBLIGATIONS	155,924.
TOTALS	170,300.

STATEMENT 9

FORM 990, PART IV-A - OTHER REVENUE ON BOOKS BUT NOT ON RETURN

DESCRIPTION	AMOUNT
RESTRICT GAIN PERPETUAL TRUST	123,309.
TOTAL	123,309.

FORM 990, PART IV-A - OTHER REVENUE ON RETURN BUT NOT ON BOOKS

DESCRIPTION	AMOUNT
COST OF GOODS SOLD	-4,007,828.
DIRECT EXPENSES FOR FUNDRAISER	-29,683.
TOTAL	-4,037,511.

FORM 990, PART IV-B - OTHER EXPENSES ON BOOKS BUT NOT ON RETURN

DESCRIPTION	AMOUNT
COST OF GOODS SOLD	4,007,828.
DIRECT EXPENSES FOR FUNDRAISER	29,683.
TOTAL	4,037,511.

FORM 990, PART V - LIST OF OFFICERS, DIRECTORS, AND TRUSTEES

NAME AND ADDRESS	TITLE AND TIME DEVOTED TO POSITION	COMPENSATION	CONTRIBUTIONS TO EMPLOYEE BENEFIT PLANS	EXPENSE ACCT AND OTHER ALLOWANCES
JOANNE HILFERTY 1010 HARRISON AVENUE BOSTON, MA 02119	PRESIDENT & CEO 40	237,254.	23,530.	7,859.
CAROL ISHKANIAN 1010 HARRISON AVENUE BOSTON, MA 02119	VP DEV & EXT AFFAIRS 40	155,615.	8,408.	449.
CINDY LYMAN 1010 HARRISON AVENUE BOSTON, MA 02119	CFO 40	152,135.	8,464.	346.
MONA BASTIDE 1010 HARRISON AVENUE BOSTON, MA 02119	V.P. PROG & SERVICES 40	149,877.	7,876.	449.
MARTA DAVIES 1010 HARRISON AVENUE BOSTON, MA 02119	V.P. RETAIL 40	109,511.	7,667.	NONE
TERRY FITZPATRICK 1010 HARRISON AVENUE BOSTON, MA 02119	V.P. RETAIL 40	11,869.		73.
BOARD OF DIRECTORS	SEE ATTACHED STMT 0-1	NONE	NONE	NONE

FORM 990, PART V - LIST OF OFFICERS, DIRECTORS, AND TRUSTEES

NAME AND ADDRESS	TITLE AND TIME DEVOTED TO POSITION	COMPENSATION	CONTRIBUTIONS TO EMPLOYEE BENEFIT PLANS	EXPENSE ACCT AND OTHER ALLOWANCES
1010 HARRISON AVENUE BOSTON, MA 02119				
	GRAND TOTALS	816,261.	55,945.	9,176.

SCHEDULE A, PART III - EXPLANATION FOR LINE 2D

SEE PART V, FORM 990
SEE STATEMENT B

SCHEDULE A, PART VI-B - DIRECT CONTACT WITH LEGISLATORS

GOODWILL TRACKS NATIONAL, STATE AND LOCAL LEGISLATION THAT WILL HAVE AN EFFECT ON THE ORGANIZATION OR THE PEOPLE IT SERVES AND SUBMITS LETTERS, PRESENTS TESTIMONY OR MEETS WITH ELECTED REPRESENTATIVES OR THEIR STAFF AS APPROPRIATE.

FORM 990, PART V - LIST OF BOARD OF DIRECTORS
==

NAME	ADDRESS	TITLE
William Huff	1010 Harrison Avenue Boston, MA 02119	Chair
Doreen Bilezikian	261 White's Path S. Yarmouth, MA 02664	Vice Chair
Reginald Lindsay	1 Courthouse Way Boston, MA 02210	Clerk
Allen Maltz	401 Park Drive Boston, MA 02215-3326	Treasurer
Joanne K. Hilferty	1010 Harrison Avenue Boston, MA 02119	President
Nancy Aubrey	80 City Square Boston, MA 02129	
Theresa Bresten	90 Everett Avenue Chelsea, MA 02150	
M. Joseph Celi	1 Edgewater Drive Norwood, MA 02062	
Eugene Colangelo	30 Lyman Street Westboro, MA 01581	
Linda FitzPatrick	One Boston Place Boston, MA 02108	
Jovita Fontanez	43 Hawkins Street Boston, MA 02114	
Jim Kivelhan	One Citizens Plaza Providence, RI 02903	
Herbert Lemelman	120 Tremont Street Boston, MA 02108	
Peter Morrissey	121 Mount Vernon Street Boston, MA 02108	
Michael M. Morrow	125 High Street Boston, MA 02110	
Steve Pogorzelski	5 Clock Tower Place Maynard, MA 01754	
Mary L. Reed	1010 Massachusetts Ave. Boston, MA 02118	
Clayton Turnbull	15 Allerton Street Boston, MA 02119	
Ellen Wilson	82 Devonshire Street R20C Boston, MA 02109	

FORM 990, PART III - EXPLANATION FOR LINE 2D

The Board of Directors established a disclosure of interest policy, and all related party transactions are subject to the policy. One director is an officer of a bank at which Goodwill maintains a bank account. The second director is of counsel for a law firm that provided legal services totaling $17,296 for the year ended June 30, 2005. The third director is a member of the Board of Directors of Goodwill's investment advisor that provided investment advisory services for fees totaling $47,086 for the year ended June 30, 2005. The fourth director is affiliated with two of Goodwill's health insurance providers (an officer of one, a member of the Board of Directors of the other). Premiums paid to the providers totaled $716,060 for the year ended June 30, 3005.

FORM 990, Part IIIa - STATEMENT OF PROGRAM SERVICE ACCOMPLISHMENTS

Goodwill's retail program collects, sorts and sells donated clothing and household goods in order to provide training and work opportunities for program participants and make goods available to neighbors in need.

In FY05 Goodwill's retail program achieved the following:

- Provided job training and work opportunities to program participants preparing to enter the work force and gain self-sufficiency.
- Offered quality goods at reasonable prices to 545,000 customers providing access to cost-effective clothing and household goods to many low-income neighbors.
- Provided interview clothing free of charge to almost 400 program participants.
- Made clothing and other goods available to other local non-profit organizations serving those in need.
- Collected more than 20 million pounds of goods from more than 480,000 donors
- Operated 7 retail stores and 39 donation sites.

FORM 990, PART IIIb - STATEMENT OF PROGRAM SERVICE ACCOMPLISHMENTS

Goodwill's job training and career service programs serve individuals with disabilities and other barriers to self-sufficiency. Goodwill also offers youth programs and community outreach activities.

In FY05 Goodwill's job training and career service programs achieved the following:

- Provided assessment, job training, job readiness, placement, retention, and career planning services to more than 1,100 individuals considered the hardest to employ.
- Provided real work experience and a paycheck to nearly 400 individuals in four social enterprises (retail, building maintenance, food service and catering and contracted light assembly and mailing.)
- Assisted 7,400 individuals who needed jobs and career services through Goodwill's one-stop career center, Boston Career Link.
- Collaborated with 600 employers to promote and facilitate the hiring of individuals facing barriers to employment. These collaborations also brought trained, committed employees to the workforce.

In addition, Goodwill's youth programs and community outreach:

- Provided academic enrichment and recreation to more than 340 underserved youth through the Fresh Air Camp and enabled 92 girls to increase their grades, MCAS scores, and school attendance rates through its after school program.
- Provided Thanksgiving meals to 1400 individuals.

FORM 990, PART VIII - RELATIONSHIP OF ACTIVITIES TO THE ACCOMPLISHMENT OF EXEMPT PURPOSES

Goodwill's program service revenues are used to provide economic opportunity and youth development in communities in Eastern Massachusetts. Goodwill's job training, career service and work programs help those with the greatest barriers to employment obtain the skills they need to go to work, retain their jobs and move up. Job training includes short-and long-term rehabilitation programs for people with cognitive and physical disabilities, skills training for individuals facing a range of barriers to employment including office skills training and work-readiness training; and assessment, case management and post placement support for all program enrollees. Additional on-the-job training is available through Goodwill's retail program, building maintenance services for 1.5 million square feet of offices; food service and catering; and contracted light assembly and mailings. Career services and referrals to training are also provided through Boston Career Link, a one-stop career center Goodwill operates. Boston Career Link provides universal access but focuses its outreach on those most in need of career center services. Goodwill's youth programs include Fresh Air Camp for children ages 8 to 16 and an after school academic enrichment and leadership program for local girls in grades four through 12. Additionally, Goodwill's retail program comprised of 7 stores and 39 donation sites makes clothing and household goods available to many in need in the community, including other not-for-profit organizations. Together, Goodwill's programs help strengthen individuals, families and communities.