

Goodwill Follows Rigorous Process to Determine Executive Compensation

Goodwill works to enhance the dignity and quality of life of individuals and families by strengthening communities, eliminating barriers to opportunity, and helping people in need reach their full potential through learning and the power of work.



Goodwill Industries is organized similar to a federation. Local Goodwill agencies pay approximately 1 % of earned income, to the national organization. Any money donated to Goodwill Industries of Central Florida is not subject to national dues. Only income resulting from Goodwill's business activities is considered for dues purposes.

To fulfill our mission, compensation for senior leaders at each Goodwill agency is determined by an independent process led by the agency's local Board of Directors. The national CEO's salary is established by the Goodwill Board of Directors, whom the independent membership elects.

Each agency's Board of Directors follows a rigorous process using a variety of tools, from independent consultants to salary surveys, to guide salary policies based on individual markets, peer standards in both business and non-governmental communities, and individual performance. Best practices are at the heart of the process.

Goodwill salaries are appropriate to the performance of our CEO, the established market and our nonprofit industry. We are dedicated to ensuring [the mission of Goodwill is achieved](#). Independent charity watchdog organizations such as [Guidestar](#) and the Better Business Bureau's [Wise Giving Alliance](#) provide details about Goodwill Industries International's governance, transparency and financial data. You can find Goodwill Industries of Central Florida's financial information, at The Community Foundation of Central Florida's website www.cfcflorida.org and [Guidestar](#). The IRS Annual 990's are available upon request from our Public Relations Department, please call 407-235-1563 for your copy.