

2023

Open to Public Inspection

Return of Organization Exempt From Income Tax

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

Department of the Treasury Internal Revenue Service

A For the 2023 calendar year, or tax year beginning

, 2023, and ending

, 20

B Check if applicable:

C Address change

D Name change

E Initial return

F Final return/terminated

G Amended return

H Application pending

I Tax-exempt status:

J Website: MWM.GOODWILLDALLAS.ORG

K Form of organization: [X] Corporation

Part I Summary

1 Briefly describe the organization's mission or most significant activities: SEE SCHEDULE O

Activities & Governance

Table with 7 rows (2-8) detailing governance metrics: 2 Check this box, 3 Number of voting members, 4 Number of independent voting members, 5 Total number of individuals employed, 6 Total number of volunteers, 7a Total unrelated business revenue, 7b Net unrelated business taxable income.

Revenue

Table with 8 rows (8-15) detailing revenue: 8 Contributions and grants, 9 Program service revenue, 10 Investment income, 11 Other revenue, 12 Total revenue, 13 Grants and similar amounts paid, 14 Benefits paid to or for members, 15 Salaries, other compensation, 16a Professional fundraising fees, 16b Total fundraising expenses.

Expenses

Table with 10 rows (16-25) detailing expenses: 16 Total fundraising expenses, 17 Other expenses, 18 Total expenses, 19 Revenue less expenses, 20 Total assets, 21 Total liabilities, 22 Net assets or fund balances.

Part II Signature Block

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

Sign Here: Signature of officer: Timothy R. Heis, Date: CEO

Preparer Use Only: Firm's name: SUTTON FROST CARY LLP, Firm's address: 200 E FRONT ST, SUITE 200, ARLINGTON, TX 76011, Phone no. 817-649-8083

Part III Statement of Program Service Accomplishments

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

1 Briefly describe the organization's mission: SEE SCHEDULE O

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? [X] Yes [] No SEE SCHEDULE O

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

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

4a (Code:) (Expenses \$ 26,281,997, including grants of \$ 28,196,968.) (Revenue \$) DONATED GOODS - PROVIDES EMPLOYMENT FOR PERSONS WITH DISABILITIES AND/OR OTHER BARRIERS TO EMPLOYMENT (E.G. HOMELESSNESS, RETURNING FROM INCARCERATION, ADDICTION) BY MEANS OF COLLECTING, PROCESSING AND SALE OF DONATED GOODS. IN 2023, THIS DIVISION PROVIDED EMPLOYMENT TO INDIVIDUALS WHO EARNED APPROXIMATELY \$17 MILLION IN WAGES AND BENEFITS (INCLUDES EMPLOYER SHARE OF PAYROLL TAXES).

4b (Code:) (Expenses \$ 1,540,416, including grants of \$ 413,799.) (Revenue \$) THE WORKFORCE DEVELOPMENT PROGRAM OFFERS EMPLOYMENT TRAINING AND JOB PLACEMENT SERVICES.

4c (Code:) (Expenses \$) (Revenue \$) including grants of \$)

4d Other program services (Describe on Schedule O.) (Expenses \$) (Revenue \$) including grants of \$ 27,822,413. Total program service expenses

Part IV Checklist of Required Schedules

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

Part IV Checklist of Required Schedules (continued)

22	23	24a	24b	24c	24d	25a	25b	26	27	28	28a	28b	28c	29	30	31	32	33	34	35a	35b	36	37	38		
Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? If "Yes," complete Schedule I, Parts I and III.	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5, about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? If "Yes," complete Schedule J.	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a.	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? If "Yes," complete Schedule L, Part I.	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? If "Yes," complete Schedule L, Part I.	Did the organization report any amount on Part X, line 5 or 22, for receivables from or payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons? If "Yes," complete Schedule L, Part II.	Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity (including an employee thereof) or family member of any of these persons? If "Yes," complete Schedule L, Part III.	Was the organization a party to a business transaction with one of the following parties? (See the Schedule L, Part IV, instructions for applicable filing thresholds, conditions, and exceptions). a A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? If "Yes," complete Schedule L, Part IV. b A family member of any individual described in line 28a? If "Yes," complete Schedule L, Part IV.	28a	28b	28c	Did the organization receive more than \$25,000 in noncash contributions? If "Yes," complete Schedule M.	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? If "Yes," complete Schedule M.	Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I.	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes," complete Schedule N, Part II.	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? If "Yes," complete Schedule R, Part I.	Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1.	35a	35b	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? If "Yes," complete Schedule R, Part V, line 2.	Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R, Part VI.	37	38	Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines 11b and 19? Note: All Form 990 filers are required to complete Schedule O.

Part V Statements Regarding Other IRS Filings and Tax Compliance

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

1a	Enter the number reported in box 3 of Form 1096. Enter -0- if not applicable.	48
1b	Enter the number of Forms W-2G included on line 1a. Enter -0- if not applicable.	0
1c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	X

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

2a		Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return.	1,735	2a
b		If at least one is reported on line 2a, did the organization file all required federal employment tax returns?	X	2b
3a		Did the organization have unrelated business gross income of \$1,000 or more during the year?	X	3a
b		If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation on Schedule O.		3b
4a		At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?	X	4a
b		If "Yes," enter the name of the foreign country		
See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).				
5a		Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?	X	5a
b		Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	X	5b
c		If "Yes," to line 5a or 5b, did the organization file Form 8886-T?	X	5c
6a		Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?	X	6a
b		If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?		6b
7 Organizations that may receive deductible contributions under section 170(c).				
a		Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?	X	7a
b		If "Yes," did the organization notify the donor of the value of the goods or services provided?		7b
c		Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?	X	7c
d		If "Yes," indicate the number of Forms 8282 filed during the year.		7d
e		Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	X	7e
f		Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	X	7f
g		If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?		7g
h		If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?	X	7h
8		Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?	X	8
9 Sponsoring organizations maintaining donor advised funds.				
a		Did the sponsoring organization make any taxable distributions under section 4966?		9a
b		Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?		9b
10 Section 501(c)(7) organizations. Enter:				
a		Initiation fees and capital contributions included on Part VIII, line 12.		10a
b		Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities.		10b
11 Section 501(c)(2) organizations. Enter:				
a		Gross income from members or shareholders.		11a
b		Gross income from other sources. (Do not net amounts due or paid to other sources against amounts due or received from them.)		11b
12a		Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?		12a
b		If "Yes," enter the amount of tax-exempt interest received or accrued during the year.		12b
13 Section 501(c)(29) qualified nonprofit health insurance issuers.				
a		Is the organization licensed to issue qualified health plans in more than one state?		13a
b		Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans.		13b
c		Enter the amount of reserves on hand.		13c
14a Did the organization receive any payments for indoor tanning services during the tax year?				
14a			X	14a
b		If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation on Schedule O.		14b
15		Is the organization subject to the section 4960 tax on payments of more than \$1,000,000 in remuneration or excess parachute payment(s) during the year?	X	15
16		Is the organization an educational institution subject to the section 4968 excise tax on net investment income?	X	16
17		Section 501(c)(21) organizations. Did the trust, or any disqualified or other person, engage in any activities that would result in the imposition of an excise tax under section 4951, 4952, or 4953?		17

Part VI Governance, Management, and Disclosure. For each "Yes" response to lines 2 through 7b below, and for

a "No" response to line 8a, 8b, or 10b below, describe the circumstances, processes, or changes on Schedule O. See instructions.

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

Section A. Governing Body and Management

1a	Enter the number of voting members of the governing body at the end of the tax year.	56	
1b	Enter the number of voting members included on line 1a, above, who are independent.	55	
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?	X	
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors, trustees, or key employees to a management company or other person?	X	
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	X	
5	Did the organization become aware during the year of a significant diversion of the organization's assets?	X	
6	Did the organization have members or stockholders?	X	
7a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?	X	
7b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?	X	
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following: a The governing body? b Each committee with authority to act on behalf of the governing body?	8a X 8b X	
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses on Schedule O.	X	

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

10a	Did the organization have local chapters, branches, or affiliates?	X	
10b	If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?	X	
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	X	
11b	Describe on Schedule O the process, if any, used by the organization to review this Form 990. SEE SCHEDULE O		
12a	Did the organization have a written conflict of interest policy? If "No," go to line 13.	X	
12b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	X	
13	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe on Schedule O how this was done. SEE SCHEDULE O	X	
14	Did the organization have a written whistleblower policy?	X	
15	Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision? a The organization's CEO, Executive Director, or top management official. SEE SCHEDULE O b Other officers or key employees of the organization.	15a X 15b X	
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?	X	
16b	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?		

Section C. Disclosure

17 List the states with which a copy of this Form 990 is required to be filed NONE

18 Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A, if applicable), 990, and 990-T (section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.
 Own website Another's website Upon request Other (explain on Schedule O)

19 Describe on Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year. SEE SCHEDULE O

20 State the name, address, and telephone number of the person who possesses the organization's books and records. TIMOTHY R. HEIS 3020 N. WESTMORELAND ROAD DALLAS TX 75212 214-638-2800

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

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

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

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

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
- List all of the organization's **current** key employees, if any. See the instructions for definition of "key employee."
- List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (box 5 of Form W-2, box 6 of Form 1099-MISC, and/or box 1 of Form 1099-NEC) of more than \$100,000 from the organization and any related organizations.
- List all of the organization's **former** officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
- List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.

See the instructions for the order in which to list the persons above.

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

(A) Name and title	(B) Average hours per week for organization (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)							(D) Reportable compensation from the organization (M-2/1099-MISC/1099-NEC)	(E) Reportable compensation from related organizations (M-2/1099-MISC/1099-NEC)	(F) Estimated amount of compensation from other organizations and related organizations
		Former	Highest compensated employee	Key employee	Officer	Institutional trustee	Individual trustee or director	Director			
(1) TIMOTHY R. HEIS CEO	40				X				510,962.	0.	25,043.
(2) KATELYNN COX VICE PRESIDENT	40						X		184,989.	0.	28,275.
(3) DANA FRICKE CFO	40				X				183,476.	0.	24,890.
(4) SOIARA SAIN COO	40			X					149,613.	0.	14,351.
(5) LANCE ANDERSON VP DGR	40						X		128,577.	0.	19,065.
(6) JOEL IBANEZ VP DGR	40						X		130,211.	0.	4,748.
(7) P. HOUSTON BOLIN DIRECTOR	2				X				0.	0.	0.
(8) DONALD A. BERG DIRECTOR	2				X				0.	0.	0.
(9) TUCKER BRIDWELL DIRECTOR	2				X				0.	0.	0.
(10) DAVID E. ALEXANDER DIRECTOR	2				X				0.	0.	0.
(11) KATHRYN CASSIDY VICE CHAIR	2				X		X		0.	0.	0.
(12) KIRK RIMER DIRECTOR	2				X				0.	0.	0.
(13) DOUGLAS C. BRACKEN DIRECTOR	2				X				0.	0.	0.
(14) MARY HAGER DIRECTOR	2				X				0.	0.	0.

(A)	(B)	(C)	(D)	(E)	(F)
Name and title	Average hours per week (first any hours for related organizations below dotted line)	Position (do not check more than one box, unless person is both an officer and a director/trustee)	Former Highest compensated employee Key employee Officer Institutional trustee Individual trustee or director	Reportable compensation from the organization (MISC/1099-NEC)	Estimated amount of compensation from the organization and related organizations
(15) KYLE D. MILLER CHAIRMAN	2	X	X	0.	0.
(16) LARRY L. HELM DIRECTOR	2	X		0.	0.
(17) ANTONIO CARRILLO RUIZ SECRETARY	2	X	X	0.	0.
(18) JEFF BROCKEYTT DIRECTOR	2	X		0.	0.
(19) A. WOOD BROOKSHIRE DIRECTOR	2	X		0.	0.
(20) PETER C. CHILIAN DIRECTOR	2	X		0.	0.
(21) JULIA PAIGE HARMAN DIRECTOR	2	X		0.	0.
(22) SHANNON JURECKA DIRECTOR	2	X		0.	0.
(23) RICH ENTHOVEN TREASURER	2	X	X	0.	0.
(24) DENNIS CALL DIRECTOR	2	X		0.	0.
(25) KING SCOVELL DIRECTOR	2	X		0.	0.

1b Subtotal	c Total from continuation sheets to Part VII, Section A					d Total (add lines 1b and 1c)	2 Total number of individuals (including but not limited to those listed above) who received more than \$100,000 of reportable compensation from the organization
1,287,828.	1,287,828.	0.	0.	0.	0.	116,372.	6
116,372.	0.	0.	0.	0.	0.	116,372.	

3	Did the organization list any former officer, director, trustee, key employee, or highest compensated employee on line 1a? If "Yes," complete Schedule J for such individual.	X
4	For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? If "Yes," complete Schedule J for such individual.	X
5	Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? If "Yes," complete Schedule J for such person.	X

Section B. Independent Contractors

1	(A)	(B)	(C)
Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization. Report compensation for the calendar year ending with or within the organization's tax year.	Name and business address	Description of services	Compensation
	AIR TEXAS MECHANICAL LLC 1724 TOMMHURST DR HOUSTON, TX 77043	HVAC SERVICES	287,180.
	BOX GANG MANUFACTURING LLC 16736 E HARDY RD HOUSTON, TX 77032	MANUFACTURING	474,713.
	SOUTHERN TIRE MART 816 W MOCKINGBIRD LN DALLAS, TX 75247	TIRE & AUTO SERVICES	442,034.
	VERVABLE INC 2019 N LAMAR ST DALLAS, TX 75202	TEMPORARY LABOR	383,630.
	MOHSEN CONSTRUCTION LLC 1111 WOODBRIDGE RD OKLAHOMA CITY, OK 73162	CONSTRUCTION	255,142.
2	Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 of compensation from the organization 20		

Continuation Sheet for Form 990

Department of the Treasury
Internal Revenue Service

Name of the Organization

GOODWILL INDUSTRIES OF DALLAS, INC.

Part VII Continuation: Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

(A)	(B)	(C)	(D)	(E)	(F)
Name and title	Average hours per week (list any hours for related organizations below dotted line)	Position (do not check more than one box, unless person is both an officer and a director/trustee)	Reportable compensation from the organization (M/2/1099-MISC/1099-NEC)	Reportable compensation from related organizations (M/2/1099-MISC/1099-NEC)	Estimated amount of other compensation from the organization and related organizations
(1) JAMES M. JOHNSTON DIRECTOR	2	X	0	0	0
(2) JAY LIESE DIRECTOR	2	X	0	0	0
(3) KEVIN J. HANIGAN DIRECTOR	2	X	0	0	0
(4) JASON K. MATHEWS DIRECTOR	2	X	0	0	0
(5) JOHN C. MCGOWAN DIRECTOR	2	X	0	0	0
(6) RAN HOLMAN DIRECTOR	2	X	0	0	0
(7) JERRY CRAWFORD DIRECTOR	2	X	0	0	0
(8) CRAIG KEELAND DIRECTOR	2	X	0	0	0
(9) ARTHA R. FERRELL-BENAV DIRECTOR	2	X	0	0	0
(10) MATTHEW B. MYERS DIRECTOR	2	X	0	0	0
(11) DOUGLAS C. NASH DIRECTOR	2	X	0	0	0
(12) STEVE GRUBER DIRECTOR	2	X	0	0	0
(13) JOHN F. DICKERSON DIRECTOR	2	X	0	0	0
(14) KIRK WIGINTON DIRECTOR	2	X	0	0	0
(15) ELAYNA NATFIS ERICK DIRECTOR	2	X	0	0	0
(16) ANDREW S. LEVY DIRECTOR	2	X	0	0	0
(17) JULIE DURHAM RADO DIRECTOR	2	X	0	0	0
(18) MARK M. SLOAN DIRECTOR	2	X	0	0	0
(19) BROOKE HOLMAN WEST DIRECTOR	2	X	0	0	0
(20) ROD WASHINGTON DIRECTOR	2	X	0	0	0
(21) KYLE A. HOGUE DIRECTOR	2	X	0	0	0

Continuation Sheet for Form 990

2023

Employer identification number

75-0800649

GOODWILL INDUSTRIES OF DALLAS, INC.

Part VII Continuation: Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees, and

(A)	(B)	(C)	(D)	(E)	(F)
Name and title	Average hours per week (list any hours for related organizations below dotted line)	Position (do not check more than one box, unless person is both an officer and a director/trustee)	Former Highest compensated employee Key employee Officer Institutional trustee Individual trustee or director	Reportable compensation from the organization (M/21099-NEC) Reportable compensation from related organizations (M/21099-NEC)	Estimated amount of other compensation from the organization and related organizations
(1) FRANK HOUSEMAN DIRECTOR	2	X		0.	0.
(2) KRIS LOWE DIRECTOR	2	X		0.	0.
(3) TRACEY NASH-HUNTLEY DIRECTOR	2	X		0.	0.
(4) GRETCHEEN FRARY SEAY DIRECTOR	2	X		0.	0.
(5) TIM MAIDEN DIRECTOR	2	X		0.	0.
(6) MIKE MEUCE DIRECTOR	2	X		0.	0.
(7) EDWARD W. MOORE, JR. DIRECTOR	2	X		0.	0.
(8) DOUGLAS PRIETO DIRECTOR	2	X		0.	0.
(9) TIM ROBERTS DIRECTOR	2	X		0.	0.
(10) CLAYTON KENNINGTON DIRECTOR	2	X		0.	0.
(11) MONROE LACERIE DIRECTOR	2	X		0.	0.
(12) BILL MAHOMES DIRECTOR	2	X		0.	0.
(13) JILL McMILLAN-MELOTT DIRECTOR	2	X		0.	0.
(14) CHRISTINE VERGOS DIRECTOR	2	X		0.	0.
(15) _____					
(16) _____					
(17) _____					
(18) _____					
(19) _____					
(20) _____					
(21) _____					

Part VIII Statement of Revenue

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

	(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax sections 512-514
1a Federated campaigns	475,000.			
1b Membership dues				
1c Fundraising events				
1d Related organizations	1,549,992.			
1e Government grants (contributions)				
1f All other contributions, gifts, grants, and similar amounts not included above	15,954,162.			
1g Noncash contributions included in lines 1a-1f	14,223,038.			
h Total. Add lines 1a-1f	17,979,154.			
Business Code				
2a WORKFORCE DEVELOPMENT	413,799.			
2b WORKFORCE DEVELOPMENT	413,799.			
2c All other program service revenue				
2d All other program service revenue				
2e All other program service revenue				
2f All other program service revenue				
2g Total. Add lines 2a-2f	413,799.			
3 Investment income (including dividends, interest, and other similar amounts)	1,190,568.			1,190,568.
4 Income from investment of tax-exempt bond proceeds				
5 Royalties				
6a Gross rents	238,459.			
6b Less: rental expenses				
6c Rental income or (loss)	238,459.			
6d Net rental income or (loss)	238,459.			238,459.
7a Gross amount from sales of assets other than inventory	62938728.			
7b Less: cost or other basis and sales expenses	63064047.			
7c Gain or (loss)	-125,319.			
7d Net gain or (loss)	1,008,926.			
8a Gross income from fundraising events (not including \$ of contributions reported on line 1c).				
8b Less: direct expenses				
8c Net income or (loss) from fundraising events				
9a Gross income from gaming activities.				
9b Less: direct expenses				
9c Net income or (loss) from gaming activities				
10a Gross sales of inventory, less returns and allowances	28196968.			
10b Less: cost of goods sold	13947383.			
10c Net income or (loss) from sales of inventory	14,249,585.			
11a OTHER INCOME	52,542.			
11b OTHER INCOME	52,542.			
11c All other revenue				
11d All other revenue				
11e Total. Add lines 11a-11d	52,542.			
12 Total revenue. See instructions	35,007,714.	14,715,926.		2,312,634.

Part IX Statement of Functional Expenses

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

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

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.				
	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1				
2				
3				
4				
5	744,280.	96,756.	550,768.	96,756.
6				
7	18,944,895.	16,817,057.	1,826,635.	301,203.
8	323,452.	298,596.	24,708.	148.
9	884,637.	768,412.	107,941.	8,284.
10	1,347,326.	1,206,969.	127,386.	12,971.
11				
12				
13	1,344,537.	990,526.	352,604.	1,407.
14				
15				
16	2,891,635.	2,819,729.	65,723.	6,183.
17	1,011,917.	1,010,082.	699.	1,136.
18				
19				
20				
21				
22	2,915,815.	2,798,396.	110,412.	7,007.
23				
24				
25	32,175,623.	27,822,413.	3,831,185.	522,025.
26				

Part X Balance Sheet

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

		(A) Beginning of year	(B) End of year
Assets	1	4,132,577.	4,414,850.
	2	9,199,955.	5,461,031.
	3	59,117.	26,000.
	4	2,961,187.	125,913.
	5		
	6		
	7		
	8	1,170,533.	1,431,149.
	9	114,373.	78,593.
	10a	66,128,090.	
	10b	20,190,363.	
	11	47,674,413.	45,937,727.
	12	13,127,008.	26,102,853.
	13		
	14		
	15	6,648,163.	5,969,396.
16	85,087,326.	89,547,512.	
Liabilities	17	1,567,528.	2,288,491.
	18		
	19	133,944.	25,093.
	20		
	21		
	22		
	23		
	24		
	25	7,428,129.	6,564,732.
	26	9,129,601.	8,878,316.
	27	75,898,608.	79,138,196.
	28	59,117.	1,531,000.
	29		
	30		
	31		
	32	75,957,725.	80,669,196.
33	85,087,326.	89,547,512.	
Net Assets or Fund Balances			
Organizations that follow FASB ASC 958, check here <input checked="" type="checkbox"/>			
Organizations that do not follow FASB ASC 958, check here <input type="checkbox"/>			
27	Net assets without donor restrictions	75,898,608.	79,138,196.
28	Net assets with donor restrictions	59,117.	1,531,000.
29	Capital stock or trust principal, or current funds		
30	Paid-in or capital surplus, or land, building, or equipment fund		
31	Retained earnings, endowment, accumulated income, or other funds		
32	Total net assets or fund balances	75,957,725.	80,669,196.
33	Total liabilities and net assets/fund balances	85,087,326.	89,547,512.

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Part XI Reconciliation of Net Assets

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

1	Total revenue (must equal Part VIII, column (A), line 12)	35,007,714.
2	Total expenses (must equal Part IX, column (A), line 25)	32,175,623.
3	Revenue less expenses. Subtract line 2 from line 1	2,832,091.
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	75,957,725.
5	Net unrealized gains (losses) on investments	1,879,380.
6	Donated services and use of facilities	
7	Investment expenses	
8	Prior period adjustments	
9	Other changes in net assets or fund balances (explain on Schedule O)	0.
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	80,669,196.

Part XII Financial Statements and Reporting

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

1 Accounting method used to prepare the Form 990: Cash Accrual Other

If the organization changed its method of accounting from a prior year or checked "Other," explain _____

2a Were the organization's financial statements compiled or reviewed by an independent accountant? Yes No

If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both.

Separate basis Consolidated basis Both consolidated and separate basis

b Were the organization's financial statements audited by an independent accountant? Yes No

If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both.

Separate basis Consolidated basis Both consolidated and separate basis

c If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? Yes No

If the organization changed either its oversight process or selection process during the tax year, explain _____

3a As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Uniform Guidance, 2 C.F.R. Part 200, Subpart F? Yes No

b If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why on Schedule O and describe any steps taken to undergo such audits _____

3b Yes No

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

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

Section A. Public Support

Calendar year (or fiscal year beginning in)	(a) 2019	(b) 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
1	10603365.	7,768,105.	22770042.	13424068.	17979154.	72,544,734.
2						0.
3						0.
4	10603365.	7,768,105.	22770042.	13424068.	17979154.	72,544,734.
5						0.
6						0.
Total	10603365.	7,768,105.	22770042.	13424068.	17979154.	72,544,734.

Section B. Total Support

Calendar year (or fiscal year beginning in)	(a) 2019	(b) 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
7	10603365.	7,768,105.	22770042.	13424068.	17979154.	72,544,734.
8						0.
9	540,349.	421,879.	504,107.	648,419.	1,429,027.	3,543,781.
10						0.
11	21,113.	302,238.	25,431.	41,457.	52,542.	442,781.
12						76,531,296.
13						110534282.
Total	10603365.	7,768,105.	22770042.	13424068.	17979154.	72,544,734.

Section C. Computation of Public Support Percentage

14	Public support percentage for 2023 (line 6, column (f), divided by line 11, column (f))	14	94.79%
15	Public support percentage from 2022 Schedule A, Part II, line 14	15	95.76%

16a 33-1/3% support test—2023. If the organization did not check the box on line 13, and line 14 is 33-1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization.

b 33-1/3% support test—2022. If the organization did not check a box on line 13 or 16a, and line 15 is 33-1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization.

17a 10%-facts-and-circumstances test—2023. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here. Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization.

b 10%-facts-and-circumstances test—2022. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the facts-and-circumstances test, check this box and stop here. Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization.

18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions.

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

Section A. Public Support

Calendar year (or fiscal year beginning in)	(a) 2019	(b) 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
1						
2						
3						
4						
5						
6						
7a						
7b						
8						

Section B. Total Support

Calendar year (or fiscal year beginning in)	(a) 2019	(b) 2020	(c) 2021	(d) 2022	(e) 2023	(f) Total
9						
10a						
10b						
11						
12						
13						
14						

Section C. Computation of Public Support Percentage

15	Public support percentage for 2023 (line 8, column (f), divided by line 13, column (f))	15	%
16	Public support percentage from 2022 Schedule A, Part III, line 15	16	%

Section D. Computation of Investment Income Percentage

17	Investment income percentage for 2023 (line 10c, column (f), divided by line 13, column (f))	17	%
18	Investment income percentage from 2022 Schedule A, Part III, line 17	18	%

19a 33-1/3% support tests—2023. If the organization did not check the box on line 14, and line 15 is more than 33-1/3%, and line 17 is not more than 33-1/3%, check this box and stop here. The organization qualifies as a publicly supported organization.

19b 33-1/3% support tests—2022. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33-1/3%, and line 18 is not more than 33-1/3%, check this box and stop here. The organization qualifies as a publicly supported organization.

20 Private foundation. If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions.

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

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

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

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

Section A – Adjusted Net Income

	(A) Prior Year	(B) Current Year (optional)
1		
2		
3		
4		
5		
6		
7		
8		

1 Net short-term capital gain

2 Recoveries of prior-year distributions

3 Other gross income (see instructions)

4 Add lines 1 through 3.

5 Depreciation and depletion

6 Portion of operating expenses paid or incurred for production or collection of gross income or for management, conservation, or maintenance of property held for production of income (see instructions)

7 Other expenses (see instructions)

8 **Adjusted Net Income** (subtract lines 5, 6, and 7 from line 4)

Section B – Minimum Asset Amount

	(A) Prior Year	(B) Current Year (optional)
1		

Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year):

a Average monthly value of securities

b Average monthly cash balances

c Fair market value of other non-exempt-use assets

d Total (add lines 1a, 1b, and 1c)

e Discount claimed for blockage or other factors (explain in detail in Part VI):

2 Acquisition indebtedness applicable to non-exempt-use assets

3 Subtract line 2 from line 1d.

4 Cash deemed held for exempt use. Enter 0.015 of line 3 (for greater amount, see instructions).

5 Net value of non-exempt-use assets (subtract line 4 from line 3)

6 Multiply line 5 by 0.035.

7 Recoveries of prior-year distributions

8 **Minimum Asset Amount** (add line 7 to line 6)

Section C – Distributable Amount

	(A) Prior Year	(B) Current Year
1		
2		
3		
4		
5		
6		
7		
8		

1 Adjusted net income for prior year (from Section A, line 8, column A)

2 Enter 0.85 of line 1.

3 Minimum asset amount for prior year (from Section B, line 8, column A)

4 Enter greater of line 2 or line 3.

5 Income tax imposed in prior year

6 **Distributable Amount.** Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions).

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

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

Section D – Distributions		Current Year
1	2	
1	Amounts paid to supported organizations to accomplish exempt purposes	1
2	Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	2
3	Administrative expenses paid to accomplish exempt purposes of supported organizations	3
4	Amounts paid to acquire exempt-use assets	4
5	Qualified set-aside amounts (prior IRS approval required – provide details in Part VI)	5
6	Other distributions (describe in Part VI). See instructions.	6
7	Total annual distributions. Add lines 1 through 6.	7
8	Distributions to attentive supported organizations to which the organization is responsive (provide details in Part VI). See instructions.	8
9	Distributable amount for 2023 from Section C, line 6	9
10	Line 8 amount divided by line 9 amount	10

Section E – Distribution Allocations (see instructions)		Excess Distributions (i)	Underdistributions Pre-2023 (ii)	Distributable Amount for 2023 (iii)
1	2			
1	Distributable amount for 2023 from Section C, line 6			
2	Underdistributions, if any, for years prior to 2023 (reasonable cause required – explain in Part VI). See instructions.			
3	Excess distributions carryover, if any, to 2023			
a	From 2018			
b	From 2019			
c	From 2020			
d	From 2021			
e	From 2022			
f	Total of lines 3a through 3e			
g	Applied to underdistributions of prior years			
h	Applied to 2023 distributable amount			
i	Carryover from 2018 not applied (see instructions)			
j	Remainder. Subtract lines 3g, 3h, and 3i from line 3f.			
4	Distributions for 2023 from Section D, line 7: \$			
a	Applied to underdistributions of prior years			
b	Applied to 2023 distributable amount			
c	Remainder. Subtract lines 4a and 4b from line 4.			
5	Remaining underdistributions for years prior to 2023, if any. Subtract lines 3g and 4a from line 2. For result greater than zero, explain in Part VI. See instructions.			
6	Remaining underdistributions for 2023. Subtract lines 3h and 4b from line 1. For result greater than zero, explain in Part VI. See instructions.			
7	Excess distributions carryover to 2024. Add lines 3j and 4c.			
8	Breakdown of line 7:			
a	Excess from 2019			
b	Excess from 2020			
c	Excess from 2021			
d	Excess from 2022			
e	Excess from 2023			

PART II, LINE 10 - OTHER INCOME

NATURE AND SOURCE	2023	2022	2021	2020	2019
OTHER	\$ 52,542.	\$ 41,457.	\$ 25,431.	\$ 302,238.	\$ 21,113.
TOTAL	\$ 52,542.	\$ 41,457.	\$ 25,431.	\$ 302,238.	\$ 21,113.

Part VI

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

Schedule B
(Form 990)

Department of the Treasury
Internal Revenue Service

Schedule of Contributors
PUBLIC DISCLOSURE COPY

Attach to Form 990, 990-EZ, or 990-PF.
Go to www.irs.gov/Form990 for the latest information.

OMB No. 1545-0047

2023

Employer identification number

75-0800649

GOODWILL INDUSTRIES OF DALLAS, INC.

Organization type (check one):

Filters of: Section:

Form 990 or 990-EZ

501(c)(3) (enter number) organization

4947(a)(1) nonexempt charitable trust not treated as a private foundation

527 political organization

Form 990-PF

501(c)(3) exempt private foundation

4947(a)(1) nonexempt charitable trust treated as a private foundation

501(c)(3) taxable private foundation

Check if your organization is covered by the **General Rule** or a **Special Rule**.

Note: Only a section 501(c)(7), (8), or (10) organization can check boxes for both the General Rule and a Special Rule. See instructions.

General Rule

For an organization filing Form 990, 990-EZ, or 990-PF that received, during the year, contributions totaling \$5,000 or more (in money or property) from any one contributor. Complete Parts I and II. See instructions for determining a contributor's total contributions.

Special Rules

For an organization described in section 501(c)(3) filing Form 990 or 990-EZ that met the 33-1/3% support test of the regulations under sections 509(a)(1) and 170(b)(1)(A)(vi), that checked Schedule A (Form 990), Part II, line 13, 16a, or 16b, and that received from any one contributor, during the year, total contributions of the greater of (1) \$5,000; or (2) 2% of the amount on (i) Form 990, Part VIII, line 1h; or (ii) Form 990-EZ, line 1. Complete Parts I and II.

For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, total contributions of more than \$1,000 *exclusively* for religious, charitable, scientific, literary, or educational purposes, or for the prevention of cruelty to children or animals. Complete Parts I (entering "N/A" in column (b) instead of the contributor name and address), II, and III.

For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, contributions *exclusively* for religious, charitable, etc., purposes, but no such contributions totaled more than \$1,000. If this box is checked, enter here the total contributions that were received during the year for an *exclusively* religious, charitable, etc., purpose. Don't complete any of the parts unless the **General Rule** applies to this organization because it received *nonexclusively* religious, charitable, etc., contributions totaling \$5,000 or more during the year.

Caution: An organization that isn't covered by the General Rule and/or the Special Rules doesn't file Schedule B (Form 990), but it must answer "No" on Part IV, line 2, of its Form 990; or check the box on line H of its Form 990-EZ or on its Form 990-PF, Part I, line 2, to certify that it doesn't meet the filing requirements of Schedule B (Form 990).

BAA For Paperwork Reduction Act Notice, see the instructions for Form 990, 990-EZ, or 990-PF.

Schedule B (Form 990) (2023)

Name of organization

GOODWILL INDUSTRIES OF DALLAS, INC.

Employer identification number

75-0800649

Part I **Contributors** (see instructions). Use duplicate copies of Part I if additional space is needed.

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
1		\$ 475,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
2		\$ 1,549,992.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
3		\$ 1,000,000.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)

Supplemental Financial Statements

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

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

75-0800649

GOODWILL INDUSTRIES OF DALLAS, INC.

Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts

Complete if the organization answered "Yes" on Form 990, Part IV, line 6.

	(a) Donor advised funds	(b) Funds and other accounts
1	Total number at end of year	
2	Aggregate value of contributions to (during year)	
3	Aggregate value of grants from (during year)	
4	Aggregate value at end of year	

- 5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control? Yes No
- 6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit? Yes No

Part II Conservation Easements

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

- 1 Purpose(s) of conservation easements held by the organization (check all that apply).
 Preservation of land for public use (for example, recreation or education)
 Preservation of a historically important land area
 Protection of natural habitat
 Preservation of open space
- 2 Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year.

	2a	2b	2c	2d
a	Total number of conservation easements			
b	Total acreage restricted by conservation easements			
c	Number of conservation easements on a certified historic structure included on line 2a			
d	Number of conservation easements included on line 2c acquired after July 25, 2006, and not on a historic structure listed in the National Register			

- 3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year
- 4 Number of states where properly subject to conservation easement is located
- 5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? Yes No
- 6 Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year
- 7 Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year

- 8 Does each conservation easement reported on line 2d above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)? Yes No
- 9 In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements.

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets

Complete if the organization answered "Yes" on Form 990, Part IV, line 8.

- 1a If the organization elected, as permitted under FASB ASC 958, not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide in Part XIII the text of the footnote to its financial statements that describes these items.
- b If the organization elected, as permitted under FASB ASC 958, to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items:

(i) Revenue included on Form 990, Part VIII, line 1,

(ii) Assets included in Form 990, Part X

- 2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under FASB ASC 958 relating to these items:

a Revenue included on Form 990, Part VIII, line 1,

b Assets included in Form 990, Part X,

Part VIII Investments - Other Securities Complete if the organization answered "Yes" on Form 990, Part IV, line 11b. See Form 990, Part X, line 12. N/A

(a) Description of security or category (including name of security) (b) Book value (c) Method of valuation: Cost or end-of-year market value

- (1) Financial derivatives
- (2) Closely held equity interests
- (3) Other

(a)	(b)	(c)
(A)		
(B)		
(C)		
(D)		
(E)		
(F)		
(G)		
(H)		
(I)		
Total. (Column (b) must equal Form 990, Part X, line 12, column (B)).		

Part VIII Investments - Program Related Complete if the organization answered "Yes" on Form 990, Part IV, line 11c. See Form 990, Part X, line 13. N/A

(a) Description of investment (b) Book value (c) Method of valuation: Cost or end-of-year market value

(a)	(b)	(c)
(1)		
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
(10)		
Total. (Column (b) must equal Form 990, Part X, line 13, column (B)).		

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

(a) Description (b) Book value

(1) RIGHT OF USE ASSET	5,969,396.
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
(10)	
Total. (Column (b) must equal Form 990, Part X, line 15, column (B)).	

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

(a) Description of liability (b) Book value

(1) Federal income taxes	207,638.
(2) DUE TO AFFILIATE	6,357,094.
(3) RIGHT OF USE OBLIGATION	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
(10)	
(11)	
Total. (Column (b) must equal Form 990, Part X, line 25, column (B)).	

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

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

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

1	Total revenue, gains, and other support per audited financial statements	36,935,399.	1
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:		
a	Net unrealized gains (losses) on investments	1,879,380.	2a
b	Recovered services and use of facilities		2b
c	Recoveries of prior year grants		2c
d	Other (Describe in Part XIII). SEE PART XIII	121,700.	2d
e	Add lines 2a through 2d	121,700.	2e
3	Subtract line 2e from line 1	34,934,319.	3
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b	73,395.	4a
b	Other (Describe in Part XIII).		4b
c	Add lines 4a and 4b	73,395.	4c
5	Total revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.)	35,007,714.	5

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

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

1	Total expenses and losses per audited financial statements	32,223,928.	1
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:		
a	Donated services and use of facilities		2a
b	Prior year adjustments		2b
c	Other losses		2c
d	Other (Describe in Part XIII). SEE PART XIII	121,700.	2d
e	Add lines 2a through 2d	121,700.	2e
3	Subtract line 2e from line 1	32,102,228.	3
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b	73,395.	4a
b	Other (Describe in Part XIII).		4b
c	Add lines 4a and 4b	73,395.	4c
5	Total expenses. Add lines 3 and 4c. (This must equal Form 990, Part I, line 18.)	32,175,623.	5

Part XIII Supplemental Information

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

PART X - FASB ASC 740 FOOTNOTE

GOODWILL INDUSTRIES OF DALLAS, INC. IS RECOGNIZED BY THE INTERNAL REVENUE SERVICE (IRS) AS EXEMPT FROM FEDERAL INCOME TAX UNDER SECTION 501(C)(3) OF THE INTERNAL REVENUE CODE (IRC) AND IS NOT A PRIVATE FOUNDATION AS DEFINED IN THE IRC. INCOME GENERATED FROM ACTIVITIES UNRELATED TO THE ORGANIZATION'S EXEMPT PURPOSES IS SUBJECT TO TAX UNDER IRC SECTION 511. THE ORGANIZATION DID NOT HAVE A MATERIAL UNRELATED BUSINESS INCOME TAX LIABILITY AS OF DECEMBER 31, 2023. THEREFORE, NO TAX PROVISION OR LIABILITY HAS BEEN REPORTED.

**SCHEDULE D, PART XII, LINE 2D
OTHER EXPENSES AND LOSSES PER AUDITED F/S**

GRANT RECEIVED FROM GWF	\$ -1,549,992.
THE LUNCH REVENUE TRANSFERRED TO GWF	1,671,692.
TOTAL	\$ 121,700.

**SCHEDULE D, PART XI, LINE 2D
OTHER REVENUE INCLUDED IN F/S BUT NOT INCLUDED ON FORM 990**

GRANT RECEIVED FROM GWF	\$ -1,549,992.
THE LUNCH REVENUE TRANSFERRED TO GWF	1,671,692.
TOTAL	\$ 121,700.

GAAP REQUIRES THE EVALUATION OF TAX POSITIONS TAKEN IN THE COURSE OF PREPARING THE ORGANIZATION'S TAX RETURNS AND RECOGNITION OF A TAX LIABILITY (OR ASSET) IF THE ORGANIZATION HAS TAKEN AN UNCERTAIN POSITION THAT MORE LIKELY THAN NOT WOULD NOT BE SUSTAINED UPON EXAMINATION BY THE IRS. MANAGEMENT HAS ANALYZED THE TAX POSITIONS TAKEN BY THE ORGANIZATION AND HAS CONCLUDED THAT AS OF DECEMBER 31, 2023, THERE ARE NO UNCERTAIN TAX POSITIONS TAKEN OR EXPECTED TO BE TAKEN THAT WOULD REQUIRE RECOGNITION OF A LIABILITY (OR ASSET) OR DISCLOSURE.

PART X - FASB ASC 740 FOOTNOTE (CONTINUED)

SCHEDULE J
(Form 990)

Department of the Treasury
Internal Revenue Service

Compensation Information
For certain Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees
Complete if the organization answered "Yes" on Form 990, Part IV, line 23.
Attach to Form 990.
Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

2023

Open to Public Inspection

Employer identification number

75-0800649

Part I Questions Regarding Compensation

GOODWILL INDUSTRIES OF DALAS, INC.

- 1a Check the appropriate box(es) if the organization provided any of the following to or for a person listed on Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items.
- First-class or charter travel
 - Travel for companions
 - Tax indemnification and gross-up payments
 - Discretionary spending account
 - Housing allowance or residence for personal use
 - Payments for business use of personal residence
 - Health or social club dues or initiation fees
 - Personal services (such as maid, chauffeur, chef)
- b If any of the boxes on line 1a are checked, did the organization follow a written policy regarding payment or reimbursement of all of the expenses described above? If "No," complete Part III to explain.

- 2 Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, and officers, including the CEO/Executive Director, regarding the items checked on line 1a?
- 3 Indicate which, if any, of the following the organization used to establish the compensation of the organization's CEO/Executive Director. Check all that apply. Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III.
- Compensation committee
 - Independent compensation consultant
 - Form 990 of other organizations
 - Written employment contract
 - Compensation survey or study
 - Approval by the board or compensation committee

- 4 During the year, did any person listed on Form 990, Part VII, Section A, line 1a, with respect to the filing organization or a related organization:
- a Receive a severance payment or change-of-control payment?
 - b Participate in or receive payment from a supplemental nonqualified retirement plan?
 - c Participate in or receive payment from an equity-based compensation arrangement?
- If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.

- 5 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of:
- a The organization?
 - b Any related organization?
- 6 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of:
- a The organization?
 - b Any related organization?

PART III

- 7 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed payments not described on lines 5 and 6? If "Yes," describe in Part III.
- 8 Were any amounts reported on Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III.
- 9 If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?

Part II Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees. Use duplicate copies if additional space is needed.

For each individual whose compensation must be reported on Schedule J, report compensation from the organization on row (i) and from related organizations, described in the instructions, on row (ii). Do not list any individuals that aren't listed on Form 990, Part VII.

Note: The sum of columns (B)(i)-(iii) for each listed individual must equal the total amount of Form 990, Part VII, Section A, line 1a, applicable column (D) and (E) amounts for that individual.

	(A) Name and Title	(B) Breakdown of W-2 and/or 1099-MISC and/or 1099-NEC compensation					(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation	(C) Retirement and other deferred compensation	(i) Other reportable compensation			
1	TIMOTHY R. HEIS CEO	400,962. 0.	110,000. 0.	0. 0.	22,500. 0.	2,543. 0.	536,005. 0.	0. 0.	
2	DANA FRICKE CFO	165,307. 0.	18,169. 0.	0. 0.	8,701. 0.	16,189. 0.	208,366. 0.	0. 0.	
3	SOLARA SAIN COO	119,831. 0.	29,782. 0.	0. 0.	2,700. 0.	11,651. 0.	163,964. 0.	0. 0.	
4	KATELYNN COX VICE PRESIDENT	170,375. 0.	14,614. 0.	0. 0.	20,355. 0.	7,920. 0.	213,264. 0.	0. 0.	
5									
6									
7									
8									
9									
10									
11									
12									
13									
14									
15									
16									

Part III Supplemental Information

Provide the information, explanation, or descriptions required for Part I, lines 1a, 1b, 3, 4a, 4b, 4c, 5a, 5b, 6a, 6b, 7, and 8, and for Part II. Also complete this part for any additional information.

PART I, LINE 6 - COMPENSATION CONTINGENT ON NET EARNINGS OR RELATED ORGANIZATION

KEY EMPLOYEES OF THE ORGANIZATION PARTICIPATE IN A BONUS PLAN THAT IS CALCULATED

BASED ON A VARIETY OF OPERATING METRICS, ONE OF WHICH IS DONATED GOODS RETAIL

OPERATING INCOME.

**SCHEDULE M
(Form 990)**

Noncash Contributions

OMB No. 1545-0047

2023

Complete if the organizations answered "Yes" on Form 990, Part IV, lines 29 or 30.
Attach to Form 990.

**Open to Public
Inspection**

Department of the Treasury
Internal Revenue Service

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

Name of the organization

Employer identification number

GOODWILL INDUSTRIES OF DALLAS, INC.

75-0800649

Part I Types of Property

	(a) Check if applicable	(b) Number of contributions or items contributed	(c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g	(d) Method of determining noncash contribution amounts
1 Art – Works of art.....				
2 Art – Historical treasures.....				
3 Art – Fractional interests.....				
4 Books and publications.....	X		323,053.	STORE SALES
5 Clothing and household goods.....	X		13,889,994.	STORE SLS+SALV
6 Cars and other vehicles.....				
7 Boats and planes.....				
8 Intellectual property.....				
9 Securities – Publicly traded.....	X		9,991.	FMV
10 Securities – Closely held stock.....				
11 Securities – Partnership, LLC, or trust interests.....				
12 Securities – Miscellaneous.....				
13 Qualified conservation contribution – Historic structures.....				
14 Qualified conservation contribution – Other.....				
15 Real estate – Residential.....				
16 Real estate – Commercial.....				
17 Real estate – Other.....				
18 Collectibles.....				
19 Food inventory.....				
20 Drugs and medical supplies.....				
21 Taxidermy.....				
22 Historical artifacts.....				
23 Scientific specimens.....				
24 Archeological artifacts.....				
25 Other (.....)				
26 Other (.....)				
27 Other (.....)				
28 Other (.....)				

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

29

- 30a During the year, did the organization receive by contribution any property reported in Part I, lines 1 through 28, that it must hold for at least 3 years from the date of the initial contribution, and which isn't required to be used for exempt purposes for the entire holding period?.....
- b If "Yes," describe the arrangement in Part II.
- 31 Does the organization have a gift acceptance policy that requires the review of any nonstandard contributions?.....
- 32a Does the organization hire or use third parties or related organizations to solicit, process, or sell noncash contributions?.....
- b If "Yes," describe in Part II.
- 33 If the organization didn't report an amount in column (c) for a type of property for which column (a) is checked, describe in Part II.

	Yes	No
30a		X
31	X	
32a		X
33		

BAA For Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule M (Form 990) 2023

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

**SCHEDULE O
(Form 990)**

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

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

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

OMB No. 1545-0047

2023

**Open to Public
Inspection**

Name of the organization

GOODWILL INDUSTRIES OF DALLAS, INC.

Employer identification number

75-0800649

FORM 990, PART I, LINE 1 - ORGANIZATION MISSION OR SIGNIFICANT ACTIVITIES

GOODWILL INDUSTRIES OF DALLAS, INC. IS A NOT-FOR-PROFIT ORGANIZATION WITH A MISSION TO HELP PEOPLE WITH BARRIERS TO EMPLOYMENT BUILD SKILLS, FIND JOBS AND REACH THEIR GOALS IN LIFE SO THAT THEY CAN REACH THEIR FULL POTENTIAL AND EXPERIENCE LIVES FILLED WITH PURPOSE, ACCOMPLISHMENT AND SELF-SUFFICIENCY.

FORM 990, PART III, LINE 1 - ORGANIZATION MISSION

GOODWILL INDUSTRIES OF DALLAS, INC. IS A NOT-FOR-PROFIT ORGANIZATION WITH A MISSION TO HELP PEOPLE WITH BARRIERS TO EMPLOYMENT BUILD SKILLS, FIND JOBS AND REACH THEIR GOALS IN LIFE SO THAT THEY CAN REACH THEIR FULL POTENTIAL AND EXPERIENCE LIVES FILLED WITH PURPOSE, ACCOMPLISHMENT AND SELF-SUFFICIENCY.

FORM 990, PART III, LINE 2 - NEW SERVICES

THE ORGANIZATION STARTED THE GOOD LIFE & NOW & FOREVER CAPITAL CAMPAIGN.

FORM 990, PART VI, LINE 11B - FORM 990 REVIEW PROCESS

THE FORM 990 IS REVIEWED BY THE FINANCE COMMITTEE PRIOR TO FILING WITH THE IRS.

FORM 990, PART VI, LINE 12C - EXPLANATION OF MONITORING AND ENFORCEMENT OF CONFLICTS

PER THE ORGANIZATION'S POLICY, ANY TYPE OF VIOLATION OF THE CONFLICT OF INTEREST POLICY IS BROUGHT TO THE ATTENTION OF THE IMMEDIATE SUPERVISOR, HUMAN RESOURCES, PRESIDENT AND BOARD CHAIRMAN. ANY POTENTIAL CONFLICT IS REVIEWED AT THE BOARD LEVEL IF NECESSARY AND THE ACTION ADDRESSED IS DETERMINED BY THE FACTS OF EACH INDIVIDUAL SITUATION.

FORM 990, PART VI, LINE 15A - COMPENSATION REVIEW & APPROVAL PROCESS - CEO & TOP MANAGEMENT

THE PRESIDENT/CEO'S COMPENSATION IS REVIEWED ANNUALLY BY THE EXECUTIVE COMMITTEE, AN APPOINTED COMMITTEE WITH FULL RIGHTS AND AUTHORITY TO ACT ON BEHALF OF THE BOARD OF DIRECTORS, AND ANY INCREASES ARE NOTED IN THE MINUTES OF THE MEETING. EXECUTIVE COMPENSATION INFORMATION FROM A SURVEY OF LOCAL NOT FOR PROFITS IS MADE AVAILABLE TO THE EXECUTIVE COMMITTEE.

Name of the organization

GOODWILL INDUSTRIES OF DALLAS, INC.

Employer identification number

75-0800649

FORM 990, PART VI, LINE 15A - COMPENSATION REVIEW & APPROVAL PROCESS - CEO & TOP MANAGEMENT (CON

THE EXECUTIVE COMMITTEE IS RESPONSIBLE FOR ESTABLISHING THE CEO'S COMPENSATION. THE EXECUTIVE COMMITTEE IS COMPRISED ENTIRELY OF INDIVIDUALS WHO ARE UNRELATED AND NOT SUBJECT TO THE CONTROL OF THE CEO. THE COMMITTEE ENGAGES AN INDEPENDENT COMPENSATION CONSULTANT TO CONDUCT A COMPENSATION STUDY AT LEAST EVERY THREE YEARS, USES DATA COLLECTED FROM LOCAL NOT-FOR-PROFITS AND ACTUAL PERFORMANCE DATA RELATIVE TO WRITTEN GOALS AND OBJECTIVES WHEN DETERMINING COMPENSATION. THE GOALS AND OBJECTIVES ARE APPROVED BY THE COMMITTEE. THE COMMITTEE FULLY DOCUMENTS THE PROCESSES AND DETERMINATIONS INVOLVED IN SETTING THE SALARY, INCENTIVES AND BENEFITS. THIS POLICY IS REVIEWED AND REAUTHORIZED ON AN ANNUAL BASIS.

FORM 990, PART VI, LINE 19 - OTHER ORGANIZATION DOCUMENTS PUBLICLY AVAILABLE

GOODWILL INDUSTRIES OF DALLAS COMPLIES WITH ALL WRITTEN REQUESTS FOR GOVERNING DOCUMENTS, POLICIES AND FINANCIAL STATEMENTS. EACH REQUEST IS ACTED UPON IMMEDIATELY. A COPY IS MADE OF THE REQUESTED DOCUMENT AND MAILED TO THE REQUESTING PARTY. IN SOME INSTANCES, WE ARE ABLE TO EMAIL THE DOCUMENT IN ELECTRONIC FORMAT.

SCHEDULE R
(Form 990)

Department of the Treasury
Internal Revenue Service

Name of the organization

GOODWILL INDUSTRIES OF DALLAS, INC.

Employer identification number

75-0800649

Related Organizations and Unrelated Partnerships

Complete if the organization answered "Yes" on Form 990, Part IV, line 33, 34, 35b, 36, or 37.
Attach to Form 990.

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

OMB No. 1545-0047

2023

Open to Public Inspection

Part I Identification of Disregarded Entities. Complete if the organization answered "Yes" on Form 990, Part IV, line 33.

(a) Name, address, and EIN (if applicable) of disregarded entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Total income	(e) End-of-year assets	(f) Direct controlling entity
(1) ----- ----- ----- ----- -----					
(2) ----- ----- ----- ----- -----					
(3) ----- ----- ----- ----- -----					

Part II Identification of Related Tax-Exempt Organizations. Complete if the organization answered "Yes" on Form 990, Part IV, line 34, because it had one or more related tax-exempt organizations during the tax year.

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section	(e) Public charity status (if section 501(c)(3))	(f) Direct controlling entity	(g) Sec 512(b)(13) controlled entity?	
						Yes	No
(1) GOODWILL IND. OF DALLAS FOUNDATION 3020 N. WESTMORELAND ROAD DALLAS, TX 75212 75-1222611	ASSIST PROGRAM OF GOODWILL OF DALLAS	TX	501(C)(3)	12C	N/A		X
(2) ----- ----- ----- ----- -----							
(3) ----- ----- ----- ----- -----							
(4) ----- ----- ----- ----- -----							

Part III Identification of Related Organizations Taxable as a Partnership. Complete if the organization answered "Yes" on Form 990, Part IV, line 34, because it had one or more related organizations treated as a partnership during the tax year.

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Predominant income (related, unrelated, excluded from tax under sections 512-514)	(f) Share of total income	(g) Share of end-of-year assets	(h) Disproportionate allocations?		(i) Code V-UBI amount in box 20 of Schedule K-1 (Form 1065)	(j) General or managing partner?		(k) Percentage ownership
							Yes	No		Yes	No	
(1) -----												

(2) -----												

(3) -----												

Part IV Identification of Related Organizations Taxable as a Corporation or Trust. Complete if the organization answered "Yes" on Form 990, Part IV, line 34, because it had one or more related organizations treated as a corporation or trust during the tax year.

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Type of entity (C corp, S corp, or trust)	(f) Share of total income	(g) Share of end-of-year assets	(h) Percentage ownership	(i) Sec 512(b)(13) controlled entity?	
								Yes	No
(1) -----									

(2) -----									

(3) -----									

Part V Transactions With Related Organizations. Complete if the organization answered "Yes" on Form 990, Part IV, line 34, 35b, or 36.

Note: Complete line 1 if any entity is listed in Parts II, III, or IV of this schedule.

	Yes	No
1 During the tax year, did the organization engage in any of the following transactions with one or more related organizations listed in Parts II-IV?		
a Receipt of (i) interest, (ii) annuities, (iii) royalties, or (iv) rent from a controlled entity		1 a X
b Gift, grant, or capital contribution to related organization(s)		1 b X
c Gift, grant, or capital contribution from related organization(s)	X	1 c X
d Loans or loan guarantees to or for related organization(s)		1 d X
e Loans or loan guarantees by related organization(s)		1 e X
f Dividends from related organization(s)		1 f X
g Sale of assets to related organization(s)		1 g X
h Purchase of assets from related organization(s)		1 h X
i Exchange of assets with related organization(s)		1 i X
j Lease of facilities, equipment, or other assets to related organization(s)		1 j X
k Lease of facilities, equipment, or other assets from related organization(s)		1 k X
l Performance of services or membership or fundraising solicitations for related organization(s)		1 l X
m Performance of services or membership or fundraising solicitations by related organization(s)	X	1 m X
n Sharing of facilities, equipment, mailing lists, or other assets with related organization(s)	X	1 n X
o Sharing of paid employees with related organization(s)	X	1 o X
p Reimbursement paid to related organization(s) for expenses		1 p X
q Reimbursement paid by related organization(s) for expenses		1 q X
r Other transfer of cash or property to related organization(s)		1 r X
s Other transfer of cash or property from related organization(s)		1 s X

2 If the answer to any of the above is "Yes," see the instructions for information on who must complete this line, including covered relationships and transaction thresholds.

	(a) Name of related organization	(b) Transaction type (a-s)	(c) Amount involved	(d) Method of determining amount involved
(1)				
(2)				
(3)				
(4)				
(5)				
(6)				

Part VI Unrelated Organizations Taxable as a Partnership. Complete if the organization answered "Yes" on Form 990, Part IV, line 37.

Provide the following information for each entity taxed as a partnership through which the organization conducted more than five percent of its activities (measured by total assets or gross revenue) that was not a related organization. See instructions regarding exclusion for certain investment partnerships.

(a) Name, address, and EIN of entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Predominant income (related, unrelated, excluded from tax under sections 512-514)	(e) Are all partners section 501(c)(3) organizations?		(f) Share of total income	(g) Share of end-of-year assets	(h) Disproportionate allocations?		(i) Code V-UBI amount in box 20 of Schedule K-1 (Form 1065)	(j) General or managing partner?		(k) Percentage ownership
				Yes	No			Yes	No		Yes	No	
(1) -----													

(2) -----													

(3) -----													

(4) -----													

(5) -----													

(6) -----													

(7) -----													

(8) -----													

Part VII Supplemental Information

Provide additional information for responses to questions on Schedule R. See instructions.

CLIENT GOO20

GOODWILL INDUSTRIES OF DALLAS, INC.

75-0800649

9/23/24

11:14 AM

	2023	2022	DIFF
REVENUE			
CONTRIBUTIONS AND GRANTS.....	17,979,154	13,424,068	4,555,086
PROGRAM SERVICE REVENUE.....	413,799	635,241	-221,442
INVESTMENT INCOME.....	2,074,175	-237,111	2,311,286
OTHER REVENUE.....	14,540,586	13,369,795	1,170,791
TOTAL REVENUE.....	35,007,714	27,191,993	7,815,721
EXPENSES			
SALARIES, OTHER COMPEN., EMP. BENEFITS...	22,244,590	13,466,713	8,777,877
OTHER EXPENSES.....	9,931,033	8,036,760	1,894,273
TOTAL EXPENSES.....	32,175,623	21,503,473	10,672,150
NET ASSETS OR FUND BALANCES			
REVENUE LESS EXPENSES.....	2,832,091	5,688,520	-2,856,429
TOTAL ASSETS AT END OF YEAR.....	89,547,512	85,087,326	4,460,186
TOTAL LIABILITIES AT END OF YEAR.....	8,878,316	9,129,601	-251,285
NET ASSETS/FUND BALANCES AT END OF YEAR.....	80,669,196	75,957,725	4,711,471

**RENTAL INCOME WORKSHEET
FORM 990**

REAL PROPERTY - STORE IN GARLAND, TX

GROSS RENTAL INCOME.....	\$	238,459.
EXPENSES		
TOTAL EXPENSES.....	\$	<u>0.</u>
NET RENTAL INCOME OR LOSS \$		<u>238,459.</u>

**FORM 990, PART III, LINE 4E
PROGRAM SERVICES TOTALS**

	PROGRAM SERVICES TOTAL	FORM 990	SOURCE
TOTAL EXPENSES	27,822,413.	27,822,413.	PART IX, LINE 25, COL. B
GRANTS	0.	0.	PART IX, LINES 1-3, COL. B
REVENUE	28,610,767.	413,799.	PART VIII, LINE 2, COL. A

**FORM 990, PART IX, LINE 11G
OTHER FEES FOR SERVICES**

	(A) TOTAL	(B) PROGRAM SERVICES	(C) MANAGEMENT & GENERAL	(D) FUND- RAISING
PROFESSIONAL FEES	457,960.	229,200.	159,464.	69,296.
TOTAL	<u>\$ 457,960.</u>	<u>\$ 229,200.</u>	<u>\$ 159,464.</u>	<u>\$ 69,296.</u>

**FORM 990, PART IX, LINE 24E
OTHER EXPENSES**

	(A) TOTAL	(B) PROGRAM SERVICES	(C) MANAGEMENT & GENERAL	(D) FUNDRAISING
BAD DEBT	7,500.		7,500.	
POSTAGE AND SHIPPING	4,228.	1,949.		2,279.
TOTAL	<u>\$ 11,728.</u>	<u>\$ 1,949.</u>	<u>\$ 7,500.</u>	<u>\$ 2,279.</u>