



Charles D. Layman

President & CEO

Goodwill of Central and Coastal Virginia

As President and CEO of Goodwill of Central and Coastal Virginia, Charles Layman has led the dramatic growth of the organization from a \$250,000 operating budget in 1983 to a \$72,000,000 budget today.

Layman's 48-year professional career is with Goodwill, including serving as CEO of Goodwill in Youngstown, Ohio, and also with Goodwill Industries International in Washington, D.C. At age 25, he became the youngest person to ever hold the position of a Goodwill CEO.

Other growth under Layman's leadership includes the exponential expansion of Goodwill's mission programs to serve individuals with a wide variety of challenges to work. This includes the establishment of five community employment centers to provide access to more than 20,000 individuals seeking pathways to work and employment stability. In addition, Goodwill's social enterprise grew from three to 34 stores, two outlets, a government contracts and services division, a temporary staffing agency, salvage operations for donated goods and an auction enterprise.

In 2006, Layman led the merger of two separate Goodwill organizations in Richmond and in Hampton Roads, thus enlarging the overall territory to encompass 39 cities and counties. Today, the organization is among the top 10 percent performing Goodwills in North America.

He also has held a number of leadership roles within the Goodwill International network to advance the mission of Goodwill. A native of Harrisonburg, Va., Layman is a Rotarian, a graduate of Leadership Metro Richmond and he currently serves on the Board of Directors of GraceInside. He and his wife live in Midlothian, Va., and have an adult son.