

HAVE  
A  
DIRECT  
EFFECT

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# WELCOME LETTER

Dear Friends,

Do we Have a Direct Effect? Yes, we do! With your support, United Way of Greater Waterbury is spanning the gulf between the issues and obstacles that people in our community face and the results that mean a life of independence.

Our 2022-2023 campaign, featuring the Have a Direct Effect theme, was led by Justin B. Lundbye, MD, president and chief executive officer of Waterbury HEALTH, and Vice-Chair Michael Dorso, program director, Wound Care Center, Waterbury HEALTH. They started our campaign season with the first in-person kick-off breakfast since before the pandemic, with over 350 attendees coming out to show their support. Corporate volunteers got to work after breakfast, rolling up their sleeves for United Way's Day of Caring, where they assisted partners with several projects, while learning more about how their donations make a difference. Volunteer turnout clearly showed that everyone was ready to get back to making an impact, together.

Having a direct effect means people can access reliable, healthy foods rather than go hungry. It means children have access to educational opportunities, preparing the youngest to start kindergarten with a stronger vocabulary, and ready to learn. It means older children have opportunities to develop the life skills that stir curiosity and a drive to learn more as they work toward graduation and higher education. It means adults can access financial support to keep more of their hard-earned dollars through budget coaching, free tax preparation assistance, and career support. United Way's outcomes are not the result of an either/or proposition. Ensuring no one gets left behind takes a united approach.

United Way labels this work as our three impact areas: Education, Financial Stability and Basic Needs.

The report you're about to read highlights our partners and initiatives, volunteers and donors, and some of the events that took place during this milestone year – as we proudly celebrated 80 years of serving the Greater Waterbury community.

To all who contribute, volunteer, and partner, thank you for choosing to Have a Direct Effect!

Sincerely,



**Mark A. Casey**  
Chair, Board of Directors  
VP, Drew Marine



**Kristen Jacoby, MPH**  
President & Chief Professional Officer  
United Way of Greater Waterbury



## HAVE A DIRECT EFFECT

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# UNITED WAY OF GREATER WATERBURY'S 2022/2023 COMMUNITY INVESTMENTS

United Way of Greater Waterbury mobilizes our 10-town region, amplifies its resources, and invests in approaches that advance equity and measurable outcomes.

## EDUCATION

Increasing opportunities for children and youth to succeed.

### EARLY CARE AND EDUCATION

*Children birth–5 have expanded access to quality early educational experiences.*

#### PROGRAMS

- Catholic Charities – Infant Toddler Care
- Cheshire YMCA – Child Care
- Reach Out and Read – Early Literacy

#### INITIATIVES

- Waterbury Bridge To Success Community Partnership

### FAMILY ENGAGEMENT & POSITIVE YOUTH DEVELOPMENT

*Children and youth 5-18 have opportunities to experience success and achieve their potential.*

#### PROGRAMS

- Boys & Girls Club – After School Program
- Cheshire YMCA – School Age Care
- Children’s Community School – Personalized Education
- Girls Inc. – GirlStart
- Girl Scouts – Leadership Experience
- Big Brothers Big Sisters of Connecticut – Mentoring
- Safe Haven – Community Education
- Waterbury YMCA – Camp, Hoops & Homework, School Age Care
- Waterbury Youth Services – Linking Academics to Life

#### INITIATIVES

- Waterbury Bridge To Success Community Partnership
- Campership Program
- Mindfulness – Department of Education

## FINANCIAL STABILITY

Increasing financial stability through employment opportunities.

### TRAINING AND EDUCATION FOR UNDER-EMPLOYED & UNEMPLOYED YOUTH & ADULTS

*Expanded entry level employment opportunities that may lead to self-sufficiency.*

#### PROGRAMS

- Hispanic Coalition – Hispanics in Healthcare Careers
- Waterbury Youth Services – Support for Self-Determination

### TRAINING AND EDUCATION FOR EXPERIENCED WORKERS

*Expanded training and employment opportunities.*

#### PROGRAMS

- Northwest Regional Workforce Investment Board – Home Works Program

### INCOME SUPPORTS FOR WORKING HOUSEHOLDS THAT FOSTER ECONOMIC SECURITY

*Access to programs and practices that increase household income, including financial literacy.*

#### INITIATIVES

- Community Partners in Action – Greater Waterbury Reentry Welcome Center
- CT Association for Human Services – Volunteer Income Tax Assistance (VITA)
- CT United Ways – ALICE Saves & TrustPlus Financial Coaching
- Local Initiatives Support Corporation (LISC) – Financial Opportunity Center at CT State Community College Naugatuck Valley (NVCC)
- Winning Ways Incorporated – Financial Literacy



## BASIC NEEDS

Helping people become more self-sufficient in meeting their basic needs.

### HOUSING

*Access to safe and affordable housing – temporary and permanent.*

#### PROGRAMS

- American Red Cross – Disaster Services
- CT Legal Services – Legal Aid
- Safe Haven – Domestic Violence Shelter
- The Salvation Army – Family Shelter

#### INITIATIVES

- Coordinated Access Network (Housing/Homeless Services)
- Flexible Assistance Fund
- EFSP – Emergency Food & Shelter Program

### FOOD

*Access to affordable, nutritious food.*

#### PROGRAMS

- American Red Cross – Disaster Services
- Greater Waterbury Interfaith Ministries – Soup Kitchen
- Hispanic Coalition – Senior Case Management
- The Salvation Army – Comprehensive Emergency Assistance Program

#### INITIATIVES

- Food Resource Committee
- Stock the Pantry
- Holiday Assistance
- Healthy Foods
- EFSP – Emergency Food & Shelter Program

### HEALTH CARE

*Access to appropriate, affordable physical, dental & behavioral healthcare, including prevention & intervention services.*

#### PROGRAMS

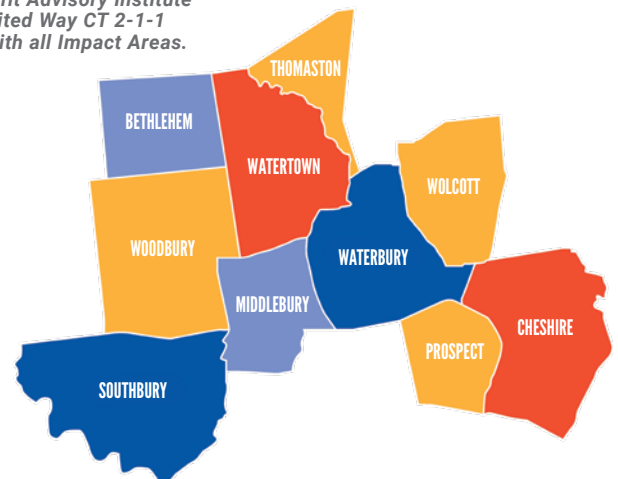
- American Red Cross – Disaster Relief
- Catholic Charities – Behavioral Health
- CT Counseling Centers – Methadone Maintenance
- Hartford HealthCare at Home – Home Health Care
- Hispanic Coalition – Senior Case Management
- Mental Health Connecticut – Independence Center
- Safe Haven – Domestic Violence Shelter, Non-Shelter Services
- StayWell Health Center – Dental, Women’s Health
- Waterbury Youth Services – Youth/Family Emergency Services
- Wellmore – Child Clinical, Emergency Mobile Crisis Intervention Services, Therapeutic Shelter, Women/Children’s Program

#### INITIATIVES

- Greater Waterbury Health Partnership

## ACROSS ALL IMPACT AREAS

*Nonprofit Advisory Institute and United Way CT 2-1-1 align with all Impact Areas.*



# HAVE A DIRECT EFFECT: EDUCATION EARLY CARE & POSITIVE YOUTH DEVELOPMENT

**United Way's education investment strategy provides opportunities so that children and youth can fulfill their potential. Adolescence (10-19 years) is a unique and formative time as multiple physical, emotional, and social changes, including exposure to poverty, abuse, or violence – even a pandemic, associated lockdowns, and distance learning – can make adolescents vulnerable to mental health problems. When students have access to social activities and after-school activities as well as education on how to manage emotions and feelings, they are better equipped to cope or express a need for help.**

## JUST BREATHE

"I have a clear plastic bottle that I show the kids. When I shake it, the contents are cloudy. If we get angry or caught up in an emotion, that can block our ability to see clearly. If we allow ourselves to just be, to recognize feelings and thoughts, things settle and we can see clearly again."

Brian Thompson, director of community engagement at Copper Beech Institute, is in front of students, implementing a solution made possible thanks to United Way of Greater Waterbury convening local partners to understand the needs of the youth. So far, Mindfulness sessions have been provided to 267 youth, and 95 staff members at multiple organizations in Greater Waterbury, funded by a United States Department of Education grant received by United Way.

The textbook definition of Mindfulness is a particular type of awareness that arises in a moment; it is purposeful and non-judgmental. Brian explained, "Research recognizes the benefits of having the ability to slow down and take notice of what we're experiencing. Our mind can jump from emotion to emotion, thought to thought, like a monkey in a tree – I call them 'monkey thoughts' – which is not always helpful."

## LEARN NOW, USE ALWAYS

"So much of students' lives are busy that it may not be until much later, even years, until they can see how they were operating on autopilot." Brian said teaching Mindfulness gives children the opportunity to practice skills that can become second nature as they grow. "Since we have this amazing capacity to be physically somewhere but mentally anywhere, it's important to teach young people that they can pause as they go through their routines."

Empress Arce, camp counselor at the Afro Caribbean Cultural Center where Mindfulness training took place, explained, "The center's mission is to uplift. Having

Mindfulness as a summer camp segment gave kids age 6 to 15 the opportunity to be present, even to be uncomfortable in the moment, in a way that facilitated growth and encouraged healthy coping skills that they could take with them after camp ended."

Empress pointed out, "Students have responsibilities and the stressors that come with expectations. Mindfulness gives them the ability to express themselves in a healthy space that may be lacking in their daily experience."

## LEARNING THROUGH PLAY

The program combines Mindfulness with play because play is how kids learn and understand.

Brian said, "To teach mindful listening, I ask students to think about how big an elephant's ears are and ask them to listen like an elephant. That's an opportunity to be curious about the things we're experiencing so we're helping kids to develop their curiosity about the world and use their imagination to reflect on their experiences. As they try a breathing exercise, we ask what they noticed and build a connection between certain situations and feeling calmer. Back to the textbook definition and the purposefulness of Mindfulness, kids realize it's in their best interest to practice these skills."

"The kids also learned the world is bigger than what they see every day but they're not alone and have the space to figure things out for themselves," Empress said. "They saw that Brian, I, and other adults were there to be real and support them. As we were welcoming, they built connections and, through Mindfulness, were able to acknowledge other campers as human, like themselves."

Brian loves music and brings elements of music and art into Mindfulness workshops. "The kids at the Afro Caribbean Cultural Center were skeptical when I said I would rap for them. When I finished, one student said, 'I didn't think you knew what you were talking about but I hear your words and I get it.'"

One camper, also named Brian, impressed Empress with how he internalized Mindfulness. "He was trying to make the other kids laugh when we were trying to meditate. When he fell to the floor as a joke, his body was mirroring what his mind was doing, jumping from thought to thought. I moved Brian closer to me showing Brian I acknowledged him. Then, he told me he could focus and change his reaction to his thoughts."

## IT'S WORKING!

"I've been amazed in this program, seeing how kids verbalize what's helping them to feel centered and how they articulate that to other young people, too," Brian said. "They even bring that opportunity to share to their families at home."

"Kids say they've used Mindfulness with their siblings. They recognize annoyance when a brother or sister is doing something and have the ability to do something different. They might do some deep breathing instead of fighting."

As the kids practice Mindfulness, they increase their self-awareness, recognize themselves within the greater community, and increase their capacity for compassion and empathy.

"That helps to change motivations and intentions in relationship to others in the community. They're more conscious of their decision-making and lean toward what will help them be their best selves. They ask what they can do to be a classmate or friend who allows that other person to be their best selves. They realize that if there is change in our world, it starts with them and ripples out to touch, potentially, everyone."

Jeannette de Jesús, interim executive director at Copper Beach Institute, said, "United Way's leadership has had a wonderful effect on the community as young people access the tools they need to manage themselves. We're very happy to grow with United Way in this partnership."



**85% of youth**

said **practicing Mindfulness** has helped them learn new ways of problem solving



**83% of youth**

said **practicing Mindfulness** has taught them new ways to help themselves when faced with a challenging situation



**83% of youth**

said **practicing Mindfulness** has helped them to be more understanding/kind



**75% of youth**

have **used Mindfulness** to work through strong feelings and emotions



# HAVE A DIRECT EFFECT: FINANCIAL STABILITY JOB TRAINING, EMPLOYMENT OPPORTUNITIES, & INCOME SUPPORTS

**United Way's investments in the impact area of Financial Stability aim to ensure that all Greater Waterbury residents have adequate economic self-sufficiency for themselves and their families.**

## WHAT IS HOMEWORKS?

"At HomeWorks, we get people to where they want to be, listening carefully before matching them with the right wrap-around services," said Genny Fonseca, COO at the Northwest Regional Workforce Investment Board, where this innovative program originated.

"I ask where they are in the moment and how can I help. If they need a shower or food, then we stop and take care of that before we talk about moving forward," Rukiya Borges, MS, special grants program supervisor with Career Resources Inc., explained. "When you don't have to worry about where you're sleeping, we can take that next step toward training to earn industry-recognized credentials. When you have someone helping you, you can learn how to budget and save money from that job. If there is a mental health diagnosis, we find the right treatment. If legal aid is needed, we can share resources. HomeWorks is here to give people a new chance every day."

## HOW DOES HOMEWORKS WORK?

"Collaboration is key," Genny pointed out. "When Cathy [Awwad, executive director at NWIRB] said she wanted to build a new program based on an idea in Hawaii called Rent to Work, we knew this would be a huge lift. We needed to pull together multiple agencies and funders. United Way took a chance on us not just by providing initial funding but by making connections. The staff is so easy to work with and has been patient as we developed budgets and gathered data to be able to demonstrate the value of HomeWorks.

The program identifies and taps into skills that people have and can share with our community, starting by providing clean, safe, subsidized housing for six months. During that time, people attend job training and financial education, committing to building a savings balance that would cover a month's rent plus security deposit. As people reach goals, they take on more responsibility, such as paying rent while they work toward the next goal. One man earned his CDL license to gain full employment and his own apartment.

"HomeWorks is not a destination," Genny said. "It is also very dear to my heart. When Cathy asked me to design the details, I asked her to imagine what Greater Waterbury would look like if we pulled this off. It's been amazing to watch this unfold and how we can help some very smart people. What's happened to them could happen to anyone."

## WHAT DOES HOMEWORKS LOOK LIKE?

"How do you measure success?" Rukiya asked. "Eating a meal is a success. One person off the street is success. Being able to talk about a mental health issue is success."

In February 2020, a few months after Cathy brought the idea home to Waterbury and only weeks before the pandemic hit home, a severe fire destroyed downtown's Center for Human Development Waterbury Hospitality Center. There has been an unanticipated upside as the center moved across the street, below apartments designated for the HomeWorks program.

Rukiya, who holds a bachelor's in social work and a master's in counseling said, "I don't work 9 to 5. I'm here at night or early mornings and if someone needs a prescription or groceries, I'll pick them up. But I am not on site all day, every day so the fact that they can do laundry, eat meals, and share computer use together means extra support.

"It could have been difficult to get a landlord to buy into our concept but [landlord] Ralph Monti showed no hesitation," Genny said. "Having the hospitality center in the same building as the apartments creates a sense of community and reminds participants they're not alone. That does so much for people whose self-esteem has been worn down by circumstance."



## WHAT'S THE CATCH?

Some participants doubt anyone would really offer free housing and training. When they talk to someone who has made it through to accomplishing goals, then they begin to believe, "I can do this, too."

Rukiya said, "Motivation is 90% of this work. If they believe they can do it, everything else falls in line."

"Rukiya makes it clear that the responsibility is on them and they'll get out as much as they put in." Genny noted that participants have been asked to leave the program after breaking promises: alcohol or drug abuse or violence toward others including animals.

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## WHAT'S NEXT FOR HOMEWORKS?

Genny noted, "Awareness is one of the greatest challenges that any community program faces. The Waterbury Reentry Center and others have been able to refer people to us but we're also grateful to the United Way and Republican-American for sharing our story. We want people to know what we have to offer and that we're here for them."

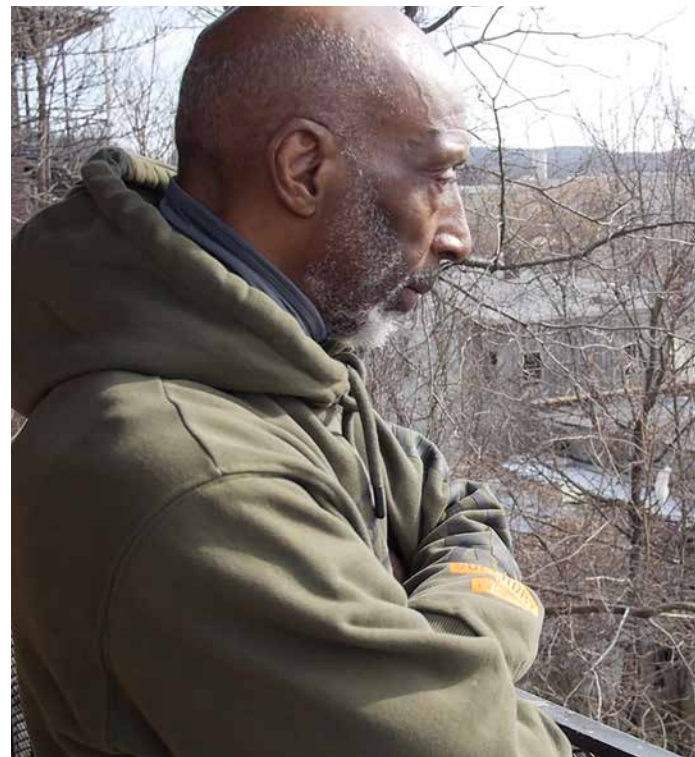
After four years of negotiation and support from the City of Waterbury as well as HUD, HomeWorks can now tap into the Tennant Based Rental Assistance funds and transition away from funds administered by the city.

Waterbury's HomeWorks program has sparked a second program in our community: HomeWorks Reentry for those leaving incarceration.

"HomeWorks wouldn't have happened without United Way and all of the people and programs — including Greater Waterbury Interfaith Ministries, Community Partners in Action, Acts 4 Ministry, and Project Longevity — that have contributed to what we've accomplished."



**WATCH THE  
HOMEWORKS VIDEO**



# HAVE A DIRECT EFFECT: BASIC NEEDS HEALTHCARE, HOUSING, & FOOD

**The United Way's basic needs strategy helps people become more self-sufficient. When our neighbors can access the healthcare they need as well as housing and affordable, nutritious food, then our community can move toward a stable, healthy future. Helping one individual or family to address multiple challenges helps us all.**

## HEALTHCARE

Two Watertown residents played important roles in our community prior to retirement. He was a local mechanic/automotive shop owner ensuring safe rides. She was a nurse at a local convalescent home. Because of their career choices, their healthcare benefits in retirement were limited to Medicare.

"Through no fault of their own, they found themselves without dental coverage," Christine S. Bianchi, MSW, LCSW, CDO at StayWell Health Center explained. "But, thanks to Staywell Health Center and the United Way, they have a dental home and can access the care they need to live and enjoy meals pain-free as well as avoid infections that can enter the body through the mouth and wreak havoc with their health."

Christine worries that people like these patients are unaware of available services. "It's important to bust the myth that Staywell Health Center is for 'other people' or specific age groups. We open our doors to anyone who could benefit from our services, such as a 23-year-old or self-employed worker without health insurance.

"Life changes. But we can ensure a consistent healthcare experience. If you lost your job between appointments — and therefore your insurance — your medical or dental care does not have to be interrupted. Being able to rely on timely care, regardless of insurance status, can avoid serious consequences. For example, delaying a filling means a cavity has the chance to spread to another tooth and that can be a serious worry when a parent is laid off. Knowing that help is there can be one less problem to solve."

Patients complete a form to document income and a formula is used to calculate a sliding fee schedule; some fees are as low as \$20 a visit. StayWell Health Center works with each patient individually and United Way fills in some of the financial gaps.

"Dentures are expensive when you add up the time it takes to make and fit them, the lab work and product."



**1,865**

**Dental Uninsured  
Patients Served**



**388**

**Medicare Only  
Patients Served**



**158**

**Patients Under 18**



**101**

**Patients Over 65**



## HOUSING

When someone arrives at The Salvation Army of Waterbury, Intake Specialist Laura Batista does more than connect that person with shelter. "I try to connect them to as many resources as possible. We're looking at the whole picture."

Rosemarie is one of the people who found herself talking with Laura to get help.

"She had lost her job and home, forced to live with a relative. The fact that she had children made her situation more difficult."

In a grocery store, Rosemarie's kids were eager to buy snacks and treats – luxuries that she was unable to afford for them.

Laura said that people sometimes don't think of themselves as needing help or admit that they are in trouble, so it can be some time before they look for resources. "When Rosemarie called United Way 2-1-1, she was desperate to find help.

"I know the people who sit with me in my office are facing multiple issues," Laura said. "When we talked, I realized Rosemarie would qualify for the Supplemental Nutritional Assistance Program (SNAP). Many people aren't aware that the guidelines were recently updated and they could qualify."

Laura helped Rosemarie apply for SNAP and find multiple food pantries supported by United Way and thanks to this network of resources, Rosemarie could find an affordable apartment, leveraging subsidies and programs like the Comprehensive Emergency Assistance Program, also supported by United Way.

Salvation Army follows up with all clients and knows that Rosemarie is now in a job she likes with more security than her last position. "I'm happy that we were able to help Rosemarie and her family, especially because she came to us around Thanksgiving. I rejoice when people can find comprehensive help.

"One family at a time, that's what I tell myself."



**MEET THE PANTRIES  
IN OUR 2023 STOCK  
THE PANTRY VIDEO**



## FOOD

Among the 50 programs and initiatives in which United Way invests are our local food pantries. We also directly supply these pantries on June 21, the longest day of the year and the United Way Day of Action. This year more than 20,000 pounds of food was collected in Stock the Pantry, which includes \$8,209 in online donations.

Those dollars will be spent in collaboration with Brass City Harvest. This non-profit organization facilitates a network of Connecticut's finest family farms and orchards, in part to address health, food, and social justice needs of underserved populations in Waterbury. By spending dollars with Brass City Harvest, United Way can provide quality, nutrient-rich foods to people who need good fuel to power through tough times. At the same time, we can support our local farmers and educate everyone on the value of eating locally grown food and sustainable consumption.

United Way is always looking to connect resources for the most efficient, best outcomes for our community. Through our Food Resource Committee, local pantries can maximize resources and support each other. By holding Stock the Pantry in June, we can help kids deal with the Summer Slide by ensuring nutritious options are on the shelves when they leave school and access to free meals. By funding our 2-1-1 phone and online resource system, we can ensure that anyone can find food in their area. Thanks to UPSTARTERS® making T-shirt bags, our food pantries don't have to spend money on paper bags and families get free, reusable, and sturdy containers with which to carry home the food they need to live.

Thanks to you, we Have A Direct Effect on the most basic of problems and can enjoy a healthier community!



# EMERGING LEADERS



The United Way of Greater Waterbury Emerging Leaders is a network of young professionals age 20 to 40 who live or work in the 10-town region and share a passion to enrich our community. The group provides a platform to impact change throughout our community and to grow personally, professionally, and socially by attending various events, participating in planning and sub-committees, and engaging in initiatives.

## THIS YEAR'S ACTIVITIES INCLUDED:

Monthly Steering Committee, ALICE Saves Lunch & Learn, Day of Caring, Job Readiness Boot Camp, Adopt a Family for the Holidays, MLK Day of Action, Valentine's Day Cards for Pediatric Patients, Valentine's Day Project for Women in Shelters, United Way Reads, Earth Day Crafts, and Stock the Pantry.



# UPSTARTERS

## UPSTARTERS®

UPSTARTERS® is a youth volunteer engagement opportunity that gives local youth 12 to 17 exposure to the role they can play in addressing community needs. Rather than hoping that youth learn about volunteerism or philanthropy by the time they are adults, UPSTARTERS® provides opportunities today. UPSTARTERS® is focused on the future generation of the United Way learning to lead now.

## THIS YEAR'S ACTIVITIES INCLUDED:

Campership Projects, Thanksgiving Food Drive, Community Card Making, T-shirt Tote Bags for Food Pantries, Sock Drive, United Way Reads, Earth Day Crafts, and Stock the Pantry.

# WOMEN UNITED

## UNITED WAY OF GREATER WATERBURY WOMEN UNITED®

WOMEN UNITED members roll up their sleeves, get out in the community and make an impact by volunteering their time at events throughout the year including Stock the Pantry to fight food insecurity, reading to children to support early literacy initiatives and more. Members are also involved in fundraising efforts throughout the year supporting programs and initiatives that enhance women's mental health, self-care, resiliency, financial freedom, provide mentorship and life coaching to inspire change.

### THIS YEAR'S ACTIVITIES INCLUDED:

Joy of Sharing Food Distribution, Stock the Pantry, Galentine's Women's Health Event, 2nd Annual Summer Social, and Jaci Carroll Fund Launch.



**WATCH THE  
GALENTINE'S VIDEO**



**WATCH SUMMER  
SOCIAL FEATURING JACI  
CARROLL FUND VIDEO**



# CORPORATE VOLUNTEERISM

United Way provides a variety of ways to Have a Direct Effect. Some of our most passionate volunteers are also leveraging United Way opportunities to fulfill their employers corporate social responsibility mission. By partnering with United Way, they are taking their team spirit from work and creating impact through the power of volunteerism.

## DAY OF CARING

**32** Volunteers

**7** Companies

**124** Hours

**6** Partner Agencies



## ADOPT A FAMILY

**315** Holiday Wishlists Matched

**25** Companies/Groups

**17** Individuals

**6** Additional Toy Drives

## UNITED WAY READS

**28** Individual Volunteers

**11** Companies/Groups

**7** In-Person Locations

**70+** Books Read





# YOUTH HEALTH AND WELLNESS FAIR

**36** Volunteers helped students during the Financial Reality Program

**EARTH DAY**  
**32** Volunteers  
**5** Projects



# STOCK THE PANTRY

**45** Event Volunteers from 11 Companies

**41** Companies Participated

**20,000+** Pounds of Food Donated

**8** Pantries



## EQUITY FUND

Through the Equity Fund, United Way is striving to maximize our impact by working to support and engage with more organizations that serve marginalized populations—including organizations that are led by people of color and serve people of color—to ensure equitable solutions are provided to as many people as possible.

The United for Equity Volunteer Review Team, consisting of United Way of Greater Waterbury staff and volunteers from the community, made funding recommendations after reviewing applications over a two-day period, considering how each applying agency could create positive change in our region through our three impact areas of Basic Needs, Education, and Financial Stability.

## THE EQUITY VOLUNTEER REVIEW TEAM AWARDED A TOTAL OF \$100,000 TO SIX AGENCIES.

Wealth Generation Legacy received \$20,000, to provide financial literacy training around topics such as debt, budgeting, savings, investing, and more to high school students.

Rivera Memorial Foundation was awarded \$20,000 so 75 (K-8 grade) Waterbury students could participate in afterschool programming aimed at increasing access to STEM knowledge/activities and social emotional support.

Waterbury Youth Services received \$23,000 to support an after-school discussion group aimed at understanding American history using an antiracist lens for high school students.

St. Vincent DePaul Mission was awarded \$15,000 to provide homeless or previously homeless individuals access to a culinary job training program aimed at obtaining full time employment in the hospitality field.

Hangtime received \$12,000 to fund up to 80 Waterbury High School youth in afterschool/mentorship programming with a focus on minority athletes.

Grace Baptist Church received \$10,000 to deliver 6,000 meals to elderly residents age 60 years and older.

*The Equity Fund is a special pilot initiative, funded in part through the generosity of Ion Bank.*



# PARTNER TOURS AND LUNCH & LEARNS

WHEN YOU KNOW MORE, YOU CAN DO MORE

## COMMUNITY IMPACT TOURS

When our donors and volunteers know more, their impact can be more significant when they choose to Have A Direct Effect. But, most of us will never know what it is like to sleep in a car because there is nowhere else to go. Few of us will truly understand the difference between feeling "ravenous" and real hunger. United Way of Greater Waterbury launched a series of new tours this fiscal year, inviting stakeholders and volunteers to join us in the field to hear first-hand from partners and clients on the impact they make through their support.

## WATCH FINANCIAL STABILITY TOUR



## WATCH HOMELESS PROVIDER TOUR



## COMMUNITY IMPACT LUNCH & LEARNS

Lunch & Learns are a way to access valuable information in our busy lives. The pandemic gave us all boot-camp lessons in virtual classrooms, a catalyst which led to our new live online series. By bringing compelling speakers to interested audiences, with an opportunity to also engage in a live Q&A, we are bringing people inside our work like never before, and all during lunch!

### UNITED WAY OF GREATER WATERBURY VIRTUAL LUNCH & LEARN

## COORDINATED ACCESS NETWORK 101

Sign up and join us to learn from Gabrielle Padilla, Western CT CAN Manager for the Housing Collective.



CAN 101 is an overview of how the community is supporting people who are homeless or at risk of living on the street. Learn about these resources and how United Way's investments are making a difference.

### JOIN US!

DATE: 17, February, 2023 | TIME: 12:00 PM - 1:00 PM | ZOOM LINK PROVIDED

RSVP: RENÉE YOUNG, SENIOR MANAGER OF COMMUNITY IMPACT | 203.757.9855 X124 / RYOUNG@UNITEDWAYGW.ORG



### UNITED WAY OF GREATER WATERBURY VIRTUAL LUNCH & LEARN

## UNITED WAY 2-1-1 OVERVIEW

Did you know United Way 2-1-1 handled 1,421,711 requests for help in the past 12 months?



Sign up to join us for our latest Virtual Lunch & Learn as 2-1-1 shares insights and information on how to access 2-1-1 online, by phone, and how to maximize your experience when utilizing this vital 24/7 confidential resource for help & referral.

### JOIN US!

DATE: April 5th 2023 | TIME: 12:00 PM - 1:00 PM | EVENT LINK PROVIDED

REGISTER WITH THE LINK IN OUR BIO

QUESTIONS? CONTACT JERED BRUZAS, 203.757.9855 X116 | JBRUZAS@UNITEDWAYGW.ORG



### UNITED WAY OF GREATER WATERBURY VIRTUAL LUNCH & LEARN

## TENANT'S RIGHTS

Sign up to join us for our latest Virtual Lunch & Learn as Connecticut Legal Services shares insights and information on tenant's rights in Connecticut.



Connecticut Legal Services provides access to justice and protects critical civil legal rights of low-income individuals and families through representation, systemic advocacy, advice, collaboration, and education.

### JOIN US!

DATE: 26, June, 2023 | TIME: 12:00 PM - 1:00 PM | EVENT LINK PROVIDED

REGISTER HERE

QUESTIONS? RENÉE YOUNG, SENIOR MANAGER OF COMMUNITY IMPACT | 203.757.9855 X124 / RYOUNG@UNITEDWAYGW.ORG



**United Way was founded by volunteers, and it is sustained by volunteers. As our most trusted resource, our volunteers are engaged in creating a shared vision and taking action to address the underlying causes of our region's most serious problems.**

## EXECUTIVE COMMITTEE

Mr. Mark A. Casey, Chair  
Drew Marine  
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## 1942 SOCIETY: LEAVING A LEGACY FOR THE FUTURE

The United Way of Greater Waterbury has provided services to our community since 1942, making a positive difference in the lives of countless individuals. Over time, the needs and types of services have changed, but United Way of Greater Waterbury's commitment to investing in our community's future and enriching lives is constant.

The 1942 Society recognizes those individuals who have chosen to have a significant impact on the future of our community by arranging for a planned gift to United Way of Greater Waterbury.

If you have included United Way of Greater Waterbury in your estate plans or will and your name is not included, please email [unitedway@unitedwaygw.org](mailto:unitedway@unitedwaygw.org) or call our help desk at 203-518-8400.

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Mr. Roger Shinn\*  
Gene and Chris Shugrue  
Rebecca P. Williams  
One 1942 Society Member  
wishes to remain anonymous

\*Deceased



# TOCQUEVILLE & LEAVENWORTH

## NUMBER OF TOCQUEVILLE BY COMPANY

Webster Bank.....	39
Albert Bros., Inc.....	2
Drew Marine.....	2
Ion Bank.....	2
Post University.....	2
AI-TEK Instruments, LLC.....	1
Bank of America.....	1
Carpin Manufacturing, Inc.....	1
Drubner Hartley Mengacci & Hellman, L.L.C.....	1
Element Solutions.....	1
Hubbard-Hall Inc.....	1
JCSmith Advisors.....	1
Litchfield Distillery.....	1
The Lombard Group.....	1
Saint Mary's Hospital.....	1
Thomaston Savings Bank.....	1
Torco.....	1
Traver IDC.....	1
United Way of Greater Waterbury.....	1
WORX.....	1

## NUMBER OF LEAVENWORTH BY COMPANY

Webster Bank.....	218
Post University.....	41
Waterbury HEALTH.....	21
Drew Marine.....	18
Saint Mary's Hospital.....	13
Ion Bank.....	10
LANXESS Corporation.....	10
WORX.....	10
United Way of Greater Waterbury.....	8
Thomaston Savings Bank.....	7
Carmody Torrance Sandak & Hennessey LLP.....	5
Hubbard-Hall Inc.....	5
Savings Bank of Danbury.....	5
Torco.....	5
HOB Industries, Inc.....	3
The Platt Brothers & Company.....	3
Traver IDC.....	3
UniMetal Surface Finishing, LLC.....	3
Albert Bros., Inc.....	2
Bentley Systems, Incorporated.....	2
Cadi Company.....	2
City of Waterbury.....	2
Marion Manufacturing Company.....	2
Republican-American.....	2
Somma Tool Company.....	2
State of Connecticut Employees.....	2
StayWell Health Care, Inc.....	2



## 2022-2023 CAMPAIGN TOP 25 CORPORATE GIFTS

- |                          |  |                               |
|--------------------------|--|-------------------------------|
| 1. Webster Bank          | 11. Drubner Hartley Mengacci & Hellman, L.L.C. | 20. Illinois Tool Works, Inc. |
| 2. Post University       | 12. LANXESS Corporation                        | 21. Bank of America           |
| 3. Eversource Energy     | 13. The Platt Brothers & Company               | 22. Cadi Company              |
| 4. Drew Marine           | 14. AMETEK - Haydon Kerk Pittman               | 23. Thomaston Savings Bank    |
| 5. Hubbard-Hall Inc.     | 15. Savings Bank of Danbury                    | 24. HOB Industries, Inc.      |
| 6. Ion Bank              | 16. Element Solutions                          | Shaker Automotive Group       |
| 7. Torroco               | 17. Tile America                               | The Siemon Company            |
| 8. Waterbury HEALTH      | 18. Marion Manufacturing Company               | Truelove & Maclean Inc.       |
| 9. Wells Fargo & Company | 19. Gem Manufacturing Company, Inc.            | 25. AT&T                      |
| 10. Traver IDC           | 19. M&T Bank                                   |                               |

## 2022-2023 TOP 100 CAMPAIGN CONTRIBUTORS

- |  |   |   |  |
|--|---|---|--|
| 1. Webster Bank                                | 30. M&T Bank  | 59. Eli Lilly and Company                               | 82. IBM Corporation  |
| 2. Post University                             | 31. UniMetal Surface Finishing, LLC                 | Shaker Automotive Group                                 | 83. Waterbury CT Teachers Federal Credit Union               |
| 3. Hubbard-Hall Inc.                           | 32. The Lombard Group                               | The Siemon Company                                      | 84. The Mattatuck Museum                                     |
| 4. Drew Marine                                 | 33. AI-TEK Instruments, LLC                         | 60. Costco Wholesale Corporation                        | 85. LPL Financial Foundation                                 |
| 5. Ion Bank                                    | 34. Illinois Tool Works, Inc.                       | 61. Liberty Bank  | 86. ECI Technologies   |
| 6. Waterbury HEALTH                            | 35. Marion Manufacturing Company                    | 62. The WorkPlace, Inc.                                 | 87. Morgan Stanley Wealth Management                         |
| 7. Torroco                                     | 36. Gem Manufacturing Company, Inc.                 | 63. Raytheon Technologies                               | 88. Bushka Lumber & Millwork Co. LLC                         |
| 8. Eversource Energy                           | 37. HOB Industries, Inc.                            | 64. Greater Waterbury YMCA                              | Workplace Success Group, LLC                                 |
| 9. Saint Mary's Hospital                       | 38. AT&T  | 65. <i>Mental Health Connecticut, Inc.</i>              | 89. Henry & Giardina LLP                                     |
| 10. Thomaston Savings Bank                     | 39. State of Connecticut Employees                  | 66. The Harold Leever Regional Cancer Center            | SPECTRE  |
| 11. LANXESS Corporation                        | 40. Republican-American                             | 67. American Electro Products, Inc.                     | Zackin, Zimyeski, Sullivan Certified Public Accountants, LLC |
| 12. Drubner Hartley Mengacci & Hellman, L.L.C. | 41. Waterbury Regional Chamber                      | CLA (CliftonLarsonAllen LLP)                            | 90. Liberty Mutual Group, Inc.                               |
| 13. Traver IDC                                 | 42. Somma Tool Company                              | Noujaim Tool Co., Inc                                   | 91. Town of Cheshire   |
| 14. Albert Bros., Inc.                         | 43. <i>StayWell Health Care, Inc.</i>               | 68. EducationDynamics                                   | 92. <i>Catholic Charities Inc.</i>                           |
| 15. Element Solutions                          | 44. FD Community Federal Credit Union               | 69. Northwestern Mutual Wealth Management Company       | 93. The Travelers Insurance Companies, Inc.                  |
| 16. Carpin Manufacturing, Inc.                 | 45. Gaylord Hospital, Inc                           | Powerstation Events                                     | 94. <i>Children's Community School</i>                       |
| 17. WORX                                       | 46. Tile America                                    | 70. TD Bank   | 95. Kimberly-Clark   |
| 18. JCSmith Advisors                           | 47. Valiant Energy Solutions                        | 71. Secor, Cassidy & McPartland, P.C.                   | 96. Stevens Company, Inc.                                    |
| 19. Waterbury Public Schools                   | 48. Rotary Club of Waterbury, Inc.                  | 72. Enterprise Holdings                                 | 97. Comcast Corporation                                      |
| 20. Bank of America                            | 49. Palace Theater                                  | 73. ATI Allegheny Ludlum Corporation                    | 98. Ballard Spahr  |
| 21. Wells Fargo & Company                      | 50. Jaci Carroll Staffing                           | 74. <i>Girls Incorporated of Western Connecticut</i>    | Coilplus   |
| 22. The Platt Brothers & Company               | 51. Bentley Systems, Incorporated                   | 75. Target  | Metallon, Inc.   |
| 23. Litchfield Distillery                      | 52. Truelove & Maclean Inc.                         | 76. Giuliano, Richardson & Sfara LLC                    | Newtown Savings Bank   |
| 24. City of Waterbury                          | 53. <i>Safe Haven of Greater Waterbury Inc.</i>     | 77. FedEx   | O'Connell & Goldberg   |
| 25. Savings Bank of Danbury                    | 54. L.F. Powers Company                             | 78. <i>Connecticut Legal Services, Inc. (Waterbury)</i> | Waterbury Orthopaedic Associates                             |
| 26. AMETEK - Haydon Kerk Pittman               | 55. Cheshire Public Schools                         | 79. Biondi and Rosengrant, LLC                          | 99. <i>Waterbury Youth Services, Inc.</i>                    |
| 27. United Way of Greater Waterbury            | 56. Cadi Company                                    | 80. Garmin International                                | 100. Town of Middlebury                                      |
| 28. Carmody Torrance Sandak & Hennessey LLP    | 57. Eastern Connecticut Pathology Consultants, P.C. | 81. Wolcott Public Schools                              |  |
| 29. <i>Wellmore Behavioral Health</i>          | 58. The Hartford Financial Services Group Inc.      |   |  |
|  | 58. Largay Travel, Inc.                             |   |  |

*\*Italicized Are Partner Agencies*

## 2022-2023 FINANCIALS

<b>CAMPAIGN REVENUE AND OTHER SUPPORT CAMPAIGN APPLICATION TO CURRENT PERIOD:</b>	<b>2022 COMBINED TOTAL</b>	<b>2023 COMBINED TOTAL</b>
<b>CONTRIBUTIONS</b>		
Gross Multi-Year Campaign	3,708,258	3,550,206
Allowance for Uncollectible Pledges	(11,750)	(160,539)
<b>Net Contributions</b>	<b>3,696,508</b>	<b>3,389,667</b>
<b>OTHER CURRENT SUPPORT</b>		
Program Support	90,711	18,004
Investment Income	(223,703)	132,697
Corporate Sponsorship/Event Revenue	122,500	115,000
Administrative Fees	93,914	101,816
Miscellaneous Income	588,985	842,718
Total Other Support	672,407	1,210,235
<b>TOTAL REVENUE</b>	<b>4,368,915</b>	<b>4,599,902</b>
<b>ALLOCATIONS, DESIGNATIONS AND FUNCTIONAL EXPENSES:</b>		
<b>ALLOCATIONS AND DONOR DESIGNATIONS</b>		
Allocations, Program Support & Donor Direct	1,973,444	1,996,659
Donor Directed Designations to Misc. Non-Profit	1,462,254	1,541,700
<b>Total Allocations for Community Investment</b>	<b>3,435,698</b>	<b>3,538,360</b>
<b>FUNCTIONAL EXPENSES</b>		
Allocations and Agency Relations	130,735	101,780
Community Planning	196,678	119,547
Community Relations	188,048	230,102
Program Support	98,918	104,521
<b>Total Program Services Expenses</b>	<b>614,379</b>	<b>555,950</b>
Corporate Sponsorship	73,094	89,296
Resource Development	279,566	349,910
Management & General	397,982	443,333
Total Support Services Expenses	750,642	882,539
Total Functional Expenses	1,365,021	1,438,489
<b>TOTAL EXPENSES</b>	<b>4,800,719</b>	<b>4,976,849</b>
<b>Change in Net Assets</b>	<b>(431,804)</b>	<b>269,973</b>
Unrealized Gain and Loss	—	—
<b>Change in Net Assets</b>	<b>(431,804)</b>	<b>269,973</b>
<b>Net Assets, Beginning of Year</b>	<b>1,374,624</b>	<b>942,820</b>
<b>Net Assets, End of Year</b>	<b>942,820</b>	<b>1,212,793</b>
<b>COST RATIO</b>	<b>15.51%</b>	<b>17.24%</b>

**82.76% OF EVERY DOLLAR IS INVESTED IN PROGRAMS AND SERVICES THAT HELP PEOPLE IN NEED**

Please visit our website at [unitedwaygw.org](http://unitedwaygw.org) to view our complete 2022 Audited Financials and IRS 990.

# 36TH ANNUAL

## UNITED WAY OF GREATER WATERBURY CELEBRATION & AWARDS

Our 36th Annual Celebration & Awards provided an inspiring look at our work, celebrated the annual campaign, and recognized several honorees. It also put an exclamation point to our 80th Anniversary year-long celebration. With over 400 in attendance, the atmosphere was as inspiring as it was emotional, with several heartfelt speeches and videos captivating the audience throughout the evening.

### FREDERIC & LUCY KELLOGG AWARD



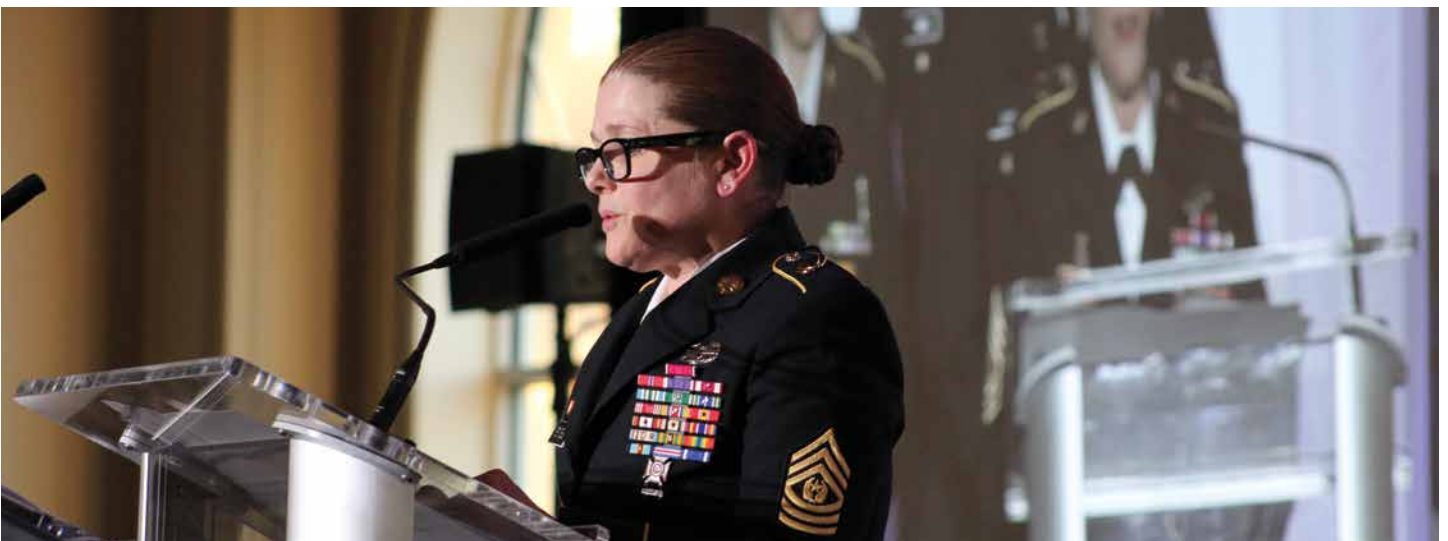
**Lynn M. Franklin-Henry**

### COMMUNITY VOLUNTEER OF THE YEAR AWARD



**Rick Povilaitis**  
Brian Gibbons Homeless Outreach, Inc.

### UNITED WAY ORGANIZED LABOR COMMUNITY SERVICE AWARD



**Command Sergeant Major (Retired) Caterina G. Veronesi**  
U.S. Army JROTC Instructor - Crosby High School

# JAMES C. SMITH SPIRIT OF EXCELLENCE AWARDS



**FD Community Federal Credit Union**

**Webster Bank**



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