



**HELP
EVERY
VOICE
BE HEARD**



WELCOME LETTER

Dear Friends,

In this annual report, you'll read quotes transcribed from audio testimonials recorded this past year and find out how you helped convert our campaign theme — Help Every Voice Be Heard — into action!

QR codes will guide you to the original audio files of children who decided that summer school was a good time to think of others as they turned their food drive into a learning opportunity, graphing the amount of food collected and researching the community need. You can hear, first-hand, what it was like for a young, homeless man to survive a cold Connecticut winter thanks to United Way 2-1-1. You can discover how food pantries are the first step toward independence for those who struggle to make ends meet.

Our 2023-2024 campaign started along familiar lines, with Campaign Chairs David and Pam Rotatori welcoming hundreds of supporters to our annual kickoff breakfast and expressing their thanks for a HUGE collection of toiletries donated by excited attendees. Things got interesting very fast as we faced the need to move our offices. By mid-January, our staff had become very adept at juggling contractors in our new space at 123 Bank Street, Waterbury, while simultaneously not missing a beat keeping up with the work of supporting our community. We even launched new ways to educate the community on our work with innovative initiatives such as Lunch and Learns and impact tours that helped donors understand how we're addressing community need.

YOU really stepped up as more volunteers than ever before lent a hand to Day of Caring projects that saved our partner agencies thousands of dollars in costs. Volunteer Income Tax Assistance (VITA) volunteers saved lower income taxpayers an average of \$250 in tax preparation fees, helping to redirect \$1.2 million in refunds and tax credits to households that were better able to pay rent and put food on the table. Crosby High School JROTC cadets recorded themselves reading from books that were packed into comfort kits so that children going into a shelter knew someone cared and that there would be a better day very soon.

We thought a campaign called Help Every Voice Be Heard would be impactful. We were astonished by just how much of an impression these stories could make. We found amazing tales of courage and resilience. We were humbled as we recognized the vulnerability in the community and saw ourselves in the men, women, and children who agreed to share their stories in our audio files.

Life can change quickly as an illness or job loss takes away money, homes, and a sense of security.

Just as quickly, life can change for the better when, together, we **Help Every Voice Be Heard**.

Sincerely,

Mark A. Casey

Mark A. Casey
Chair, Board of Directors
Vice President, Drew Marine

Kristen Jacoby

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



VIDEO: STORY OF LIFE AND DEATH FOR HOMELESS



HELP EVERY VOICE BE HEARD!

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WE'VE MOVED!

During the 2023-2024 campaign season, United Way of Greater Waterbury moved our offices from 100 North Elm Street to 123 Bank Street in Waterbury. While the distance door-to-door can be walked in less than 15 minutes, the effort to shift files, furniture, and so much more took significantly more effort.

The move could not have been done without community members who stepped up to help us. Not only did their generosity of time and talent make the effort easier, it saved the organization tens of thousands of dollars, dollars that remain focused on community needs.

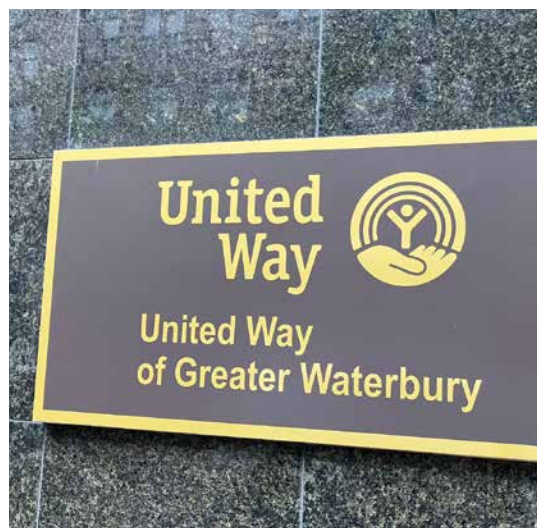
Thanks to everyone, we are now operating from an office filled with improved efficiencies, technology, local art, and meeting space where we can have an even greater impact on behalf of our community.

THANK YOU TO THOSE WHO DONATED, DISCOUNTED, AND VOLUNTEERED THEIR SERVICES TO MAKE OUR MOVE POSSIBLE!

Bushka Lumber & Millwork Co. LLC
Drew Marine
Granite Communications
The Hon Company
Hubbard-Hall, Inc.
Ion Bank
Kuncas Associates, LLC

Lowes (Southington)
The Mattatuck Museum
Frank and Michele Monteiro
National Sign Corporation
Novus
Selim and Linda Noujaim
O & G Industries, Inc.

Post University
Sharon Reilly
Saint Mary's Hospital
Torroco
Waterbury Glass & Mirror, Inc.
W.B. Mason
Webster Bank

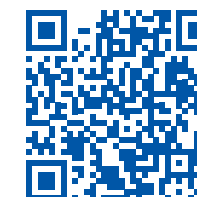


PARTNER TOURS AND LUNCH & LEARNS WHEN YOU KNOW MORE, YOU CAN DO MORE

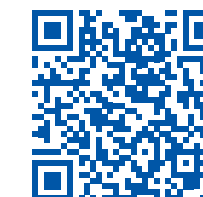
COMMUNITY IMPACT TOURS

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 hungry and real hunger. United Way of Greater Waterbury increased the series of community impact tours this fiscal year, taking stakeholders and volunteers into the field to hear first-hand from partners and clients on the impact they make through their support. It's amazing what you can learn when you Help Every Voice Be Heard.

WATCH HOMELESS RESPONSE TOUR



WATCH BASIC NEEDS TOUR



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

THE FATHER FRIENDLY INITIATIVE

Join Anthony Gay to learn about The Father Friendly Initiative. This initiative is in partnership with the city of Waterbury and is of paramount importance for the community's well-being. By focusing on promoting father engagement and inclusion, this initiative aims to create a supportive environment where fathers actively participate in their children's lives. Additionally, this initiative will pair children who do not have a father with a positive male figure to provide guidance and support.

JOIN US!

DATE: June 4th, 2024 | TIME: 12:00 PM - 1:00 PM | EVENT LINK PROVIDED

REGISTER HERE

QUESTIONS? CONTACT JERED BRUZAS 203.757.9855 XT16 | JBRUZAS@UNITEDWAYGW.ORG

COMMUNITY IMPACT LUNCH & LEARNS

By popular demand, Lunch & Learns increased in frequency and variety this fiscal year. This live online series featuring subject matter experts, where viewers tune in on their lunch break has grown in popularity. The online series is open to all, with partner agencies finding them especially valuable in providing no cost training to staff on specific topics of interest. Bringing compelling speakers to interested audiences, with an opportunity to also engage in a live Q&A, is just one more way we Help Every Voice Be Heard, and all during lunch!

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

FINANCIAL WELLNESS WORKSHOP

Do you want to improve your financial future? One way to get started is by participating in this workshop which will help you review your status and identify actions you can take to improve your financial situation. Participants will have an opportunity to take a quiz about their current financial practices in areas such as general money management, saving, credit, debt, and other topics.

The Financial Health Checkup is provided by UConn Extension and the Connecticut Saves Campaign.

JOIN US!

DATE: April 30th, 2024 | TIME: 12:00 PM - 1:00 PM | EVENT LINK PROVIDED

REGISTER HERE

QUESTIONS? CONTACT KAY BELLO 203.757.9855 XT16 | KBELLO@UNITEDWAYGW.ORG

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

STRATEGIES AND MECHANISMS FOR ENHANCING EMOTIONAL WELL-BEING

Building on her engaging mini-talk at the United Way of Greater Waterbury's Galentine's event last month, Dr. Fumiko Hoelt will delve deeper into the intricacies of interventions and strategies to enhance emotional well-being.

We will explore the underlying brain mechanisms that drive emotional well-being. Attendees are encouraged to come with questions and share their personal experiences related to emotional well-being.

JOIN US!

DATE: April 8th, 2024 | TIME: 12:00 PM - 1:00 PM | EVENT LINK PROVIDED

REGISTER HERE

QUESTIONS? CONTACT JERED BRUZAS 203.757.9855 XT16 | JBRUZAS@UNITEDWAYGW.ORG

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

ALCOHOL USE DISORDER

Join us for a lunch & learn all about Alcohol Use Disorder. Research shows alcohol continues to be the most commonly used substance nationally and in Connecticut. Alcohol use prevalence in CT has remained higher than the nation since 2010, and CT has been among the 10 states with highest prevalence most of these years. Leadership from Wellmore Behavioral Health will review what qualifies as an alcohol use disorder, risk factors for developing an alcohol disorder, treatment options and new trends emerging in the field of addiction.

DR. CHRISTOPHER YOUNG
MEGAN MORIARTY, LCSW, LADC

JOIN US!

DATE: May 28th, 2024 | TIME: 12:00 PM - 1:00 PM | EVENT LINK PROVIDED

REGISTER HERE

QUESTIONS? CONTACT JERED BRUZAS 203.757.9855 XT16 | JBRUZAS@UNITEDWAYGW.ORG

UNITED WAY OF GREATER WATERBURY'S 2023/2024 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 AND 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
- Park Central – 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

- Waterbury Youth Services – POWER/Support for Self-Determination

TRAINING AND EDUCATION FOR EXPERIENCED WORKERS

Expanded training and employment opportunities.

INITIATIVES

- Northwest Regional Workforce Investment Board, and Center for Human Development - Home Works

INCOME SUPPORTS FOR WORKING HOUSEHOLDS THAT FOSTER ECONOMIC SECURITY

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

INITIATIVES

- Advancing CT Together – Volunteer Income Tax Assistance (VITA)
- Local Initiatives Support Corporation (LISC) – Financial Opportunity Center at CT State Community College Naugatuck Valley (NVCC)

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
- Waterbury Youth Service – Youth/Family Emergency Services

INITIATIVES

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

FOOD

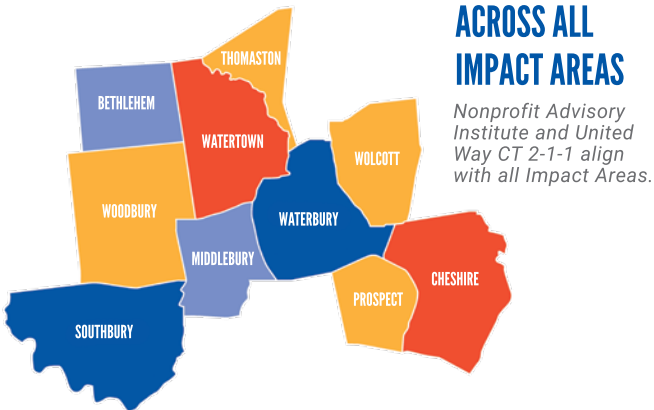
Access to affordable, nutritious food.

PROGRAMS

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

INITIATIVES

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



HEALTHCARE

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
- 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

EQUITY FUND

- Grace Baptist Church
- Hangtime
- Rivera Memorial Foundation
- St. Vincent DePaul Mission
- Wealth Generation Legacy
- Waterbury Youth Services



VIDEO: LISTEN TO VOICES FROM OUR COMMUNITY

HELP EVERY VOICE BE HEARD: EDUCATION

EARLY CARE & POSITIVE YOUTH DEVELOPMENT

United Way’s education investment strategy provides opportunities so that children and youth can fulfill their potential, starting from birth to graduation. For children who have yet to start school, the strategy is to ensure children birth-5 have expanded equitable access to quality early educational experiences.

CATHOLIC CHARITIES

“We strongly believe that children learn when they feel safe and secure,” said Jessica Nieves, director at the Catholic Charities Child Development Center.

The center caters to children aged six weeks to 5 years, as well as supporting their families. “We want to help strengthen families and be the support they need so they can provide for their children.”

An onsite family specialist is trained in Circle of Security, which helps parents strategize and be more aware of and responsive to their children’s social emotional needs. “United Way’s strategy for children 5-24 ensures they have equitable opportunities to experience success and achieve their potential. This includes adequate access to out of school time programs that focus on children’s cognitive, physical, and social/emotional competencies.”

A monthly diaper bank provides financial aid and activities like Dinner & A Story Night and Family STEM Night are helping, in addition to honoring cultural holidays and traditions, thanks to the bilingual abilities of the teachers.

Catholic Charities also partners with Read to Grow, so that children can bring home books and build their own libraries, extending their learning experience.

The center is accredited by NAEYC and the curriculum utilizes the state early learning development standard. “Each child learns at his or her own pace and the team conducts observations of their skills and level of understanding so we can meet their needs as well as challenge them when the children are ready for that next step.”

The community itself is a partner at the center; every week guests describe their roles in the community, such as firefighters, police, barbers, cashiers, and construction workers. Children can make the connection with what they learn by seeing these people perform their jobs in real life.

“They have a lot of fun with it, especially when they get to participate hands-on. One child was related to a baker. That child graduated years ago but the baker still returns to volunteer and the kids get to wear a baker cap and have a ball.

“Without United Way’s financial support, this program wouldn’t be possible. But, we also value United Way’s ability to connect us with Born Learning materials that we use during parent/teacher conferences to discuss milestones in their child’s development.”

The results are measured in many ways: feedback from families; the children who graduate and return to express their gratitude and share their academic success. “We’re giving children a foundation. They will have what they need to move forward in life, and they can take what we’ve introduced them to into adulthood.”



United Way’s strategy for children 5-24 ensures they have equitable opportunities to experience success and achieve their potential. This includes adequate access to out of school time programs that focus on children’s cognitive, physical, and social/emotional competencies.

PARK CENTRAL

“Park Central provides a welcoming environment where girls learn through play and hands-on exploration. But, don’t be fooled by how much fun everyone is having: 100% of girls who participate in these programs move up to the next grade and graduate.”

As one of the ways it enacts its education strategy, United Way funds out of school programs, including half day and full mini camps as well as spring break and Friday night programs, removing barriers to access through scholarships and ensuring that girls can enjoy field trips, tools and resources, and exposure to speakers and demonstrations.

During a summer science fair, girls experienced a week of interactive fun as informal teaching led them through activities, culminating with an invitation to their parents to join in on a family tour of the science displays. Maria Hulse, membership coordinator, and Khadija Ally, youth program manager, noticed the teams used the chance to collaborate on who would offer certain information and elaborated on details with each family that listened. “On Monday, they were reluctant to try the activity but, by Friday, you would think they were always into it.”

The teams were made up of girls of various ages, which allowed the older students to mentor and teach the younger ones. Khadija discovered they would solve problems together without her intervention. “We ask families to help us understand where a girl might be struggling with reading or math and can encourage them toward programs like the art literacy program where they play with settings, conflict, and characters to reinforce learning.”

“We invite girls to leave their day and whatever happened at our front door. Then we begin to enjoy our time together,” Maria explained. “It’s important to involve the families because we both want to see these children grow. I’ve met some amazing parents as the new school year began, many just learning about Park Central, and I was able to tell them they’ve found their new home with us, in Waterbury, and these young ladies will succeed.”

Her own daughter started at Park Central, when it was still Girls Inc. Maria watched a shy girl become someone who helped staff with programming and developed into a leader. “If it weren’t for these programs and the people who work here, I don’t think that growth would have been possible.”

Khadija pointed out that Park Central has a great focus on STEAM education and cares about how participants do in school, and where their story continues after high school graduation. “Girls are better able to positively identify an adult role model, more likely to take a leadership role, and more willing to try something new because they feel safe to do so at Park Central.”

Maria said, “I grew up in Waterbury so I know what these girls are facing in school and in the community. We’re helping them to build skills they take home and carry with them throughout life.”



9,000+

children under five had access to books and literacy enrichment



20,000+

students received educational materials and training on domestic violence and sexual assault



1,500+

kids received before or afterschool enrichment programming

HELP EVERY VOICE BE HEARD: 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.

VOLUNTEER INCOME TAX ASSISTANCE (VITA)

A single mother of two was able to get her full refund thanks to expert advice and the Earned Income Tax Credit (EITC). "VITA isn't just a free service, it's a life changer! To say that I have been having such a bad month would be an understatement. Yesterday could have been the straw that broke the camel's back for me! BUT, aside from you doing what was clearly your job, you made me smile and made me feel comfortable! You are truly a beautiful soul. I was blessed when I sat down with you!"



35
volunteers

10
sites

926
clients served/tax forms prepared

\$231,500
tax preparation fees saved

\$1,266,237
amount refunded to tax payers in 2024

\$11 Million
amount refunded over the past 7 years

WEALTH GENERATION/FINANCIAL LITERACY FOR YOUTH

Reading. Writing. Financial Literacy. How do we teach kids to handle finances so they can fulfill their dreams? The Wealth Generation Legacy/Financial Literacy for Youth program does just that.

Students start by setting goals. Their visions of the future are often unrealistically high but, by breaking down and examining costs, as well as learning how to balance a budget, students are ready to absorb skills such as writing checks and addressing envelopes to then build on the basics.

Next is an appreciation of the banking structure and cycle, including the wisdom of saving as a good habit for youth. Credit and acronyms like FICO are followed by the role insurance plays in their lives. Insurance and building generational wealth are impactful for minority communities and students learn both good habits and how to avoid financial traps.

When asked if 40 is old, the students consider what it might take to retire by that age, delving into retirement savings vehicles. They also think beyond their own needs. Students recognize the program is possible thanks to others who gave and discuss the need to build their communities and share what they've learned with someone else who doesn't have that information and those skills.

United Way of Greater Waterbury saw the potential in this vital course, offering support to serve 27 participants. The pre-assessment average score was 47% aptitude; post-assessment, the average score rose to 80%. All students reported that the class was informative and that they learned things they didn't know; 93% said they had fun in the class and would take another financial literacy course in the future.

100%
of the students felt the class was informative

93%
would take another financial literacy course

100%
of the students learned things about money that they did not know before

ST. VINCENT DEPAUL MISSION OF WATERBURY, INC. (SVDP) CULINARY PROGRAM

Nothing tastes as sweet as success and that's just what's been cooking at the Merriman Culinary Job Training Program at St. Vincent DePaul Mission of Waterbury, 327 Baldwin Street at Waterbury's South End. With United Way's support this past year, 22 students graduated and 20 (91%) attained employment.

When Edwin Rodriguez, director of operations at SVDP, learned of a plan that had been developed in 1997, to develop a culinary school at SVDP's soup kitchen, he was determined to create the training program that would lead to catering jobs for people facing a high barrier to employment, and thus independence, such as those trying to reenter society from incarceration or challenged by the stable income needed to leave the shelter for a home of their own. The program is free to students through investments from the United Way, Connecticut Hospitality Foundation, National Restaurant Educational Foundation, and other private funders.

Edwin said that each student demonstrates a passion for food when they are interviewed as a potential program candidate. He recently discovered one graduate volunteering in the soup kitchen, "I knew he had a job at a restaurant. He told me he was coming in before his shift began because he loves to cook." In fact, Edwin said there are quite a few of the graduates volunteering during their time off from work. Chef Instructor Frank Parafati welcomes them back with pride seeing how well they've done for themselves. One of them said "My favorite part is giving back to those who come to the soup kitchen for meals, because I've been where they have been."

Applicants must have a high school diploma or GED to enroll in the program; the first two weeks are in a classroom environment/academic study that leads to the ServSafe® certification recognized nationally by the National Restaurant Association. They must pass the managerial level exam, which is the toughest. They learn the importance of hygiene and sanitation, to keep diners healthy and safe, before they enter the kitchen to acquire their knife skills.

The 12-week program includes financial literacy, computer training, how to interview for a job, to be present and serve a crowd, as well as interact with guests at a venue, and the chance to develop a strong work ethic as they are required to show up on time for class and work as a team. All these skills come together as they do the legwork to attain employment that leads to an income and the chance to be a self-sufficient part of our community.

"Through the program, students also discover self-esteem," Chef Frank noted. "One student who recently passed is a little autistic. She was crying as she repeated, over and over, 'I'm so proud of myself!' I was proud of her and that's my reward."

Another student answered the question of what he liked best about the program. "That they believed in me."

The culinary job training program provides a significant working opportunity for people to find jobs in the food industry that is experiencing a demand for certified skilled culinary workers. The end goal is creating a living wage job opportunities for a more equitable economy.

22

students graduated and received Manager Serv-Safe Certification

20

students attained employment (91%)

5

students exploring extended education and managerial training programs



VIDEO: FINANCIAL STABILITY TOUR



HELP EVERY VOICE BE HEARD: BASIC NEEDS

FOOD, HEALTHCARE, & HOUSING

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.

FOOD

Many tales of the Great American Dream begin with, "We came here with nothing."

When Lucy arrived from Ecuador and reunited with her husband, who'd arrived four months earlier, they found it difficult to put enough food on the table for their family.

Often stories skip ahead to a happier chapter. Lucy's search for a better life is being played out in real time, and there is no shortcut through long days where hunger, cold, and uncertainty are major obstacles standing in the way of her goals for herself and her family.

Thankfully, the way forward is easier as the couple relies on the food pantry run by Greater Waterbury Interfaith Ministries (GWIM) to add canned goods, cereal, peanut butter, and jelly to their cupboard. They also eat a hot meal at GWIM each day and have found clothing and personal care items they need.

By investing donor dollars in programs such as GWIM, United Way of Greater Waterbury is investing in the remarkable people who just need resources to make progress against adversity with grace and courage.

United Way is also investing in the amazing people who run these programs.

"Mrs. Barbara invited my family and myself to a nice little party [the United Way's awards celebration at the Aria Wedding & Banquet Facility]," Lucy remembered. "We felt so welcomed and at home, we were treated with so much respect and love."



VIDEO: STORY OF ADDRESSING FOOD INSECURITY



VIDEO: STORY OF RISING FROM HOMELESSNESS

HEALTHCARE

Early detection is key to beating cancer. However, what if your income is not just below the ALICE threshold but also below the Federal Poverty Level?



Mary, age 61, has received her women's health services at StayWell Health Center, Inc. for 13 years. That care was sidetracked when she was diagnosed with breast cancer; she avoided treatment because she was worried about what recovery would look like for her. Past abusive relationships and a poor connection with her family made her fear loneliness as her weakened body left her less able to care for herself.

Mary's StayWell case manager showed patience and empathy, listening and slowly coaxing her to attend an appointment to discuss and plan a treatment. Able to engage with clinical staff in a way that went beyond an exchange of information, Mary could face her fears and get back on track with her medical care. She could do more than stand up to cancer, addressing long-standing issues with regular dosing of medications as well as concurrent behavioral health issues (depression).

When United Way of Greater Waterbury funds healthcare access, everyone gets better.

HOUSING

Imagine you're stranded on a deserted island. Would you try to set up a signal to call for help or build a shelter to stay safe from wind, sun, and rain?

How about both?

When Awilda, her husband Elvin, and their daughter arrived at the Family Emergency Shelter run by Salvation Army in Waterbury, they lacked documentation and had trouble speaking English.

Thanks to dedicated, experienced personnel at the shelter, and using funds from United Way of Greater Waterbury, Elvin was able to acquire his Social Security card, photo ID, and birth certificate and Awilda could learn English thanks to the Jobs First Employment Services Program. She is pursuing a certificate in psychology and case management.

Their daughter applied for financial aid and will attend the local community college in the fall.

Thanks to the Rapid Rehousing Program and assistance from other agencies, the family is searching for an apartment that Elvin will pay for with a new job.

The help they received, mixed with their own determination to succeed through hard work, is a recipe for success!

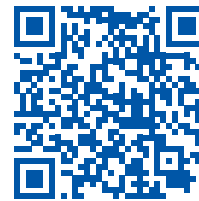


EMERGING LEADERS

The United Way of Greater Waterbury Emerging Leaders is a network of young professionals age 18 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.

Members have also been stepping up to lead workplace campaigns with employers such as POST University and TORRCO, both recognized with the 2023-2024 James C. Smith Spirit of Excellence Award.

Emerging Leaders boasts members from marketing, manufacturing, educational, nonprofit, retail, and many other industries.



LEARN MORE



UPSTARTERS®

UPSTARTERS® is a youth volunteer engagement opportunity that gives local youth 10 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.

Ten schools and four youth organizations were involved in UPSTARTERS activities this past year.

ACTIVITIES INCLUDED:

Collecting socks and hygiene kits for homeless shelters, holiday cards to inspire hospital workers, summer school food drive, adopt a family toy drive, reading books on video for children in shelters, mindfulness art show, and more.



VIDEO: STORY OF WOLCOTT SCHOOL UPSTARTERS



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 one of the many events throughout the year including Stock the Pantry to fight food insecurity, March Reads to support early childhood literacy initiatives, and more. The potential to make a difference together is endless. Additionally, they raise funds to meet community needs throughout the year. The overall focus is on women's health and wellbeing. Women United supports programs and initiatives that enhance women's mental health, self-care, resiliency, and financial freedom, as well as provide mentorship and life coaching to inspire change.

2023-2024 activities included the Joy of Sharing food distribution, Stock the Pantry, Galentines, the annual Summer Social, and the Salvation Army's Adopt a Family. We are grateful to Women United Co-Chairs Cheryl Lindstrom and Adrienne Parkmond, members, volunteers, and attendees who make these events successful. Meagan Anthony, Olivia Dudley, Suzette Herrick, Madison Hicks, and Amber Pinette graciously donated their time to planning and implementing the Summer Social and Galentine's events, with Dr. Fumiko Hoeft of UConn Waterbury sharing her knowledge as the featured speaker at Galentines. We are grateful to the following businesses who sponsored Women United events: Albert Bros., Inc., Bank of America, Ion Bank, Thomaston Comfort Control, Thomaston Oil and Propane, Savings Bank of Danbury, Thomaston Savings Bank, Webster Bank, and WORX.



LEARN MORE

CORPORATE VOLUNTEERISM

United Way of Greater Waterbury provides a variety of opportunities for companies to fulfill their corporate social responsibility goals. By partnering with United Way, companies are leveraging the power of volunteerism to positively impact the communities in which their employees live and work.

VOLUNTEER ENGAGEMENT: CONTRIBUTION VALUE

13,878 Volunteer Hours / **\$31.80** Hourly Value
\$441,341 Total Value



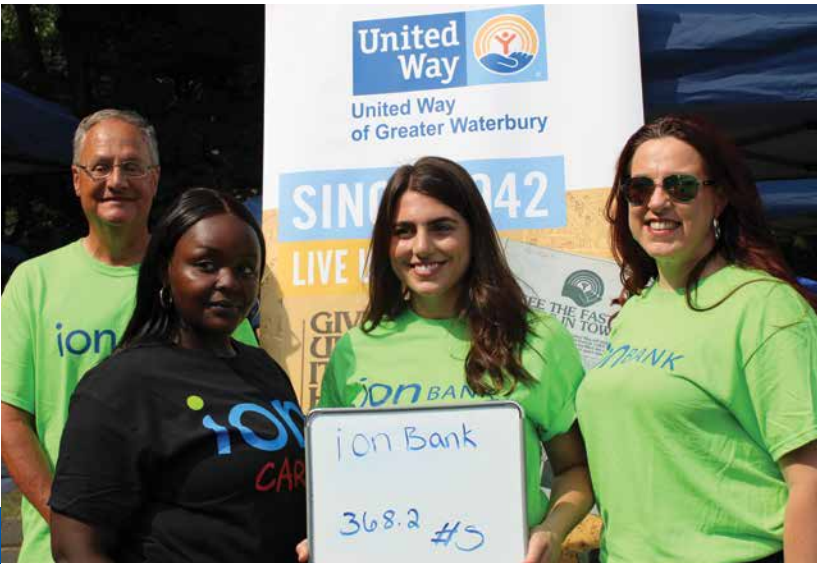
EARTH DAY

18 Volunteers
3 Partner Agencies



STOCK THE PANTRY

46 Individual Event Volunteers
50 Companies/Groups Donated
16,000+ Pounds of Food Collected for Multiple Pantries



ADOPT A FAMILY

350 Holiday Wish Lists Adopted
22 Companies/Groups
20 Individual Volunteers



MOBILE FOOD PANTRY

7 Companies
103 Volunteers
1,961 Individuals Served



UNITED WAY READS

70 Individual Volunteers
10 Companies/Organizations
100+ Books Recited



DAY OF CARING

40 Volunteers
6 Completed Projects

VOLUNTEERS

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.

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VIDEO: STORY OF MINDFULNESS IMPACTING LIVES

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Mark & Caroline Albini
Joanne S. Allison
Mrs. Laura Amiot
Anderson Girls
Dr. Ehsan Ansari
Robert & Jane Bailey
Kim Balduzzi
Nadia Baz
Dr. & Mrs. Paul J. Beauvais
Linda Benowitz
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Jennifer Birdseye
Ms. Melinda M Blanch
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Ms. Brenda L. Bouchard
Dave & Betty Bozzuto
John & Susan Brennan Fund
Mr. Jon Brinnier
Darrell & Althea Brooks
Mr. Gregory Lynn Burford
Mr. Robert Burns & Mr. Gary Schiro
Julee & Joseph Busalacchi
Mr. David Calamari Jr.
Roger Caramanica, PhD
Anthony & Natividad Carter
Elizabeth Castillo
Ms. Erica N. Castro
Carrie L. Chace
Ally Chang
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Michelle Crane
Ian Crooks
Carey & Chris Cseszko
Mr. & Mrs. James R. Coughlin
Robin & Michael Cracco
Michelle Crane
Ian Crooks
Carey & Chris Cseszko
Mr. Kristopher L. Culin
John & Marisa Daddona
Diedre Davis
Mary Jo Dingeldein
Dr. Lisa Dresdner & Mr. Bill Hart
Mr. David A. Dubois
Emily Littman Eisen Ph.D.
Garrett Ellsworth
Philip & Mindi Espinosa
Ms. Melissa Evans
Bridget Fahy
Mr. & Mrs. Vincent Farisello
Christopher & Emily Fasano
Betsy Feery
Christopher Stephen Ferrara
Robert & Karlyn Fitzpatrick
Susan Fournier
Mr. & Mrs. Daniel Gaj
Ms. Laura R. Gallinoto
Mr. & Mrs. Guy Gentil
Bruce Cameron Gibson
Gilson Family

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Mrs. Suzanne Hardy
Scott & Ann Hartley
Mr. & Mrs. Patrick Hayden
Shell He
Kristen Hebert
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Mr. George A. Jones & Dr. Brita Roy
Kari L. Jonikas
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Ms. Meg Kakowski
Brian & Desi Kelley
Maegan Kenney
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Mrs. Fatimah Fazel
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Nick & Laura Zaino
Ms. Jennifer Zaniewski
Dr. Zhongqiu John Zhang
Peter & Sharon Zilahy
28 Donors Wish To Remain Anonymous

**Indicates donor is deceased*

We apologize if your name has inadvertently been omitted; please notify us at 203-757-9855 x118.

IN-KIND SUPPORT

United Way of Greater Waterbury would like to extend a heartfelt thank you to the businesses and individuals that graciously provided in-kind support throughout the 2023-2024 campaign.

adam broderick salon & spa	Gabby Fournier	Luxe Jewelry Co.	Republican-American
Albert Bros., Inc.	Fred Astaire Dance Studio	Ma Petite Baker, LLC	Route 63 Automotive
Joel & Nancy Becker	Glenn Andrew Productions LLC	John Marino, Waterbury Glass & Mirror, Inc.	Sandra Vigliotti Senich
Barbara Bradbury-Pape	Good News Restaurant and Bar	Kay A. Mello	Shaker Automotive Group
Build You Fitness	Granite Communications, Inc.	Middlebury Fine Wine & Spirits	Southbury Printing Centre, Inc.
Julee M. Busalacchi	Hair Revue LTD., LLC	Attorney Dana Moreira	Sullivan's Jewelers, Inc.
Rich Bushka, Bushka Lumber & Millwork Co., LLC	Hawk Ridge Winery	Arianna Motta	Thomaston Savings Bank
Carmody Torrance Sandak & Hennessey, LLP	Suzette Herrick	Jackie Mulhall	Torrco
Ralph Carpinella	Madison R. Hicks	National Sign Corporation	Tory Burch, Westfarms Mall
Vito Cavallo, Gina Marie Bakery, LLC	John L. Hopkins, Post University	O & G Industries, Inc.	Frank Vigliotti, Scoreboard Bar & Grill
City of Waterbury	Joanna Horvath	Michael O'Connor	Skip Barber Racing School
Cromwell Massage and Wellness	Hy Hope Farm	Palace Theater	Viron Rondo Osteria
David's Jewelers, LLC	Kristen & Peter Jacoby	Attorney Adrienne Parkmond	WATR Radio (1320)
Drew Marine	Doug & Megan Johnson	Sheila M. Powers	WORX
Element Solutions	Molly Kellogg, Hubbard-Hall, Inc.	PowerStation	Ann Hedges Zucker Esq.
Chris & Emily Fasano	Koster Keunen, Inc.	Proforma Communication Resources	
Fascia's Chocolates, Inc.	Cheryl D. Lindstrom	Regency Real Estate By David Aurigemma	
Dave & Brenda Ferraro	Kathryn Tester Luria	Sharon Reilly	

GRANT FOUNDATIONS

Thank you to the following foundations and organizations for investing in United Way of Greater Waterbury's Community Impact initiatives.

American Savings Foundation	Eversource Energy Foundation	Liberty Bank Foundation	Thomaston Savings Bank Foundation
Anthony Charitable Fund	Franklin P. and Arthur W. Perdue	M&T Bank Charitable Foundation	United States Department of Education
Bank of America Charitable Foundation	Foundation, Inc.	Molder Family Foundation	United Way of Connecticut
City of Waterbury	George A. and Grace L. Long Foundation	Newtown Savings Bank Foundation	Webster Bank
Connecticut Community Foundation	Ion Bank Foundation	Post University	Wells Fargo Foundation
Enbridge Fueling Futures	The Leever Foundation	The Robert F. Quinn Foundation	

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 or call 203.518.8400.

Members:

Harold E. Baker*	Eugene Kaplan*	William Noble in Memory
Joel & Nancy Becker	Tocqueville Legacy Circle	of William E. Fielding*
Christopher A. Brooks	Reverend Broadman Kathan	Jack & Sandy Senich
Orton P. Camp, Jr.*	Chuck Kellogg*	Attorney David Sfara
Garth & Janet Collins	Marita A. Lawlor*	Mr. Roger Shinn*
Dr. Richard Dyer	John Leever*	Gene & Chris Shugrue
Patricia A. Emons*	Ruth Ann Leever*	Rebecca P. Williams
Dr. William Finkelstein*	Michael R. Lenkowski	
Phyllis Gebhardt*	Anita* & Don Liebeskind	
Timothy W. Grimes*	Marie-Jeanne McDuff*	
Kristen & Peter Jacoby	Patricia A. McKinley	
Tocqueville Legacy Circle	Joann & Bob Narkis	

One 1942 Society Member wishes to remain anonymous

*Deceased



TOCQUEVILLE & LEAVENWORTH

NUMBER OF TOCQUEVILLE BY COMPANY

Webster Bank	35
Ion Bank	5
Albert Bros., Inc.	2
Drew Marine	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
Hubbard-Hall Inc.	1
JCSmith Advisors	1
Litchfield Distillery	1
The Lombard Group	1
Saint Mary's Hospital	1
Thomaston Savings Bank	1
Torrco	1
Traver IDC	1
United Way of Greater Waterbury	1
WORX	1

NUMBER OF LEAVENWORTH BY COMPANY

Webster Bank	203
Post University	29
Waterbury HEALTH	15
Ion Bank	13
Saint Mary's Hospital	11
WORX	10
Thomaston Savings Bank	9
Drew Marine	8
Hubbard-Hall Inc.	7
United Way of Greater Waterbury	7
Carmody Torrance Sandak & Hennessey LLP	5
Torrco	5
HOB Industries, Inc.	3
Savings Bank of Danbury	3
UniMetal Surface Finishing, LLC	3
Cadi Company	2
Carpin Manufacturing, Inc.	2
City of Waterbury	2
Largay Travel, Inc.	2
M&T Bank	2
Marion Manufacturing Company	2
The Platt Brothers & Company	2
Republican-American	2
StayWell Health Care, Inc.	2
Traver IDC	2
Waterbury Regional Chamber	2



VIDEO: STORY OF MAN WHO BECAME HOMELESS

2023-2024 CAMPAIGN TOP 50 CORPORATE GIFTS

1. Webster Bank	22. Jaci Carroll Staffing	36. The Hartford Financial Services Group Inc.
2. Post University	23. HOB Industries, Inc.	37. Bentley Systems, Incorporated
3. Ion Bank	The Siemon Company	38. Garmin International, Inc.
4. Torrcó	Truelove & Maclean Inc.	39. Middlebury Consignment
5. Eversource Energy	24. AT&T	40. Clocktown Brewing Company LLC
6. Drew Marine	25. NEOPERL, Inc.	41. WORX
7. Hubbard-Hall Inc.	26. Waterbury CT Teachers Federal Credit Union	42. Liberty Mutual Group, Inc.
8. Savings Bank of Danbury	27. American Electro Products, Inc.	43. LaBonne's Market
9. Traver IDC	Raytheon Technologies	Metallon, Inc.
10. Waterbury Hospital	28. Demsey Manufacturing	Middlebury Police Benevolent Association
11. Drubner, Hartley, Mengacci & Hellman, L.L.C.	29. M&T Bank	Newtown Savings Bank
12. Saint Mary's Hospital	30. Shaker Automotive Group	Police Activity League (PAL) of Waterbury
13. Bank of America	Summit Plating	Thomaston Oil & Propane, Inc.
14. AMETEK - Haydon Kerk Pittman	Takeda Pharmaceuticals	44. The Travelers Insurance Companies, Inc.
15. Thomaston Savings Bank	TIAA Charitable	45. Thomaston Comfort Control, Inc.
16. The Platt Brothers & Company	31. Costco Wholesale Corporation	46. The Stop & Shop Supermarket Company LLC
17. Rotary Club of Waterbury, Inc.	32. Powerstation Events	47. Fascia's Chocolates Inc.
18. Liberty Bank	33. Alliance All Trades, Inc.	48. Santa Energy
19. Bushka Lumber & Millwork Co. LLC	34. Albert Bros., Inc.	49. Element Solutions
Enbridge	35. FD Community Federal Credit Union	50. Easterseals of Greater Waterbury
Tile America	Pisani Fabrication Steel Inc.	
20. Marion Manufacturing Company	Somma Tool Company	
21. Cadi Company	SPECTRE	

2023-2024 TOP 100 CAMPAIGN CONTRIBUTORS

1. Webster Bank	37. Waterbury Regional Chamber	72. Palladin Precision Products
2. Post University	38. Republican-American	73. <i>Connecticut Legal Services, Inc.</i>
3. Ion Bank	39. Liberty Bank	74. TD Bank
4. Torrcó	40. Rotary Club of Waterbury, Inc.	75. <i>Greater Waterbury YMCA</i>
5. Hubbard-Hall Inc.	41. Bushka Lumber & Millwork Co. LLC	76. <i>Park Central</i>
6. Drew Marine	42. <i>StayWell Health Care, Inc.</i>	77. Summit Plating
7. Thomaston Savings Bank	43. Gem Manufacturing Company, Inc.	78. Regional School District 14
8. Eversource Energy	44. M&T Bank	79. Northwestern Mutual Wealth Management Company
9. Waterbury HEALTH	45. Jaci Carroll Staffing	80. <i>Children's Community School</i>
10. Saint Mary's Hospital	46. Tile America	81. LPL Financial Foundation
11. Traver IDC	47. Largay Travel, Inc.	82. ECI Technologies
12. Carpin Manufacturing, Inc.	48. NEOPERL, Inc.	83. Shaker Automotive Group
13. Albert Bros., Inc.	49. Region 16 Beacon Falls and Prospect	TIAA Charitable
14. Bank of America	50. Waterbury CT Teachers Federal Credit Union	84. Fascia's Chocolates Inc.
15. Savings Bank of Danbury	51. Somma Tool Company	85. IBM Corporation
16. Waterbury Public Schools	52. Palace Theater	86. Pontelandolfo Community Club
17. JCSmith Advisors	53. Valiant Energy Solutions	87. The WorkPlace, Inc.
18. WORX	54. Demsey Manufacturing	88. Kimberly-Clark
19. Litchfield Distillery	55. Raytheon Technologies	89. <i>The Mattatuck Museum</i>
20. United Way of Greater Waterbury	56. Truelove & Maclean Inc.	90. Element Solutions
21. City of Waterbury	57. Secor, Cassidy & McPartland, P.C.	91. Biondi and Rosengrant, LLC
22. AMETEK - Haydon Kerk Pittman	58. Costco Wholesale Corporation	92. Liberty Mutual Group, Inc.
23. The Platt Brothers & Company	59. <i>Mental Health Connecticut, Inc.</i>	93. Morgan Stanley Wealth Management
24. Drubner Hartley Mengacci & Hellman, L.L.C.	60. Cadi Company	94. Alliance All Trades, Inc.
25. <i>Wellmore Behavioral Health</i>	JP Morgan Chase & Co	95. Deloitte & Touche
26. Carmody Torrance Sandak & Hennessey LLP	Takeda Pharmaceuticals	96. Giuliano, Richardson & Sfara LLC
27. UniMetal Surface Finishing, LLC	61. Cheshire Public Schools	Naugatuck Valley Women's Health Specialists PC
28. Powerstation Events	62. Bentley Systems, Incorporated	Pisani Fabrication Steel Inc.
29. AI-TEK Instruments, LLC	63. The Harold LEEVER Regional Cancer Center	Southern Waterbury Associates LLC
The Lombard Group	64. The Hartford Financial Services Group Inc.	SPECTRE
30. The Cly-Del Manufacturing Company	65. Noujaim Tool Co., Inc	TeamHealth
31. Illinois Tool Works, Inc.	66. The Siemon Company	97. Town of Middlebury
32. Marion Manufacturing Company	67. L.F. Powers Company	98. <i>Safe Haven of Greater Waterbury Inc.</i>
33. FD Community Federal Credit Union	68. CLA (CliftonLarsonAllen LLP)	99. The Travelers Insurance Companies, Inc.
34. HOB Industries, Inc.	69. Target	100. Middlebury Consignment
35. AT&T	70. MODCO Media	
36. American Electro Products, Inc.	71. Wolcott Public Schools	

**Italicized Are Partner Agencies*

2023-2024 FINANCIALS

CAMPAIGN REVENUE AND OTHER SUPPORT CAMPAIGN APPLICATION TO CURRENT PERIOD:	2023 COMBINED TOTAL	2024 COMBINED TOTAL
CONTRIBUTIONS		
Gross Multi-Year Campaign	3,550,206	3,677,278
Allowance for Uncollectible Pledges	(160,539)	(73,574)
Net Contributions	3,389,667	3,603,704
OTHER CURRENT SUPPORT		
Program Support	18,004	18,275
Investment Income	132,697	263,555
Corporate Sponsorship/Event Revenue	115,000	110,500
Administrative Fees	101,816	113,730
Miscellaneous Income	842,718	3,808,169
Total Other Support	1,210,235	4,314,229
TOTAL REVENUE	4,599,902	7,917,933

ALLOCATIONS, DESIGNATIONS, AND FUNCTIONAL EXPENSES:

ALLOCATIONS AND DONOR DESIGNATIONS		
Allocations, Program Support & Donor Direct	1,996,659	2,952,775
Donor Directed Designations to Misc. Non-Profit	1,541,700	1,545,030
Total Allocations for Community Investment	3,538,360	4,497,806
FUNCTIONAL EXPENSES		
Allocations and Agency Relations	101,780	112,974
Community Planning	119,547	137,295
Community Relations	230,102	234,518
Program Support	104,521	150,534
Total Program Services Expenses	555,950	635,321
Corporate Sponsorship	89,296	150,460
Resource Development	349,910	386,840
Management & General	443,333	498,805
Total Support Services Expenses	882,539	1,036,105
Total Functional Expenses	1,438,489	1,671,426
TOTAL EXPENSES	4,976,849	6,169,232
Change in Net Assets	269,973	3,668,576
Unrealized Gain and Loss	—	—
Change in Net Assets	269,973	3,668,576
Net Assets, Beginning of Year	942,820	1,212,793
Net Assets, End of Year	1,212,793	4,881,369
COST RATIO	17.24%	14.0%

86% OF EVERY DOLLAR IS INVESTED IN PROGRAMS AND SERVICES THAT HELP PEOPLE IN NEED.
Please visit our website at unitedwaygw.org to view our complete 2023 Audited Financials and IRS 990.

37TH ANNUAL

UNITED WAY OF GREATER WATERBURY CELEBRATION & AWARDS

Our 37th Annual Celebration & Awards Dinner provided an inspiring look at our work, celebrated the Help Every Voice Be Heard campaign, and recognized several deserving honorees. 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



Peter Baker

COMMUNITY VOLUNTEER OF THE YEAR AWARD



Karen Hinds

JAMES C. SMITH SPIRIT OF EXCELLENCE AWARDS



Post University



Torrco



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