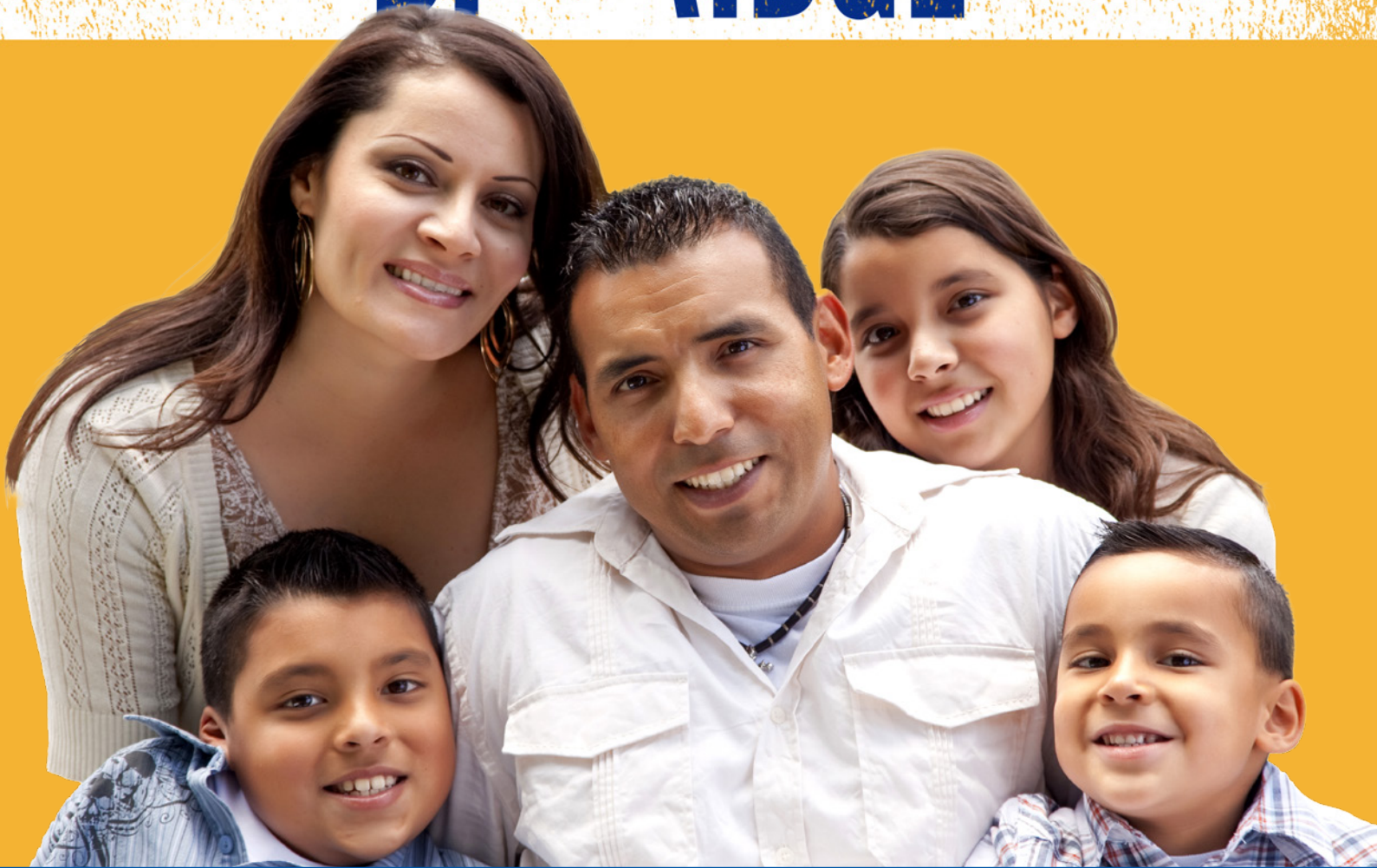


BUILD THE BRIDGE





BUILD THE BRIDGE



WELCOME LETTER

Dear Friends,

Thank you for answering the call to BUILD THE BRIDGE to a better tomorrow. We are humbled by the unwavering support of our donors and corporations, the commitment of time and expertise of our volunteers, the dedication of our community partners and the appreciation expressed by those our collective impact touches. This annual report is a testament to the vital work we accomplished in 2021-2022, and to those who made it possible.

Thanks to our collective efforts, more people have the ability to look farther down the road, moving forward in their lives rather than worrying about where their next meal is coming from. More children are starting kindergarten with a stronger vocabulary, and parents are invested in their success. Older children are developing life skills that stir curiosity and an eagerness to learn more. Adults are responding to job training, financial coaching, and taking advantage of Volunteer Income Tax Assistance, creating more stable households.

There are almost 40 volunteers, most serving on our three impact councils: Basic Needs, Education, and Financial Stability, along with a cabinet that provides another perspective. As the impact councils focus on their areas, the Community Impact Cabinet provides recommendations to the board. The councils and cabinet also examine the role that diversity, equity, and inclusion plays in all United Way community investments. United Way recognizes that people don't only experience challenges in one impact area, that an integrated approach, driven by proven strategies, delivers the best results.

Our 2021-2022 campaign, featuring the BUILD THE BRIDGE theme, was led by Steven E. Schneider, M.D., M.B.A., former president of Saint Mary's Hospital and his co-chair, Adriana Florez. We started the campaign season with an exciting kickoff, livestreamed from the lobby of Post University in downtown Waterbury. We ended the campaign on an even higher note, in person: if you joined us at the first celebration and awards that we've held in three years, then you experienced hundreds of attendees in celebration of our COVID Response partners, honorees, and of everyone's efforts in the campaign. It was an amazing demonstration of coming together as we reflected on how far we've come.

The report you're about to read will take a look back, sharing stories of how people crossed the divide to a better life using the bridge that you helped build, and so much more.

To all who contribute, volunteer, and partner, THANK YOU!

Sincerely,



Nancy E. Traver
Chair, Board of Directors
Business Development &
Marketing Manager, Traver IDC



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



BUILD THE BRIDGE

Community Investments	4	Volunteers	18
Education	6	Leadership Donors	20
Financial Stability	8	In-Kind List, Foundations, & 1942 Society	22
Basic Needs	10	Tocqueville & Leavenworth	23
Emerging Leaders	12	Top 50 Corporate Gifts	24
UPSTARTERS	13	Top 100 Campaign Contributors	24
Community Volunteers	14	Our Finances	25
Women's United	15	34th Annual Awards	26
Grant Snapshots	16		

UNITED WAY OF GREATER WATERBURY'S 2021/2022 COMMUNITY INVESTMENTS

“United Way is working to advance the common good by focusing on the building blocks for a good life — a quality education that leads to a stable job, enough income to support a family through retirement, and ensuring our most basic needs are met.”

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
- Waterbury YMCA – Child Development

INITIATIVES

- Waterbury Bridge To Success Community Partnership
- Home Visiting – Literacy & Oral Language Development

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

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
- United Labor Agency – Apprenticeship
- 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 NVCC
- Waterbury Youth Services – Technology & Training

MEET THE WINNERS OF THE THREE-WAY TIE IN OUR 2021-2022 PET CONTEST

—ELLA, FRANKIE, AND LUCY—

Each of these engaging ambassadors represents an impact area addressed by the United Way of Greater Waterbury.



Ella

Education

Frankie

Basic Needs

Lucy

Financial Stability

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

- Homelessness Coordinated Access Network
- Flexible Assistance Fund
- EFSP – Emergency Food & Shelter Program

FOOD

Access to affordable, nutritious food.

PROGRAMS

- American Red Cross – Disaster Services
- Greater Waterbury Interfaith Ministries – Food Pantry, 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 – Non-Shelter Services
- Safe Haven – Sexual Assault Crisis Services
- StayWell Health Center – Dental, Women's Health
- Waterbury Youth Services – Youth/Family Emergency Services
- Wellmore – Adult Outpatient, Child Clinical, Emergency Mobile Intervention Services, Morris House, 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.



BUILD THE BRIDGE: EDUCATION

EARLY CARE & POSITIVE YOUTH DEVELOPMENT

United Way's education investment strategy provides opportunities so that children and youth can fulfill their potential. With children birth–5 having expanded access to quality early educational experiences and community collaboration that focuses on working with parents and parents-to-be during pregnancy, at time of birth and ongoing pediatrician visits to promote child development and early literacy, every child is given a chance at success when entering kindergarten and beyond.

Karen Mello, Director of Community Impact with United Way of Greater Waterbury shared, "As part of our community impact work, we not only evaluate the issues facing our community but how well our solutions are doing. Every partner agency reports results and we're extremely impressed with the research that shows how Reach Out and Read is making a difference in the lives of children and families."

Alex Chu, executive director Reach Out and Read Northeast agreed. "In turn, we appreciate our partnership with United Way and how, together, we can deliver this program in a way that is sustainable, even able to grow over time to have greater impact. Based on the strength of evidence, ROR is a program that every kid should access."

With 80% of a child's brain formed between birth and age 3, Reach Out and Read continues to be a good investment for the Greater Waterbury community, helping parents become their children's first teachers and ensuring that new students start kindergarten with the best chance at a successful school career.

Alex explained, "Our mission is to lay a foundation for success by incorporating books into pediatric care and encouraging families to read together. By partnering with pediatric clinics and promoting books during wellness checkups, we have 10 touchpoints with kids from 6 months to 5 years. As they pass developmental milestones, Reach Out and Read is at those points in their lives."

He added, "We are serving about one out of every three kids in the Northeast, realizing that 60% of the kids we do reach are living in poverty. Primarily, we are serving the underserved, aggressively looking at how literacy and healthcare correlate to a child's civic engagement and success as an adult."

The belief that a child's foundation can influence the trajectory of a child's future meets new parents where they begin with their children. Alex said, "Parents trust their pediatricians. By working with them and using books as a vehicle, we're supporting parents who may not know

how or how important it is to engage with their children, for their children to hear their parents' voices during the interaction."

In addition to helping parents build relationships with their children, ROR is using books to help parents and pediatricians to understand how children are doing developmentally.

Staywell Health Center, a United Way partner agency, participates in ROR where, Angela Barrows, PA-C finds value in the program. "Our patients feel special leaving the office with a book that is just for them. It's a small token that has a big impact. I feel that the books we are able to provide send a message to our patients that we value not just their physical growth and development, but also their learning, leisure, and creativity."

"Some parents are very excited to receive a new book and immediately share it with their child, turning the pages while speaking with the provider." Angela describes how books can help providers observe social interactions between parent and child, offering valuable insights into the home environment that impacts a child's health and development. "It is easy to tell that this is not a new routine for them, and they are already engaged in reading at home. But, when parents leave a book on the counter, I make a mental note to keep a close eye on the parent-child dynamic going forward."

In Greater Waterbury, 11 clinics serve almost 8,000 children each year through an evidence-based program that is documented in medical journals as effective.

Maria Tasso, MD with Pediatric Associates of Connecticut, has had similar, positive experiences with ROR. "I love to read—always have—so Reach Out and Read is a project that is near and dear to my heart. We spend so much time in medicine putting out fires—discussing poor nutrition, delayed development, substance abuse and genetics, anxiety, depression, etc. I love when I go into a room where the book has already been given to the child by the medical assistant and the

United Way's education investment strategy is carried out through multiple programs and initiatives, including our Home Visiting and Literacy Initiative, a multi-pronged, coordinated approach to improve oral language development and literacy among low-income children, age's birth to 5. Another 105 children received 1,700 books during home visits, encouraging parents to recognize their role as their children's first teachers, promoting young peoples' later academic success.

parents have said, 'He loves this one. We've read it three times already.' Then I get the opportunity to ask about the book and share why I like it. Just talking about a book to a three-year-old and letting me hear their opinion is great for me because it allows me to see their development and help some parents with interactions like reading to a child. And I always let the infants chew on the chubby board books."

Alex said program feedback points to benefits for providers and practitioners as well as parents and their children. "It's a piece of joy that they can bring into the exam room as they deal with challenges such as post-pandemic stressors and the impact of a labor market that strains support services and administration."

Angela enjoys special moments when the children remember getting a book during a previous visit and ask for a new book. "I saw an 18-month-old. He had this funny excited expression on his face when he opened the book to a picture of broccoli. He made the same face again when he turned the page to see another vegetable. He was so funny to watch."

Another child of the same age started talking about the cars in the book, smiling at Angela and his mother while refusing to let the book go. "I love when the parent and child receive a book and discover that is written in their native language. Over and over, I witness joy and surprise on the children's faces when they receive a new book."

Alex asked, "What's next? Our vision for the future, at least in part, is to build on the work done in Greater Waterbury, figuring out how to bring ROR to clinics that have not yet had the opportunity to use this intervention for their kids and families yet. We want to expand services to the underserved, including the ALICE [Asset Limited, Income Constrained and Employed] population."

United Way is proud to invest in strategies that increase early literacy for Greater Waterbury children, ages birth to 5, from low income and ALICE households. Partnering with organizations like Reach Out and Read, Bridge to Success, and many other partners through our Home Visiting and Literacy Initiative this past year, has helped more children be prepared and ready for kindergarten and to ultimately succeed in school and in life.



15,110

Early Literacy:
8,219 children and 15,110 books distributed.



100%

Early Care & Education Investments:
100% of teaching staff increase their professional skills and ability to implement best practices. 97% of parents show an increase in implementation of strategies at home to support achievement of milestones in their children.



3,570

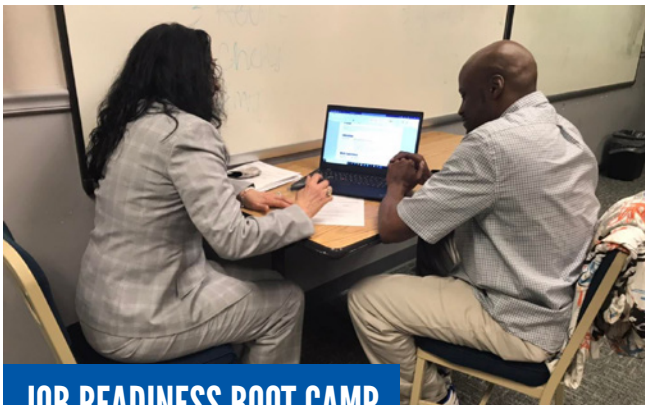
Investments in Positive Youth Development Out of School Time Programs served a total of 3,570 youth between the ages of 5 and 18.



BUILD THE BRIDGE: 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.



JOB READINESS BOOT CAMP

Most of us can relate to the challenge of writing a resume and preparing for a job interview. Not all of us have the added stress of explaining a gap caused by incarceration. United Way of Greater Waterbury has supported the Greater Waterbury Reentry Welcome Center since it opened in early 2022 to help citizens transition from incarceration into independence by connecting them to resources like the Job Readiness Boot Camp.

"When an individual or employer hears about a person with a criminal background, that's all they hear. They think the person is unreliable or untrustworthy." Gordon Lyde, program manager for the Greater Waterbury Reentry Welcome Center, knows first-hand that people can change.

"I was a deadbeat dad, with 25 convictions, just taking from my community." He knew he'd have to make some life-changing decisions if he didn't want to go back to prison. He acknowledges how hard that transition can be without a supportive network. "If any individual with a criminal background walks into his office, I will help that person. If I, personally, can't help, then I will not stop until I find someone who can."

Nadia Baz has been with United Way's affinity group Emerging Leaders since they formed in 2014 to provide individuals age 20-40 with volunteer opportunities in United Way's three impact areas. She was eager

to volunteer at the recent Job Readiness Boot Camp. "I critiqued resumes, helping with grammar and encouraging job applicants to talk more about their interpersonal skills in addition to their hard skills. Employers want to know they communicate well, work well with team members, and can manage their time. Everyone I talked with was enthusiastic and eager and it was great to see how my advice could help them prepare for the job fair."

In addition to resume help, participants could practice in mock interviews and heard from people with experience in overcoming a resume gap due to incarceration to find rewarding careers.

Patricia Korzen is transitioning from incarceration, without family and few friends to help her get a steady job, said she was grateful for the good advice. "I didn't have mentors growing up, no one to introduce me to information. [At the center,] they showed me how I can find out what schooling or training the employer wants, and even what personality traits they're looking for. That makes me more comfortable when I go to apply."

As one of the partners supporting the Greater Waterbury Reentry Welcome Center, United Way funded haircuts and new interview attire for boot camp participants who completed the course, like Patricia. "The camp helped me get a better look at what I have to offer an employer. I was underestimating myself, not realizing I had so many different skills. Here, I am with people who can help me."

"THE CAMP HELPED ME GET A BETTER LOOK AT WHAT I HAVE TO OFFER AN EMPLOYER"

Underappreciated populations like those transitioning from incarceration are important to solving Connecticut's workforce shortage issue and why United Way has partnered with the Greater Waterbury Reentry Welcome Center.

Cathy Awwad, Executive Director of the Northwest Regional Workforce Investment Board, said, "If you take people on a case-by-case basis and learn to trust them, you can have a positive experience. We're encouraging employers to interview rather than cast people aside because they made a mistake."

She added an important statistic underscoring the need for United Way's key investment strategies in the Financial Stability Impact Area, which support programs that provide job training and education to help individuals feel prepared for employment. "If every unemployed person went to work today, there would still be 18,000 unfilled jobs in Connecticut."

Job Readiness Boot Camp participant Adrian Baker is using the advice he found thanks to United Way and the Greater Waterbury Reentry Welcome Center to build

on his existing computer skills, acting on something he told himself recently, "You can do more for yourself than what you've been doing."

"Stay motivated," is Adrian's advice for others facing the stigma associated with a criminal record. "There will be roadblocks. Find a motivation point, maybe a family member or spouse or something spiritual, something to keep you going. Don't allow anyone to dictate your future by what they say."

Gordon explained that the Greater Waterbury Reentry Welcome Center has helped 85 people in less than a year of operation. "The need for this program has gone through the roof. We are not the people we were 10 years ago. Everything changes. And, if a person is not the same person, and has paid for that mistake, why not give that person a fair shot?"



Reentry

85 clients

48 Job Readiness Boot Camp Participants, of which half got jobs or entered into a job training program.



VITA

26 Volunteers

12 sites

Returns = **1,021**

Federal Refunds = **\$1,656,190**

EITC = **\$473,876**

Tax Prep Fees Saved (at \$250/per return) = **\$255,250**



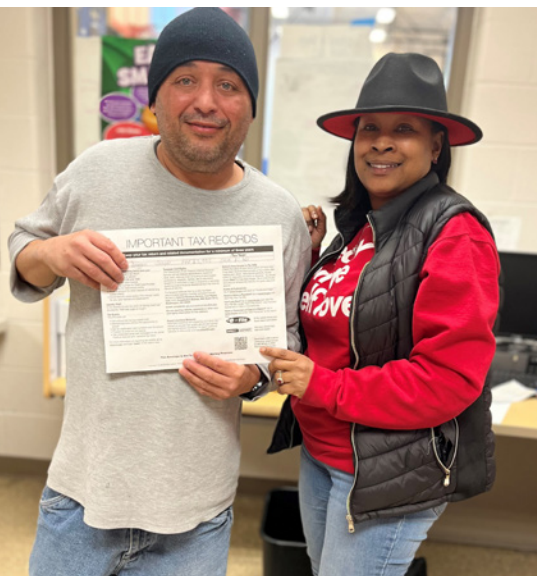
30

30 Chromebooks went to Waterbury Youth Services for Childcare Training Program participants to access job training virtually and for training on Zoom in Spanish.



LISTEN TO THE PODCAST

The Way Forward: Not Your Average Job Readiness Bootcamp



BUILD THE BRIDGE: 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.

Mobile Crisis Intervention Services, provided by United Way's partner agency Wellmore Behavioral Health, is an example of how the Basic Needs strategy ensures everyone has access to effective healthcare options, especially in moments that can seem overwhelming.

"When a child is out of control, the experience has a different meaning for a parent than for that child," Vice President of Child Services, Kristin Pracitto, LCSW, said. "We understand it's scary to have your child act up or act out, but we want parents to know that Mobile Crisis Intervention Services will meet you where you are, physically and emotionally, and open the door to a huge range of services that support both you and your child."

The service is free and voluntary, created by the state of Connecticut with the mission to support families in their home and community settings, and reached by dialing 211. United Way 2-1-1 provides 24/7 information and referral services to health, human, and social service organizations. It is free, confidential, and multi-lingual.

"The program results in a response within 45 minutes, similar to dialing 911," Brittnei Lourenco, LPC, team leader for mobile crisis at Wellmore, explained. "But, when you dial 211 for Mobile Crisis Intervention Services, the people who arrive to where the situation is happening—home, school, or even the parking lot of a coffee shop—are from the agency best able to handle the situation. Wellmore responds when that situation involves someone 18 years old or younger."

The situation might be a child acting disruptively, experiencing an issue with mental illness or substance abuse, expressing suicidal or homicidal ideas, or feeling sad or overwhelmed.

Brittnei said, "We're always going to come out to support you with a full diagnostic evaluation and safety/risk assessment if you call. We don't define problems as too big or small for our attention. If you feel there is a crisis, then it is a crisis. The goal is to provide support to everyone within the setting where we're seeing them. We want to stabilize the child enough to keep that person in school or home, making referrals and recommendations to maintain that stabilization."

A safety plan is constructed with the child, parents, school staff, and perhaps others such as therapists already involved.

The Mobile Crisis program was developed in response to higher than expected usage in emergency rooms across the state.

Kristin suggested, "Imagine a scenario without Mobile Crisis, where, for example, a student feels that flunking one exam means no college acceptance and therefore a dismal future. Maybe the parents take those feelings seriously and call an ambulance. That ride is kind of scary and an emergency room can be further overwhelming as the student talks to a series of professionals who are trained to work quickly to assess and treat medical issues. Through Mobile Crisis, we have the luxury of slowing down, engaging the child and family in an environment like home or school where things can feel more normal as we develop a plan that is safer and more developmentally appropriate. Mobile Crisis is an amazing resource and irreplaceable gift to our community."

"We don't just do an assessment because that alone won't fix the problem," Brittnei said. "By creating a plan together, we make sure everyone knows what to do next and is reassured that we will follow up until the family no longer needs us. We don't just serve a family in the moment unless a family doesn't want that follow up."

Kristin said, "We can take advantage of the family's existing resources, learning what relationships and community connections they already have, perhaps a coach or teacher or relative, to construct a plan that makes sense for this family. A plan for another family may look entirely different because this is a targeted approach. This is not someone telling the child or family what to do but, to show them they have the capacity to successfully implement the plan because of their own strengths."

"Because the program is voluntary, with parents required to agree to the assessment, they are open to input and trust our recommendations and judgement," Brittnei said.

Kristin commented, "For me, that's the value that United Way provides, ensuring that families have access to health and mental health care, regardless of their ability to pay or insurance status. Negotiating your way through insurance coverage can be complicated. How do you figure out who to talk to when you're in the middle of a crisis? While Wellmore helps children and adolescents, adults can find the same mobile crisis service from other agencies, just by dialing 211. No one in Connecticut should experience a mental health crisis and be without help."

Brittni compared 211 to other resources, “You can search the Internet but that can result in too much information. Being able to talk to someone via 211, and get targeted information in your own region, makes that information manageable, even sometimes placing help within walking distance. This can be essential for a family that depends on bus service for transportation but can’t take that bus cause the crisis is happening late at night.”

Acknowledging the stressors that families are facing today, Kristin said, “It’s okay to ask for help. We know that parents have a wide variety of experiences in how they were parented. They may not have the resources their children need on that day, due to their own history or skillsets, or simply not be what the child needs in that

moment. They might be next week, but they need the service immediately.”

Wellmore has responded to all families, from new immigrant families who have just arrived to families with significant resources, who were concerned about what the neighbors might think about police car lights flashing in the driveway. Kristin pointed out, “We arrive without sirens or labels on the car, meeting you where you are physically and emotionally. We’d rather come out for any situation than not be there and a catastrophe happen. The service exists and is free.”

“It takes remarkable dedication to do this work,” Kristin concluded. “It’s not a job. As our clinicians partner with families, we can make things better for kids, together.”



1,329

Mobile Crisis
Intervention responses



15,000+

Pounds of food to pantry
partners from Stock the
Pantry donations



SingleCare

UWGW partners with **SingleCare** (formerly FamilyWize) to provide community members with access to affordable prescription medications, ensuring greater health and financial stability through a **free** prescription savings card



United Way’s partner agency Wellmore Behavioral Health provides Mobile Crisis Intervention Services, one of the ways we enact our strategy to ensure everyone has access to effective healthcare options, especially in moments that can seem overwhelming.

SingleCare Impact Report

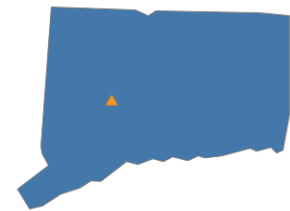
SingleCare familywize

Fiscal Year

July 2021 - June 2022

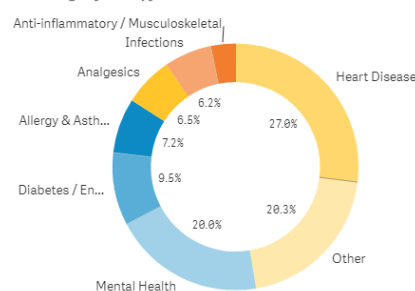
Proudly
Partnered With
United Way

Total Rx Savings	Total People Helped
Nationwide	
\$283,741,148	2,806,531
State (CT)	
\$4,468,481	38,846
United Way of Greater Waterbury	
\$337,989	2,922

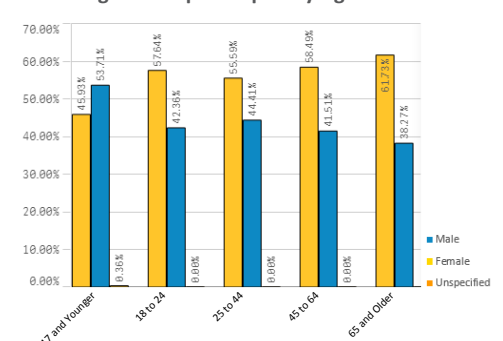


Percentage by Therapy Class

Percentage by Therapy Class



Percentage of People Helped by Age & Gender



EMERGING LEADERS



United Way of Greater Waterbury's Emerging Leaders provides young professionals between the ages of 20 and 40 who share a passion to enrich our community the opportunity of volunteering in one or more of United Way's three impact areas as well as the chance to grow personally, professionally and socially. During the Speak Easy with Leaders Event in November, participants gained valuable professional presentation skills and the United Way affinity group attracted more members during an exclusive Sip and Social held prior to our 35th Annual Awards and Celebration.

SPEAK EASY WITH LEADERS

FEATURING MICHELLE GOTAY

Join the Middlesex United Way Young Leader Society and the United Way of Greater Waterbury Emerging Leaders for a night of SPEAKING, ENTERTAINMENT, and LEARNING! The event will feature keynote presenter, Michelle Gotay, to deliver a high-energy and content-rich presentation centered around all things PUBLIC SPEAKING. One free beer and light snacks are included in the event registration.



NOVEMBER 11 • 6 PM • WITCHDOCTOR BREWERY • \$5

PRESENTED BY:



MEET OUR SPEAKER

MICHELLE GOTAY



Nadia Baz, Director of Experience Design at WORX, has been an Emerging Leader since the group formed in 2013, finding rewards in helping our neighbors to Build the Bridge toward a better future. "For several years, we've moved boxes of food at Stock the Pantry but this was the first time we helped by critiquing resumes and conducting mock interviews during the Waterbury Reentry Center Job Readiness Boot Camp. Everyone I talked with was enthusiastic and eager and it was great to see how my advice could help them prepare for a real-world interview."



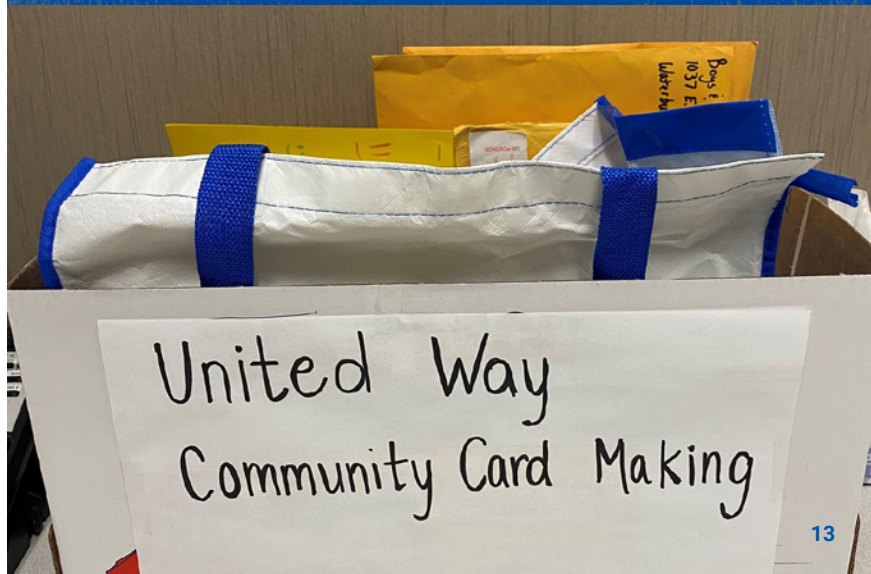
UPSTARTERS®

Ella Copeland co-chaired our campaign the year UPSTARTERS was founded and has since returned to United Way to intern. During her internship, her research proved, "A significant number of young people today simply do not have exposure to a larger community experience. Therefore, they do not appreciate the value of the community where they live and will someday work."



Thanks to her commitment and the growing support of students just like her, UPSTARTERS has flourished. Students can access toolkits and their own creativity to discover the power they have to change our world for the better, discovering they can be philanthropists today! Recent activities included:

- Participated in twice-weekly meetings to plan and execute basic needs drives through NVCC Upward Bound
- Hosted a sock drive in Southbury
- Collected art supplies
- Conducted a Thanksgiving food drive through ROTC Cadets
- Made 600 holiday cards to share with our seniors and created 66 bookmarks through Boys and Girls Club of Greater Waterbury
- Participated in Stock the Pantry through ACES @ Chase
- Decorated 200 hearts through YMCA and Children's Community School
- And more!



CORPORATE VOLUNTEERISM

United Way addresses short-term problems with long-term strategies and provides a variety of ways for everyone to become involved, learn more, and have a positive impact in our community. Some of our most passionate volunteers are also leveraging United Way opportunities to fulfill their employers corporate social responsibility mission. Through United Way, they are taking their team spirit from work and creating impact through the power of volunteerism.

This year, we're grateful to the amazing employees from the many companies who generously gave their time and talent to:

- Landscape the playground at Children's Community School
- Participate in the Day of Caring
- Collect and distribute food at Thanksgiving
- Engage in Penny Wars
- Read to school children, both in person and virtually
- Attend our Lunch and Learns
- Clean up Camp Mataucha
- Sort books to support the Boys and Girls Club
- Sort and weigh food for Day of Action to Stock the Pantry



BRAND NEW AFFINITY GROUP

UNITED WAY WOMEN UNITED®

Whether taking on the responsibilities of executive leadership, serving as campaign, board and council chairs, or championing United Way through professional and personal networks, women have been a driving force behind United Way of Greater Waterbury for decades. Our newest affinity group, Women United, provides volunteering and fundraising opportunities for women in our community, as well as the chance to network both locally and with the 165 United Ways across the world and more than 70,000 women who are already members.

Ramping up this new force for good, a steering committee began meeting in early 2022 to define the group's character and role in our community.

By planning activities that engage current and new members, the steering committee has grown an idea to a formidable gathering of women who can focus their skills toward helping others. They got to work quickly, volunteering at Day of Action to Stock the Pantry and playing a role in the 35th Celebration and Awards. They also set their sights on a Women's Health & Wellness Initiative, to support programs and initiatives that enhance women's mental health, self-care, resiliency, financial freedom, provide mentorship and life coaching to inspire change.

What's more impressive is that they do this critical work while having fun and expanding their networks. Year one was a great start!



GRANT SNAPSHOTS

AMERICAN SAVINGS FOUNDATION

Community Impact Intern

A grant from American Savings Foundation allowed United Way of Greater Waterbury to have a Community Impact Intern, Breanna (Bree) Arce. Bree, who grew up in Waterbury, was a shining star from the Waterbury Youth Services Linking Academics to Life program, and is now attending Southern Connecticut State University, was eager to help her community.

"My projects consisted of both the Basic Needs and Financial Stability impact areas. For Financial Stability, I headed the ALICE Saves and TrustPlus programs to increase participants. During this process, I engaged in a lot of community outreach through tabling, sign-up and informational sessions with local non-profit organizations. For a clearer understanding of the programs, I created a bilingual step-by-step registration pamphlet. In addition, I collaborated with local organizations to assist at these events such as the Hispanic Coalition and Thomaston Savings Bank. For the Basic Needs Impact area, I began a project for the Food Resource Committee to better market their group and local resources available. At first, I conducted research and met with all committee members. In the end, I provided a solution by recording a navigation and tutorial of United Way of Connecticut's 2-1-1 website to introduce the Food Resource Committee members to the collective of local resources available along with where to find them. Both projects taught me a lot about the two impact areas. Overall, I will take this entire experience with me on my journey." ~ Bree Arce

ION BANK FOUNDATION

Racial Equity Fund

Thanks in part to the support of Ion Bank Foundation, a Racial Equity Fund was created this year to support non-profits that are reaching a majority of Black, Indigenous, and people of color (BIPOC) in our community. The programs supported align with our Community Impact strategies under Basic Needs, Education and Financial Stability.

United Way solicited requests for proposals (RFPs) that meet the criteria for this grant. Following an evaluation of all RFPs, these funds are anticipated to be distributed among several programs beginning in the fall of 2022.



UNITED STATES DEPARTMENT OF EDUCATION

Mindfulness Programming

With support of the Congressional Earmark funding through Senator Chris Murphy and Senator Richard Blumenthal, United Way of Greater Waterbury was a recipient of a grant from the United States Department of Education to provide Mindfulness Programming for youth and staff of our Partner Positive Youth Development funded agencies, with 100% of the project being financed with federal money.

Last year, United Way of Greater Waterbury formed Think Tank sessions with our Positive Youth Development Partner Agencies as well as with staff and the Superintendent of Waterbury Public Schools. Our goal was to assess the most pressing needs of our Greater Waterbury youth during the pandemic. Top challenges shared were a lack of social activities, a lack of education on how to manage emotions and feelings and a need for more social emotional learning. Top solutions shared were more social emotional workshops and training in mental health.

Social Emotional Learning (SEL) teaches students essential life skills based on five core competencies. These include self-awareness, self-management, social awareness, relationship skills, and responsible decision-making. Mindfulness, meanwhile, has a much simpler goal that helps with SEL which is non-judgmental attentiveness to thoughts, feelings and experiences in the present moment. Therefore, Mindfulness has a focus on self-awareness, one of SEL's five core competencies. Using Mindfulness as a complementary tool to SEL can help get youth closer towards learning those important social and emotional skills. Mindfulness tools consist of breathing techniques, guided imagery, meditation, body movement, yoga, activities, games and other practices to relax the body and mind and help reduce stress.



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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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Please contact us if you would like us to remember a departed member not listed above. Listings represents volunteers serving any portion of fiscal year 2021-2022.

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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 2021-2022 campaign.

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

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George A. and Grace L. Long Foundation
Ion Bank Foundation

The Leever Foundation
Liberty Bank Foundation
M&T Bank Charitable Foundation
Molder Family Foundation
Newtown Savings Bank Foundation
Post University
Red Rhino Fund (Taft School)

The Robert F. Quinn Foundation
Saint Mary's Hospital
TD Charitable Foundation
Thomaston Savings Bank Foundation
Trinity Health Of New England
United States Department of Education
Webster Bank

Wells Fargo Foundation
William Caspar Graustein Memorial Fund

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 contact: Tomeka Cole, Chief Development Officer, 203-757-9855 x117 or tcole@unitedwaygw.org.

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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	36
Ion Bank.....	6
Albert Bros., Inc.....	3
Drew Marine	2
Drubner Hartley & Hellman, L.L.C.	2
AI-TEK Instruments, LLC	1
Bank of America	1
Brass Axe Capital.....	1
Carpin Manufacturing, Inc.....	1
Element Solutions.....	1
Hubbard-Hall Inc.	1
JCSmithAdvisors	1
Litchfield Distillery	1
The Lombard Group.....	1
Post University	1
Saint Mary's Hospital.....	1
Torco.....	1
Traver IDC.....	1
United Way of Greater Waterbury	1
WORX.....	1

Carmody Torrance Sandak & Hennessey LLP	9
Thomaston Savings Bank	8
Waterbury Hospital	8
WORX.....	8
Torco.....	6
Savings Bank of Danbury	5
United Way of Greater Waterbury	6
HOB Industries, Inc.	3
Hubbard-Hall Inc.	3
Ion Bank.....	3
LANXESS Corporation	3
Noujaim Tool Co., Inc.	3
The Platt Brothers & Company	3
City of Waterbury	3
Traver IDC.....	3
Albert Bros., Inc.....	2
City of Waterbury	2
Largay Travel, Inc.	2
M&T Bank	2
Marion Manufacturing Company.....	2
Republican-American.....	2
Somma Tool Company.....	2
UniMetal Surface Finishing, LLC	2
United Parcel Service of America, Inc.	2
Wellmore Behavioral Health.....	2

NUMBER OF LEAVENWORTH BY COMPANY

Webster Bank	197
Post University	49
Drew Marine	20
Saint Mary's Hospital.....	13



2021-2022 CAMPAIGN TOP 50 CORPORATE GIFTS

- | | | |
|--|--|---|
| 1. Webster Bank | 22. NEOPERL, Inc. | 38. Fascia's Chocolates Inc. |
| 2. Drew Marine | 23. Rotary Club of Waterbury, Inc. | 39. FD Community Federal Credit Union |
| 3. Post University | 24. Waterbury Women's Club Inc. | LaBonne's Market |
| 4. Ion Bank | 25. Cadi Company | Mattatuck Industrial Scrap Metal, Inc. |
| 5. Eversource Energy | HOB Industries, Inc. | Metallon, Inc. |
| 6. Hubbard-Hall Inc. | The Siemon Company | The Waterbury Chapter (CT) of The Links |
| 7. Torcco | Truelove & Maclean Inc. | Waterbury Regional Chamber |
| 8. AMETEK - Haydon Kerk Pittman | 26. AT&T | 40. Liberty Mutual Group, Inc. |
| 9. Traver IDC | 27. L.F. Powers Company | 41. The Taft School |
| 10. Drubner Hartley Mengacci & Hellman, L.L.C. | 28. Saint Mary's Hospital | 42. Cumberland Farms |
| LANXESS Corporation | 29. Costco Wholesale Corporation | 43. The Travelers Insurance Companies, Inc. |
| 11. Waterbury HEALTH | 30. Dayton Construction Co., Inc. | 44. Garmin International |
| 12. The Platt Brothers & Company | Eastern Connecticut Pathology | 45. Waterbury Swiss Automatics, Inc. |
| 13. Element Solutions | Consultants, P.C. | 46. Connecticut Community Foundation |
| 14. Raytheon Technologies | Jaci Carroll Staffing | 47. Hampton-Fielding Charitable Fund |
| 15. Albert Bros., Inc. | King Industries, Inc. | National Die Company, Inc. |
| TD Bank | Triple Stitch Sportswear | 48. Small Manufacturers Association |
| Tile America | UniMetal Surface Finishing, LLC | of Connecticut |
| TTM Technologies | 31. The Hartford Financial Services Group Inc. | 49. UnitedHealth Group |
| 16. Liberty Bank | 32. Somma Tool Company | 50. Palace Theater |
| 17. Marion Manufacturing Company | 33. Pitney Bowes | |
| 18. United Parcel Service of America, Inc. | 34. Holy Cross High School | |
| 19. M&T Bank | 35. Stop & Shop Supermarket Companies | |
| 20. Revv Fitness Club | 36. Carmody Torrance Sandak & Hennessey LLP | |
| 21. Illinois Tool Works, Inc. | 37. Waterbury CT Teachers Federal Credit Union | |

2021-2022 TOP 100 CAMPAIGN CONTRIBUTORS

- | | | | |
|---|--|---------------------------------------|--|
| 1. Webster Bank | 30. AI-TEK Instruments, LLC | 57. Revv Fitness Club | 81. ATI Allegheny Ludlum Corporation |
| 2. Post University | The Cly-Del Manufacturing Company | 58. Rotary Club of Waterbury, Inc. | 82. The Mattatuck Museum |
| 3. Drew Marine | The Lombard Group | 59. Eastern Connecticut Pathology | 83. Target |
| 4. Ion Bank | 31. Illinois Tool Works, Inc. | Consultants, P.C. | 84. Connecticut State Employee |
| 5. Saint Mary's Hospital | 32. Marion Manufacturing Company | 60. Waterbury Women's Club Inc. | Campaign |
| 6. Hubbard-Hall Inc. | 33. Raytheon Technologies | 61. L.F. Powers Company | 85. IBM Corporation |
| 7. Drubner Hartley Mengacci & Hellman, L.L.C. | 34. Jaci Carroll Staffing | 62. The Hartford Financial Services | 86. Giuliano, Richardson & Sfara LLC |
| 8. Torcco | 35. Republican-American | Group Inc. | 87. Waterbury CT Teachers Federal |
| 9. Eversource Energy | 36. Savings Bank of Danbury | 63. Cadi Company | Credit Union |
| 10. Thomaston Savings Bank | 37. Noujaim Tool Co., Inc. | Greater Waterbury YMCA | 88. Biondi and Rosengrant, LLC |
| 11. Albert Bros., Inc. | 38. TD Bank | The Siemon Company | 89. Wolcott Public Schools |
| 12. LANXESS Corporation | 39. HOB Industries, Inc. | 64. The Harold Leever Regional | 90. FedEx |
| 13. Element Solutions | Noujaim Tool Co., Inc. | Cancer Center | 91. Dayton Construction Co., Inc. |
| 14. Traver IDC | 40. AT&T | 65. Access Rehab Centers, LLC | King Industries, Inc. |
| 15. Bank of America | 41. UniMetal Surface Finishing, LLC | 66. Henry & Giardina LLP | Triple Stitch Sportswear |
| 16. Waterbury HEALTH | 42. StayWell Health Care, Inc. | 67. Mental Health Connecticut, Inc. | Waterbury Bridge To Success |
| 17. Carpin Manufacturing, Inc. | 43. NEOPERL, Inc. | 68. Eli Lilly and Company | Community Partnership |
| 18. Waterbury Public Schools | 44. Somma Tool Company | 69. Pitney Bowes | Westover School |
| 19. AMETEK - Haydon Kerk Pittman | 45. Waterbury Regional Chamber | 70. CliftonLarsonAllen LLP | The WorkPlace, Inc. |
| 20. WORX | 46. Gaylord Hospital, Inc. | 71. Waterbury Youth Services, Inc. | 92. Liberty Mutual Group, Inc. |
| 21. The Platt Brothers & Company | 47. Tile America | 72. Northwestern Mutual Wealth | 93. Connecticut Legal Services, Inc. |
| 22. Litchfield Distillery | 48. Cheshire Public Schools | Management Company | 94. Holy Cross High School |
| 23. City of Waterbury | 49. Largay Travel, Inc. | 73. Town of Cheshire | The Travelers Insurance |
| 24. Carmody Torrance Sandak & Hennessey LLP | 50. BantamWesson | 74. Bentley Systems, Incorporated | Companies, Inc. |
| 25. United Parcel Service of America, Inc. | 51. Costco Wholesale Corporation | 75. Children's Community School | 96. Stevens Company, Inc. |
| 26. United Way of Greater Waterbury | 52. Palace Theater | 76. Morgan Stanley Wealth Management | Stop & Shop Supermarket |
| 27. Wellmore Behavioral Health | 53. Truelove & Maclean Inc. | 77. Girls Incorporated of Western | Company LLC |
| 28. Liberty Bank | 54. Gem Manufacturing Company, Inc. | Connecticut | 98. Small Manufacturers Association |
| 29. M&T Bank | 55. Shaker Automotive Group | 78. LaBonne's Market | of Connecticut |
| | 56. Safe Haven of Greater Waterbury Inc. | 79. Secor, Cassidy & McPartland, P.C. | 99. Fascia's Chocolates Inc. |
| | | 80. Demsey Manufacturing | 100. FD Community Federal Credit Union |

**Italicized Are Partner Agencies*

2021-2022 FINANCIALS

CAMPAIGN REVENUE AND OTHER SUPPORT	2021	2022
CONTRIBUTIONS		
Gross Multi-Year Campaign	4,202,400	3,708,258
Allowance for Uncollectible Pledges	(130,646)	(11,750)
Net Contributions	4,071,754	3,696,508
OTHER CURRENT SUPPORT		
Program Support (Campership, Homeless Connect, Bridge to Success)	478,213	90,711
Investment Income (Includes realized gain/loss on investments net of fees)	343,957	(223,703)
Corporate Sponsorship/Event Revenue	120,851	122,500
Administrative Fees	93,410	93,914
Miscellaneous Income	273,110	588,985
Total Other Support	1,309,541	672,407
Total Revenue	5,381,295	4,368,915
ALLOCATIONS, DESIGNATIONS AND FUNCTIONAL EXPENSES:		
ALLOCATIONS AND DONOR DESIGNATIONS		
Allocations, Program Support & Donor Directed to Funded Agencies	2,022,522	1,973,444
Donor Directed Designations to Misc. Nonprofits & Other United Ways	1,978,095	1,462,254
Total Allocations for Community Investments	4,000,617	3,435,698
FUNCTIONAL EXPENSES		
Allocations and Agency Relations	109,367	130,735
Community Planning	60,320	196,678
Community Relations	185,992	188,048
Program Support	229,886	98,918
Total Program Services Expenses	585,565	614,379
Corporate Sponsorship	51,347	73,094
Resource Development	260,302	279,566
Management and General	385,563	397,982
Total Support Services Expenses	697,212	750,642
Total Functional Expenses	1,282,777	1,365,021
TOTAL EXPENSES	5,283,394	4,800,719
Change in Net Assets	97,901	(431,804)
Net Assets, Beginning of Year	1,276,723	1,374,624
Net Assets, End of Year	1,374,624	942,820

84.5% 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 2021 Audited Financials and IRS 990.

35TH ANNUAL

UNITED WAY OF GREATER WATERBURY CELEBRATION & AWARDS

Our 35th Annual Celebration and Awards recognized the hard work done by COVID-19 Response Partners. We also honored Frank J. Monteiro as the recipient of the Frederic & Lucy Kellogg Award and we applauded as Ion Bank received the James C. Smith Spirit of Excellence Award for best practices in our Build the Bridge campaign.

Most importantly, we were together! For the first time in three years, our community broke bread in person as we learned more about what United Way has been doing while we were isolated from each other. Testimonials from speakers both present and via video reminded everyone that, while the challenges of the pandemic raged, United Way developed new approaches while continuing our work to help those facing immediate issues such as hunger and homelessness and struggling to find long-term solutions through financial stability and education.

The night ended with a bang from streamer cannons and energy was brought to a higher level with cheerleaders from Holy Cross High School, but the true meaning of the night took center stage: when we Build the Bridge, people can proudly cross any chasm toward independence.

**WATCH THE EVENT
VIDEO AT:**



FREDERIC & LUCY KELLOGG AWARD

Frank J. Montero



JAMES C. SMITH SPIRIT OF EXCELLENCE AWARD

Ion Bank



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