

UNITED TO DO SOMETHING



FINDING THE BEST WAY.



United Way of Central and
Northeastern Connecticut



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UNITED



As I reflect on serving as Chair of the Board of Directors for the last two years, I'm proud of what we've achieved together and for the strong foundation we've laid for the future.

We demonstrated that compassion knows no boundaries as we welcomed those displaced by natural disasters, including Hurricane Maria which brought devastation to Puerto Rico and nearby islands. Children and families relocated to Connecticut, and our United Way was ready to respond.

In response, we launched *Neighbors in Need* and raised funds to provide food and shelter for families and educational services for children. In total, \$170,000 was awarded to 12 community partners, thanks to the generosity of donors, workplaces and foundations. These funds helped support 2-1-1- information and referral services, which received 5,000 calls related to relief services, and provided 927 people with direct support services. We also worked with philanthropic partners statewide, leading a coordinated response to help families transition from temporary shelter to homes.

We continued to be a champion for ALICE, a United Way coined acronym for individuals and families that are **A**sset **L**imited, **I**ncome **C**onstrained, **E**mployed. Connecticut United Ways' third report, released in September, showed ALICE families living in every town and city. In our region, and statewide, four out of 10 households are not able to cover such necessities as food, housing, child care, healthcare and transportation.

Our United Way responded, launching the ALICE Fund to assist with food, childcare and employment (see page 5). The goal of the fund is to help provide nutritional and affordable food, ensure that quality child care is available, and to raise family income by increasing employment in quality jobs with career advancement and wage growth.

I am also mindful of the ways in which we demonstrated our mission in innovative ways.

We worked with residents, community-based organizations and the public sector on a neighborhood-based approach aimed at young adult employment and family strengthening through the Working Cities Challenge of the Federal Reserve Bank of Boston. Hartford and East Hartford were among five communities in the state selected for this multi-year initiative. Our United Way serves as the lead for Hartford with a focus on young adult employment aligned with employer needs in manufacturing and healthcare.

While Hartford Working Cities is a relatively new initiative, our first collective effort in meeting employer needs for a qualified workforce, Workforce Solutions Collaborative of Metro Hartford

celebrated its 10th anniversary. These employer-driven partnerships in manufacturing and healthcare (see pages 14-15) are successfully addressing local demand and receiving national recognition.

Women United also achieved a milestone with the ribbon cutting on our first full service financial center for women and families in Greater Hartford. As a result of Women United's efforts, more than \$1 million has been invested in this unique, place-based center that brings together financial and career coaching and related services in partnership with The Village for Families & Children.

I am personally motivated and energized by these examples as well as the donors, volunteers and organizations that make it all possible.

Volunteers like Bimal Patel — President of Hartford HealthCare-Hartford Hospital — who is leading our 2018 Community Campaign to raise the resources needed to bring more opportunities and services to residents of our community (see page 3).

Advocates like Karen Perham-Lippman — this year's Community Service Award Winner — whose own ALICE story is an inspiration to us all. Personally, and professionally, Karen is a shining example of the power of persistence, dedication and community (see page 4).

And, leaders like our incoming Board Chair, Don Allan, Executive Vice President and Chief Financial Officer, Stanley Black & Decker. Don is a committed community leader, and I have every confidence that he will lead our United Way with the strength, commitment and talent he brings to all that he does.

As I end my term as Board Chair, I know a few things for certain:

- As a state, a region and a community, there will be more uncertain times.
- In good times and challenging times, our United Way is here, committed to doing the long-term, hard work to bring about change while also being ready to respond when disasters and emergencies occur.
- We want you to stay connected and to join together in the year ahead to give children and families every opportunity to succeed.
- Together, United, we can, and we will, do something BIG.

Thank you for all the good you do to support the well-being of children and families in our community.

Thank you,

Jim O'Meara
Board Chair



As President and CEO of your United Way, I have witnessed firsthand the **power we have as a community** when we come together for the well-being of children and families, ensuring all have opportunities to succeed.

When we began the 2018 United Way Community Campaign in August, we set bold goals for community impact in the areas of youth success, economic mobility, access to health and basic needs.

I'm pleased to share that with your support and contributions, we are on track to achieve those goals.

As we start our 95th year, it's natural to reflect on what's been accomplished. More important is the course we set for future years. The challenges that lie ahead are multifaceted and complex. As our community, region and state continue to change and evolve, so must we.

We remain steadfast in our mission — to engage and bring together people and resources committed to the well-being of children and families in our community — and invite you to join us in new ways:

As we charge ahead, 95 years strong, we will:

- Launch Salesforce Philanthropy Cloud, a first of its kind network platform that transforms employee engagement, volunteerism, philanthropy and grantmaking for companies and individuals;
- Offer meaningful and innovative volunteer, employee engagement and teambuilding opportunities both at the workplace and in the community; and,
- Establish our first ever Donor Advised Fund to provide more opportunities for people to invest in the causes they care about most;
- Continue to invest in programs, services and initiatives through a network of exemplary community partners that will create long-lasting change for children and families.

We live in a special community that is full of opportunities. This year's Annual Report captures highlights of the progress that's been made. Join me, and others, in doing even more in the year ahead. *UNITED we can... and we will... do something BIG.*

Paula S. Gilberto

Paula S. Gilberto
President and CEO, United Way of Central and Northeastern Connecticut



YOUTH SUCCESS

3,200 children will enroll in high-quality early childhood education programs

2,500 students will receive literacy supports to improve literacy skills

1,000 middle school students will demonstrate progress toward their academic readiness needed for high school success



ECONOMIC MOBILITY

650 people will obtain employment

13,000 people will access income supports such as health insurance, SNAP (food stamps), and the earned income tax credit



ACCESS TO HEALTH AND BASIC NEEDS

88,000 people will access information and referral services through 2-1-1

130,000 people will receive healthy food

1,000 individuals will receive emergency shelter

3,000 survivors of domestic violence and sexual assault will receive services

BIMAL PATEL: A CHAMPION FOR CHANGE

Bimal Patel is a leader. He is President of Hartford HealthCare-Hartford Hospital. This year, he added a new title: 2018 United Way Community Campaign Chair.



"I used to think about my profession as a clinician in terms of how I could impact one person, by helping to keep them healthy," said Bimal. "Today, as a leader, I think of my job in a completely different way. We have to think about what we can do together to impact far more than just one person. We have to build the structure, the processes and the systems and hold ourselves accountable to build a stronger community."

In his role, Bimal has firsthand knowledge of how United Way strengthens communities. Each year, United Way provides people with vital support including:

- Access to health
- Assistance with basic needs, such as food and shelter
- Ensure students graduate high school prepared for college or career
- Ensure families are financially stable

His belief in the power we have collectively to improve lives is what led Bimal to say yes to becoming the 2018 United Way Campaign Chair.



Bimal Patel appears on WFSB Channel 3 to raise awareness about the United Way Community Campaign.

When asked why his commitment to community is so important to him, Bimal said, "Years ago, my grandfather was the recipient of the support of his community. That support allowed him to pursue an education, get a good job and provide for his family. The opportunity that was provided to my grandfather had an impact not just on him, but on my father and now on me."

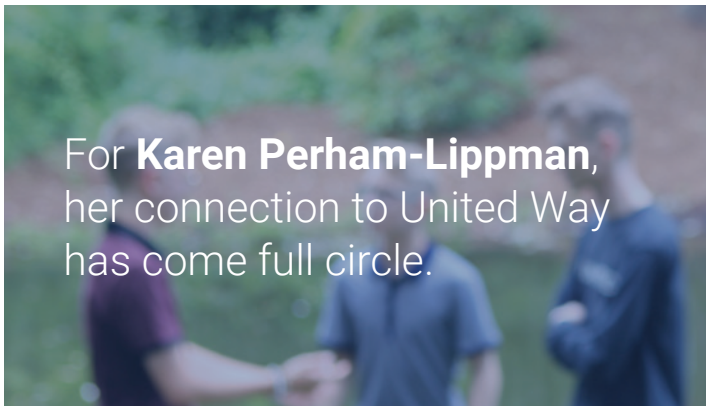
Bimal has successfully led the 2018 United Way Community Campaign. He has raised awareness of issues important to local children and families and how the funds raised through this community effort are critical in addressing them.

In his time as chair, Bimal has taught us that what we do today will have a lasting impact for generations to come. As one who leads by example, Bimal exemplifies all that we can do when we are *United to do something BIG*.

UNITED TO DO SOMETHING

BIG

KAREN PERHAM-LIPPMAN: A STORY OF HOPE



This year, she's the recipient of United Way's 2018 Community Service Award, the organization's highest volunteer honor given in memory of Dr. Frederick G. Adams. The award is presented annually to a volunteer or United Way partner who serves in the community as a leader, especially in areas that align with United Way's priorities for changing community conditions.

Thirteen years ago, Karen and her family were part of a demographic now called ALICE. ALICE is a United Way acronym for **A**sset Limited, **I**ncome **C**onstrained, **E**mployed.

From the outside, Karen had it all — a career, a home, a marriage and three young children. But, as she describes, "it was a very untenable situation," and divorce was the catalyst for Karen and her sons becoming an ALICE family.

Karen was faced with starting over on one income and struggled to make ends meet. She made difficult choices between essentials like child care, food and healthcare.

"In the very beginning, our house was nearly in foreclosure, and I had literally two hundred dollars and the food in my fridge," said Karen. "I had no resources. No money. No job. No [local] family. No friends. No network. I had nothing."

Karen called United Way 2-1-1, which provides information and referrals to health and human services. The contact specialist on the other end of the phone connected Karen with programs and services that allowed her to stabilize her family's situation and get on a path to financial security. "What's so powerful about what United Way does is its holistic approach," said Karen. "There were layers to our situation. It wasn't just one thing."

Karen's story demonstrates the impact of United Way's role in supporting a strong network of community partners focused on youth success, economic mobility, access to health and basic needs.

"We were getting support from a long line of people who had made a decision to volunteer, donate or work together as partners to make a difference for families like mine," said Karen.

As Karen and her family became more financially secure, she wanted to find ways to give back to causes she cares about and the programs that were there for her when she needed them.

For years, Karen has supported United Way and other community organizations in various leadership volunteer roles. She's a United Way advocate and United Way Women United leadership member and a staple at United Way events. Karen also volunteers her time at United Way community beautification projects, after-school programs and *Read Alouds*, often with

"Through empathy and our collective efforts, we can transform people's lives. My family's experience is living proof of that."

KAREN PERHAM-LIPPMAN

FINDING STABILITY

Four out of 10 families in our region struggle to make ends meet. ALICE families are working, in some cases multiple jobs, but are still living below the basic cost of living in Connecticut, now known as the Household Survival Budget.



As a result, ALICE households are walking a financial tightrope. ALICE households often have a difficult time establishing savings and are vulnerable to unexpected expenses, such as medical emergencies or car repairs. The ALICE Household Budget covers food, housing, healthcare, child care, technology and transportation.

her family alongside of her. She serves on the 2018 United Way Community Campaign Committee and the ALICE Legislative Forum Committee and continues to be a Champion for ALICE. Last year, Karen traveled to Washington, D.C. to present at the national United Way ALICE Project's Data Reveal & Forum on Financial Hardship in America. In February, she spoke at the "We Stand With ALICE" Legislative Forum at the State Capitol.

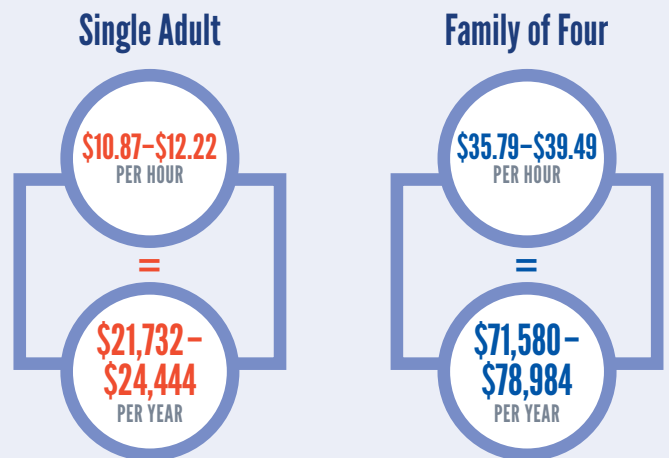
"I talk to politicians about policy change and system change," said Karen. "I get to speak to people and break this sort of paradigm of what they think ALICE looks like. ALICE can be anyone. It can be you."

Karen and her family continue to seek out volunteer opportunities and speak out on the issues they care about, and they aren't planning on stopping.

"Through empathy and our collective efforts, we can transform people's lives," said Karen. "My family's experience is living proof of that. You never know how investing in someone can have a ripple effect and transform the lives of others. That's why volunteering, donating and sharing your time, talent and experiences is so important."

COST OF LIVING IN OUR REGION

In our region, a single adult would need to make between \$21,732-\$24,444 per year to afford the Household Survival Budget (between \$10.87-\$12.22 per hour). In our region, a family of four with one infant and one preschooler would need to make between \$71,580-\$78,984 per year to afford the Household Survival Budget (between \$35.79-\$39.49 per hour).



MAKING A DIFFERENCE

This year, United Way will continue to invest in programs, services and initiatives that have a direct effect on the household budgets of ALICE families. Our goal is to increase the number of people served this year.

The United Way ALICE Fund provides the opportunity for local ALICE households to:

- Participate in quality early childhood education programs so that they enter kindergarten on track and ready to learn;
- Obtain financial management skills like how to create and stick to a budget; access income supports; and/or get a job; and,
- Access healthy food and increased food security through regional food banks and nutrition programs, such as *Meals on Wheels*.



The United Way Community Campaign mobilizes employees in more than 400 organizations in our region. It continues to provide the opportunity for individuals to easily contribute to causes they care about most.

Aetna*

Aetna and its employees contributed nearly \$1 million to causes in Connecticut. In addition, Aetna, a CVS Health business, mobilized volunteers to make a difference including more than 70 employees who participated in one-time and ongoing programs in support of grade level reading and 200 volunteers who helped produce more than 350 literacy kits to serve children in the community.

ConnectiCare*

Employees of ConnectiCare raised more than \$95,000. President Eric Galvin served as the executive leader for the United Way Emerging Leaders Society (ELS) Case Competition and inspired a record number of new ELS members.

Eastern Connecticut State University*

Eastern Connecticut State University led the mobilization of more than 300 student volunteers in partnership with the University of Connecticut to support an annual United Way *Year of Caring* event in Windham for a variety of community projects.

Eversource*

Eversource employees in Connecticut contributed more than \$679,000 and participated in a variety of volunteer activities and experiences in support of local children and families, including a large-scale snack pack build with their leadership team.

ITW Family of Companies – ITW Permatex; ITW Graphics; and ITW Foils

The ITW Family and its employees contributed nearly \$75,000 and mobilized individuals to participate in local volunteer activities including United Way's *Season of Giving*.

Okay Industries*

With an impressive 70 percent of employees participating in the workplace campaign, Okay Industries contributed \$60,000. President Jason Howey attributes this to the United Way Community Campaign being a deep part of their company culture and values.

People's United Bank

People's United Bank and its employees in central and northeastern Connecticut contributed \$32,000, exceeding their goal by 11 percent.



TEAMWORK



Stanley Black & Decker*

Annually, employees contribute more than \$250,000 and mobilize volunteers to participate in local events, committees and day-long service projects including United Way *Year of Caring*.

Town of Windham*

The Town of Windham ran a new employee giving campaign this year. Coordinators organized an innovative strategy that engaged town departments and local residents through communications and events.

UTC Family of Companies*

Collins Aerospace; Otis Elevator; Pratt & Whitney; United Technologies Corporation; United Technologies Research Center; International Association of Machinists; and Aerospace Workers Union Local Lodges 743 and 1746

The UTC family and its employees contributed more than \$5.5 million and mobilized 900 volunteers through United Way *Year of Caring*, *Stuff the Bus* and *Season of Giving* drives, *Power of the Purse* and programs and initiatives that support children and families.



Vantis Life

Vantis Life runs a robust workplace giving campaign which creates opportunities for teambuilding and engagement in the workplace. This year as a part of their efforts, Vantis Life employees donated toiletry items and assembled kits that were given to children participating in United Way-supported education programs in Hartford. Vantis Life exceeded its fundraising goal, contributing more than \$42,000.



Webster Bank*

Webster Bank and its employees contributed \$346,593 through the United Way Community Campaign while also participating in United Way *Year of Caring* and *Power of the Purse*.

Whittlesey*

Whittlesey coordinated a three-office workplace giving campaign and increased employee participation from 25 percent to 80 percent. Whittlesey exceeded their campaign goal in the Hartford office by 31 percent.



Windham Public Schools*

By recruiting coordinators at every school, designing competitive programs and events and effectively communicating the mission of United Way and the impact for Windham residents, employees at Windham Public Schools doubled their contributions.



*Denotes 2018 Champions for ALICE Honorees awarded to those local workplaces and individuals that have helped support programs, initiatives and services that directly impact ALICE households.

THE VALUE OF DOING GOOD:

How Local Workplaces Foster Employee Engagement and Teamwork while Making a Difference

Bank of America: Creating Pathways to Success

In October 2018, Bank of America organized an interactive networking event of key senior leaders and emerging talent. During the event, United Way shared information on the 2018 United Way ALICE Report and facilitated an interview success kit assembly. Participants shared stories with one another about the dos and don'ts of interviewing, and all kits were given to people in United Way-supported job training programs. Bank of America also ran a very robust workplace giving campaign in addition to generously awarding \$50,000 to United Way in support of economic mobility programs.



Comcast*: Bringing Employee Engagement and Philanthropy Together to Make a Difference

Comcast has one of the highest employee participation rates in United Way's Community Campaign, in part because they create opportunities for employees to engage, network and grow professionally while making a difference. This year, Comcast held two special events as part of the annual campaign that were geared towards members of their Women's Network and Young Professionals employee groups. The events created opportunities for networking, engagement and learning more about philanthropy and the ways in which employees can get involved in their communities. The events were planned and implemented in partnership with United Way's Women United and Emerging Leaders Society. Comcast contributed nearly \$100,000 through workplace and corporate giving and mobilized nearly 500 volunteers through their annual *Comcast Cares Day* event.



Travelers*: Engaging the Next Generation of Leaders

Annually, Travelers convenes corporate interns from across the country in Hartford for two and a half days of professional development, networking and giving back. For the second consecutive year, more than 250 Travelers interns made a lasting impact in the lives of local children by assembling literacy kits that will help 500 youths build their home libraries and develop a love of reading. Travelers mobilized more than 600 volunteers as a part of United Way *Year of Caring* and contributed more than \$3 million through their annual giving campaign in support of local children and families.



*Denotes 2018 Champions for ALICE Honorees awarded to those local workplaces and individuals that have helped support programs, initiatives and services that directly impact ALICE households.



MEET JACK SOOS: HAND-RAISER. GAME-CHANGER.

Developing Leaders for Change

Seven years ago, **Jack Soos** walked into United Way to attend a focus group about engaging local young professionals. Jack was relatively new to the area — having recently joined Pratt & Whitney — and was looking for opportunities to get more involved in his new community. That evening, he met other young professionals, all of whom wanted an opportunity to connect with their peers while giving back to the community. Jack left United Way that night feeling energized by the opportunity to be a part of a group that wanted to make a difference. What he didn't know was how **BIG** his own impact would be.

After that initial meeting, Jack jumped in and worked with a small group of volunteers and United Way staff to create what is now known as the Emerging Leaders Society (ELS). "ELS started from humble beginnings," said Jack. "It was a very small but committed group of young professionals who wanted to do something that was above and beyond what was being offered in the community at the time." That spirit and motivation to go beyond eventually became the group's guiding principal and tagline. From the beginning ELS has been about *doing something BIG*.

Since that time, the group has grown immensely — from 10 members to hundreds from area workplaces throughout the region. Today, the group focuses on providing opportunities for young leaders to come together for professional development opportunities, signature volunteer activities focused on STEM education and fundraisers to support United Way's goals in the area of youth success.

Jack has evolved too. While he will always be the founder of ELS, he has also been a member of the United Way Board of Directors, and today, chairs United Way's Community Engagement Committee.

"ELS taught me how to lead in a more inclusive and engaging way," said Jack. "In 2011, I was at a point in my career where I didn't have the opportunity to lead a large organization, nor was I ready for it. ELS provided a venue to practice leading and leveraging energy around an important common goal: to do the most good for the most people possible."

Jack hopes that the group he helped create continues to evolve, experiment and grow — all while holding true to its grass roots spirit with the energy to attract members who are passionate about doing something bigger than themselves.

Learn more about United Way's Emerging Leaders Society at unitedwayinc.org/emergingleaders.



"What excites me about working with United Way is that they are so uniquely positioned to solve big and challenging problems. They are experts in applying resources and experience to challenging problems and convening the right people to get something done. They are agile and responsive. It is an energizing mission to be a part of."

JACK SOOS, FOUNDER OF ELS, COMMUNITY ENGAGEMENT CHAIR

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NEARLY
50,000 HOURS
OF SERVICE
COMMITTED BY
VOLUNTEERS

At United Way, we are committed to creating a community where every child and every family has the opportunity to succeed. This year, through the commitment and generosity of workplaces, donors, foundations and community partners, we achieved real results for people in central and northeastern Connecticut.

YOUTH SUCCESS

Resources mobilized:

- 2,800 volunteers mobilized
- \$3.9 million invested

Results:

- 3,200 children enrolled in high-quality early childhood education programs
- 94 percent of children served achieved early developmental milestones
- 2,300 children in grades K-3 received books for their home libraries
- 72 percent of students served demonstrated progress toward reading at grade-level
- 1,030 middle grade youth received support to help them stay on track academically and engaged in school
- 85 percent of middle grade youth served demonstrated progress toward academic milestones

ECONOMIC MOBILITY

Resources mobilized:

- 530 volunteers mobilized
- \$1.3 million invested

Results:

- 550 individuals improved their education and employment potential
- 1,200 received screening for benefits such as SNAP and WIC
- 12,000 individuals received free tax preparation services
- \$28 million in refunds returned to individuals through free tax preparation assistance
- 400 individuals gained employment
- 89 percent of individuals served maintained employment for six months

ACCESS TO HEALTH AND BASIC NEEDS

Resources mobilized:

- 1,450 volunteers mobilized
- \$1.8 million invested

Results:

- 5,100 individuals accessed health insurance
- 2,000 individuals received nutritious food through programs such as *Meals on Wheels*
- 14 million pounds of food distributed through regional food banks
- 1,000 people received disaster services in response to emergencies such as a fire or flood
- 13,000 people connected to emergency resources such as rent/utility assistance, medical equipment, clothing or transportation assistance
- 900 people received emergency shelter
- 6,000 individuals found safety/ services related to sexual assault or domestic violence
- 81,500 calls to United Way 2-1-1 for information and referral services



STEPPING STONES TO A BRIGHT FUTURE

Birth to three-years-old is a critical time in a child's life. That's why we're partnering with HARC in supporting *Stepping Stones*, a program that meets the developmental and health needs of toddlers like Quinn Hilerio.

As an infant, Quinn's parents noticed he wasn't developing at the same pace as his peers. "He would be excelling in some respects, but was just so far behind in others," said his mother, Susan Hilerio. "At one point, we didn't know if he was going to be verbal." Quinn's primary care doctor recommended *Stepping Stones*, and after some consideration, Susan enrolled him.

While HARC staff worked with Quinn on motor skills and speech therapy, they also helped Susan learn how to care for his needs at home while her husband was deployed in the military.

"They would always be touching base with me and walking me through things," said Susan.

"There were times where I would be trying to get Quinn to bed, and I'd have them all on group text and asking for help at nine o'clock at night. They'd all start texting me back saying 'try this, try that'. They were literally there for me twenty-four hours a day. I can't say enough about them. They were there for me, and they loved Quinn just as much as we did."



Today, Quinn is four-years-old. He reads above grade level, excels at spelling and is doing simple math. His future is bright. "The staff at *Stepping Stones* unlocked something in Quinn," said Susan. "He's brilliant. I can't even wrap my head around the way his mind works. He's going to accomplish amazing and wonderful things."

Last year, with support from United Way, our community partners served more than 3,200 children in early childhood programs helping them meet their developmental milestones and enter kindergarten better prepared for success.

"Quinn had a budding sense of humor. He liked to place a block under his chin, with one on his head, and announce that he was *The Cat in the Hat!* He was also quick to respond with 'Mr. Quinn, Q-U-I-N-N' when others asked him what his name was. Our partnership with United Way helps fuel a shared vision to help people and enables action across the lifespan."

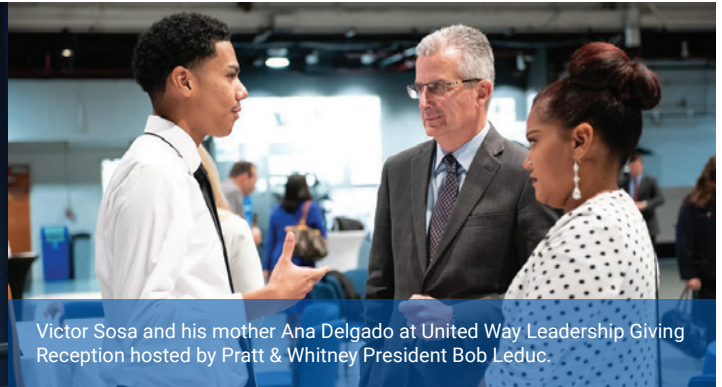
SHEILA MURRIHY, NUTRITIONIST AND DEVELOPMENTAL THERAPY ASSOCIATE,
STEPPING STONES, HARC



MEET VICTOR SOSA: A SOARING SUCCESS

Last year, through Workforce Solutions and other United Way-supported programs, 400 people got jobs.

Victor Sosa was one of them.



Victor Sosa and his mother Ana Delgado at United Way Leadership Giving Reception hosted by Pratt & Whitney President Bob Leduc.

For a recent high school graduate, navigating career choices can be overwhelming. And for employers, finding talent to meet their needs is a consistent challenge — particularly in the manufacturing sector, where the demand for a skilled workforce has grown significantly in recent years.

United Way has been committed to creating opportunities for people to get and retain good jobs that pay family-sustaining wages and have opportunity for advancement. A decade ago, United Way led the development of Workforce Solutions Collaborative of Metro Hartford (Workforce Solutions) a funders' collaborative committed to developing an educated, economically self-sufficient workforce that meets employer demand in targeted sectors, including manufacturing (see page 14).

In 2018, Victor graduated from East Hartford High School unsure of what his next step would be. "When I graduated high school, I didn't know what I wanted to do, but knew I wanted to further my education," said Victor.

Enter the Entry Level Pipeline Program — a pilot project developed by the Connecticut Center for Advanced Technology (CCAT) in partnership with Pratt & Whitney with support from Workforce Solutions. The program provides job seekers with hands-on manufacturing experience, industry-recognized credentials and connections to Pratt & Whitney internships that have opportunity for full-time employment.

With support from his mother, and guidance from a teacher, Victor decided to apply to the program. "I was told 'this is your chance,'" said Victor. "And I like chances."

As a program participant, Victor attended classes at Asnuntuck Community College. He and 15 classmates enrolled in the first group moved into internships at Pratt & Whitney's Middletown

location where they worked hard to build the knowledge and skills to gain full-time employment.

Victor graduated the program last year and now holds an in-demand job at Pratt & Whitney's East Hartford facility. He works full-time as an Airfoil Cell Operator where he coats blades for jet engines.

In fact, all 16 of the Greater Hartford residents enrolled in the program — Victor included — were hired into permanent positions at Pratt & Whitney.

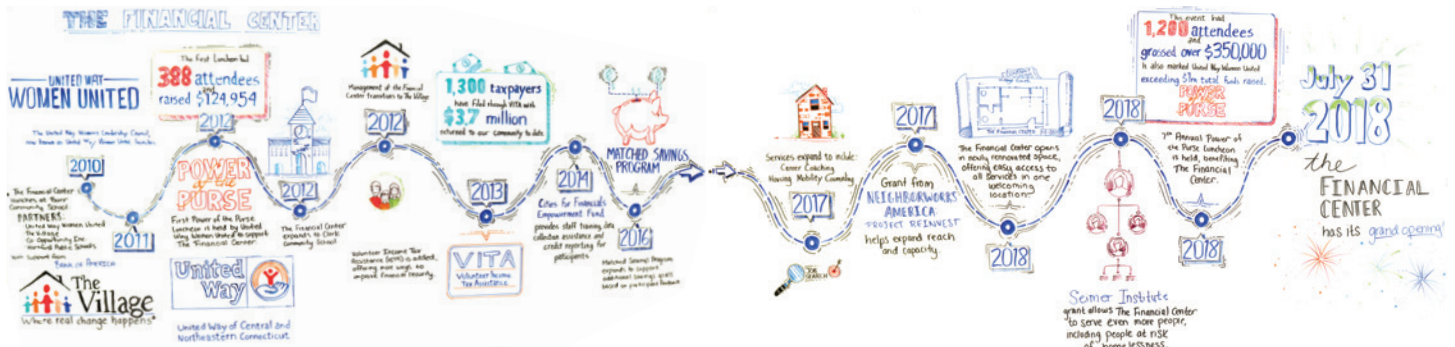
"The program changed my life," said Victor. "It's been an amazing opportunity not only for me, but everyone around me. I want to be able to better myself, better my community and better my family."

The program even allowed Victor to support his family financially. He helped his mother, who has worked multiple jobs for Victor's entire life, buy their family's first home. For the first time in 18 years, Victor has his own room. He also helped his younger brother purchase a car to aid in his own job search.

For Victor, his mother is a constant source of inspiration. "I wake up every single day and say, 'I can do it' and I want to spread that mentality," said Victor. "My mom did it by herself for twenty-plus years with three kids and two jobs. If my mom can do it, I can do it."

The collaboration of nonprofit and for-profit organizations like Workforce Solutions, CCAT, Pratt & Whitney and United Way played an important role in creating opportunities for people in our region.

The success of the collaboration and the impact it has had on his own life has inspired Victor to be a champion for young people in the community. "Every time I see a young individual, I want to let them know — there's opportunity there," said Victor. "You just have to chase it. For me to be able to get this far — and I'm not done yet — is very inspiring to me and my family. United Way changed my life."



BUILDING A PATH TO A FINANCIALLY SECURE FUTURE

In July 2018, United Way and The Village for Families & Children celebrated the official grand opening of The Financial Center in Hartford.

Eight years ago, our United Way formed what is now known as Women United — a group of committed women leaders, who were looking to create lasting change particularly with respect to helping women and families become more financially secure. The group of committed volunteers worked to raise proceeds through their annual signature fundraising event: *Power of the Purse Luncheon and Silent Auction*.

Funds raised through our annual event helped to establish a pilot program that was then known as the Family Financial Stability Initiative (FFSI) in two of Hartford’s Community Schools.

The initiative offered an innovative approach to family financial stability and gained momentum quickly. As the program grew and the pilot phase came close to its conclusion, members of United Way, Women United and The Village for Families & Children came together to develop new strategies that would build on past success.

The result was the establishment of a full service financial center, housed at The Village for Families & Children and

supported by United Way. The center now offers career counseling that helps people obtain good jobs; financial education about budgeting; savings and credit counseling; matched savings opportunities; and, benefits screening in one convenient location.



SINCE 2011:

- Nearly **500 participants** have been able to identify financial goals, develop realistic budgets, reduce debt, build savings, increase income and access career coaching.
- More than **100 women** have saved a total of nearly **\$75,000**, fully matched dollar-for-dollar by Women United, for a total of more than **\$149,000**.
- The tax preparation services offered through The Financial Center have assisted more than **1,300 taxpayers** and returned **\$3.7 million** in refunds and credits.

CELEBRATING A DECADE OF ECONOMIC MOBILITY

A SYSTEM FOR ADVANCEMENT

Workforce Solutions Collaborative of Metro Hartford has developed into a nationally recognized partnership. Together, with local stakeholders, the collaborative has developed innovative programming to ensure opportunities are available for low-wage workers and jobseekers in the Enfield and Hartford labor markets.

Workforce Solutions utilizes a dual-customer approach to address the talent needs of regional employers and career prospects of lower-skilled, lower-income adults. This has included a focus on ensuring young adults are successful in manufacturing where an aging population and increased hiring have created new opportunities.

Currently, Workforce Solutions is piloting a strategy that provides onsite support for new employees from a Workforce Solutions Career Navigator. The navigator helps employees mitigate employment barriers like transportation, child care and financial stress. By connecting employees to community resources, employers anticipate a reduction in turnover.

A PARTNERSHIP THAT PROMOTES A COMPETITIVE WORKFORCE

Job Seekers

555

completed career development services

418

awarded industry-recognized credentials

398

obtained new employment

Incumbent Workers

2,247

completed occupational skills training

590

awarded industry-recognized credentials



PARTNERSHIP

Workforce Solutions Collaborative of Metro Hartford is funded by: American Savings Foundation, Capital Workforce Partners, Connecticut Department of Labor, Ensworth Charitable Foundation, Hartford Foundation for Public Giving, Liberty Bank Foundation, Melville Charitable Trust, National Fund for Workforce Solutions, Nutmeg Foundation, Prudential Foundation, United Way of Central and Northeastern Connecticut, and Walmart Foundation.

COMPLEX CHALLENGES, BIG SOLUTIONS

United Way and its partners serve individuals and families experiencing tough times, including those needing emergency shelter. Preventing homelessness and providing stable housing is the long-term goal.



We invest in programs and initiatives to help people who are homeless or at-risk of becoming homeless. With our community partners, we work to ensure effective coordination of shelter services while also finding ways to prevent homelessness from occurring.

Coordinating Systems:

In Connecticut, we're fortunate to have one number people can call for help 24-hours a day, every day: 2-1-1*, a service of United Way of Connecticut.

United Way 2-1-1 also serves as the central intake point for Connecticut's Coordinated Access Network (CAN) by providing important information and referrals to those experiencing housing crises and the organizations that serve them.

CAN partners include staff from local organizations that work on the issue of homelessness, Connecticut Coalition to End Homelessness (CCEH), Connecticut Department of Housing and United Way of Connecticut/2-1-1. They work together to help people out of shelters and into housing.

Journey Home is the lead agency for the Greater Hartford Coordinated Access Network. With United Way funding, Journey Home works with shelters to assist those who are chronically homeless; those in permanent supportive housing; homeless families with children; and homeless and runaway youth.

"Less than five years ago, those in need had to apply to each available housing program separately," said Amanda (Girardin) Gordon, Deputy Director, Journey Home. "Now people are referred to housing through a centralized list for housing resources that are available. This can range from one-time security deposit assistance to ongoing rental subsidies paired with service supports. The CAN partner agencies often continue working with families for several months even after they are housed to ensure they do not return to homelessness."

Preventing Homelessness:

United Way is also partnering with CCEH in its work to keep people housed and out of the shelter system. With United Way's support, CCEH trains frontline shelter workers to help people before they become homeless by exploring alternatives such as staying with family or utilizing emergency assistance to pay an immediate bill that allows them to stay housed.

Over the past 12 months alone, 1,074 of the 1,500 at-risk families in our region (72 percent) remained in homes and did not slip into homelessness. This is just under the statewide goal of diverting 75 percent of families from shelter.

In 2015, the State of Connecticut was recognized for ending chronic homelessness among veterans due to its coordinated approach to ending homelessness.

While working on long-term solutions, we also know the importance of providing immediate shelter. We're proud to partner with seven shelters who collectively provided emergency housing to more than 930 individuals last year.

"With the critical support of United Way, we are able to provide essential support services and programs that empower individuals to resolve their life challenges and overcome barriers to permanent housing and self-sufficiency."

KANDYCE AUST, DIRECTOR OF DEVELOPMENT & COMMUNITY RELATIONS, SOUTH PARK INN

In Memory of Brian Baker

Brian Baker, Assistant Director, South Park Inn, passed away unexpectedly in 2018. Brian acted as an ambassador for United Way and was a tireless champion for children and families in our region.

*United Way 2-1-1 is a program of United Way of Connecticut and is supported by Connecticut United Ways and the State of Connecticut.

A close-up photograph of two young girls hugging. The girl on the left has her hair in a bun and is wearing a blue and pink patterned sweater. The girl on the right has braided hair and is wearing a blue polo shirt. Large, semi-transparent letters spelling 'DREAM' are overlaid on the image. The background shows blue vertical bars, possibly from a school locker or hallway.

UNITED TO DO SOMETHING

COMMUNITY INVESTMENT AND CAMPAIGN GIVING

Contributions to United Way Community Investment and causes you care about most in 2018 improved lives and helped to create positive change for everyone in central and northeastern Connecticut.

57%

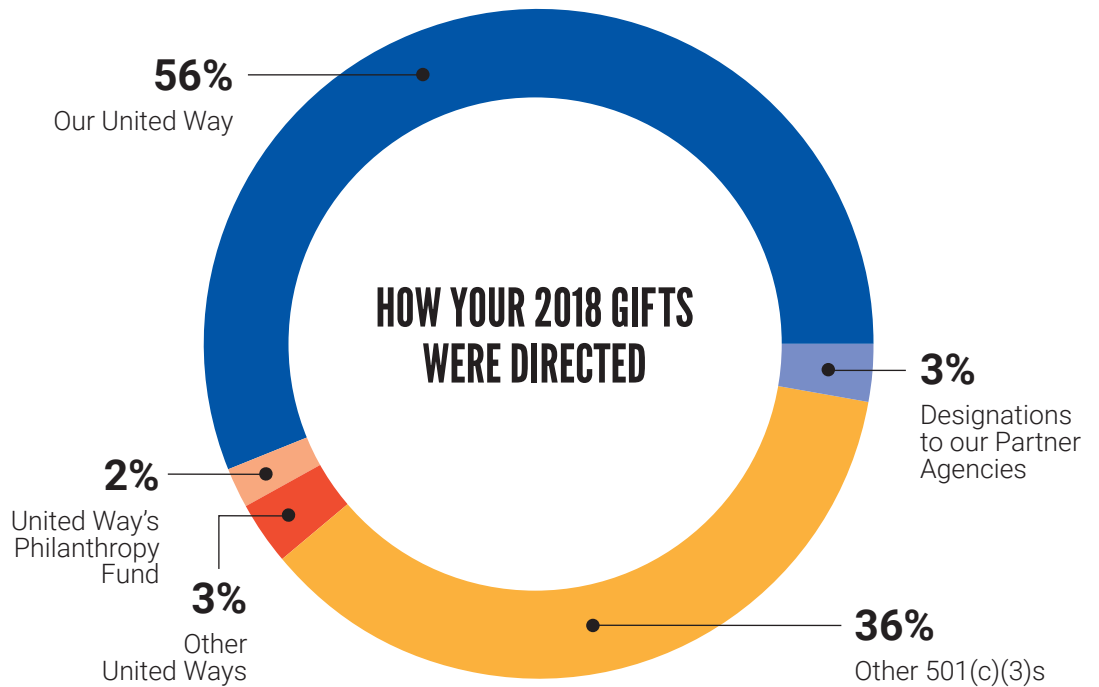
Youth Success

19%

Economic
Mobility

24%

Access to Health
and Basic Needs



Source: June 30, 2018 financial statements – footnote #9 [AP]



STATEMENT OF FINANCIAL POSITION

JUNE 30, 2018

Assets

Cash and cash equivalents	\$3,261,911
Pledges receivable, net of estimated uncollectibles	5,658,833
Other receivables	535,938
Investments	16,668,925
Investments held in trust by others	6,970,614
Prepaid expenses and other assets	171,912
Plant and equipment, net	1,107,179

Total assets **\$34,375,312**

Liabilities and Net Assets

Accounts payable and accrued expenses	\$1,105,535
Agency program support payable	7,505,118
Donor designations payable	2,461,405
Grants payable	2,135,003

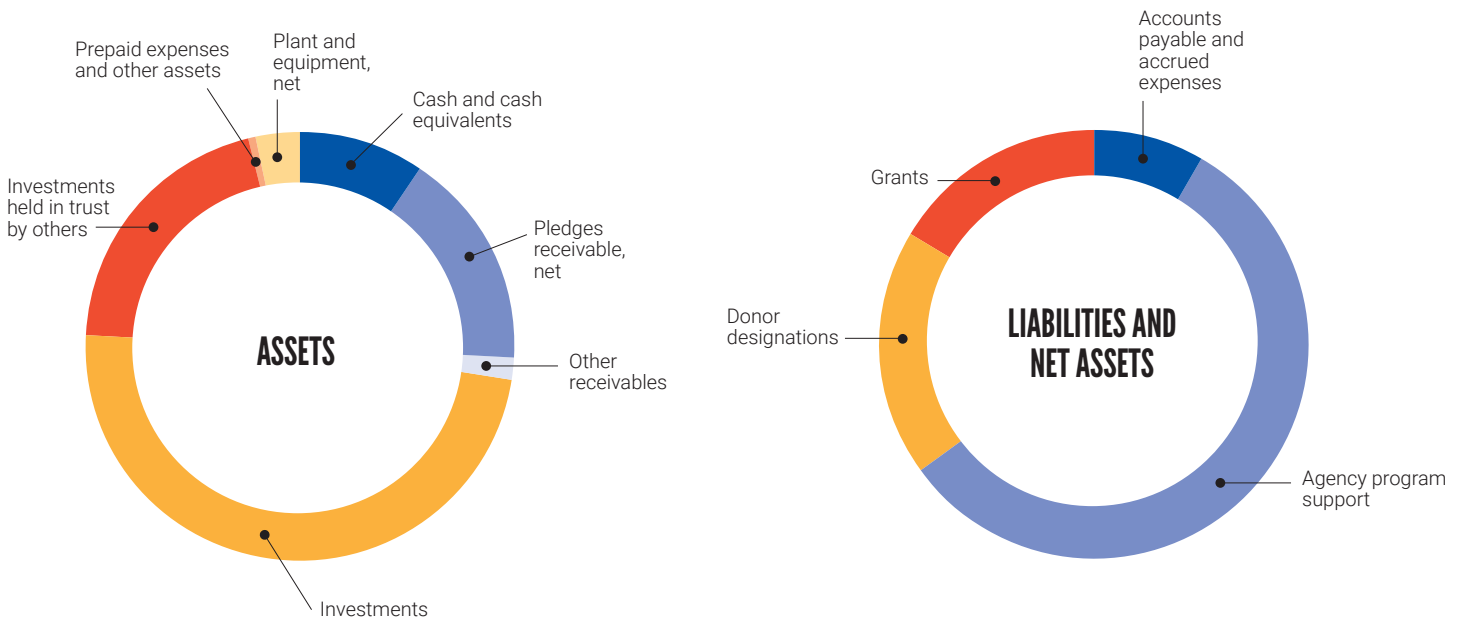
Total liabilities **\$13,207,061**

Net assets

Unrestricted	\$12,746,150
Temporarily restricted	209,667
Permanently restricted	8,212,434

Total net assets **\$21,168,251**

Total liabilities and net assets **\$34,375,312**



STATEMENT OF ACTIVITIES

JUNE 30, 2018

Campaign amounts raised	\$17,847,645
Add:	
Contributions from other United Way campaigns, net of donor designations	221,561
Less:	
Uncollectible pledges	(552,771)
Amounts designated by donors	<u>(7,087,680)</u>
Net campaign revenue	<u>10,428,755</u>

Other revenue:	
Investment income, net of fees of \$25,000	393,171
Income from trusts held by others	448,694
Community grants, initiatives and service income	1,038,758
Administrative fees on amounts raised on behalf of others	349,013
Rental income	83,192
Gifts in kind	162,509
Miscellaneous revenues	<u>161,618</u>
Total other revenue	<u>2,636,955</u>

Total public support and revenue	\$13,065,710
---	---------------------

<i>Community Investment</i> and program services:	
Community support and gross funds distributed	\$13,630,461
Less:	
Amounts designated by donors	<u>(7,087,680)</u>
<i>Community Investment</i> (program support)	6,542,781
Grants and initiatives	916,805
<i>Community Investment</i> services	<u>2,010,463</u>
Total <i>Community Investment</i> and program services	<u>9,470,049</u>

Support services:	
Resource development	2,505,202
Management and general	<u>1,428,316</u>
Total support services	<u>3,933,518</u>

Total <i>Community Investment</i>, program and support services	\$13,403,567
--	---------------------

Operating deficit	(\$337,857)
Non-operating revenues and expenses:	
Realized gain on sale of investments	425,359
Change in unrealized (loss) on investments	(377,200)
Change in investments held in trust by others	306,185
Pension-related changes other than net periodic pension cost	<u>(146,545)</u>

Change in net assets	(130,058)
-----------------------------	------------------

Net assets, beginning of year	<u>21,298,309</u>
Net assets, end of year	\$21,168,251

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If everyone helps to hold up the sky, then one person does not become tired.

ASKHARI JOHNSON HODARI, *Lifelines: The Black Book of Proverbs*





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