



- 2020 ANNUAL REPORT -

TODAY'S EVERYDAY HEROES:

**BUILDING A "BETTER NORMAL"
FOR TOMORROW**



United Way of Central and
Northeastern Connecticut

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Pictured on the cover of this publication (L-R):

First Row:

Julia Monique Johnson, Avangrid and Chair, United Way Women United
Philip Blonski, United Way team member celebrating five years of service
Jessica Hernandez, Central Connecticut State University and Member, United Way of New Britain-Berlin Regional Advisory Board

Second Row:

Enrique Juncadella, Workforce Solutions Collaborative of Metro Hartford
Steven Litchfield, TD Bank and 2020 United Way Community Campaign Co-Chair
Shellye Davis, Greater Hartford Labor Coalition AFL-CIO and 2020 United Way Community Campaign Co-Chair

Third Row:

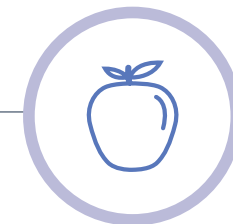
Kimmy Boulter, United Way team member celebrating 25 years of service
Mackenzie Manning, Pratt & Whitney and Member, United Way Emerging Leaders Society
Paola Fonseca-Fernandez, Centreville Bank and Member, Windham Region United Way Advisory Board



**YOUTH
SUCCESS**



**ECONOMIC
MOBILITY**



**ACCESS
TO HEALTH**



**BASIC
NEEDS**

LETTER FROM THE BOARD CHAIR AND PRESIDENT/CEO

It is difficult to fathom it has been more than a year since the first reported COVID-19 case in Connecticut and rapid spread worldwide. The past 12+ months have challenged us and changed us. We have lost loved ones. We have missed precious time with family and friends. Individuals and families have faced economic hardships. Working parents have experienced new challenges, juggling job responsibilities while also supporting distance learning for their children.

Here and across our nation, we also addressed a challenge that has been with us for generations: systemic racism that results in people of color experiencing greater health and financial challenges, and, tragically, loss of life. As individuals and organizations, we must address institutional racism and ethnic discrimination for any hope of rebuilding a better society. This includes United Way, as we embrace locally and globally a commitment to racial ethnic equity.

And, as often happens in times of challenge, we have experienced incredible acts of resiliency and strength from everyday heroes.

Our dedicated health care partners worked tirelessly to fight a disease they had never seen before while managing supply shortages and the need for new processes for patient care. They were, and still are, relentless in their work to support patients and families. Other essential workers police, fire, grocery store employees, teachers, and so many more ... remained steadfastly present to the children, adults and families they serve.

And, at United Way, we did what we do best - by mobilizing people and resources for the well-being of children and families (pages 10-11).

In 2020, our COVID-19 response efforts resulted in:

- **More than 15,000 people** receiving critical resources and services such as food, rent and utility assistance, telehealth counseling services and distance learning supports for youth, through our emergency response fund, *Neighbors in Need*, that **raised \$1 million** for these efforts.
- **Nearly 1,250 people** in our region, and **more than 5,500 statewide**, receiving direct financial assistance to offset loss of income through *Connecticut United Ways COVID-19 Fund* which **raised \$1.2 million**.
- **More than 320,000 face masks** were distributed to nonprofits and municipal partners state-wide to keep people safe and healthy.
- **Community awareness campaigns** on public health and financial management related to COVID-19.

In January, we established the *United Way COVID-19 Fund* to support our communities as we work towards long-term recovery. As generous as you have been in the past, we hope we can count on you again given the growing needs of children, adults and families we serve.

What we have done and what we will be doing in the future is possible because of your leadership, innovation and

commitment. We are fortunate to have exceptional 'champions,' many of whom have been long-standing partners with United Way, committed to youth success, economic mobility, access to health and meeting basic human needs (pages 4-7).



Bob Leduc, Former President of Pratt & Whitney, is one such champion. This year, we will settle some unfinished business in honoring Bob, who was the recipient of our 2019 Community Service Award, given in memory of Dr. Frederick G. Adams for his commitment to the community. It is United Way's highest honor.



The pandemic began just a few weeks ahead of last year's Annual Meeting and prevented us from coming together to recognize Bob and his contributions. Bob has been a longtime supporter of United Way, both through his personal giving and professional leadership. Bob always put community at the forefront of the company's goals and culture. He encouraged team members to contribute both time and dollars to causes that they care about. In addition, he and Pratt & Whitney made a commitment to young adult employment that created new opportunities for people to get good jobs with growth potential.

This year, we also recognize our 2020 Community Service Award recipients: Hartford Healthcare/Hartford Hospital, Trinity Health Of New England/Saint Francis Hospital and Connecticut Children's. For many years, these health care institutions have demonstrated a commitment to holistically treating patients through true community partnerships. They look beyond a patient's symptoms and focus on important community level health factors like access to healthy food and child development.

In addition to fighting COVID-19 on the frontlines, these hospitals partnered with municipalities and United Way to launch public awareness campaigns to keep people healthy and informed about the coronavirus while increasing access to important resources like testing and vaccinations.

Despite the challenges of last 12+ months, we have demonstrated that while we are physically apart, the power of community has never been stronger.

United Way has always been the organization you can count on when times are tough and we will continue to be here, committed to building back stronger and better beyond COVID-19.

Thank you for your continued support. Be safe and stay well.

Donald Allan, Jr.
Board Chair

Paula S. Gilberto
President and CEO

COMMITMENT TO RACIAL EQUITY AND INCLUSION

OUR COMMITMENT TO RACE, EQUITY, DIVERSITY AND INCLUSION

United Way's mission is founded on the primary beliefs that respect, diversity and inclusion make us stronger and that equity in education, economic mobility and health are only possible if there is equal access to justice.

This past year, we all saw horrific examples of racism and injustice in our country and in the world. We also saw people come together to raise their voices collectively to advocate for social justice, to commit to learn, to be accountable and to step up and do more.

A strength of United Way is that we are both local and global, giving us the ability to bring to worldwide scale the importance of racial and ethnic equity. As a global network, we stepped up our commitment to model diversity, equity and inclusion by taking a leadership position in approving a change to the U.S. and international membership requirements which apply to all 1,800 United Ways in 40 countries and 18 territories worldwide.

The unanimous vote was a clear statement of the United Way network's values and commitment to advancing racial and ethnic equity. There are three components:

1. Expanding our statement valuing diversity and inclusion to also include a position opposing all forms of racism and ethnic discrimination;
2. Ensuring annual racial/ethnic equity training for all staff and board members; and,
3. Developing and using racial/ethnic equity as one of the criteria for community investments.

Please join us in standing for racial and ethnic equity. Together, we will build a better normal with equitable outcomes for all.

HOW TO LIVE UNITED:
JOIN HANDS. OPEN YOUR HEART.
LEND YOUR MUSCLE. FIND YOUR VOICE.
GIVE 10%. GIVE 100%. GIVE 110%.
GIVE AN HOUR. GIVE A SATURDAY.
THINK OF WE BEFORE ME.
REACH OUT A HAND TO ONE
AND **INFLUENCE** THE CONDITION OF ALL.

The COVID-19 pandemic has revealed so much about our community, but of utmost importance, the health care heroes among us. Over the course of the year, we watched as health care workers spent long hours, with limited resources, fighting an unknown virus. In cities across the country, people put thank you signs in the windows, doors and lawns of their homes. Others stood outside hospitals and clapped or drummed on pots and pans to show gratitude. As important as health care providers have always been to us, this was different. It felt more personal. Their tireless service was brought closer to our homes and communities.

Our health care institutions also worked to address longstanding inequities in health care which were exacerbated by the pandemic while working to provide access to critical health-related information and resources.

This year's United Way Community Service Award is being given to three health care partners, recognizing their frontline role in addressing COVID-19 and their steadfast commitment to health equity: Connecticut Children's, Hartford HealthCare/Hartford Hospital, and Trinity Health Of New England/Saint Francis Hospital. Each of these institutions goes beyond patient treatment, seeking to remove barriers to care and partnering with United Way to address the overall health and well-being of children, adults and families. (Please see page 7 for more information on the Community Service Award and Dr. Frederick G. Adams, in whose memory it is given.)

In 2017, with support of Trinity Health Of New England/Saint Francis Hospital, the North Hartford Triple Aim Collaborative (NHTAC) was launched with an initial goal of collaborating on health improvement efforts

in Hartford. Through the NHTAC, residents and partners from the business, nonprofit, health care and government sectors are working together to improve health using a policy, systems and environment approach. NHTAC's mission is to identify and eliminate systemic and racial inequities while building community capacity to create a healthier Hartford.

NHTAC, which is convened by United Way, has 13 member organizations including Connecticut Children's, Hartford HealthCare/Hartford Hospital and Trinity Health Of New England/Saint Francis Hospital.

NHTAC currently collaborates on \$1.9 million in initiatives and programs that support community well-being and serve as a connector for partners to come together and work in new and different ways to get things done quickly. That nimbleness was especially important when COVID-19 hit Connecticut.

When the pandemic first arrived, there was new information emerging every day about how to keep our communities safe. There was also a great deal of misinformation about when to go to seek medical care and fear around visiting health care locations because of the virus.

Through NHTAC, Hartford HealthCare/Hartford Hospital and Trinity Health Of New England/Saint Francis Hospital worked with United Way and the City of Hartford to get accurate and important information out to Hartford residents. The team launched public awareness campaigns that highlighted key COVID-19 safety measures, from the importance of washing hands to navigating COVID-19 exposure in a shared living space and when to seek medical care from a physician or at the hospital. Subsequent public awareness campaigns engaged more community



partners and have focused on the importance of the flu vaccine, child immunizations and, most recently, the COVID-19 vaccine.

Saint Francis Hospital's President Thomas Burke shares, "We have faced a momentous challenge over the past year, but we have worked diligently to continue to build community partnerships to serve. Our mission is to be a transforming and healing presence within our community. We look forward to our continued partnership and serving our neighbors."

While responding to the immediate needs presented by the pandemic was absolutely critical, these three health care partners never lost sight of continuing to move forward on the ongoing work needed to support health and wellness beyond COVID-19. Research shows that the earliest years of life can set the stage for overall well-being, including physical and mental health, as well as academic success. Children thrive when they can participate in consistent, enriching learning experiences, eat healthy food and have opportunities for active play. Yet, for many children in our community, these opportunities are out of reach.

Connecticut Children's President and CEO, Dr. James E. Shmerling, had worked with partners to bring Dolly Parton's Imagination Library statewide in Tennessee while serving as Chief Executive Officer of the Monroe Carell Jr. Children's Hospital at Vanderbilt University Medical Center. The program provides enrolled children, birth through age five, with a free book each month that is mailed to their home. Through experience and research, Dr. Shmerling saw that access to books at an early age was critical to childhood brain development and well-being and felt that the program could make a difference in our community.

Dr. Shmerling shared his vision with United Way and also engaged his colleagues at Saint Francis Hospital and Hartford Hospital, knowing their shared commitment to child development and early literacy. The four organizations are funding the initiative with United Way as the managing partner.

"Through our collective work, we're reaching families who continue to need fundamental supports necessary for children to grow and thrive," Dr. Shmerling said.

The three hospitals, along with United Way community partners, are helping to enroll Hartford's newborn babies and young children in Imagination Library. The program launched officially in October 2020 and approximately 609 children have been enrolled with 2,524 books delivered as of April 2021. Books are available to children in both English and Spanish.

"At Hartford HealthCare, we are determined to come out of this pandemic better than normal. We know that lack of education or employment opportunities, color, gender and ethnicities all play a great influence in one's health status. We want to fight together against inequity and Hartford HealthCare and Hartford Hospital are committed to that," said Bimal Patel, President of Hartford Hospital and Former United Way Community Campaign Chair.

The 2020 Community Service Award recipients share United Way's commitment to equitable community well-being, child development and early literacy, affirming that even in the toughest of times, stepping up and standing together matters.



THANK YOU!

Thank you to all of the North Hartford Triple Aim Collaborative Member Organizations and Representatives:

- | | | | |
|-------------------------------|---------------------------------------|--|--|
| City of Hartford | The Village for Families & Children | Hartford HealthCare | United Way of Central and Northeastern Connecticut |
| Connecticut Children's | Hartford Foundation for Public Giving | Trinity Health Of New England/Saint Francis Hospital | University of Connecticut |
| Connecticut Health Foundation | | | Wellville |

UNITED WE READ

In October 2020, health care partners, United Way and Hartford Mayor Luke Bronin came together to officially announce Dolly Parton's Imagination Library.

As a company, Pratt & Whitney has made a commitment to Go Beyond in turning possibilities into realities for customers. As a leading aerospace and defense company, they have an unrelenting commitment to build and service some of the world's most advanced aircraft engines. Pratt & Whitney also believes that its real power and innovation comes from its employees.

This dedication to excellence and belief in its employees was not limited to its business: going beyond meant also getting involved where employees live and work, a testament in large part due to the leadership of Pratt & Whitney Former President and 2019 United Way Community Service Award recipient, Bob Leduc.



"Through our employees' volunteer efforts and our company-sponsored philanthropy and initiatives, we live our motto that we Go Beyond, for our customers, our employees and our communities. Similar to how our products are shaping the future of aviation, Pratt & Whitney's support of United Way, through volunteerism and pledging, is shaping the lives of those in our community. Our work with United Way is much more than a check. We have employees lending their time and goodwill to help households in our local community that are struggling to make ends meet. If we each do a small part, together we can make a significant impact," Bob said.

Under Bob, leadership was encouraged to integrate community involvement into the work of their teams. For example, newly hired employees at the company were encouraged to come together for United Way *Year of Caring* events and learned right away of the company's commitment to philanthropy and community. For years, United Way has facilitated team building and volunteer projects for Pratt & Whitney, which also serve to raise awareness of local community conditions and provide opportunities for employees to give back.

Bob's career at the United Technologies companies, now Raytheon Technologies, spans more than 40 years. He was appointed to lead Pratt & Whitney in 2016 after previously serving as president of Sikorsky Aircraft.

Bob put innovation, excellence, empowerment and culture at the center of his leadership strategy, encouraging team members to connect with one another and their community.



Victor Sosa, graduate of a United Way-supported job training program and Pratt & Whitney employee and Ana Delgado, Victor's mother, speak with Bob Leduc at a Pratt & Whitney event in 2019

"If we each do a small part, together we can make a significant impact."
-Bob Leduc



As Bob shared, "Pratt & Whitney, as a corporate citizen, realizes how essential it is to revitalize and care for where you live. Since 1992, Pratt & Whitney has participated in United Way *Year of Caring*. Our volunteers bond and improve morale, while improving on our community's greatest challenges, together."

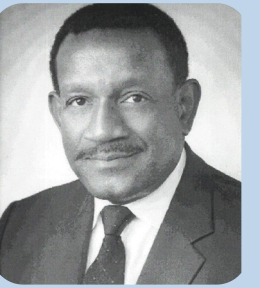
And in recent years, Bob took that commitment to caring for the place that you live and work a step farther.

Bob recalled, "As a growing company, Pratt & Whitney had a need to attract talent for in-demand manufacturing jobs. United Way partnered with us and invested dollars to support recruitment and retention for a pipeline program, which was managed by the Connecticut Center for Advanced Technology. Pratt & Whitney covered the cost of training.

The first cohort resulted in full-time employment for all participants. The impact that this program has had on our company and the individual participants in the program has been amazing, and our strong partnership with the United Way and understanding of each other's needs and expertise allowed this unique partnership to happen."

Bob officially retired from Pratt & Whitney in 2020 but his commitment to community remains embedded in the fabric of the company with team members continuing to support philanthropy and volunteerism.

"During one of my last addresses to Pratt & Whitney employees, I reminded them that while we love our work, it's important to remember that life is a pie chart: you've got family, yourself, your work and your local community," Bob said.



REMEMBERING DR. FREDERICK G. ADAMS

United Way's Community Service Award has been presented every year since 1951 and is the highest honor given to a volunteer.

The Community Service Award is also given in memory of Dr. Frederick G. Adams who was a leader in health care. Dr. Adams, a prominent dentist, was known not only for his expertise in the field but for his commitment to the community. He became the first Black Commissioner of the Connecticut Department of Health in 1991 and also served as Chair of the State Commission on Human Rights and Opportunities.

Dr. Adams also was a leadership volunteer with several community-based organizations, including serving on the board of United Way.

Dr. Adams was always on the forefront of public health policy, advocating for health care for people of color and those living in poverty. He was known for reaching out to people and meeting them where they were to provide resources and information.

We thank Dr. Adams for his commitment and honor his legacy of improving community conditions in Connecticut.

A SPECIAL MESSAGE FROM THE 2020 UNITED WAY COMMUNITY CAMPAIGN CO-CHAIRS

When the team at United Way asked us to co-chair the 2020 United Way Community Campaign, we didn't hesitate. We didn't dwell on the unknowns resulting from the pandemic, but instead, put our faith in United Way as the organization people count on when times are tough.

COVID-19 forced us to approach this year's United Way Community Campaign differently, yet still proving that while we have been physically apart, the power of community is as strong as ever. People from all over the region stepped up in extraordinary ways to support one another, fight for social justice and equity and to make a difference for local children and families.

Here are just a few examples:

Companies such as HSB, Travelers and Eversource reimagined their workplace campaigns to raise funds for local children and families. HSB embraced Salesforce.org Philanthropy Cloud, a United Way-supported online employee engagement resource to take giving back to a new level and hosted their first national campaign. With United Way digital giving support, Travelers employees hosted more than 100 virtual special events nationwide to fundraise and engage team members.

Our partners at Eversource held virtual town halls throughout the campaign season to provide employees an opportunity to learn more about how the pandemic was affecting people in their communities and ways to give back in partnership with United Way. These efforts resulted in strong engagement, fundraising and impact.

ConnectiCare took a unique approach in rallying their partners at CareCentrix to join them in this year's campaign for the first time and increased their support of United Way's Emerging Leaders Society and United Way signature events.

We also saw companies and individuals respond to United Way's COVID-19 Fund.

Stanley Black & Decker stepped up to launch this effort, recognizing the importance of supporting long-term recovery for residents in central and northeastern Connecticut with the first gift to the United Way COVID-19 Fund.

The contribution included support that helped United Way launch a virtual volunteer reading program for Hartford students. The program, which began in February 2021,

remotely connects volunteers with elementary school students who are currently behind or at risk of falling behind in reading, building upon the very successful United Way Readers program which began nearly nine years ago. In addition to the investment, Stanley Black & Decker has also recruited a team of employee volunteers who have been among the first to launch this new virtual reading initiative.

Navigate Affordable Housing Partners also made a \$125,000 award to the United Way COVID-19 Fund to support rent and utility assistance for families affected by the pandemic. And, Prudential Foundation awarded \$140,000 to help address vaccine awareness and access.

Members of the commercial real estate and building industry came together to establish *Building Foundations*, a virtual event committed to raising funds to address homelessness. A dedicated team of leadership volunteers raised more than \$300,000 at the inaugural event (see page 18).

These are just a few examples of what is possible when we come together. We also want to thank the leadership volunteers who made up this year's Campaign Cabinet and our partners in city government, education, financial services, health care, law firms, organized labor, nonprofit organizations and all workplaces for their ongoing support.

We invite you to read on to learn more about the impact you've made on thousands of lives throughout the region and thank you for your renewed commitment to LIVE UNITED. It has been a pleasure to join United Way in responding to the ongoing needs brought on by the pandemic while also never losing sight of our goals around youth succeeding academically and families achieving financial security.

If you were involved in this year's campaign, we thank you. If you have not yet partnered with United Way, it is not too late. Please join us. It will take all of us to help our community to recover from COVID-19. Together, we are unstoppable.



Shellye Davis

Shellye Davis
President
Greater Hartford Labor Coalition
AFL-CIO

Steven Litchfield

Steven Litchfield
Regional Vice President
TD Bank

CAMPAIGN HIGHLIGHTS

Every year, the United Way Community Campaign offers workplaces an opportunity to rally teams together to connect with causes they care about. While physical distancing practices and remote work made this more challenging, several workplace partners found new ways to engage employees this year. Here are a few examples:

HSB

HSB embraced Salesforce.org Philanthropy Cloud, a United Way-supported on-line employee engagement resource to take giving back to a new level and hosted their first national campaign. Through the platform, employees were able to stay engaged in giving back even while working remotely, ultimately raising nearly \$300,000 for the 2020 United Way Community Campaign.

Travelers

Travelers typically holds hundreds of special events in support of their annual giving campaign. With everyone working remotely, their talented committee got very creative in finding ways to bring people together virtually.

In 2020, Travelers partnered with the United Way to reimagine its workplace giving campaign and participated in more than 100 virtual events. Through these efforts, the company raised more than \$400,000 to help address the growing digital divide affecting children and families.

Eversource

Our partners at Eversource held virtual town halls throughout the campaign season as a way to help raise awareness about challenges families were facing and providing an opportunity for employees to give back. These efforts resulted in strong engagement and impact. This year's employee giving campaign raised \$708,658, an increase from last year.

Stanley Black & Decker

Stanley Black & Decker stepped up with two very generous investments focused on helping families affected by the pandemic, including awarding \$140,000 to help launch the *United Way COVID-19 Fund*, focused on long term recovery efforts.

The award included support to help United Way launch a virtual volunteer reading program in Hartford. The program remotely connects volunteers with local students who are currently behind or at risk of falling behind in reading.

The initiative builds upon the very successful United Way Readers program which began nearly nine years ago.

In addition to the investment, Stanley Black & Decker has also recruited a team of employee volunteers who are among the first to launch this new virtual reading initiative.



COVID-19 RESPONSE

CONNECTICUT UNITED WAYS JOINT RESPONSE

At the onset of the pandemic, United Ways in Connecticut quickly launched a coordinated effort to help adults and families facing increased financial hardships as a result of COVID-19.

The *Connecticut United Ways COVID-19 Response Fund* provided immediate financial assistance via a digital credit card to individuals who had lost their jobs or had work hours reduced. Local United Ways partnered with municipal offices and social service agencies in reaching people struggling to provide basic essentials for themselves and their families.

One Avon recipient recounts, "When we found out we were eligible for the United Way [emergency] funds we were ecstatic. This past year has been very difficult for our family. We have endured many turbulences including loss of job, increased problems with my health, and then of course the rise of COVID-19.

Through all this we are survivors and are very grateful for United Way and their support. It's ironic because in the past we have supported them and now they are helping us".

Allison Maynard, Director of Social Services, Town of Somers, shared, "For us, the funds were extremely helpful in providing us an efficient way to quickly get money into the hands of people who needed it right away. People who had not anticipated being out of work, were now out of work, and within minutes we could have money in their electronic wallet. The whole process was so smooth and so easy, and I can tell you everybody here in Somers are so grateful for the funds."

Connecticut United Ways COVID-19 Response Fund is assisting 5,500 people statewide, including 1,250 in our United Way's service area, as a result of the \$1.2 million raised. Recipients are using these resources to pay for everyday necessities, such as food, medicine, utilities and gasoline.

MORE THAN 15,000 PEOPLE

affected by COVID-19 received critical resources such as food, rent and utility assistance, telehealth counseling services and direct financial assistance for basic needs

MORE THAN \$2,200,000

donated by workplaces, foundations and donors to support COVID-19 response and recovery locally and statewide

NEARLY 7,500 VOLUNTEERS MOBILIZED

to deliver cards to essential workers and elders, distribute face shields and face masks to community partners and collect school supplies

As we begin to move towards long-term recovery, we want to thank the following organizations for their ongoing support. As of March 31, 2021 the following partners have provided funding:

United Way Neighbors in Need, our emergency response fund, met the growing needs of residents for food and immediate assistance through front-line community-based organizations.

| | |
|--|---|
| 3M Purification, Inc. – Stafford Springs | Navigate Affordable Housing Partners |
| American Savings Foundation | The Nutmeg Foundation |
| Bank of America | Santander Bank |
| Berkshire Bank Foundation | Sentry Insurance Company |
| Community Foundation of Greater New Britain | Stanley Black & Decker, Inc. |
| Deloitte LLP | Sun Life Financial Group |
| Farmington Bank Community Foundation | TD Bank, through the TD Bank Charitable Foundation |
| HSB | UPS |
| | Wells Fargo Bank |

The United Way COVID-19 Fund, established in January 2021 meets the growing needs of local families for food, housing assistance and employment as well as supporting the education needs of children and youth.

| | |
|---|---|
| Cigna | Navigate Affordable Housing Partners |
| ConnectiCare | Prudential Foundation |
| Iroquois Gas Transmission System, L.P. | Stanley Black & Decker, Inc. |

Connecticut United Ways COVID-19 Response Fund provided direct financial aid to those who lost their jobs by partnering with town social services.

| | |
|--|-------------------------------------|
| Aetna Foundation | Eversource |
| Connecticut Health and Educational Facilities Authority | Ion Bank Foundation |
| Connecticut Health Foundation | J. Walton Bissell Foundation |
| Connecticut State Employees Campaign | Regeneron |
| | Timken Foundation |
| | Travelers Foundation |
| | Wells Fargo Bank |

THE 411 ON 211

In Connecticut, we are fortunate to have one number that people can call, 24 hours a day, seven days a week, 365 days a year to be connected to critical resources. That number is 211. United Way 211 is Connecticut's statewide information and referral line that connects people to resources about housing, childcare, food, utility assistance, mental health services and much more. In response to the pandemic, United Way 211 stepped up, serving as a primary point of contact for people who had questions about the coronavirus and also supporting those affected by the economic impacts of the pandemic. 211's dedicated call specialists have been supporting people in our state throughout the pandemic and continue that work today as they assist with connecting people to vaccine information and appointments. Thank you to our everyday heroes at 211 for their tireless work to keep people healthy and safe.

211 has seen a **200% INCREASE** in calls since the pandemic began.

Questions about **COVID-19 financial help, housing and food** have been among the top concerns of Connecticut residents.



United Way of Connecticut team members who support 211.

EVERYDAY HEROES

A BUSINESS CASE FOR ALICE

We all can relate to the sorrow of losing a loved one or the fear of becoming sick or injured. When unexpected life events happen, grief, physical or emotional health can be compounded by financial crisis due to lost income.

Cora Hall, Assistant Vice President of Marketing for Group Benefits at The Hartford, and her team know firsthand the complex challenges that families face when navigating the loss of someone that they care about or a disability.

As The Hartford's team members assisted customers through the process of claiming disability or life insurance benefits, they often found that increasingly, beneficiaries were worried about how they would afford groceries or meet other basic needs in the future. In an effort to better understand the situations of customers, Cora and her team dug into the data and found that many customers were ALICE, a United Way-coined acronym for **A**sset Limited, **I**ncome **C**onstrained, **E**mployed.

A defining characteristic of ALICE households is that they are asset limited. Despite working hard, ALICE households constantly find themselves walking a financial tightrope and often have very little savings, so any challenge or change to their situation can place them one step away from crisis.

The team at The Hartford wanted to do more to support its customers and forged an innovative partnership with United Way and 211 to provide a holistic, best in class customer experience by training their claims organization to connect people to critical information and referral services to meet their basic needs.

Today, The Hartford's Group Benefits' claims professionals are prepared to connect customers with critical resources such as food, childcare, rent and utility assistance and mental health services through the United Way 211 network.

In addition, The Hartford now serves on the National ALICE Advisory Council, a group of employers who focuses on ways that businesses can support asset limited families.

Last year, The Hartford committed \$750,000 over three years to help United Way Worldwide improve the online presence and accessibility of the 211 network, strengthening connections to the resources needed most.

Thank you to Cora Hall and The Hartford for being Everyday Heroes for ALICE.



WORKING TOGETHER

By making the business case for ALICE, United Way, The Hartford and 211 are improving customer experience and connecting people to health and human services locally and nationally.

ALICE AND COVID-19

Connecticut United Ways released the fourth ALICE Report in September of 2020. This report, released every two years, provides a point-in-time snapshot of economic conditions across the state. While the 2020 report uses data that was collected prior to the pandemic, it highlights how many Connecticut households were struggling then, shedding light on the great economic impact that COVID-19 is having on households today, with more people now struggling to make ends meet.

The 2020 ALICE Report revealed that more than one in three households in central and northeastern Connecticut are living paycheck to paycheck and struggling 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.

As a result, ALICE families are one emergency away from a financial crisis impacting their ability to feed their family, maintain their housing, pay for utilities, and afford medical care.

ALICE is our neighbor, friend, and family and works in essential, frontline jobs that are critical to our economy. The COVID-19 pandemic has clearly demonstrated both how much we need ALICE workers and their financial fragility.

While the unprecedented human and economic loss brought on by the COVID-19 pandemic further exacerbates the challenges facing ALICE, we know there is more we can do together to build a better normal with more equitable outcomes for all.



TRENDS



Racial and ethnic disparities in hardship are growing.



Worker vulnerability is increasing while wages stagnate in ALICE jobs.



Black (57%) and Hispanic (63%) households have a disproportionately high percentage of families below the ALICE Threshold.



More than 50% of workers in Connecticut are paid hourly.



Many jobs will require more technology skills.



ALICE workers need more access to upskilling, online training and work-based learning opportunities.



Hourly workers, in particular on-demand and contingent workers are more likely to have inconsistent income and less likely to receive benefits.



In central and northeastern Connecticut, a **family of four needs to earn between \$79,512 and \$87,252** just to cover basic household expenses. This is up from \$71,580 - \$78,984 from the 2018 report.

Special thanks to The Hartford and Xerox for sponsoring the 2020 Connecticut United Ways ALICE Report.

EVERYDAY HEROES

RETURNING TO SCHOOL SAFELY IN NEW BRITAIN

In July and August 2020, United Way partnered with the Consolidated School District of New Britain (CSDNB) to make and distribute face shields for teachers, district staff and students to be able to return to in-person learning safely for the new academic year. The New Britain High School Gymnasium was transformed into a 'pop up' manufacturing site to make the face shields over multiple weeks. In the end, 75 community volunteers, United Way team members and CSDNB staff combined to assemble more than 11,000 shields to ensure all members of the community could return to school safely in the Fall.



Stephanie S. Polzella, Women United member

“

During the pandemic, United Way has offered to provide volunteers to help distribute food to families at several of our food sites as well as donated non-perishable food items. They've also donated book bags to our most in need families and recruited volunteers to build face shields to help with our return to school. I always know United Way is a phone call away.

- Nancy Sarra, Superintendent, Consolidated School District of New Britain

”

BRIDGING THE DIVIDE THROUGH READING

The continued need for social distancing has created challenges for students, teachers and parents in our region. While we still do not know the full impact of the pandemic on youth, we do know that all students have experienced learning loss over the past 12+ months as they have navigated new forms of learning and disruption in out of school time programs.

United Way works to ensure that youth succeed academically by ensuring access to quality early childhood education, reading proficiency by the start of fourth grade and that youth stay on track and engaged academically through middle school.

Nearly nine years ago, we started the United Way Readers program, which connects caring adult volunteers with students who are behind or at risk of falling behind with respect to literacy. The program saw great success, serving more than 100 students in multiple school districts with more than 90 percent improving literacy skills.

The pandemic presented challenges in connecting students and volunteers in-person. In response, we launched a technology platform that connects volunteers and students virtually. Volunteers meet with students in Grades K-3 for 30 minutes over a secure platform and read together using an extensive online library of diverse texts that also includes comprehension questions, reading guides and annotation capability.

Stanley Black & Decker is the presenting sponsor of the program, and among the first to also mobilize corporate volunteers to participate.

To date, nearly 100 volunteers are working with 105 students in seven elementary schools in Hartford with plans to expand to additional districts in the coming year.



BRINGING STEM TO LIFE

In December 2020, OTIS asked United Way to work with them to sponsor STEM (Science Technology Engineering and Mathematics) education kits for high school students. United Way collaborated with New Britain Consolidated School District to identify classrooms at New Britain High School (NBHS) for one hundred 9th and 10th grade Mathematics and TechEd students.

United Way designed STEM kits to complement student instruction. For example, the *Build a Rube Goldberg Machine* activity converted engineering principles into soft skills applications, while the *Tensegrity Structure* activity used math and physics to put theory into action. Also included in the package were informational resources, materials and project directions for each activity. A teacher at NBHS collaborated with United Way to create virtual lesson plans with a competitive challenge to keep students engaged.

In addition to the kits, OTIS provided each student a USB mouse and materials to practice reverse engineering.

RESPOND AND RECOVER

Since April 2020, United Way has distributed more than 320,000 face masks to organizations statewide by coordinating donations from companies, civic organizations and volunteers.

Thanks to nearly 50 individual donors and the following organizations:

- AIS, Inc.
- Bank of America
- Chiraj
- Eversource
- Minuteman Press
- Pratt & Whitney
- Sewing Face Masks - Farmington Valley CT Facebook Group
- Ulku Logistics, LLC.
- U.S. Health & Human Services Department



Interested in employee engagement opportunities?

Contact Phil Blonski at pblonski@unitedwayinc.org

EVERYDAY HEROES

TRAILBLAZER (N.): A PIONEER, AN INNOVATOR.

We tend to think of trailblazers as people who go first. Those who walk ahead, finding new paths and solutions, leaving the trail better for those who come after them.

Naomi McKoy, Dorothy (Dot) Biggs and Patricia (Pat) Williams are the trailblazers for their neighborhood, their city and the region through the Upper Albany Neighborhood Collaborative.

In 2002, Pat Williams, who was a part of the volunteer leadership at the Upper Albany Neighborhood Collaborative, reached out to her good friends Dot and Naomi to offer free income tax assistance at the Collaborative's office as a part of the Volunteer Income Tax Assistance (VITA*) campaign.

Every tax season, the three would work together in a relatively small office in the Upper Albany neighborhood to provide this service to residents, ultimately increasing the number of VITA volunteers at the site.

The Upper Albany Neighborhood Collaborative is the place where residents and people come together to help and empower each other. When they are not filing taxes, the volunteers at Upper Albany are organizing



school supply and backpack distributions, holiday meal and toy drives and engaging residents and youth in civic activities. Everyone is involved. Everyone is important. And everyone is there to work.

"What makes Upper Albany is the teamwork that happens here. We now have volunteers come to our site from across the region. We work hard, we get to know our taxpayers and we are committed to providing people with a quality and professional experience," said Naomi.

The tax site is often at the center of the Collaborative's work. For nearly a decade, the Upper Albany Neighborhood Collaborative location has served the most taxpayers of any tax sites in central and northeastern Connecticut.

For several decades, the team has gone beyond helping people access the refunds and credits they have earned. In addition to filing taxes, the volunteers at Upper Albany Neighborhood Collaborative work to connect filers to financial education and savings opportunities. Volunteers frequently earn high levels of IRS certifications, constantly challenging themselves to take on more complex returns. They hold a large filing event at the end of every tax season where they complete hundreds of returns in just one day, and volunteers frequently stay until after midnight to make sure they serve every taxpayer who comes in for their help.

Naomi, Dot and Pat also increased the capacity of the entire VITA campaign by training volunteers at their site to step into leadership positions at other tax locations. In addition, Naomi serves as a trainer and as a support to new site coordinators.



In memory of
Patricia (Pat) Williams
a community leader, advocate
and champion.

When the pandemic began, the team at Upper Albany Neighborhood Collaborative did not hesitate. They began delivering services virtually and now serve as one of the primary drop-off sites for tax filers this season. And while this year is different and challenging, the team is as committed as ever.

Upper Albany Neighborhood Collaborative harnesses the power of community. It is a place that began as a way to give residents voice and to empower neighbors to help one another, but it became so much more. That is a testament to the leadership of Naomi, Dot and Pat - three people who were friends for decades and brought their unique talents and skills together in a way that addresses the needs of today while blazing a better trail and building a more equitable future for the next generation.

Sadly, we lost Pat Williams this year after a brief illness. Pat led a successful career in municipal government. After her retirement, Pat lent her time and talents to many causes, including those of Upper Albany Neighborhood Collaborative, which she helped to start. She was a tenacious champion for civil rights, equity and justice. Her loss is significant but her legacy lives on in all who knew her and all who had the pleasure to learn from her.

VITA

United Way is proud to serve as a funder and the volunteer recruitment lead for VITA. The Village for Families & Children and Human Resources Agency of New Britain serve as managing partners in the region. Each year, nearly 300 IRS-certified volunteers electronically prepare and file returns for residents in central and northeastern Connecticut.

Last year, the pandemic caused tax sites to shut down midway through the season. Our dedicated staff and volunteers worked to deliver services virtually and quickly resumed filing and continued through the extended deadline.

Thanks to the support of generous foundations, donors and workplaces the following results were achieved:

- **More than 9,400 people filed their taxes at no cost to them at VITA locations**
- **More than \$17 million in refunds and credits were returned to people in our region**
- **Upper Albany Neighborhood Collaborative served nearly 1,000 taxpayers at their site alone last year, returning nearly \$2.7 million in refunds and credits**

THANK YOU

to the committed team of volunteers at Upper Albany Neighborhood Collaborative:

- | | | |
|-------------------|-----------------|------------------|
| Annette Brooks | Iris Martinez | Mary Beth Carey |
| Carole Nelson | Irma Davis | Mary Young |
| Celestia Simmons | Janadel Francis | Matt Fitch |
| Deborah Breedlove | John Perkins | Mike Fournier |
| Dot Biggs | John Schuller | Ms. Sally |
| Evelyn Williams | Kizzy Weekes | Naomi McKoy |
| Eleen Feliciano | Marie Kulesza | Patrina Thompson |
| Holly Wilson | Marilyn Logan | Sally Vasquez |



* VITA is an IRS initiative that mobilizes certified volunteers to prepare and file tax returns for low to moderate wage earners, people with disabilities and the elderly at no cost to them.

EVERYDAY HEROES

THE COMMERCIAL REAL ESTATE AND BUILDING INDUSTRY BREAKFAST: *BUILDING FOUNDATIONS*

Presented by Landmark Partners

Last year, members of the commercial real estate and building industry came to United Way with an idea to raise funds to prevent homelessness. Their concept was to replicate in Greater Hartford a successful industry event that takes place annually in Boston, complete with recognizing a leader in their profession and networking.

The event would be the first of its kind in Connecticut. Tri-Chairs Ed Kindelan of CohnReznick, Dave Soule of Smith Brothers and Mark Vasington of First American Title Insurance Company led the effort.

Planning paused due to the pandemic. The committee* then decided to move forward with a virtual event after seeing the economic impact on families. More people were at risk of losing their homes and would need housing, utility and other services to prevent them from becoming homeless.

Members were also aware that emergency shelters were being affected; social distancing protocols and space limitations meant finding those served with temporary housing in area motels until more stable housing could be found. Support services and meals still needed to be provided, increasing costs for shelter providers.

The committee acted quickly and organized a best-in-class virtual experience on February 4, 2021. More than 400 people participated. Contributions from the live event, coupled with the support of 70 sponsors, raised more than \$300,000 in *Building Foundations*' first year.

United Way is your philanthropic partner in the region. If your sector or industry would like to come together to get something done, we would love to hear from you.

*See page 27 for full list of Steering Committee members.

United Way-supported efforts address homelessness in two key ways:

- Preventing homelessness from occurring by providing rent and utility assistance and a connection to related resources.

Last year, more than 1,700 people avoided homelessness.

- Coordinating services to help people in need of shelter or safety due to domestic violence get it quickly move into stable housing as soon as possible.

Last year, nearly 1,800 people received emergency shelter due to homelessness or domestic violence.

THE Commercial Real Estate and Building Industry Breakfast



Presented By:
LANDMARK PARTNERS 

This year's virtual event was made even more special because we had the opportunity to honor Jeffrey (Jeff) Digel and his commitment to the profession and the community. Each year moving forward, we will name an honoree at this event who will receive an award in Jeff's name. Among Jeff's many accomplishments was co-founding Covenant Preparatory School, Hartford. A portion of the event proceeds were donated in his honor to support student scholarships.

ABOUT JEFF DIGEL

Real estate combined Jeff Digel's interest in architecture, finance, geography and economic systems. As he built his career, Jeff was drawn to the investment side of the business. He cofounded and served as Executive Vice President for iStar Financial Inc., where he helped build the company's investment team and originate more than \$3 billion in structured finance assets. He went on to Figure Eight Properties where he formed a company that brought personal, concierge-level services to his clients. Jeff was equally committed to philanthropy and community action. He was the co-founder and first chairman of the board of Covenant Preparatory School, an independent, interfaith, tuition-free middle school for boys from under-served families in the Hartford Area. Jeff also served on nonprofit boards for organizations including: Charter Oak Cultural Center, Hartford County Habitat for Humanity and Achievement First Hartford Academy.



TACKLING FOOD INSECURITY

Since the end of February 2020, United Way 211 has received nearly 7,000 calls from people in our region about food, almost triple the number as compared to the same time last year. A majority of those going to distribution sites have never needed food pantry assistance before.

In response to the urgent and increased need for access to food, United Way's Emerging Leaders Society (ELS) created the ELS *Virtual Cooking Challenge* presented by ConnectiCare, to raise awareness and funds related to food insecurity in our region.

By launching the *Virtual Cooking Challenge*, ELS found a creative way to make a difference while practicing physical distancing, raise dollars for *United Way's Neighbors in Need Fund* most impacted by COVID-19, and make available affordable, healthy recipes.

ELS partnered with Celebrity Chef Xavier Santiago, winner of 2019 *Chopped* and Executive Chef and Head of Culinary Development at Carbone's Hospitality. Members of ELS responded by raising \$4,500 and submitting 16 unique cooking tutorial videos that were posted to the ELS Facebook page.

The three entries that generated the highest engagement were selected as finalists who Chef Xavier challenged to a cookoff. Mystery ingredients



Contestant Anyeline Céspedes-López and her daughter Yelián participate in the challenge

were delivered to the contestants and they each had one hour to create a dish as Chef observed, virtually. Contestants were evaluated in four categories: use of ingredients, technique, cleanliness and presentation and Chef Eve Diaz, founder of *Bites by Eve*, was named the champion.

The virtual event raised awareness about food insecurity and healthy eating while connecting people through social media.

The ELS *Virtual Cooking Challenge* presented by ConnectiCare will be back with Chef Xavier for a second year!

In 2021, ELS will continue to bring young people together and create spaces where we can learn, grow, innovate and impact the most pressing community issues.

ELS members represent a new generation of leaders committed to making a difference in our community.

Contact Rebekah Castagno at rcastagno@unitedwayinc.org to get involved.

1000+

likes, comments, shares generated via Facebook and raised \$4,500 to support families most affected by COVID-19 locally.

16 VIDEO TUTORIALS

were shared broadly with United Way's vast network of trusted community partners.

WORDS FROM WOMEN UNITED

Women United is made up of a diverse, vibrant community, bound together by a powerful sense of belonging – to each other, to United Way's mission and to the communities we call home. We are a global, growing force of 70,000+ women dedicated to creating a world of opportunity for everyone.

Locally, Women United raises awareness and resources to help ensure that women and families in our community are more financially secure. More than \$1.5 million has been raised through the organization's signature fundraising event – *Power of the Purse Luncheon* and *Silent Auction* – since 2012. Funds are invested in United Way-supported programs that help local women and families identify financial goals, develop realistic budgets, reduce debt, build savings, increase income and receive career coaching.

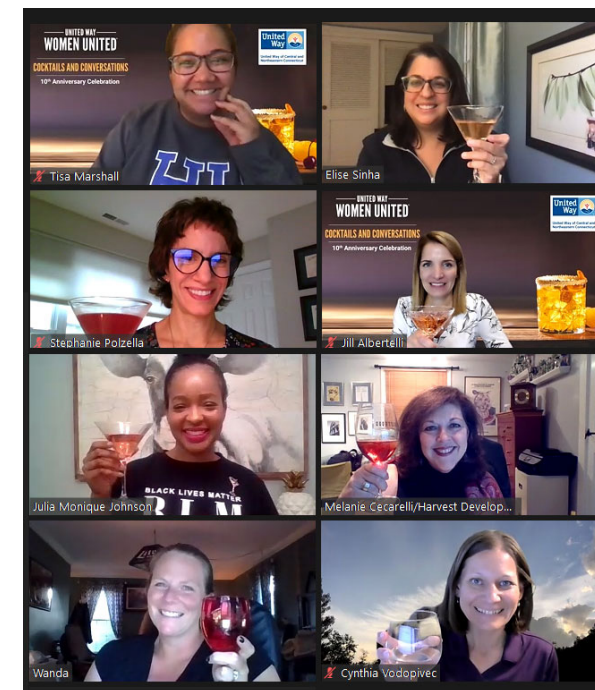
This year, Women United pivoted quickly and found ways to continue to come together to make a difference in light of the pandemic. Members worked to transform their largest fundraiser, *Power of the Purse*, to a virtual event. It was one of the first large scale virtual fundraisers which raised nearly \$275,000 in support of women and families.

The 8th Annual *Red, White and Chocolate* presented by Sun Life, Women United's second largest fundraiser, was also held virtually. Guests were entertained by a cooking demonstration led by Chef Chris Prospero of Metro Bis and also engaged in networking breakout sessions. This year's virtual event was the most successful *Red, White and Chocolate* to date, raising nearly \$28,000.

Finally, in an effort to help keep members connected while also responding to the challenges many of us have experienced over the last year, Women United volunteers came together to plan a virtual series called "Lead-Hers" Health and Wellness Series that focused on physical, mental and emotional health to be of service to others. The series was wildly successful and engaged members during the quarantine and created an attractive learning environment for prospective members.

Get Involved!

want to learn more about Women United? contact Lauren Pereira at lpereira@unitedwayinc.org.



JOIN US!

Women United's 10th Annual *Power of the Purse and Silent Auction* presented by Key4Women taking place **June 17, 2021** featuring Lucinda Cross, President of Activate Worldwide
(See back cover for more details)

COMMUNITY INVESTMENT RESULTS

United Way is committed to addressing immediate needs and finding long-term solutions to challenges facing our community. We do this by investing in programs and services, leading community change initiatives, and mobilizing resources and volunteers.

Over the last year, United Way responded immediately to the needs before us, and also continued to support programs that ensure that children succeed in school; people get jobs and are financially secure; people are healthy; and, basic needs are met.



YOUTH SUCCESS

Children are ready for school stay on track and graduate on time prepared for college or career.



ECONOMIC MOBILITY

People learn financial skills and qualify for good-paying jobs with opportunities for advancement.



ACCESS TO HEALTH AND BASIC NEEDS

Promote access to quality health care and wellness opportunities for children and families.

People who are going through tough times get the assistance they need, such as food and shelter.

BECAUSE OF YOUR GENEROUS SUPPORT THE FOLLOWING OUTCOMES WERE ACHIEVED IN OUR REGION IN THE LAST YEAR:

YOUTH SUCCESS

Resources Mobilized:

- \$3.3M invested
- 2,164 volunteers

Results:

- 3,960 children enrolled in high-quality early childhood education programs
- 88 percent of children served achieved developmental milestones
- 1,700 children in kindergarten through grade three received support to help them stay on track and engaged academically
- 73 percent of children served in kindergarten through grade three demonstrated progress toward academic milestones
- 170 academically struggling students improved their literacy skills
- 1,100 middle grade youth received support to help them stay on track academically and engaged in school
- 80 percent of middle grade youth served demonstrated progress toward academic milestones

ECONOMIC MOBILITY

Resources Mobilized:

- \$1.175M invested
- 1,170 volunteers

Results:

- 1,140 individuals improved their education and employment potential
- 2,000 received screening for benefits such as Supplemental Nutrition Assistance Program (SNAP, formerly known as food stamps)
- 10,350 individuals received tax preparation services, which resulted in \$29.9 million in refunds returned to individuals
- 750 individuals gained employment

ACCESS TO HEALTH AND BASIC NEEDS

Resources Mobilized:

- \$1.63M invested
- 1,204 volunteers

Results:

- 2,000 individuals received nutritious food through programs such as Meals on Wheels
- 10.9 million pounds of food was distributed through regional food banks
- 3,700 people received disaster services in response to emergencies such as a fire or flood
- 13,600 people were connected to emergency resources such as rent/utility assistance, medical equipment, clothing, or transportation assistance
- 1,800 people received emergency shelter and 1,700 people avoided homelessness
- 7,100 individuals found safety and services related to sexual assault or domestic violence
- 103,500 calls were made to United Way 211 for information and referral services

COMMUNITY INVESTMENT AND CAMPAIGN GIVING

Contributions to United Way Community Investment and causes you care about most in 2020 improved lives and helped create positive change for everyone in central and northeastern Connecticut.

44%

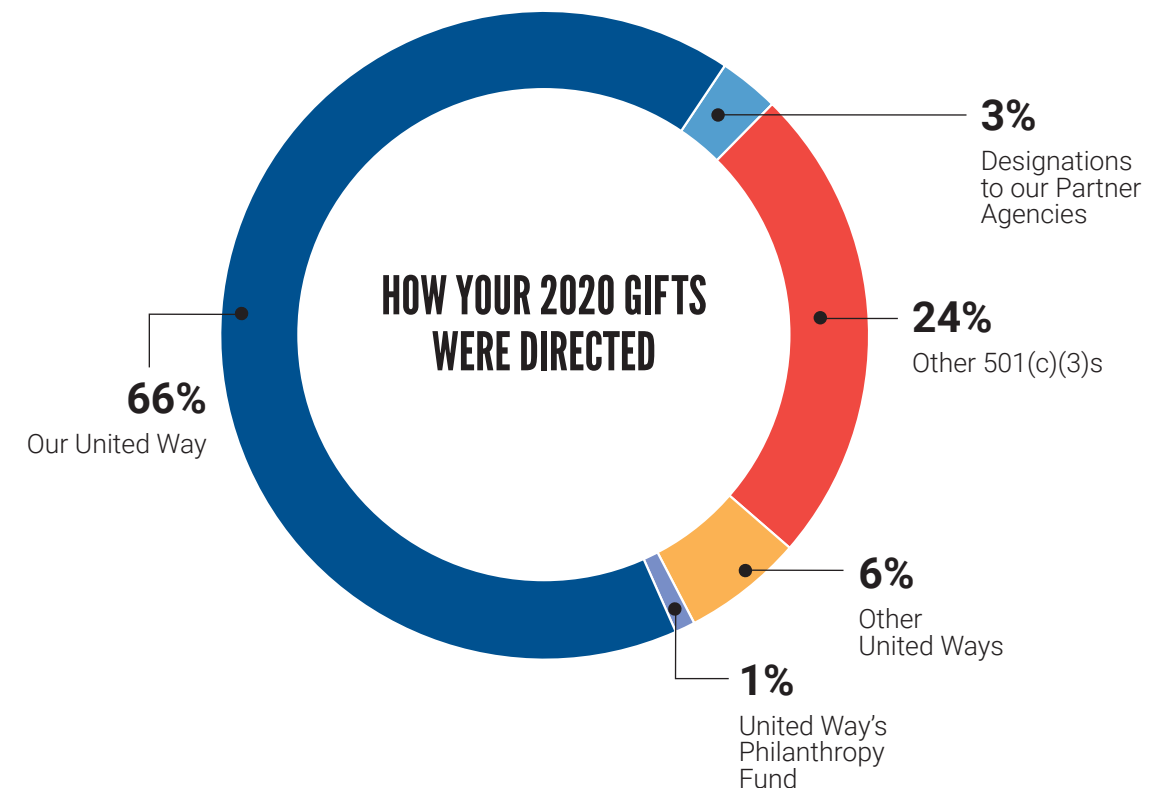
Youth Success

14%

Economic Mobility

42%

Access to Health and Basic Needs



STATEMENT OF FINANCIAL POSITION

| JUNE 30, 2020

Assets

| | |
|---|-------------|
| Cash and cash equivalents | \$4,249,410 |
| Pledges receivable, net of estimated uncollectibles | 3,884,471 |
| Other receivables | 294,342 |
| Investments | 16,649,778 |
| Investments held in trust by others | 6,931,458 |
| Prepaid expenses and other assets | 312,511 |
| Plant and equipment, net | 856,750 |

Total assets **\$33,178,720**

Liabilities and Net Assets

| | |
|---------------------------------------|-------------|
| Accounts payable and accrued expenses | \$2,857,044 |
| Agency program support payable | 6,012,334 |
| Donor designations payable | 1,946,115 |
| Grants payable | 2,427,861 |
| Refundable Advance - PPP | 576,506 |

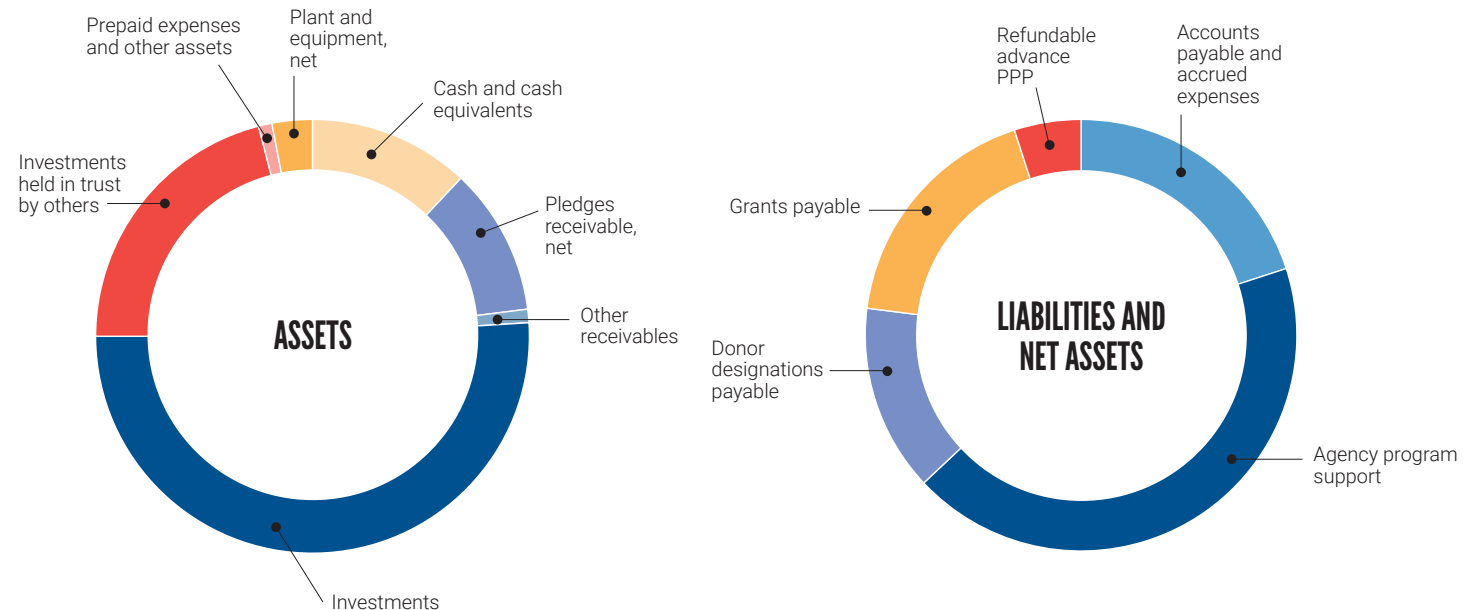
Total liabilities **\$13,819,860**

Net assets

| | |
|----------------------------|--------------|
| Without donor restrictions | \$10,977,364 |
| With donor restrictions | 8,381,496 |

Total net assets **\$19,358,860**

Total liabilities and net assets **\$33,178,720**



STATEMENT OF ACTIVITIES

| JUNE 30, 2020

| | |
|--|--------------|
| Campaign amounts raised | \$14,241,464 |
| Add: | |
| Contributions from other United Way campaigns, net of donor designations | 90,426 |
| Less: | |
| Uncollectible pledges | (949,730) |
| Amounts designated by donors | (4,361,472) |
| Net campaign revenue | 9,120,688 |

| | |
|---|-----------|
| Other revenue: | |
| Investment income, net of fees of \$25,000 | 430,938 |
| Income from trusts held by others | 435,622 |
| Community grants, initiatives and service income | 1,160,402 |
| Administrative fees on amounts raised on behalf of others | 249,139 |
| Rental income | 87,428 |
| Gifts in kind | 154,528 |
| Miscellaneous revenues | 645,182 |
| Total other revenue | 3,163,239 |

Total public support and revenue **\$12,283,927**

| | |
|---|--------------|
| Community Investment and program services: | |
| Community support and gross funds distributed | \$10,361,472 |
| Less: | |
| Amounts designated by donors | (4,361,472) |

Community Investment (program support) 6,000,000

| | |
|---|-----------|
| Grants and initiatives | 1,587,986 |
| Community Investment services | 1,446,940 |
| Total Community Investment and program services | 9,034,926 |

| | |
|------------------------|-----------|
| Support services: | |
| Resource development | 1,986,851 |
| Management and general | 1,192,151 |
| Total support services | 3,179,002 |

Total Community Investment, program and support services **\$12,213,928**

| | |
|--|-------------|
| Operating income | 69,999 |
| Non-operating revenues and expenses: | |
| Realized (loss) on sale of investments | (139,801) |
| Change in unrealized (loss) on investments | 46,578 |
| Change in investments held in trust by others | (15,873) |
| Pension-related changes other than net periodic pension cost | (1,499,138) |

Change in net assets **(1,538,235)**

Net assets, beginning of year 20,897,095

Net assets, end of year **\$19,358,860**

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United Way Day of Action, June 2020.

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Erica Dean
Comcast Corporation



4-CT was founded in March of 2020 to channel philanthropic dollars to COVID-19 relief efforts. Those efforts were made in conjunction with strong partners across the state. United Way of Central and Northwestern Connecticut was hugely helpful in executing our innovative program - 4-CT Card - of direct financial assistance. Their experience and professionalism helped us get the project going and keep it strong which in turn delivered aid to thousands across the entire State.

-ROBERT SMITH, PROGRAM MANAGER, 4-CT.ORG



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Travelers

Janis I. Turner
Travelers

Ashley Born
WEX Financial Services

Jane Callanan
Wallingford

Lisa Cameron
Travelers

Marianne Downie
The Hartford

Karen Fitzgeald
The Hartford

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Raytheon Technologies

Brenda Jones
Otis Elevator Company

Heather Kirsolofsky
The Hartford

Karmela Malone
The Hartford

Vittoria Pace
The Hartford

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Hartford Investment
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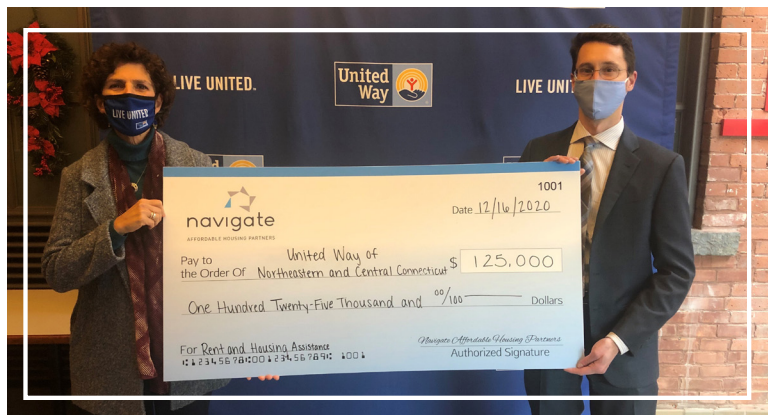
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Karen Matson
Cigna

Karen O'Connell Maturo
ConnectiCare, Inc. & Affiliates

Rebecca J. Maxwell
Webster Bank

Shawn J. Maynard
Windham Hospital

Brian McCabe
Raytheon Technologies Research Center

Michael G. and Laura S. McCaffrey
Pratt & Whitney

Brian R. Smith and Kim K.V. McClain
Robinson+Cole

Mac and Fay McCloskey
Community

Douglas and Dorothy McCormack
Westfield Insurance Company

Duane and Michele McCormick
Raytheon Technologies Research Center

Jennifer McCracken
Webster Bank

Douglas and Rebecca McCracken
Eversource

Lynne and Mike McCune
Pratt & Whitney

David and Tammy McDermott
Pratt & Whitney

Craig McGarrah
Pratt & Whitney

Alexandra McHugh
Collins Aerospace

Dina Plapler and Earl McMahon
Reid and Riege PC

Annette and James McNeely
Raytheon Technologies

Steven McWilliams
HSB

Jeffrey Thomson, MD
Connecticut Children's Medical Center

Karen Rubin, MD **W**
Connecticut Children's Medical Center

John Medico
Citizens Bank of Connecticut

Sarah Medina
Hanover Insurance Group

Jesse A. Mejia **W**
United Way of Central and Northeastern Connecticut

David Merli
Pratt & Whitney

Bob and Lynn Merry
Pratt & Whitney

Mary and Harry Meyer
Community

John C. Mezzio
Webster Bank

Lawrence E. Milan
Connecticut Children's Medical Center

Susan Miller
Windsor Town Departments

David and Lauri Miller
Conning - Retiree

Joshua Mills
Enterprise Holdings

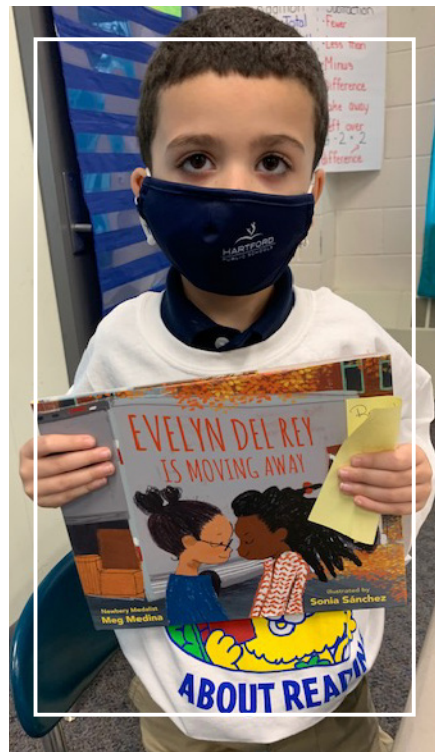
Richard A. Mills
Shipman & Goodwin LLP

Elyssa Millspaugh **ELS** Gold
United Way of Central and Northeastern Connecticut



(L-R) Shellye Davis, United Way Community Campaign Co-Chair; Paula S. Gilberto, President and CEO, United Way; Jesse Mejia, Director of Workplace Giving; Steven Litchfield, United Way Community Campaign Co-Chair; and, Stefanie Boles, Chief Operating Officer, United Way kick off the United Way Community Campaign, September 2020.

| | | |
|--|---|--|
| Jason L. Mokhiber <i>Pratt & Whitney</i> | Debra Nagy <i>Cigna</i> | Vaughn Numrych <i>Cigna</i> |
| Thea Montanez <i>City of Hartford</i> | Andrea Donovan Napp W <i>Pratt & Whitney</i> | Timothy Nurse <i>Eversource</i> |
| Rick Montero <i>Pratt & Whitney</i> | Kimberly Napp <i>Whittlesey PC</i> | Robert O'Brien <i>Shipman & Goodwin LLP</i> |
| Marlee and Thomas Mooney <i>Shipman & Goodwin LLP</i> | Richard and Kathleen Narowski <i>Collins Aerospace - Retiree</i> | Vicki O'Leary <i>Eversource</i> |
| Dennis and Deborah Moore <i>Eversource</i> | Stacy Nascimento <i>Webster Bank</i> | Kathryn O'Neill <i>The Hartford</i> |
| Dan Moore <i>Eversource</i> | Jim Nason <i>Deloitte LLP</i> | Bryan Obermeier <i>Community</i> |
| Gary Morales <i>Pratt & Whitney</i> | Vibha Gauba and Sarfraz Nawaz <i>Collins Aerospace</i> | Louis and Rhoda Obermeier <i>Community</i> |
| Graham Morast <i>Pratt & Whitney</i> | Eric Nelson <i>Collins Aerospace</i> | Eva Azoulay and David Ohayon <i>Pratt & Whitney</i> |
| Christopher Moretti <i>Cigna</i> | Thomas Nemec <i>Collins Aerospace</i> | Rob Oldman <i>Pratt & Whitney</i> |
| Alexander Morgan <i>CohnReznick LLP</i> | Nessing Family <i>Pratt & Whitney</i> | Terri Olesen <i>Cigna</i> |
| Tom Dorsey and Priya Morganstern <i>Eversource</i> | Frank Netcoh <i>The Hartford</i> | Jeffrey and Gwen Olmstead <i>Community</i> |
| Michael Morin <i>Cigna</i> | Lori M. Neu <i>Connecticut Children's Medical Center</i> | Dottie and Ed Olson <i>Community</i> |
| Deidre P. Morneault <i>Webster Bank</i> | Gary S. Starr and Leigh A. Newman <i>Day Pitney LLP</i> | Mr. Charles Olson <i>People's United Bank</i> |
| Martin Morrissey <i>The Village for Families & Children, Inc.</i> | Ha Nguyen <i>Cigna</i> | Dr. Wally and Mrs. Ronke Orisamolu <i>Pratt & Whitney</i> |
| Scott F. Moss <i>Pratt & Whitney</i> | Charles Nicholas <i>Cigna</i> | Stacey M. Ormsby <i>Webster Bank</i> |
| Carl Mueller <i>Collins Aerospace</i> | Mr. and Mrs. Brian Nichols <i>Robinson+Cole</i> | Lisa Ozga <i>Webster Bank</i> |
| Sarah Munro <i>Pratt & Whitney</i> | Julie Niggebrugge <i>People's United Bank</i> | Mr. and Mrs. Warren Packard <i>Community</i> |
| Amy R. Munzer <i>Pratt & Whitney</i> | Michael Nisbet <i>Raytheon Technologies</i> | Joshua Padula <i>Pratt & Whitney</i> |
| Peter J. Murphy ELS <i>Shipman & Goodwin LLP</i> | David M. and Gail H. Nissley <i>Pratt & Whitney</i> | Marc and Yaffa Palter <i>Hartford Hospital</i> |
| Patrick and Karen Murphy <i>Community</i> | Naomi Nomizu <i>Hartford Hospital</i> | David and Barbara Panico <i>Robinson+Cole</i> |
| John and Patricia Murphy <i>Raytheon Technologies Research Center</i> | Roy and Nancy Normen <i>Eversource - Retiree</i> | Jennifer Paquette <i>UPS Capital Business Credit</i> |
| Paul Murphy <i>Community</i> | Eileen Norris <i>ITW Foils</i> | Vincent and Shari Parillo <i>Otis Elevator</i> |
| Rich Nadeau <i>The Hartford</i> | Diane Norton <i>Webster Bank</i> | Thomas Pastor <i>HSB</i> |
| Janice Nagle <i>Pratt & Whitney</i> | Frank Noto <i>Collins Aerospace</i> | Bhavin Patel <i>Pratt & Whitney</i> |



A student in Hartford Public Schools participated in Read for the Record, March 2021.

| |
|---|
| Kirti Patel <i>The Hartford</i> |
| Angela Paydos W <i>United Way of Central and Northeastern Connecticut</i> |
| Ann Péan <i>United Way of Central and Northeastern Connecticut</i> |
| Donald and Jean Pedemonti <i>Pratt & Whitney - Retiree</i> |
| Karl Pedersen <i>Otis Elevator</i> |
| Scott Pelletier <i>Standard Insurance Company</i> |
| Daniel Pelletier <i>Enterprise Holdings</i> |
| Kurt and Heather Percy <i>Pratt & Whitney</i> |
| Chad Perkins <i>Enterprise Holdings</i> |
| Paul and Brenda Perron <i>Otis Elevator</i> |
| Gloria Russo Perrotta <i>Cigna</i> |
| Brace Peters <i>Pratt & Whitney</i> |
| Danielle Petraitis <i>Cigna</i> |
| Michael Petrino <i>UPS</i> |

| | | | |
|--|---|--|---|
| Annette D. Petruzzi <i>Webster Bank</i> | Brian Pskowski <i>Women's Health USA</i> | William Reyor <i>Raytheon Technologies</i> | Anne and Jim Rotondo <i>Day Pitney LLP</i> |
| James and Noreen Pfadenhauer <i>Pratt & Whitney</i> | Cheryl and John Pytel <i>HSB</i> | Jesse Richter <i>Otis Elevator</i> | Jennifer Rottkamp <i>Cigna</i> |
| Paula Lillian Philippon <i>Cigna</i> | Tim and Erin Quirk <i>WEX Health, Inc.</i> | Erin Ridge <i>The Hartford</i> | James Rowe <i>C & S Wholesale Grocers, Inc.</i> |
| The Philbrick Family <i>Cigna</i> | Tisa Rabun-Marshall W <i>Nassau Re</i> | Robert W. Lyons and Virginia P. Riggs <i>Community</i> | Marjorie Rowlett <i>Cigna</i> |
| Gisele and Brian Picard <i>Prudential Financial</i> | Denise Ralls-Gaines <i>Raytheon Technologies</i> | Chris and Cindy Rising <i>Collins Aerospace</i> | Gregory Roy <i>ConnectiCare, Inc. & Affiliates</i> |
| Ava Piccoli <i>Enterprise Holdings</i> | Jim and JoAnne Ramm <i>Hanover Insurance Group</i> | Heidi Ritchie <i>Lincoln Financial Group</i> | David Roy <i>UPS</i> |
| Jonathan Pickard <i>Deloitte LLP</i> | Brian and Susan Kay Rancourt <i>Cigna</i> | Bryan Rivard <i>Pratt & Whitney</i> | Jan and Tom Ruderman <i>Hartford Hospital</i> |
| Richard Pierpont <i>Pratt & Whitney</i> | Steve Ranieri W <i>Enterprise Holdings</i> | Kristi and Dennis Roberge <i>HSB</i> | James Ruff <i>Pratt & Whitney</i> |
| Kristan A. Pierz, MD <i>Connecticut Children's Medical Center</i> | Ted Rankin <i>Collins Aerospace</i> | Mark Robichaud <i>Hanover Insurance Group</i> | Richard and Dianne Rumsey <i>Community</i> |
| Fran and Lynn Pijar <i>Pratt & Whitney - Retiree</i> | Ned Shanahan and Deirdre Redden <i>Community</i> | Mary Ellen Robichaud <i>Webster Bank</i> | Brian Runkle <i>Webster Bank</i> |
| Nancy Pillarella <i>Collins Aerospace</i> | Thomas Reed <i>Collins Aerospace</i> | Anne Robinson <i>Pratt & Whitney</i> | David and Margaret Rusnock <i>Raytheon Technologies</i> |
| Kristen Pinchera <i>Cigna</i> | Andrea Barton Reeves W <i>HARC, Inc.</i> | Kenneth Robinson <i>Hartford Hospital</i> | David and Joanne Russell <i>Cigna</i> |
| Phil Podgorski <i>Raytheon Technologies Research Center</i> | Michael Reffie <i>Enterprise Holdings</i> | Andre Rochester <i>Pratt & Whitney</i> | James Russell <i>Standard Insurance Company</i> |
| Mark and Donna Poirier <i>American Nuclear Insurers</i> | Lennox Reid <i>The Hartford</i> | Carolyn and Bill Rock <i>Shipman & Goodwin LLP</i> | Paul Russell <i>Collins Aerospace</i> |
| Cheryl Poryanda <i>Webster Bank</i> | Ray and Diana Reimer <i>Travelers</i> | Linda Roderick <i>The Village for Families & Children, Inc.</i> | Richard Ryan <i>Eversource</i> |
| Julia Parker Post <i>Community</i> | Corey Rekow <i>Collins Aerospace</i> | Wilfred Rodriguez <i>Greater Hartford Legal Aid</i> | Jack Ryan <i>Otis Elevator</i> |
| Emily C.C. and Randall Poulin <i>Pratt & Whitney</i> | John Relation <i>The Hartford</i> | Lynn M. Rog <i>Collins Aerospace</i> | John Ryan <i>Pratt & Whitney</i> |
| Valentine Povinelli <i>Pratt & Whitney - Retiree</i> | Cristy Rewenko <i>WEX Health, Inc.</i> | Steven and Sharon Rogers <i>Pratt & Whitney</i> | Cynthia Ryan W <i>Cigna</i> |
| Scott Powell <i>Pratt & Whitney</i> | Enid Rey W <i>Our Piece of the Pie</i> | Andy Rogers <i>Pratt & Whitney</i> | Michael Sabatella <i>Pratt & Whitney</i> |
| Brian and Debbie Presbie <i>HSB</i> | Peter C. Reyes <i>Pratt & Whitney</i> | Michael Rorison <i>Eversource</i> | Juan and Olga Salazar <i>Connecticut Children's Medical Center</i> |
| Thomas Prete <i>Pratt & Whitney</i> | Tammy Reynolds W <i>Webster Bank</i> | Joshua Rosario <i>UPS</i> | Robin Salisbury <i>Pratt & Whitney</i> |
| Sherrie Price <i>RICOH</i> | Trevor Reynolds <i>Cigna</i> | The Ross Family <i>Pratt & Whitney</i> | Raymond Sailor, Jr. <i>Pratt & Whitney</i> |
| Niki Psanis <i>Enterprise Holdings</i> | Patrick Reynolds <i>UPS</i> | Nicholas Rothaar <i>Pratt & Whitney</i> | Randy and Cheryl Salva <i>Pratt & Whitney</i> |

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| Joseph Santana Webster Bank | Patrick Sharkey Pratt & Whitney | Sandra Soby Eversource | Jonathan Striker WEX Health, Inc. | Earl and Sylvia Thompson United Technologies Research Center - Retiree | Kathleen Usher Pratt & Whitney | David Veneri Pratt & Whitney | Mary Weaver UPS |
| Susan and Joe Sappington, MD Community | Raschinna Shepard ELS Gold Willis Towers Watson | Donna Sodipo W YWCA Hartford Region | Yuan Dong and Jun Su Pratt & Whitney | Patrick and Sherri Thompson Cigna | Hope Utterbeck W Webster Bank | Dee Veneziano Webster Bank | Virginia Weber UPS |
| Catherine Sarni Pfizer Corporation | Joseph Sheridan Pratt & Whitney | Jason B. Solomonides Pratt & Whitney | Meghan Sullivan Collins Aerospace | Gregory Thompson Webster Bank | Anden Utzinger Grant Thornton LLP | Paul and Joan Veronneau PricewaterhouseCoopers LLP | Lindsley Wellman Central CT Communications |
| Carol Sattler KeyBank | Shaun Sheridan Whittlesey PC | Alexandra Sopelak Eversource | Tim and Gerri Sullivan Community | Anne and Dave Timbrell Pratt & Whitney | Kate Van Valkenburg Ion Bank Foundation | Alexandria and Gary Voccio Community | Marcia Wellman Eversource |
| Darlene E. Sawczynsyn W Hartford Hospital | Alice Sherman Willis Towers Watson | Chris Soumakis Collins Aerospace | Edward and Kathryn Sullivan Whittlesey PC | Peter and Adriana Tippner Cigna | Marcos Valladares Johnson Controls, Inc. | Gerhard Voggel Webster Bank | Mollie Wells The Hartford |
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| Amanda Scheyd HSB | James R. Shuckerow, Jr. Eversource | Roz and Alan Spier Community | Jack Swift Pratt & Whitney | Mark and Ava Torello Whittlesey PC | State Representative Edwin Vargas and Sylvia Vargas Connecticut House District 6 | Jonathan Vrabel Enterprise Holdings | Rob Wheeler Otis Elevator |
| Jennifer A. Schilling Eversource | Grace Shuman Travelers | Donna J. Sprague Webster Bank | Rachel L. Syrek W Pratt & Whitney | Nhan Trang Enterprise Holdings | Cecily Vasington W The Hartford | David Wagner UPS | Frederick White Eversource |
| The Schirra Family Pratt & Whitney | Robert E. Siering Pratt & Whitney | Melissa Jolly Sprague Deloitte LLP | Bobby Szolomayer Pratt & Whitney | Andre Troughton Pratt & Whitney | Lisa Vaughn Raytheon Technologies Research Center | Guoqiang Wang Raytheon Technologies Research Center | Bob and Mary Ellen White Community |
| Mr. and Mrs. P. Schmitt Stanley Black & Decker, Inc. | Eric Silverstein Hartford Hospital | G.V. Srinivasan Raytheon Technologies Research Center | Donna Taglianetti Community | The Tumicki-Surkis Family LIMRA | Daphne Vayos Eversource | Yingkai Wang Community | David Whitehead Hartford Hospital |
| Dr. and Mrs. J. David Schnatz Community | Corey Simard Pratt & Whitney | Gina Federico and Kevin Stackow W United Way of Central and Northeastern Connecticut | Kerriane Taranto UPS | Katherine Umberfield Cigna | Jodi A. Vecchiarelli Raytheon Technologies Research Center | Neal Warren Barnes Aerospace | Lauren Whitney Cigna |
| Casey Schroeder Vantis Life Insurance Company | The Simbo's The Hartford | Yvette Standberry Cigna | Rich and Lori Tardif Eversource | Julianne Unsal Deloitte LLP | Venkat Vedula Raytheon Technologies | Lauren Klein Warren RTI International | Marcia and John Wilkinson Community |
| Alan R. and Marilyn C. Schwedel Community | David W. Sink, MD Connecticut Children's Medical Center | Timothy Stanley Pratt & Whitney | Glenn A. Taylor Liberty Bank | Paula-Marie Uscilla Pratt & Whitney | Thomas Warters The Hartford | David and Joanne Williams Travelers- Retiree | David and Eliot Williams Community |
| Michael Schweighoffer People's United Bank | John Slusarski Aetna, a CVS Health Company | Susan Staples-Holt Cigna | Bradley Teal Enterprise Holdings | | | | Susan and Eliot Williams Community |
| Cheryl Scroggins Pratt & Whitney | Mr. and Mrs. Nelson A. Sly Community | Leigh A. Newman and Gary S. Starr Shipman & Goodwin LLP | Erin and Trevor Terry Pratt & Whitney | | | | David K. Williams KeyBank |
| The Seebauer Family W Raytheon Technologies | Paul Smith Pratt & Whitney | Drue A. Stegner Webster Bank | Peter E. Teti Pratt & Whitney | | | | Chris Williams Community |
| Chrissy Semenza W Enterprise Holdings | Patrick and Lynnae Smith Eversource | Matt Sternat Conning | Jennifer C. Thomas Pratt & Whitney | | | | Joseph and Tracy Williams Shipman & Goodwin LLP |
| Cheryl Sexton Webster Bank | Dave A. Smith Pratt & Whitney | John Stevens Webster Bank | John Thomas Pratt & Whitney | | | | Paul and Denise Williams Day Pitney LLP |
| Avanie Shah Lincoln Financial Group | Ronald Smith Eversource | Mary Ann Stokes Webster Bank | Sandra Thomas Cigna | | | | Ron and Lisa Wills Whittlesey PC |
| Jennifer Shanley W ELS Robinson+Cole | Trevor S. Smith Pratt & Whitney | S. Anita Stone Pratt & Whitney | Jean-Philippe Thomas W Pratt & Whitney | | | | Janene and Rob Willsey Travelers |
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| Kathryn Shapiro UPS | | Mr. and Mrs. Christopher D. Stratton Pratt & Whitney | | | | | Marcus Willy Enterprise Holdings |



Staff preparing school supplies donated to United Way Stuff the Bus for distribution to local schools, August 2020.

W Women United Member **ELS** Emerging Leaders Society member

| | | | |
|---|--|--|--|
| Daniel Wilson <i>Enterprise Holdings</i> | Matthew Worthington <i>Cigna</i> | Gail York <i>Cigna</i> | Michael Zimmerman <i>Pratt & Whitney</i> |
| Tina Wiltsee <i>Lincoln Financial Group</i> | Sharon Wrabel <i>Raytheon Technologies</i> | Beth and Ken Young <i>Collins Aerospace</i> | Anthony A. Ziotas and Family <i>Triumph Group Integrated Systems</i> |
| Julianne Winkel <i>Webster Bank</i> | The Wright Family <i>Collins Aerospace</i> | The Yudichak Family <i>Pratt & Whitney</i> | Jeffrey Zirbel <i>Nassau Re</i> |
| Jerry Withinton <i>Eversource</i> | Bryan Wunsch <i>UPS</i> | Catherine Zeiner <i>YWCA Hartford Region</i> | Miranda Dal Zovo <i>Eversource</i> |
| Kevin Witkos <i>Eversource</i> | Brian Wylie <i>Pratt & Whitney</i> | John L. Zepp <i>Pratt & Whitney</i> | The Alexander M. and Catherine Maus Wright Charitable Trust <i>Community</i> |
| Donald and LuAnn Wolf <i>Pratt & Whitney</i> | Yanaros Family <i>Pratt & Whitney / Travelers</i> | Fitch/Sheldon Family Foundation <i>Community</i> | One hundred seventy eight members wish to remain anonymous. |
| Thomas Wood <i>Whittlesey PC</i> | Nicholas Yanouzas <i>Whittlesey PC</i> | The Harry E. Goldfarb Family Foundation <i>Community</i> | |
| Margaret Woolley <i>Cigna</i> | David P. Yarger <i>Webster Bank</i> | The Stephen and Nancy Roberts Fund <i>Community</i> | |
| Sarah M. Worthen <i>Pratt & Whitney</i> | John Finn and Linda Yoder W <i>Shipman & Goodwin LLP</i> | | |

W Women United Member **ELS** Emerging Leaders Society member

1924 Society

The 1924 Society honors those who have made a bequest or planned gift to United Way of Central and Northeastern Connecticut. Members demonstrate their commitment to real, lasting change in our community and their gifts allow their legacy to live on while ensuring our region continues to grow and prosper as we meet the challenges of tomorrow.

Estate of Adrienne Allen
Margot and Lee Allison
Fredrick K. Bailey
Henry T. J. Becker
Harold C. Buckingham, Jr.
Howard and Sue Carver
Dr. Ann M. Curran
Ray and Ronnie Deck
Janice E. DeDominicis

Susan and Edmund P. Dunn, Jr.
Henry M. Zachs
Estate of Isidore S. Geetter, MD
Paula S. Gilberto
Estate of Elizabeth and Virginia Hicks
Jane M. Hilbie
Estate of Richard and Marie McCabe
Claire and Millard Pryor
Libby M. Richardson

Lew and Amy Robinson
Mr. and Mrs. Peter Russell
Georgia K. Thomson
The Wellman Family Fund
Don and Jean Wilson

**Two members of the 1924 Society have asked to be anonymous*

JOIN THE MOVEMENT
and
PAVE THE WAY TO A BETTER TOMORROW

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#PhilanthropyCloud

MAY 25

Our United Way is built for tackling the immediate and long-term effects COVID-19 is having on local children, adults and families. The **LIVE UNITED Golf Tournament** is an opportunity to bring local companies, organizations and donors together on the golf course to raise funds allowing us to respond, recover, reimagine and rebuild a “better normal” for all of us. That’s what it means to LIVE UNITED.



Presented by:
StanleyBlack&Decker

JUNE 17

For 10 years, proceeds from **Women United's Power of the Purse** have helped women and families achieve financial stability. Today, as more people are walking a financial tightrope due to job reduction and loss, your support is more important than ever. By participating in this year’s special anniversary virtual event featuring keynote speaker Lucinda Cross, you are ensuring that people receive job training, financial education and savings opportunities.



SEPT-NOV

The third **ELS Case Competition** offers a unique eight-week experience for young professionals and executive leaders to work together to solve a community challenge in partnership with United Way. ELS created this “Shark Tank” style competition to allow for innovative thinking, problem-solving, personal and professional development, and networking, all while offering up ideas that help to address community conditions.



To learn more about participation and sponsorships for these events, visit unitedwayinc.org

Today's everyday heroes: building a “better normal” for tomorrow
Join us: Give. Advocate. Volunteer. and create a stronger community for all unitedwayinc.org

YOUTH SUCCESS | ECONOMIC MOBILITY | ACCESS TO HEALTH | BASIC NEEDS



United Way of Central and Northeastern Connecticut