

# UNITED IN PURPOSE



**2023 COMMUNITY IMPACT REPORT**  
The Power of United Way's Network

United Way of Central and  
Northeastern Connecticut



# BE BOLD

I recently had a conversation with a national partner who was visiting Hartford and wanted to hear more about our strategic planning process. She asked what advice I could give her organization as they began theirs. "Be bold," I said. It is what instantly came to mind since I assumed this position nearly two years ago. Be bold and be fearless. As our organization approaches its centennial milestone, we are committing to bold, innovative change – for our community and for our United Way. And even though change is certainly required to advance and can be scary, our core values will guide us on the path ahead.

United Way was created to support communities through tough times, and we vow to carry that spirit forward for our next century of service. As the needs in our community evolve, so will we.

This year, we hosted more than 40 community conversations with hundreds of participants, including young people, parents with children in schools across our region and top business leaders. Together, we are shaping our next strategic plan to create lasting change for local children, adults and families. This strategic vision will set bold goals, encourage multi-sector collaboration and respond to the community's priorities; and, commits to deep impact and organizational excellence.

Looking forward, United Way will continue to engage you to close gaps and create opportunities. Transformational giving opportunities will drive game-changing, groundbreaking initiatives that truly move the needle to improve community conditions for residents across central and northeastern Connecticut today and for generations to come.

We invite you to partner with us in philanthropy. Contact me or anyone on our team to share your ideas, attend upcoming events or sign up to volunteer.

It is an exciting time for our United Way and for the communities where we live and work. There is no better time to join us.

With thanks and appreciation,



A stylized, handwritten signature in black ink, appearing to read "E. Harrison".

**Eric Harrison**

*President and CEO*

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**United Way of Central and Northeastern Connecticut**

*Follow me on X/Twitter! @unitedwayincceo*



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As I approach the conclusion of my term as Chair of United Way's Board of Directors, I fondly reflect upon what we have been able to accomplish together in the last two years during significant times of transition – both for our organization and our community.

As a member of the leadership team at my workplace, a local corporation that frames its business around being purpose-driven and empowering communities, I have implemented the same philosophies to guide me in leading our United Way as our community recovered from the ongoing impacts of the pandemic. Data recently released through the 2023 Connecticut United Ways ALICE Report confirms that economic consequences persist. With challenge comes opportunity, and I have full confidence that United Way and our significant network of change-makers will continue to tackle and solve for the tough issues impacting people in our community.


After leading the Executive Search Committee, introducing Eric Harrison as United Way's newest President and CEO to our diverse group of stakeholders in February of 2022 was an experience I will always warmly remember. The Committee knew during the interview process that Eric was the right person to lead the organization, especially given the exciting milestone of United Way's 100th Anniversary quickly approaching.

With regards to the Centennial, I am quite proud of what we have accomplished together to prepare for this milestone during my tenure as Chair of the Board, including:

- Modernizing technology, systems and organizational practices;
- Completing 41 Community FIRST Conversations with diverse stakeholders and hosting dozens of donor interviews; and,
- Completing an updated strategic plan as we move toward our next century of service.

I am grateful for the many leadership volunteers, advocates, corporate and community partners, donors and municipal and educational leaders whom I value serving alongside. Among them is the incoming Chair of United Way's Board of Directors, Pete Collins of Travelers. Pete has a long history of involvement with our United Way, serving most recently as Vice Chair of our Board. Pete's passion for the organization's mission and his dedication to continued innovation and growth will set our United Way's trajectory for success as we celebrate a century of service to our community.

Thank you for your continued support of United Way and for the opportunity to partner with you. I remain committed to United Way and anticipate working with you all for many years to come.



Sincerely,

*Vittoria Pace*

**Vittoria Pace**  
**Chair, Board of Directors**  
United Way of Central and  
Northeastern Connecticut



# 2023 United Way Community Service Award *Full Circle Philanthropy*

**M**aya Angelou once said, “If you can’t change it, change your attitude.” This is the personal mission statement of this year’s United Way Community Service Award honorees.

United Way of Central and Northeastern Connecticut is pleased to honor Greg and Mary-Jo Toczydlowski with its 2023 Community Service Award. The award is the most significant way United Way recognizes its volunteers.

The Community Service Award is presented annually in memory of community leader and former United Way Board of Directors member Dr. Frederick G. Adams, who was committed to supporting children and families in our community. This year’s award will be formally presented to the Toczydlowskis in early 2024.

“With their compassion for our community and ongoing dedication to the United Way, we’re delighted to honor the Toczydlowskis with this award,” says Eric Harrison, President and CEO of United Way of Central and Northeastern Connecticut.

“We value their commitment to our organization—Greg and Mary-Jo have been members of United Way’s Tocqueville Society since 2009 and have contributed more than \$154,000 to our Community Campaign since 2007,” adds Eric.

## Community Impact

Greg Toczydlowski is Executive Vice President and President of Business Insurance at Travelers. From 2008 to 2019, he served on United Way of Central and Northeastern Connecticut’s Board of Directors. He was Board Chair in 2015 and 2016, and in that

time helped United Way develop and implement its next strategic plan with an emphasis on helping our community plan for successful futures for generations to come.

Greg advocates for United Way at Travelers during its annual employee giving campaign and annually supports *Power of the Purse* by purchasing a table and inviting women from Travelers to join Mary-Jo and him.

“United Way brings together people and resources committed to advancing the well-being of children and families in our community,” explains Greg. “Through my involvement, I’ve seen firsthand just how much of an impact the organization has in our own backyard. It’s helped me be a better leader by truly understanding the needs of our community, down to the individual level.”

Community involvement is a way of life for Greg, who describes it as three areas of focus in the community in which you live and work:

1. Having a deep understanding of the true needs.
2. Being committed to making a positive impact.
3. Finding ways to inspire others to join you in making a positive impact.

Greg’s involvement with community organizations is extensive—and highly valued. He currently serves as Vice Chair of Hartford HealthCare’s Board of Directors. Previously, he served as Vice Chair of Springfield College Trustees.

In 2021, Girl Scouts of Connecticut Inc. honored Greg during the Legacy of Leadership “Man Enough to be a

Girl Scout” event, which celebrates men who advance the interests of women and girls in Connecticut. That same year, Greg was named Honorary Chair of the Urban League of Greater Hartford 2021 Equal Opportunity Day Celebration. David Hopkins, President and CEO of the Urban League of Greater Hartford, described Greg as “a dynamic corporate leader and a champion of the mission and work of the Urban League.”

## Paying It Forward

Greg shares that his upbringing had a tremendous impact on how and why community involvement is so personally important.

“I grew up in a single-parent household, where my mother was a teacher raising three children. We received some social benefits that enabled me to stay focused on my schoolwork without worrying about a needed meal,” he explains. “Being a beneficiary of that community generosity is why I feel passionate about paying it forward by giving back.”

## Philanthropic Giving

The Toczydlowskis’ most significant contribution to the community has been establishing a family foundation and managing their philanthropic farm. “It’s what we’re most proud of and feel has the most impact,” says Greg and Mary-Jo.

Greg and Mary-Jo describe themselves as “philanthropic farmers.” They purchased a farm with the intent to take care of animals and grow quality food. “Like most things in life, it has taken on new meaning, purpose and impact,” Greg admits.



The farm has turned into a philanthropic operation that donates crops to various soup kitchens and food banks. Profits the Toczydlowskis generate from the alpaca clothing they help produce are donated to the Hockanum Valley Community Council, an organization in Rockville, CT near where Greg grew up.

In addition, the Toczydlowskis' farm has become a gathering place for the community for networking and fundraising events, including the Tocqueville Society reception in 2022. "More than the tangible output of crops and community funds, the farm brings together our family for the service of others," acknowledges the Toczydlowskis.

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***The Tocqueville Society recognizes local philanthropic leaders and volunteer advocates in the United States and across the globe who have dedicated time, talent and funds to their communities' most important issues.***

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### **Inspiring Others**

The Toczydlowskis are humbled to receive the Community Impact award. "We accepted this award only because of my third tenant to community service: The desire to inspire others to help our communities," says Greg and Mary-Jo.

"This desire to inspire others is also true in my professional life—encouraging my colleagues and fellow leaders to make a positive impact on the communities in which they live and work," he shares, noting his favorite quote from Ralph Waldo Emerson, who said, "Nothing great was ever achieved without enthusiasm."

Greg adds, "I hope our impact on United Way has helped bring focus and attention on how important this organization is to our region." He encourages others to get involved in their communities. "There is no better feeling than helping a fellow human," he emphasizes.

"The Toczydlowskis' commitment to giving back to our community is truly inspiring," praises Eric. "It's an honor to bestow this award to them in recognition of all they do for others."







## UNITED WAY TOCQUEVILLE SOCIETY



@unitedwayinc  
[unitedwayinc.org/tocqueville](https://unitedwayinc.org/tocqueville)  
#LIVEUNITED

Tocqueville Society members are philanthropic leaders who, through generous gifts of treasure, demonstrate their commitment to tackling our community's most pressing problems and creating sustainable positive change. The Society is named after the 19th century French political thinker and historian Alexis de Tocqueville who, in his writings, recognized the importance of voluntary action on behalf of the common good. The Society is dedicated to developing a stronger sense of community and connection among local philanthropists through engagement opportunities that grow awareness of issues and solutions affecting the well-being of children and families in our community and networking with like-minded individuals.

Members of our local Tocqueville Society automatically become members of United Way Worldwide's Tocqueville United, a society comprised of philanthropic leaders from throughout the United Way global network.



Scan here and follow us on social media to learn more about membership and benefits, our impact and how to get involved.



## UNITED WAY CONSTITUTION SOCIETY



@unitedwayinc  
[unitedwayinc.org/constitution](https://unitedwayinc.org/constitution)  
#LIVEUNITED

Constitution Society members are leading the way in making real, measurable impact on issues facing people locally. Members of this exclusive United Way Society come from diverse backgrounds and careers, using their generosity, time and talent to create real, lasting change in the lives of local adults, children and families. The Society connects people, along with their passions, to collectively make our region a better place.

***"The greatness of a community is most accurately measured by the compassionate actions of its members."***

- CORETTA SCOTT KING



Scan here and follow us on social media to learn more about membership levels and benefits, our impact and how to get involved.



It is clear from these conversations that our collective goal is a safe, equitable and thriving community. As United Way charts the path to its next century of service, the organization will work to mobilize partnerships and resources that close gaps and create opportunities. Stay tuned for the full report on United Way's Strategic Planning efforts to be released in early 2024.

[illegible]



## IMPACT ON FINANCIAL SECURITY

# Financial Hardship Persists; United Way's Network Offers Hope

“When COVID hit, I worked at a law firm in Farmington. It was a foreclosure law firm, and they closed [due to national eviction moratoriums]. I [found myself] stuck at home with a newborn,” recalls Tiffany Ferrer.

Tiffany is one of countless people in our community who experienced job loss during the pandemic. As a wife and mother of three, being down a steady stream of income during such uncertain times was, understandably, difficult and scary.

We heard from many families during this period who detailed the difficult decisions they were forced to make, such as: falling behind on utility bills, forgoing health care, child learning loss and navigating food insecurity. And, the emotional anguish from being forced to make these tough choices was exacerbated by social isolation.

Financial insecurity has long been a complex, nuanced issue impacting our community, our state and our nation. Recognizing this, the United Way network stepped up more than one decade ago to dive deeper into the financial struggles American families face day-to-day.

Every two years, Connecticut United Ways join United Ways across the country to conduct a financial hardship study called the ALICE Report (**A**sset **L**imited, **I**ncome **C**onstrained, **E**mployed). This year, this data-driven, comprehensive research offered an important opportunity to understand who is struggling and why; and, the specific ways COVID-19 has impacted our economy.

In its fifth edition, the latest ALICE Report shows that 39 percent of households in central and northeastern Connecticut continue to live below the ALICE Threshold - the income necessary to live and work in this economy. These families could be living above or below the Federal Poverty Level, oftentimes are working essential jobs, yet are still not earning enough to make ends meet.

An additional tool paired with the report is the ALICE Essential Index (AEI), which measures the change in household costs over time. The AEI provides the numbers to create a household survival budget that reflects a conservative average cost for a variety of family makeups, such as a single person or a family of four with two adults, one infant and one toddler. With updated data inclusive of

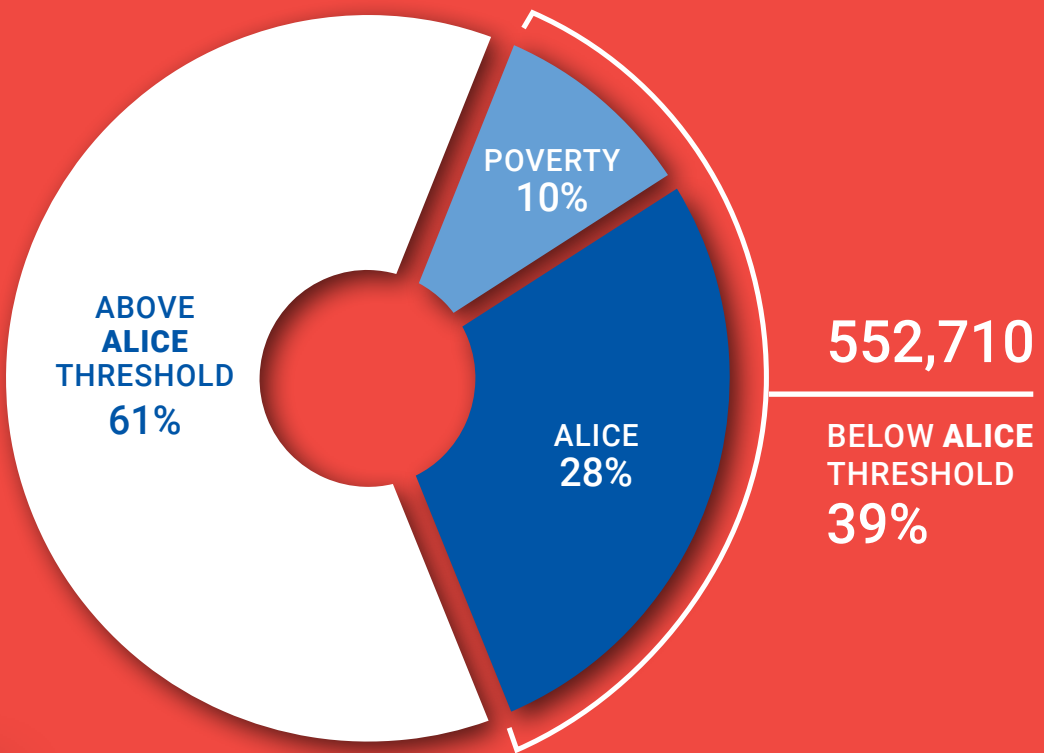
recent inflation, it has been determined that a family of four needs to earn at least \$117,000 in 2023 to afford the basics. This income exceeds the Federal Poverty Level (\$30,000) nearly four times. The cost of household essentials remains out of reach for more than one-third of all households in our region, despite wage increases in the private sector.

This year's ALICE Report confirmed what many of us predicted – the pandemic set Connecticut families behind financially. More than 10,000 families in our region alone fell below the ALICE Threshold since we published our previous report in 2020.

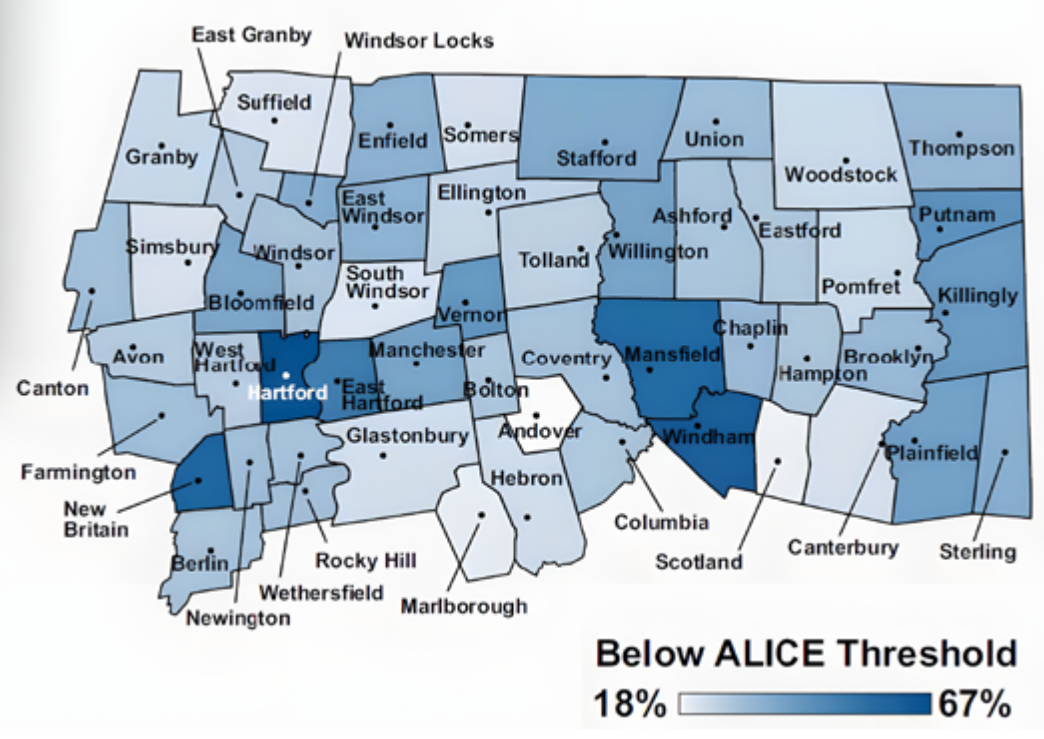
United Way's network is uniquely positioned to provide immediate, holistic support when times get tough. Through the ALICE Report, we were able to track data trends and can







*\* In Connecticut, out of 1,428,313 households, there were 149,960 (10.5%) in poverty plus 402,750 (28.2%) ALICE, which totals 552,710 (38.7%) below the ALICE Threshold and rounds to 39%.*



see that United Way’s strategies and solutions help lift people out of financial hardship. United Way invests in quality programs, advocates for policies that will help reduce barriers to financial security and mobilizes volunteers to take action on these issues.

For instance, though our community experienced a setback during the pandemic and subsequent inflation, notably, this report reflects the income supports provided to families during the pandemic made a significant positive impact on their budgets. This cannot be ignored, and has been crucial in informing our United Way Advocacy Agenda to create a permanent, fully-refundable Child Tax Credit (CTC) and expand the Earned Income Tax Credit (EITC) in our state. These tax incentives can help move families out of poverty and can make

our economy grow. Thanks to the generosity of our supporters and the strong partnerships we nurture in our community, United Way continuously provides free budget coaching, financial planning, tax preparation and filing, workforce development, match savings programs and dozens of other resources to make financial security within reach for families living paycheck-to-paycheck. Together, we are offering a hand-up to hardworking people committed to rising out of financial hardship.

As for Tiffany, she participated in a United Way-supported entrepreneurship program and took her side business to the next level, ultimately sustaining her family’s financial stability. Her business, Amore to Paint, is located in New Britain and offers instructor-led painting parties and events. We invite you to take a closer look at the whole report to learn more about ALICE households by town in our region.



# Dolly Parton's Imagination Library Grows

If you were asked to reflect on your favorite childhood book, how would you respond? You would likely conjure up particular titles or series; something that you read over and over again. You may even think back to the person who gave it to you or read it to you most often. These fond memories likely make it hard to imagine that something as core as pulling a book off of your bookshelf is simply out of reach for many children, but it is in fact a reality. It is a reality that is both exacerbated by and contributing to financial instability across our region.

According to the Child Literacy Project, 61 percent of children in households experiencing financial insecurity have no access to books in their households; and, research shows that the number of books children have in their homes at an early age directly correlates to their reading proficiency throughout their academic experiences. In central and northeastern Connecticut, two-thirds of children are not reading proficiently by the start of fourth grade, a key indicator for future success.

United Way works with partners to provide a continuum of services to support families experiencing financial hardship, beginning with education. We provide books to young children to build home libraries and support kindergarten readiness, invest in programs that promote academic success for school-age students and advocate for more support to reduce disparities and ensure that all children have opportunities to succeed academically. We know how critical it is for children to read at grade-level by the start of the fourth grade and exposing them to books at an early stage can make a huge difference for their futures.

United Way is proud to invest in and manage United WE READ initiatives across our region that support children from birth through third grade in achieving developmental and academic milestones.

One of these initiatives is Dolly Parton's Imagination Library, which launched in Hartford in October 2020 thanks to the support of Connecticut Children's and many other collaborators. Imagination Library is a book subscription program that allows families to enroll their children from birth to age five to receive a free age-appropriate book in English or Spanish monthly by mail.

Since we helped launch Dolly Parton's Imagination Library in Hartford three years ago, we have seen its popularity and impact grow, and recently celebrated the milestone of sending out our 100,000th book.

In our advocacy role, last spring, United Way, represented by our staff and volunteers, testified in a public hearing to allocate state funding for expanding youth literacy programs like Dolly Parton's Imagination Library. When the state budget was signed into law over the summer, this appropriation was adopted. Additionally, thanks to the funding earmarked by U.S. Congresswoman Jahana Hayes, we are expanding Imagination Library to New Britain residents in the coming months.

As we continue our literacy work across our region with Dolly Parton's Imagination Library and other initiatives, intentional efforts have been made to support program growth in North Hartford Promise Zone to improve childhood academic success through impactful collaborative work as part of the Ascend Pipeline program.





*“Childhood literacy is essential to achieving our goals of enhancing developmental and academic outcomes and strengthening long-term well-being and quality of life. By collaborating with many community partners – including United Way, Hartford Public Library and Hartford Public Schools – we can ensure programs like United Way Readers and Dolly Parton’s Imagination Library are available to children who reside in the North Hartford Promise Zone.”*

— Dr. Paul Dworkin, Executive Vice President, Community-Child Health, Connecticut Children’s.



107,777

Total books distributed  
as of Oct. 1, 2023

7,785

Total Hartford  
children served as  
of Oct. 1, 2023

67%

Current number of eligible  
Hartford families enrolled



A gift of \$40 provides a one-year subscription to  
Dolly Parton’s Imagination Library to a local family.

**DONATE TODAY.**





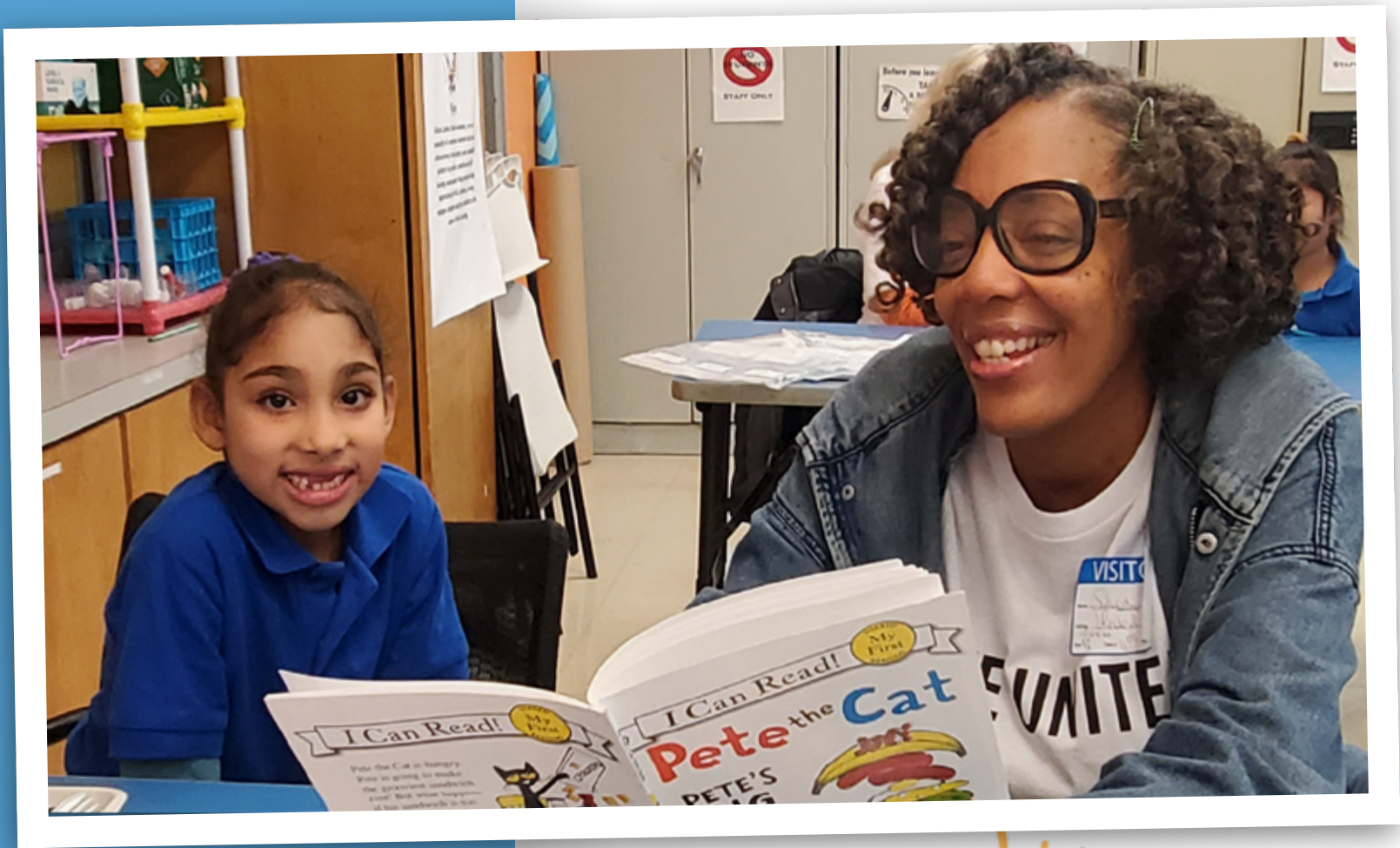
BECOME A  
UNITED WAY  
READER.

Read one-on-one to students in kindergarten to third grade who are behind in their reading skills.

Share your passion for learning and make a difference in the lives of young students.

VOLUNTEERS  
NEEDED

Read with Local K-3 Students!



**November 2023 - May 2024**

**Time Commitment:** 60 minutes, one day per week.  
Lunchtime or after-school slots, Monday-Friday.

**In-person locations:** Hartford, New Britain, Enfield, Windham and more.  
Virtual volunteer available.  
All training provided. Registration open now!

**Questions?** Contact the Readers Team at [readers@unitedwayinc.org](mailto:readers@unitedwayinc.org) or 860.493.6832.



@unitedwayinc  
#UWReaders



# Congratulations

## Workforce Solutions Collaborative of Metro Hartford on your 15th Anniversary!

15



### THANK YOU TO OUR PARTNERS for your ongoing contributions to our shared vision:

American Savings Foundation  
Bank of America  
Community Foundation of GreaterNew Britain  
Connecticut Department of Labor  
Hartford Foundation for Public Giving  
JPMorgan Chase & Co  
Liberty Bank Foundation  
National Fund for Workforce Solutions  
Prudential Foundation  
United Way of Central and Northeastern Connecticut

**WORKFORCE SOLUTIONS**  
COLLABORATIVE  
OF METRO HARTFORD



Learn More

[unitedwayinc.org/workforce-solutions](https://unitedwayinc.org/workforce-solutions)



# THANK YOU!

United Way is grateful to all the organizations who participated in our *Year of Caring* initiative.

3M

Acadia Insurance

Aetna, a CVS  
Health Company

Avangrid

Central Connecticut  
State University

Centreville Bank

CHEFA

Cigna

Collins Aerospace

Connecticut Children's

CT Wealth Management

DXC Technology

Eastern Connecticut  
State University

Eaton Corporation

Eversource Energy

GE Power

Gemma Power Systems

Global Atlantic

Financial Group

HSB

HyAxiom

Liberty Bank

Lincoln Financial Group

Otis Elevator

Pitney Bowes

Pratt & Whitney

ProPark Mobility

SCA Pharma

The Hartford

Travelers

UBS Realty Investors

United Healthcare

University of Connecticut

University of Hartford

Webster Bank

Willis Towers Watson

WordCom, Inc.



## VOLUNTEER TODAY.









## UNITED WAY WOMEN UNITED®

**LEADING THE CHARGE.  
INSPIRING THE CHANGE.**




  
 @wuforuwct  
[unitedwayinc.org/women](https://unitedwayinc.org/women)  
 #WomenUnited

### WE ARE WOMEN UNITED.

We are 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. Women United is a global, growing force of 70,000+ women dedicated to creating a world of opportunity— for everyone.

### WE IGNITE CHANGE.

Financial struggles affect families' health and children's education. Women United members empower each other to use our passions, ideas, expertise and resources to help women and families in our community achieve financial security.

### WHAT OUR MEMBERS ARE SAYING.

"Through Women United, I have been able to learn about our wonderful community and do my small part to help uplift and support families. I have also grown professionally and have a better understanding of how to lead in a way that brings heart to what matters most. To top it all off, the networking and friendships built along the way have been life changing!" *–Erica Dean, 2023 Chair, Women United*



Scan here and follow us on social media to learn more about membership levels and benefits, our impact and how to get involved.



## UNITED WAY EMERGING LEADERS SOCIETY

**Connect** Leaders.  
**Cultivate** Relationships.  
**Change** Our Community.




  
 @uwelsct  
[unitedwayinc.org/emergingleaders](https://unitedwayinc.org/emergingleaders)  
 #ELSDoSomethingBIG

### DO SOMETHING BIG!

ELS members represent a new generation of leaders committed to making a difference in the community by leveraging the power of United Way to connect, serve and grow – both personally and professionally.

As an ELS member, you'll have regular opportunities to volunteer, take part in United Way's impactful work, and network with some of the most influential business leaders in the area.

### WHAT OUR MEMBERS ARE SAYING.

"[ELS] connected me with like-minded individuals passionate about creating community-driven change and challenged me to think creatively, and resourcefully, from perspectives other than my own."

*–Emma R.*

"It's important to me to have the opportunity to grow my leadership, communication, and teamwork skills in ways I can bring back to my own work."

*– Allison E.*



Scan here and follow us on social media to learn more about membership levels and benefits, our impact and how to get involved.



# TAKE ACTION AS A VITA VOLUNTEER

Join us this tax season as a United Way VITA volunteer and help families in our region get the tax credits and refunds they've earned. By offering tax preparation services at no cost, together we are closing gaps and creating opportunities for families to achieve financial stability.

## What is VITA?

VITA stands for Volunteer Income Tax Assistance and is a volunteer-supported program that helps people, with household incomes of up to \$64,000 annually, prepare and electronically file their federal and state tax returns at no cost.

## What does it take to become a volunteer?

- Commit to just one, four-hour long shift per week from mid-January through mid-April.
- Have a willingness to help people in the community.
- No prior experience required.
- Spanish-speaking/bi-lingual volunteers needed.

## What will I do at my tax site as a volunteer?

- Prepare and electronically file income tax returns.
- Greet filers or manage appointment schedules.
- Help filers learn about ways to save and stretch their refunds.
- Act as a translator for volunteers and filers.
- Work with one household per hour on average.

RECRUITMENT  
OPEN NOW  
THROUGH  
JAN. 26, 2024

FREE trainings  
(virtual and in-person)  
in December 2023  
through January 2024.



*"I love VITA. I had a great time volunteering this year for my second year and appreciated all the support my site coordinator gave me."*

- 2022 VITA Volunteer

For more information,  
email **Taniqua Huguley** at  
[thuguley@unitedwayinc.org](mailto:thuguley@unitedwayinc.org)



@unitedwayinc  
[unitedwayinc.org](http://unitedwayinc.org)



# HOW UNITED WAY WORKS

1

## MOBILIZE RESOURCES

Convene and Unite:  
Donors, Advocates, Volunteers, Community  
Partners, Municipalities, School Systems and more.



2

## ORGANIZE AND CONNECT

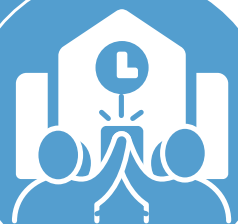
Increase Equitable Opportunities to Succeed:  
Youth Success, Family Financial Security,  
Access to Health and Basic Needs.



3

## CREATE LASTING CHANGE

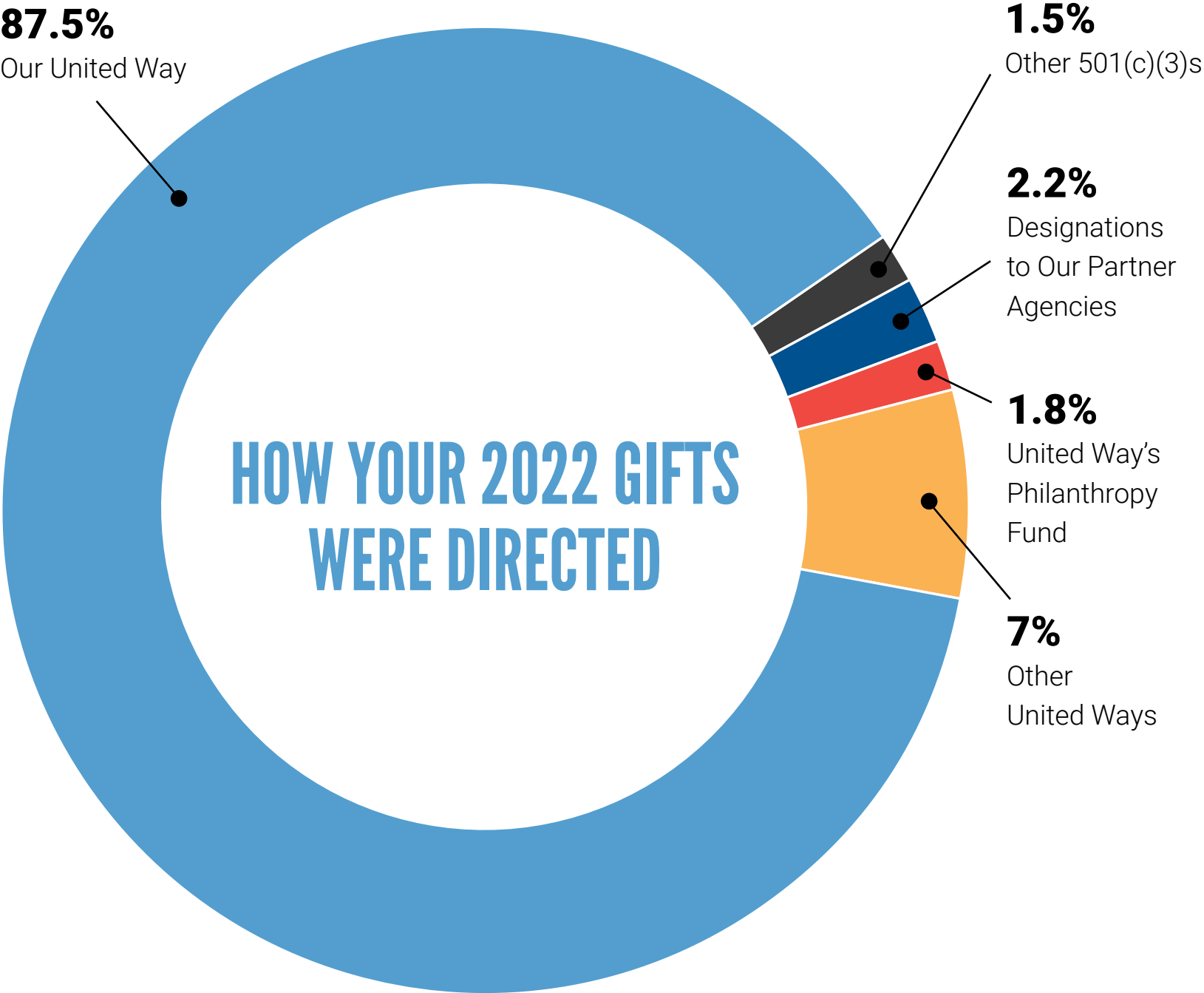
Identify:  
Immediate needs and long-term solutions to  
challenges facing children, adults and families.



**NO ONE PERSON OR ORGANIZATION CAN DO IT ALONE.**  
**UNITED WAY'S NETWORK WORKS TOGETHER TO CLOSE GAPS**  
**AND CREATE OPPORTUNITIES FOR PEOPLE IN OUR REGION.**  
**JOIN US: GIVE. ADVOCATE. VOLUNTEER. LIVE UNITED.**



# How Your Gifts Were Directed In 2022



@unitedwayinc | #LIVEUNITED | unitedwayinc.org



# THANK YOU!

United Way is grateful to have the support of 200 companies across our region, United for the well-being of local children and families.

AAA Allied Group	Catholic Charities Inc., Archdiocese of Hartford	Enterprise Holdings	Macy's - Control Account
AbbVie, Inc.	Centene	Eversource Energy	Manchester Board of Education
ACCESS Community Action Agency	Chase Enterprises	Faith Lutheran Church	Manpower
ADP Automatic Data Processing	Cigna Corporation	Farmington Public Schools	Mass Mutual Financial Group
Aetna, a CVS Health Company	City National Bank	FedEx Ground	MEMIC Indemnity Company
AFT Connecticut	City of Hartford	Fifth Third Bank	MGM
Allan S. Goodman, Inc.	CoBank ACB	Gannett Fleming Affiliates, Inc.	Microchip Technology
Allstate Insurance Company	CohnReznick LLP	Gartner, Inc	Microsoft Corporation
American Eagle Financial Credit Union	Collins Aerospace	GE Power	Milliman
American Equity Investment Life Insurance Company	Comcast Corporation	General Dynamics Corporation	Nationwide Insurance
American Nuclear Insurers	CommScope Technologies, LLC	Gilbane Building Company	Navigate Affordable Housing Partners
Ameritas Life Insurance	ConAgra	Global Atlantic Financial Group	NelNet - Great Lakes
Amica Mutual Insurance Company	Connecticut Children's	Greater Hartford Legal Aid	New England Combined Federal Campaign
Andersen Corporation	Connecticut Legal Services	Hanover Insurance Group	Northwestern Mutual Life Insurance Company
AON	Connecticut Public	Hartford HealthCare	OKAY Industries
AT&T Business Solutions Customer Care	Conning	Hartford Public Schools	One America
Athene USA	Consolidated School District of New Britain	HDR Inc	Opportunities Industrialization Center of New Britain, Inc.
Bank of America	CopperPoint Mutual Insurance Company	Hearst	Otis Elevator
Barnes Aerospace	Costco Wholesale, Inc.	Hinckley Allen LLP	Our Piece of the Pie
Berlin Board of Education	Coventry Public Schools	Home Depot	Parker Hannifin Corporation
Berlin Town Departments	CREC	Hooker & Holcombe Consulting	Paychex, Inc.
Big Brothers Big Sisters	Cronin, LLC	HSB	Peoples Bank
Big Y Foods, Inc.	CT Center for Advanced Tech	IBM Corporation	Performance Environmental Services, LLC.
Boys & Girls Club of Hartford, Inc.	Daktronics	International Union UAW	Pfizer Corporation
Brown Butter Creations	Day Pitney LLP	Ion Bank Foundation	Pitney Bowes, Inc.
Bucher Emhart Glass, Inc.	Deloitte LLP	ITW Permatex	PNC Financial Services
C & S Wholesale Grocers, Inc.	Delta Airlines	Jackson Laboratory	PopHealthCare
Campbells Soup	Dimeo Construction	JC Penney	Pratt & Whitney
Capital Workforce Partners	Disney/ABC Television Group	Johnson Controls, Inc.	PricewaterhouseCoopers LLP
Capitol Region Council of Governments	East Hartford Public Schools	Kellogg Company	Prudential Financial
Carmax	Eaton Corporation	KeyBank	Putnam Bank
Carmon Community Funeral Homes	Educational Resources for Children Inc	L.L. Bean	Raymond James & Associates, Inc.
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## WOMEN OF TOCQUEVILLE

Women of Tocqueville is a transformative group of committed business, civic and philanthropic women leaders dedicated to helping their neighbors in need and stabilizing families struggling to make ends meet through engagement opportunities to tackle challenges and create sustainable change for ALICE\* families. Through involvement, members are afforded the chance to build strong bonds with other like-minded philanthropists, deepen their knowledge of community issues, and support women, families and children by sharing their wisdom, service and generosity.

The first 50 women to become a Women of Tocqueville member will be recognized as Founding Members into perpetuity. We would like to recognize the first nine Founding Members:



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Susan Dunn\*\*



Paula S. Gilberto\*\*



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Scan here and follow us on social media to learn more about membership and benefits, our impact and how to get involved.

\*ALICE is a United Way-coined acronym that stands for Asset Limited, Income Constrained, Employed  
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In response to the 13 percent rise in local people experiencing homelessness, United Way is mobilizing people and resources through our *Rapid Response Fund: Housing and Homelessness* campaign. Our goal is twofold: keep people in stable housing; and, assist those currently unhoused in finding shelter.



For nearly 100 years, United Way has responded to emerging, immediate needs in our community while also finding long-term solutions to the issues affecting local families the hardest. Your support is needed now more than ever as the number of people experiencing homelessness is rising as we approach the cold winter months. Join us in closing gaps and creating opportunities for our neighbors to have safe, stable housing through *United Way Rapid Response Fund*.



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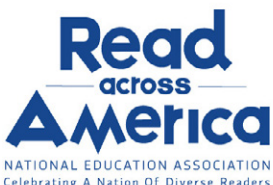
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